

STEPHEN F. AUSTIN STATE UNIVERSITY  
Faculty Senate  
Meeting No. 124  
November 11, 1981

1. Chairman Spreadbury called the meeting to order at 2:20 p.m.

2. Approval of Minutes:

The minutes of Meeting No. 123 were approved with no corrections.

3. Reports of Officers:

Treasurer's Report:

Treasurer Morley reported that as of November 11, 1981, there was a balance of \$3840.23 in the budget.

4. Old Business:

A. Sexual Harassment Policy:

Senator Schoenewolf reported on the issue of Sexual Harassment and gave some changes and additions on the Procedures for Dealing with Sexual Harassment. The changes and additions were as follows:

First page, second paragraph, last sentence, last phrase, the phrase should be changed after the word "supervisor" to read:

until the case has been officially resolved by the chairperson, supervisor, or the sexual harassment board.

Section II, #1 in first sentence add:

or the Title IX Coordinator or Affirmative Action Director.  
(Change requested by Senator Stanberry)

Section II, #2 delete:

Must be written and

Section III, #1 in second line substitute:

"make a written copy of the charges" for "give a copy of the written charges"

Section III, #4 in first sentence substitute:

"supervisor" for "director" on the first line and change the word "concurrence" to read "consultation" on the second line.

Section IV, #1 add:

after the word "accuser" on the first line, add "or the coordinator or the director." In the second sentence substitute the word "shall" for "whall"

Section IV, #3 add:

P. 3, line 19, need a semicolon after #3

Section V, #1 in second sentence substitute:

the word "advice" for advise"

Section V, #2 add:

After the word action "against a faculty or staff member"

Section V, #2 (J) substitute:

The word "expel" for "expell"

Section V, #3 add:

Add item "3" (see handout #1) thus the original "3" becomes "4" and the original "4" becomes "5".

Senator Schoenewolf added that Senator Stanberry helped with the legal aspects of the policy and Connie Spreadbury also assisted with the policy.

A discussion followed by the Senators.

Senator Stanberry added helpful comments to answer questions of the Senators.

Chairman Spreadbury commented on what a good job the committee had done on this difficult subject and requested that Senator Schoenewolf list the members of his committee which follows:

Senator Proctor, Senator Morley, Senator Marlin Young, Senator Stanberry, and input from Connie Spreadbury and Dr. Voigtel.

Chairman Spreadbury moved to accept the proposal as ammended by Senator Schoenewolf and Senator Stanberry. Motion passed unanimously.

B. Merit Policy:

Senator Morley reported on this issue and asked everyone to notice the revised policy (see handout #2) and the changes that were made.

Senator Schoenewolf asked where the merit money came from to which Chairman Spreadbury responded by saying that the administration sets aside an amount of money from the budget for merit pay. (TSO Fund)

Senator Morley reviewed each page of the revised copy with the Senators and noted that Page 3 is where the revisions occurred. He pointed out that there are two procedures for filing for merit pay, regular ascent and contingency ascent.

After a review of the policy, a discussion by the Senators followed.

Senator Stanberry moved to change the word "will" to the word "may" in the first sentence under Allocation and Dissemination, #1. Motion passed.

Discussion continued and Senator Nall expressed that his constituents felt the Merit Pay procedures were unfair.

Senator Maamary had also spoken with his constituents and asked that the following statement be included in the Merit Pay Policy on Page 3 under Regular Ascent Procedure between #2 and #3.

Individual faculty members should be advised on the results of their evaluation, by the evaluation committee and chairman, and the specific merit raise for which they have been recommended prior to the date on which the department chairman makes the recommendation to the Dean. The member would be informed of the recommended raise as well as the average raise in the department by rank.

Senator Nall so moved. Motion failed due to lack of a second.

Discussion followed.

Senator Schoenewolf moved that the Senate go on record as against any merit pay until a good system of paying merit is worked out.

Chairman Spreadbury refused Senator Schoenewolf's motion. The Chair then asked Senator Schoenewolf to make the motion a resolution, but Senator Schoenewolf declined.

Senator Devine proposed the following resolution:

The Senate opposes awarding pay on the basis of merit. However, if the administration feels obliged to adopt a merit system, the Senate recommends the policy of Senator Morley's committee.

A discussion followed, and a vote was taken. The resolution failed.

Senator Nall moved that at each level of the department, school, and university, the faculty member concerned should be informed whether or not he is recommended for a merit raise, the amount of raise, and the ranking at each level. Motion failed.

Senator Morley moved that the Senate accept the Merit Pay Proposal as amended. Motion passed.

C. Time and Place of Classes Policy:

Chairman Spreadbury requested that Senator Nicholson table his policy on Time and Place of Classes until the next meeting. Senator Nicholson so moved. Motion passed.


5. Announcements:

Chairman Spreadbury commended the Faculty Senate on their hard work and added that there will not be a Faculty Senate Meeting in December.

6. A motion was made and seconded for adjournment. The meeting adjourned at 4:00 p.m.

Absences:

none

  
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Sandra Cole  
Secretary, 1981-82, Senate

Emendations: Sexual Harassment Policy

To be added to IV. 3: The accused shall be presumed not guilty unless the charge can be proved true. The burden of proof shall be by preponderance of the evidence.

To be added to V:

3. Appropriate disciplinary action against a student could be one of the following:

- (a) create awareness
- (b) recommend psychiatric counseling
- (c) reprimand orally
- (d) reprimand in writing
- (e) modify class assignment
- (f) suspend from one class
- (g) place on probation
- (h) suspend temporarily from all classes
- (i) expel permanently