

# **CHAIR'S ADDRESS TO THE BOARD OF REGENTS**

**November 2015**

Greetings Mr. Chairman, Board of Regents, Dr. Patillo, Dr. Bullard, Esteemed Colleagues, and Guests:

It is an honor and privilege to provide this update on shared governance activity from the Faculty Senate at Stephen F. Austin State University.

Before the report begins, I would like to first express appreciation to this Board of Regents who acted upon the recommendation of Dr. Patillo to provide a 3% merit pay increase. We say Thank You! This increase is greatly appreciated and affirms your commitment to SFA faculty. We also appreciate increases to the floor of salary lines for the instructor and assistant professor positions and we view this as a first step forward in making salaries at SFA more competitive in Texas and nationally.

## **Updates:**

### **Resolution:**

One of the first orders of business for the Senate this academic year was the approval of a joint resolution proposed by the Student Government Association to establish SFA as a Tobacco Free Campus. The resolution, presented to us by SGA President Tristian Harris, was authored by Caitlin Bohannon, College of Education Senator. This resolution is a demonstrated act of collaborative shared governance among students and faculty in seeking to improve the health and well-being of our campus community.

## **Updates**

In September, we elected a new Chair Elect, Dr. J.D. Salas, Associate Professor of Tuba. Dr. Salas replaces Dr. Norjuan Austin who has taken a one year leave of absence and will return in the fall of 2016.

We completed a comprehensive review of four academic policies: Academic Promotion, Tenure, Post Tenure Review and Merit Pay. The Senate solicited faculty feedback during a 21-day open comment period, receiving feedback online, through Senators and from the floor at the October meeting.

A summary of recommendations based upon this feedback was presented by Senators Kelso and Taaffe to Dr. Judy Abbott, Chair, and members of the Policy Committee last Thursday.

Three chief recommendations were:

- 1) Retain the minimum of three years at rank before being allowed to go up for promotion to professor.
- 2) Determine the guidelines to be used for determining promotion and tenure, (e.g. the guidelines a faculty member is hired under vs. the guidelines for the three-year review).
- 3) Clarify the post tenure review guidelines for full time, tenured faculty in a way that distinguishes it from the annual evaluation cycle and the review of full time faculty who are non-tenure track. The expectations for tenured faculty are different from non-tenure track and the post tenure review process should be meaningful for both the institution and the faculty member.

We have established a Senate Task Force on Space Utilization and Scheduling led by Senate Treasurer, Dr. Joey Bray. The Task Force is working with John Calahan to enhance faculty understanding and improve cross-campus and building-level communications with respect to scheduling needs.

The Faculty Government and Involvement committee directed by Dr. Brad Meyer is undertaking the 3 year required review of the Faculty handbook. We are working with Dr. Brunson to ensure we meet SACS requirements in this review.

At the October Senate meeting, we video recorded and tested live streaming equipment the Senate meeting and our intent is to begin livestreaming all meetings beginning in February.

### **Faculty Accomplishments**

Read listing. These will be uploaded to the Senate website.

### **Appreciation**

In closing, the work of the Senate and Senate Meetings is not accomplished by faculty alone. I would like to express our appreciation to the following:

Roni Lias, our dedicated webmaster;  
Sam Smith, Carol Woodson, and Nick Stallworth who make sure our meetings are fully operational in the BPSC, and to  
Lee Britton and the physical plant for their advance work and continued work on McGee 483, a meeting space we are enjoying greatly.

Thank you, Mr. Chairman and Regents, for the opportunity to present this report on behalf of the Faculty Senate. Are there any questions?