

STEPHEN F. AUSTIN STATE UNIVERSITY  
Faculty Senate  
Meeting No. 152  
April 11, 1984

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

2. Announcements:

- A. The Senate recommendation regarding competency testing of students in English and mathematics has been received by Dr. Johnson and forwarded to the Deans Council for consideration.
- B. A letter to Dr. Johnson from Gib Lewis, Speaker of the House of Representatives, and Jim Rudd, Chairman of the Committee on Appropriations, requests that University officials prepare a no-growth budget for the coming biennium. This request is precipitated by the State's current economic conditions and projected income for that period.
- C. The Board of Regents will be meeting April 16-17, 1984.
- D. Volunteers from the Senate will be needed as marshalls for May graduation exercises. Senators Dahmus, Arscott, and Todd responded to this request.

3. Approval of Minutes:

Minutes of Meeting No. 151 were corrected to read "The Deans Council is now studying...the policy of adding/dropping remedial courses in English and Math;...." Minutes were approved as corrected.

4. Officer Reports:

Chairman's Report:

The Deans Council is now studying recommendations relevant to part-time faculty. Also under consideration is the policy recommended by the Senate regarding withdrawal from courses.

Treasurer's Report:

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| Balance for O & M and Travel (4-11-84) | \$1,786.96 |
| Student Wage                           | 313.55     |

5. New Business:

- A. Committee on Elections. Senator Clipson, Chairman, announced the new members of the Grievance Panel. Those elected to serve for a two-year term of 1984-86 are:

- Mr. Donald L. Graham, Applied Arts and Sciences
- Mr. Jesse Richardson, Business
- Dr. William C. Heeney, Education
- Dr. R. Montague Whiting, Forestry
- Dr. Robert C. Mann, Fine Arts

Dr. Joseph A. Devine, Liberal Arts  
Dr. Calvin P. Barton, Sciences and Mathematics  
Ms. Elizabeth Wallace, Library

- B. Nominating Committee. Chairman Young submitted the following nominations for 1984-85 Senate positions: Chairman, Patsy Hallman (Education) and Kenneth Price (Sciences & Mathematics); Vice Chairman, Timothy Clipson (Business) and John Dahmus (Liberal Arts); Secretary, Hebe Mace (Liberal Arts) and Bernice Wright (Library); Treasurer, Donnya Stephens (Education) and Bonnie Todd (Liberal Arts).

Chairman Young announced a 15 minute limit on discussion for each report from Professional Welfare I and Academic Affairs Committees. A 30 minute limit was announced for discussion of the report from Professional Welfare II.

- C. Professional Welfare I - Procedural Guarantees Relating to Termination and Non-renewal of Contracts, Senator Stephens reporting.

Pursuant to the March Senate meeting, Mr. Provan submitted a revised statement as follows:

- A. Tenured Faculty and Probationary Faculty with an Unexpired Appointment Extending Beyond the Date of Proposed Dismissal

11. Pending action by the Board of Regents, the faculty member may be suspended with or without pay or assigned to other duties with pay if he/she (1) poses a continuing danger to persons or property; (2) disrupts the orderly operation of the University; (3) endangers the education of students; (4) has been convicted by a trial court of any felony or a crime of moral turpitude. In such cases the President shall set a hearing before appropriate administrator or committee on the faculty member case as soon thereafter as is practical unless otherwise waived by the faculty member. This policy is not intended to limit academic freedom beyond the limits stipulated in the presently adopted policy statement.

The revision was presented for approval by the Senate and was defeated by a vote of 4-14.

Senator Price moved that the Senate recommend the current wording in the Faculty Handbook be retained. The motion was seconded by Senator Arcott and passed by a 14-4 vote.

- D. Professional Welfare I - Merit Pay Procedures, Senator Stephens reporting.

The following amended report was submitted by the committee.

1. In order to insure that individuals who are unaware of the relative magnitude of their own contributions, or for whom modesty makes applying for merit difficult, are accorded adequate consideration, all faculty members should be reviewed for departmental level merit every year. Those who receive recommendations for departmental merit should be automatically reviewed for school merit; those who receive recommendations for school merit should be automatically reviewed for university merit. In addition to this procedure of automatic review, any

faculty member, regardless of whether he or she received a departmental merit recommendation, may apply or be nominated for merit at either or both of the upper levels of merit awards.

2. In those departments and schools that employ peer review panels, effective and just operation of the system demands that the panel's evaluations be, and be seen to be, accurate and impartial. We believe that a couple of changes to the present system could contribute to this objective:
  - a. All faculty members who are to participate in review panels should meet to discuss evaluation criteria before beginning their work. Such a meeting would in no way limit the independence of judgment of each panel member, but would provide each member with potentially useful information which he or she might otherwise have overlooked.
  - b. Panel members should be told that they are not obliged to assign a separate ranking to each evaluatee. For example, if a panelist evaluating 25 persons can find only six distinct levels of performance among them, then he/she should feel free to group the persons into six, not 25, ordered groups. In this way, the panelist avoids making unjustified invidious distinctions among evaluatees.
3. The committee reaffirms the present procedure of awarding merit on a monetary basis rather than a percentage of salary basis.
4. The committee recommends that further study be done on decreasing the number of people getting merit at the departmental level and increasing the amount of the award at the departmental level.

After a lengthy discussion, Senator Arscott moved that the report be returned to the committee for further study. Senator Dahmus seconded the motion and the motion was defeated.

Senator Nall made a motion to accept the report and Senator Smith seconded the motion. An amendment to the motion was made by Senator Price to delete item 4 from the report and substitute a recommendation that would provide a list of all merit recipients and brief summaries of their accomplishments. The motion to amend was seconded by Senator Payette. The amendment was defeated by a vote of 6 to 11.

The vote on the original motion to accept the report was 17-2 in favor of the motion.

E. Academic Affairs - Computation of GPA and Qualifications for Graduation Honors, Senator Price reporting.

The following report was submitted and it was suggested that each item be considered separately.

1. That the grade point average (GPA) appearing on SFASU transcripts and used to determine compliance with graduation, probation, and honors requirements be computed on the basis of all courses taken at SFASU for which a final course grade is recorded. That is,

Let: A = Total number of hours on SFA transcript for which a final grade is recorded.

B = Total number of grade points earned on the hours included in A.

Then GPA shall be the quotient, B/A.

2. That to be eligible for graduation honors, no less than half of the total hours recorded on the SFASU transcript be earned at SFASU.

Motion to accept item #1 was made by Senator Payette, seconded by Senator Crocker, and passed by a 14-5 vote.

Senator Whillock moved to accept item #2. The motion was seconded by Senator Speer and passed by a 22-0 vote.

- F. Academic Affairs - Minimum Standards for the Conduct of Classes, Senator Price reporting.

Copies of the report were distributed. Senator Hallman moved that the report be accepted for consideration in May. Senator Moore seconded the motion.

- G. Professional Welfare I - Expectations of Part-Time Faculty, Senator Stephens reporting.

A committee report was presented summarizing survey results of deans, department chairs and part-time faculty regarding rights and responsibilities of part-time faculty. Chairman Young accepted the report for action in May.

- H. Professional Welfare II - Student Evaluation Instrument of Faculty, Senator Whillock reporting.

Chairman Young announced a 30 minute limit on discussion. During this period, many questions and comments were addressed to the committee. Final action on the report is scheduled for May.

6. The meeting was adjourned at 4:15 p.m.

#### Absences

Senator Shows (excused)



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Kay Rayborn  
SECRETARY, 1983-84, SENATE