

Meeting No. 63
December 10, 1975
Stephen F. Austin State University
Faculty Senate

Absent: None

Ex Officio Members Present:
Dr. John T. Lewis

Guests Present:
Mr. Bobby Boudria
Dr. Robert Dean
Dr. Vera Dugas
Dr. Archie McDonald
Dr. Fred Rodewald
Dr. Carroll Schoenewolf

1. Chairman Ford called the meeting to order at 3:15 p.m.
2. Minutes of Meeting No. 62 were approved as corrected.
3. Dr. Ford reported:
 - A. The Dean's Council produced two instruments entitled: Faculty Data Sheet and the Formula for Adjusting Salary Inequities. (See attachments 1 and 2)
 - B. Senators were reminded that according to the Faculty Senate Constitution the Senate may recommend policy, but recommendations only become official when signed by the President.
 - C. Dr. Ford read a letter from Dr. Steen concerning faculty evaluations as written in the minutes of October 15, 1975, Meeting No. 62. These minutes were not signed and were returned to the Senate for further consideration. These proposals were referred to Dr. Jerry Vincent and Dr. Wayne Johnson for study.
4. The Treasurer, Mr. Jesse Richardson, reported that we have approximately \$1,003 remaining in the allocated budget.
5. Dr. Ken Watterston reporting for the Faculty Government and Involvement Committee presented the following recommendations to the Senate for its consideration:
 - A. Recommended that the results of the questionnaire seeking to determine issues which are of concern at the present to the faculty and professional librarians be sent to the committees for study. These will be referred to the appropriate committees for study.
 - B. A motion was made to submit item #4 on the questionnaire as a Constitutional Amendment in January. Item #4 as stated on the questionnaire: Now that department heads are on 12-month appointments, should they continue to serve on the Faculty Senate?
Motion defeated.
 - C. A motion was entered that as a constitutional amendment in January, it should be resolved whether the Director of the Library is eligible to serve on the Faculty Senate. Motion carried.

6. Dr. Diane Ford, speaking for the Administration and Financial Affairs Committee, informed the Senate that the Search and Screening Committee concerning the new president has been established and is functioning.
7. Dr. William Brophy reported for the Professional Welfare Committee concerning the Employee Assistance Programs. Their Study revealed that the record of Stephen F. Austin State University in allowing employees with problems to maintain their positions while obtaining assistance is commendable. They encourage the institution to continue this policy of concern for its employees. The Professional Welfare Committee does not believe that at the present time it is either necessary or wise to recommend to the President that he bind Stephen F. Austin State University to the Employees Assistance Program.
8. Dr. Deanne Malpass read a letter from Dr. Fred Rodewald regarding matters of concern he thought the Senate should consider. The motion was made and carried that these areas in question should be considered by the Senate. This letter was referred to the Administration and Financial Affairs Committee with instructions that a representative from each school be included on the committee. Report due at the March meeting.
9. The next meeting will be Wednesday, January 14, 1976 in the Aztec Room of the University Center at 3:15 p.m. Dr. Ford reminded the Senators that the meeting date will be during registration; therefore, special arrangements must be made in advance for attending.
10. The meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Ann Chandler

Ann Chandler
Faculty Senate Secretary

(attachments: 2)

Reviewed:

John T. Lewis
Dr. John T. Lewis, Academic Vice President

1-16-76
Date

Approved:

Ralph Steen
Dr. Ralph Steen, President

1-19-76
Date

STEPHEN F. AUSTIN STATE UNIVERSITY

Faculty Data Sheet

1. Name: _____
2. Rank: _____
3. Highest Degree Earned: _____ Year Degree Awarded: _____
4. If terminal degree not completed, give the number of hours above the Master's degree. _____
5. Total years full-time college teaching experience. (Do not include assistantships, fellowships, or part-time teaching while working toward terminal degree.) _____
6. Years of full-time teaching at Stephen F. Austin State University: _____
7. Years of professionally related non-college experience. (Public school instruction, work in industry, etc.) _____
8. Years highest degree held: _____
9. Performance rating on 1 to 5 scale (teaching, research, service to University to be considered): _____

Formula for Adjusting Salary Inequities

Name _____ Faculty member

<u>Terminal Degree:</u>	+	<u>Years of College</u>	+	<u>Years of SFASU</u>	+	<u>Number of Years</u>	+	<u>Years Terminal</u>	x	<u>Performanc</u>
<u>20 points or</u>		<u>Teaching (full</u>		<u>College Teaching</u>		<u>of Professionally</u>		<u>Degree Held</u>		<u>Rating for</u>
<u>1/3 hour above</u>		<u>time) other than</u>		<u>(Full time)</u>		<u>Related Non-</u>				<u>Last Five</u>
<u>Master's to maxi-</u>		<u>at SFASU</u>				<u>College Exper.:</u>				<u>Years</u>
<u>mum of 10</u>						<u>0-1. (at</u>				
						<u>discretion of dept.</u>				
						<u>head and dean</u>				

* There will be some across the board percentage raise.

** Final judgment will be left to the department heads and deans as to whether salary inequities would be erased.

*** Salary ranges by rank:

Instructor	--	9,000	-	14,250
Assistant Professor	--	12,000	-	17,750
Associate Professor	--	14,750	-	20,000 (750)
Professor	--	18,750	-	23,000 (750)