

Stephen F. Austin State University

**Faculty Senate Meeting Minutes
March 12, 1997 Meeting #264**

Faculty Senate meeting # 264 was called to order by John Dahmus, Chair. The following senators were absent: Andrew, Blalock (excused), Elliot-Howard (excused), and Watts (excused). Dr. Brian Oswald represented the College of Forestry.

The minutes for meetings # 262 and # 263 were approved with corrections.

REMARKS BY PRESIDENT ANGEL

Dr. Angel highlighted several areas briefly. The administration is carefully watching the budget on both sides of the legislature since SFA is heavily dependent on state funding. The legislative session is half over and the next eleven weeks are very significant. Texas has a range of 3.5 - 5 billion dollars of new money for state spending. The Governor's property tax proposal will be a major issue in the appropriation of the money.

In both formula funding bills, SFA has additional funding, but Dr. Angel said that all the riders must be taken into consideration to see what is removed from the formula funding appropriations. Appropriation bills are referred to a Conference Committee, composed of five senators and five representatives, who consult with the House and Senate leaders to smooth out the appropriations. Bills that come out of the Conference Committee have a passage rate of 99 percent.

According to the Hopwood decision, race cannot be used as a consideration in admissions, scholarships, or other categories. The Hopwood decision has created much unrest throughout the state. Several Senators are not in favor of additional money for higher education until the Hopwood decision is resolved to their satisfaction.

Another rider requires a higher education institution to have a tenure review policy or procedure in place by September 1, 1997, to spend any of the new budget money. A bill on post tenure review, introduced by Senator Bivins, has passed the Senate by a 30 to 4 vote. Four amendments, all faculty friendly, are included:

- must consult with faculty before writing the final policy
- due process procedure must be spelled-out
- the bill stipulates that review should be no more frequent than annually and no less than once every six years.
- time to improve, if the faculty performance is substandard.

In examining the UT - Tyler downward expansion, the issue relates to duplication according to Dr. Angel. Is there really a need regarding the present number of students and the projected students in the next few years? The analysis of the Coordinating Board, using their data, is that enrollment has dropped in all types of institutions in Northeast Texas. In the 36 counties of Northeast Texas, all institutions have lost eight percent or more of their enrollment and in the last four years, no enrollment growth was seen for the area. Study Paper 27, published by the Coordinating Board, projected the enrollment of Texas institutions through the year 2010. Data indicated that the East Texas region will grow slowly over the next 12 - 14 years resulting in a projected total growth rate of seven percent or one-half percent a year over the next ten years for UT - Tyler, SFA, and Texas A & M.

The Coordinating Board voted down the UT - Tyler issue by a 13 to 1 vote. Strong SFA support was provided by State Representatives Wayne Christian and Jim McReynolds. In addition, Ron Adkison, Chair of the SFA Board of Regents, was a strong advocate when he addressed the

Coordinating Board. Murray Shaw, SFA Board of Regents member, was also present at the meeting.

There was no bill in the legislative process concerning the Longview issue. The Coordinating Board reviews only bills, therefore, the issue will not be reviewed by the Coordinating Board. However, Dr. Angel expressed concern that it could be an appropriation item and receive money for planning and evaluation.

The UT - Tyler downward expansion would hurt SFA quicker because buildings are in place and teaching could take place immediately. It is not a matter of opposing educational opportunities, but rather a wise use of resources. SFA could lose as many as 500 students per year in five years. To the extent that SFA loses students, SFA loses funding.

Dr. Angel stressed that it was time to begin discussion on increasing the academic reputation of SFA. Over the next year or year-and-a-half, the issue must be researched to determine the academic goals and aspirations. Realistic expectations and goals need to be identified and included in the long-range 2003 plan. A phase in time of three to five years is needed and the plan must be backed with scholarships. Both faculty and administration have to work together to reach the goal of higher academic reputation for SFA.

Angel outlined two options for recruiting students. One, hire recruiters and station them in Dallas and Houston, both areas of projected growth. Secondly, hire Jerry Johnson, former State Representative, to articulate the Top 20% of Class Scholarships in the East Texas area.

According to Dr. Ashley, the summer budget is complete and is the largest summer budget in SFA history with an increase of \$100,000 over last year. The summer budget is \$2.2 million and this amount does not reflect individuals on 12-month contracts.

ANNOUNCEMENTS

Dahmus ask that all third-year Senators meet immediately following the meeting to nominate candidates for an officer ballot for the 1997 - 1998 year.

Senator Steve Ogden and Representative Jim McReynolds responded to the resolution on athletic expenditures. Senator Ogden expressed appreciation to the Faculty Senate for supporting his initiative and Representative McReynolds will discuss the matter with Representative Irma Rangel, Chair of the House Education Committee.

The following action was reported from the Academic Affairs Committee meeting:

- approved Review Routes for Program Modifications
- approved BFA Degree in Art History
- approved Early Intervention Minor in the College of Education
- changed BFA hour requirement in Art Plan I to 78 hours to comply with accreditation requirements
- approved proposal to recognize Teaching Excellence Award recipient at December commencement.

McDonald reported on the Graduate Council meeting. An item of interest was the discussion of whether to accept the Millers Analogy Test (MAT) as a measure of competency to do graduate work. The MAT is considered by many to be a better instrument for evaluation of potential success of a graduate student in Fine Arts. The MAT is a less expensive test than the GRE and can be administered on the SFA campus on fairly short notice. The discussion is on-going and faculty may express opinions to their specific Graduate Council Representative.

Senators Rushing and Dahmus represented SFA at the CoFGO meeting.

Tracy Crouch, Liberal Arts, has resigned from Faculty Senate.

Treasurer Rushing reported a balance of \$1,090.61.

COMMITTEE REPORTS

Academic Affairs Committee:

The Academic Affairs Committee is currently looking at two issues: how student scholarships are managed and reviewing student records (transcripts) to ensure that the true progress of the individual is reflected. The committee will gather facts and report their findings at a later date.

Administration & Finance Committee:

Copies of Senate Bill 806, introduced by Senator Ogden, concerning use of student fees to support intercollegiate athletics was given to senators with the agenda.

Elections Committee:

Vacancy notices and a call for candidates were mailed to the six colleges that have vacancies. The deadline for the return of the nomination form is March 27, 1997. The nomination forms were addressed to eligible voting faculty members.

Faculty Government & Involvement Committee:

The committee submitted a revised version of the Faculty Search, Policy & Procedure (Index E - 24A). For ease in comparing the two versions of the document, suggested deletions were lined out and new words or phrases were placed in brackets. Choate moved that the proposed change be adopted by the Faculty Senate. The motion was seconded by Codispotti. The ensuing discussion resulted in six amendments.

- **Amendment 1:** Human moved that Search Committee Responsibilities, 5d, have a second sentence added. The sentence would read, The Search Committee may rank the finalist. Rushing seconded the amendment. The amendment carried.
- **Amendment 2:** Price moved to alter Position Analysis by inserting the three paragraphs, written by the Professional Welfare I Committee and previously submitted to the Faculty Senate, after the first sentence. The existing second sentence of the original paragraph will follow the inserted paragraphs as a new paragraph. The section would read:
 - The analysis of the type of position needed by the department should provide opportunity for all faculty to have input in determining the number and nature of full-time permanent faculty needed to fulfill the academic mission of the department.
 - The faculty and administrators of each academic department should make an assessment of the department's faculty resources and its actual instructional needs, and determine the number of full-time permanent faculty positions needed to fulfill the academic mission of the department.
 - Based on this assessment of needs, the department should be allocated an adequate number of full-time permanent faculty positions, with only the minimum number of temporary (semester appointment) positions necessary to accommodate normal and expected fluctuations in enrollment.
 - If additional permanent faculty positions are created, these positions as well as any positions arising through other processes (such as resignations or retirements) should be filled by an internal or external search process that is approved by the department faculty and consistent with university policies and

procedures on Faculty Search (Index E - 24A). The search should be carried out with the goal of maintaining a faculty composed of the most highly-qualified individuals, having strong and widely-recognized academic credentials, and having the knowledge and perspective appropriate to their academic discipline and adequate to fulfill the variety of responsibilities that a university community places upon its faculty. Temporary or part-time faculty appointments should be made in accordance with policies and procedures that are approved by the full-time permanent faculty in the department.

- Following adequate discussion of the type of desired position, the department chair will submit the request for the desired position to the dean, who will request permission to fill the position from the Vice President for Academic Affairs. Shows seconded the motion. The motion carried.
- **Amendment 3:** Sullivan moved to amend the original motion at Search Committee Responsibilities, 6b, to read, The Search Committee completes its task by supplying all information and appropriate documentation required by the existing personnel policy. In addition, the enumerated items under 6b (1-5) would be deleted. McDonald seconded the motion. The motion carried.
- **Amendment 4:** Price moved to amend the original motion at Selection of the Successful Candidate, item 1, to read, In accordance with the recommendations of the Search Committee, the department chair obtains the appropriate approvals and presents the offer, pending final approval by the Board of Regents. Sullivan seconded the motion. The motion carried.
- **Amendment 5:** Simmons moved that the section, Successful Candidate, be eliminated providing time for further study. The section could be added back at a future date. The motion was seconded by Shows. The motion failed.
- **Amendment 6:** Sullivan moved that the entire document be proofed and editorial changes be made to ensure consistence of format and correct form. The motion was seconded by Codispoti. The motion carried.

The original motion to adopt the revised version of the Faculty Search, Policy & Procedure (Index E - 24A) reflecting the passed amendments was returned to the floor. The motion carried.

Professional Welfare II Committee:

The committee submitted an overview of progress on two areas of interest, student evaluations of faculty and merit issues. The written report outlined the areas but was not inclusive or final. The committee would like to hear from senators and interested faculty on these issues.

NEW BUSINESS

Dahmus reported that the Academic Affairs Committee consisting of Deans and a faculty representative from each college will develop a post-tenure review policy. The policy will be reviewed by the Faculty Senate. Dahmus submitted the following procedures that should be part of a post-tenure review policy:

1. Reviews should be linked to annual reviews of faculty in order to reduce to a minimum the amount of paperwork.
2. The intent of the post-tenure review process must be development of faculty not punishment. Faculty must be given adequate time and resources to correct any deficiencies which are revealed by the review process.

3. Adequate safeguards for due process rights must be part of the procedures.
4. Faculty must participate in setting standards for evaluation in individual departments and colleges and must also participate in the review process itself.
5. Guarantees of academic freedom must be part of a post-tenure review process.
6. Once a post-tenure review document has been completed, it must be accepted by a majority of both the Faculty Senate and the SFA faculty body.

ADJOURNMENT

McDonald moved that the meeting be adjourned; Choate seconded the motion. The motion carried; the meeting adjourned.

Janie Kenner, *Secretary*