

**Stephen F. Austin State University**  
**REPORT TO BOARD OF REGENTS April 30, 2002**

The Faculty Senate is pleased that you are raising admission standards, and most students will applaud this.

We appreciate your naming the Liberal Arts office building for Dr. Vera L. Dugas. I wish more of the faculty were in the position to be as generous to SFA as Vera has been.

Which brings me to salary. I am one of the three faculty on the Salary Equity committee which Dr. Guerrero appointed in the Fall. We have been working all year to form recommendations about what adjustments should be made to faculty and staff salaries to improve them in comparison to those at similar universities in the state and the nation. It is not an easy task, but an even more difficult task will be finding the funds to make improvements.

As you know, the Senate passed a resolution thanking Dr. Ashley for her many years of able service to SFA and wishing her success in her new endeavors in Massachusetts.

On the subject of replacing her, most faculty do not think the university needs to spend its scarce money to hire a search firm to find her replacement. A notice in higher education's "trade paper," the Chronicle of Higher Education, would suffice to bring a good selection of applicants among whom a search committee made up of regents, faculty, students, and community leaders could find someone who would work well with Dr. Guerrero. Of all the obvious criteria for a new academic vice-president, the most important is the ability to work in harmony with Dr. Guerrero, the other vice-presidents, the deans, the faculty, and the students. Most faculty question whether an off campus search firm would bring to a search assets that are not already available on campus.

Retention continues to be a concern of faculty. Faculty I talk with assure me they are doing everything they can to keep our students happy without lowering our classroom standards. There has been considerable controversy on campus about what are perceived to be efforts to remove control of developmental, that is remedial, education from the academic departments to ancillary units of the university. The Faculty Senate strongly believes that developmental education, that is the teaching of non-credit courses, must continue to be directed by the faculty of math, English, and Elementary Ed.

On May 8 the Senate will have a change in leadership. Our present chair-elect will replace me as Senate chair and a new chair-elect will be chosen to serve in 03-04. After May 8, and continuing through next year, the Senate chair will be Dr. Larry King, Associate Professor of Communications. So this is the last time I will be making a report to you. It's been a great pleasure this past year renewing acquaintance with some of you and meeting some of you for the first time. I thank you for your service to SFA and I very much appreciate your cordial attention to my report.

Do you have any questions or comments about this report or the Senate's activities this past year?

Joseph A. Devine  
Faculty Senate chair, 2001-02