

STEPHEN F. AUSTIN STATE UNIVERSITY
FACULTY SENATE
MEETING #186
APRIL 13, 1988

1. Chairman Howard called the meeting to order at 2:30 p.m.
2. Announcements:
 - A. The study of ORP carriers is continuing.
 - B. The SFA Faculty Men's picnic is scheduled for April 20th.
 - C. COFGO has positions still available for Coordinating Board Fellows. Interested faculty should contact either Chairman Howard or Senator Spreadbury for more information.
 - D. The COFGO reports on Academic Planning and Incentive Funding are available in the Senate office.
 - E. As to the waiving of fees and tuition for faculty and staff, the Administration would like to have information on what other universities do. Chairman Howard assigned the Academic Affairs Committee to obtain this information.
 - F. Those receiving Faculty Development leaves will be announced after the Board of Regents meeting April 18 and 19.
 - G. Each Senate Committee Chairman will deliver a brief written report summarizing activities for the past year at the May Faculty Senate meeting.
3. Minutes of Meeting #185 were approved with noted corrections by Senator DiNucci under A.1.
4. Officer Reports:

Senator Bailey reported the balance on hand as of February 29, 1988, was \$2,610.05.
5. Old Business:
 - A. Senator Dean reported the committee looking into the possibility of a Faculty Club found that the universities who have them are larger than SFA and the university usually subsidizes them. It was agreed by the Senate that further study be done.
 - B. Senator Markworth reported the committee studying the financial history of SFA needs to hire a student for the summer to assist them.

6. New Business:

- A. Chairman Howard introduced President Johnson who spoke to the Senate about the recent long-range planning retreat. In addition to Dr. Johnson, those attending were Deans, Vice Presidents, the Chairman, and Vice Chairman of the Senate, Mr. Robert Provan, Dr. Connie Spreadbury, Mr. John Anderson, and Ms. Lucy Stringer. According to Dr. Johnson, the group discussed problems of the university, possible solutions, as well as goals. From a list of sixteen topics identified by the group, the following five issues were deemed most important and were addressed:

1. Academic Standards
2. Communication
3. Data on the World
4. Graduate Program
5. Morale

Dr. Johnson stated the Board of Regents will meet April 18 and 19. Among the topics to be discussed are tenure, promotion, faculty development leaves, and policy matters. The summer budget will be approved and Regents Professors will be selected. A major topic for discussion will be the annual budget for next year and a recommendation for salary increases.

President Johnson announced the Coordinating Board will meet during the week of April 18-22. The procedure for approving funds for construction or renovation has been changed and is now a two-step process. SFASU will present plans for expansion of the library at this meeting as step one and in July, will continue with step two of the process. The issue of certifying teachers at the graduate level or 5th year will be discussed.

- B. 1. Chairman Howard distributed a handout (attached) and gave a brief report on the retreat and his presentation. He said the Senate identified two major areas of concern as a result of the faculty seeing that it was made and those findings were presented. The concerns were academic standards and communication with the administration. Dr. Howard suggested academic standards be raised or admission standards be raised or both. He also suggested that administration communicate more openly and more often with faculty.

2. Vice Chairman Dean distributed a handout (attached) and commented on his presentation which concentrated on faculty salaries at all ranks and how SFA has dropped in average salary over the years when compared to other institutions. He also gave information concerning SFA's rank among comparable institutions of the stipend paid to graduate

assistants. Dr. Dean suggested that a system of scholarships could be instituted that would be attractive to graduate assistants. He proposed that some of the money from student activity fees be used to give fifty \$2,000 scholarships. This would amount to approximately 4.7 percent of what has been collected this year.

C. Committee Reports:

1. The Nominating Committee presented the following slate of nominees for Faculty Senate Officers for 1988-1989:

For Chairman Dr. Norman Markworth
 Dr. Richard Voigtel

For Vice Chairman Dr. Pamela Roberson
 Dr. Linda White

For Secretary Dr. Jerry Lackey
 Dr. David Petty

For Treasurer Dr. Bruce Bailey
 Dr. Wayne Murdock

Senator DiNucci moved and Senator Spreadbury seconded to accept these nominees for office. Motion passed. Election will be held in the May meeting.

2. Senator DiNucci, Academic Affairs, moved and Senator Evans seconded a recommendation that the Administration set aside money, possibly from the faculty development fund, to provide workshops and tutorials on campus for faculty to become familiar with computer hardware and software. Motion passed.

The Academic Affairs committee distributed copies of three action recommendations regarding the Retention Committee's report. (See Attachment)

Senator DiNucci moved to accept the three recommendations as presented. Senator Lackey seconded the motion.

Senator Bailey moved to consider recommendation two separately and Senator Devine seconded. Motion passed.

Senator Spreadbury moved and Senator Russell (for Senator Mace) seconded the motion to accept recommendation two as presented.

Senator Markworth moved to amend the motion to change the word "each" in the first sentence to "appropriate."

Senator DiNucci seconded. The amendment passed. The motion as amended passed.

3. Senator Parr and Senator Evans, Election Committee, distributed copies of the members of the Grievance Panel and Faculty Senate Reapportionment figures as of Fall 1987.

Senator Pruitt moved to accept the reapportionment report and Senator Bailey seconded. Motion passed.

D. Unforeseen Items:

1. Senator Spreadbury moved and Senator Dean seconded the motion for the Senate to purchase in this funding period a new IBM format compatible computer.

Senator Evans moved to amend the motion to buy an IBM AT compatible computer. Motion passed.

Chairman Howard charged the executive committee to take this motion under advisement.

2. Chairman Howard has had a request from a senator for the Faculty Senate to examine those courses in a discipline are which expressly taught for another discipline. He has charged the Academic Affairs Committee with this responsibility.
3. Vice Chairman Dean is developing a proposal regarding an honors program for SFA and will circulate the completed proposal to all Senators before the next meeting.

7. The meeting adjourned at 4:50 p.m.

Absences:

Dr. D. Petty (excused)
Dr. J. Thornton (excused)
Dr. K. Mace (substitute)
Dr. D. McMillan
Dr. P. Mueller
Dr. F. Price

Ex Officio Members:

Pres. William R. Johnson
Dr. James Reese

Visitors:

Dr. Connie Spreadbury


Mary Ella Lowe, Secretary 1987-88

Stephen F. Austin State University

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Department of
Health and Physical Education

TO: Dr. Jim Howard, Chair-Faculty Senate

FROM: Dr. Jim DiNucci, Chair-Academic Affairs Committee

DATE: April 13, 1988

RE: Action Recommendations - Retention Committee Report

The Academic Affairs Committee met on March 30, 1988 to consider recommendations from the chairman of the committee relative to the question of student retention. The chairman recommended the adoption of action recommendations to gather more retention data and began an interim plan to upgrade advising and hopefully aid in retaining students. The recommendations were as follows:

1. The university should launch a longitudinal study of the retention problem.
 - A. Name a committee of research scientists to develop the experimental design - particularly the sampling procedures.
 - B. Begin the study with summer orientation 1988.
 - C. Continue the study for a minimum of two years - following the same students.
 - D. Survey present students (random sample) to obtain a clearer picture of the strengths and weaknesses of the university.
 - E. Obtain data from students who withdraw or transfer and from their parents (if appropriate).
 - F. Other items the researchers feel necessary.

2. Identify individuals in ^{approp} ~~each~~ program area^s who have proven their interest and skill in advising. Provide additional training and incentives to encourage these individuals to ~~assume~~ a major share of the program/department advising. These individuals should be those willing to extend office hours and other such measures to insure availability to students. Reduce level of advising by department chairs to enable them to concentrate on administrative planning.
3. Monitor the TASP test and its effect on enrollment and attrition.

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TO: Faculty Senate

FROM: J. E. Howard

DATE: 12 April 1987

RE: REPORT ON ADMINISTRATIVE PLANNING RETREAT

The Faculty Senate was represented at the Administrative Planning Retreat by the Chairman and the Vice Chairman.

The issues identified as being most important for discussion at the retreat, together with actions recommended or/and conclusions reached were:

1. Academic Standards - All levels of administration present stated that maintenance of academic quality in individual classes at SFASU is, has been, and will be encouraged and supported.

Investigation of the effects of changes in entrance standards is to be initiated.
2. Communication - Efforts will be made to improve both the quality and the amount of communication between administrators and faculty at SFASU.
3. Data on the World - There is a necessity for SFASU to understand the importance of its interactions with society as a whole, and the effects of changes in society on SFASU should be better quantified. Planning must include consideration of externalities.
4. Graduate Program - Further strengthening of the graduate program at SFASU is possible through increasing stipends for graduate students, as well as improving the quality of the program itself.
5. Morale of Faculty - The Faculty Senate presentation noted that morale at SFASU had decreased (as indicated by responses to the Faculty Senate survey) compared to last year. It was generally agreed that the trend of decreasing morale could and should be reversed.

ADMINISTRATIVE PLANNING RETREAT
HANDOUT FROM CHAIRMAN OF FACULTY SENATE

LONG-RANGE PLANNING RETREAT

President Johnson, last year at this retreat, identified the following as areas of concern for SFASU:

MORALE (including departmental chairs)

ADMISSIONS

AUDIO-VISUAL CENTER/MATERIALS

ANNUAL OPERATING PLAN

TV USE (teaching and communication)

FACULTY SUPPORT

UNIVERSITY ORGANIZATION

COMPUTING

INTERNATIONAL DEVELOPMENT

Vice-president Reese, in a summation of the retreat last year, noted that the primary concerns of retreat participants were:

STUDENT QUALITY

FACULTY MORALE

DEPARTMENT CHAIRS (recognition,
communication effectiveness, and salary)

The faculty, in responding to the questionnaire sent out by the

Faculty Senate, identified the following (in order of frequency of mention) as important areas which need attention:

ACADEMIC STANDARDS (including admissions)

COMMUNICATION WITH ADMINISTRATION

ADMINISTRATION'S PERCEIVED PRIORITIES FOR SFASU

SALARIES (raises and pay levels)

DECLINE OF MORALE

PERCEIVED ATTITUDE TOWARDS FACULTY BY ADMINISTRATION

ACADEMIC LEADERSHIP

CAPITAL EQUIPMENT REPLACEMENT/LIBRARY

It is obvious that there are common areas of concern for the faculty and the administration at SFASU. The suggestions which I make today are:

1. That admissions standards be raised. OR
That academic standards be increased. OR
Both.
2. That the administration communicate with the faculty more openly and more often, both in written and in spoken media.
-- If more effective communication is accomplished, some problems in evident priorities, leadership, faculty support, perceived attitudes, and morale decline may be lessened.

RESULTS OF FACULTY SURVEY BY FACULTY SENATE, SFASU
DECEMBER 1987 - JANUARY 1988

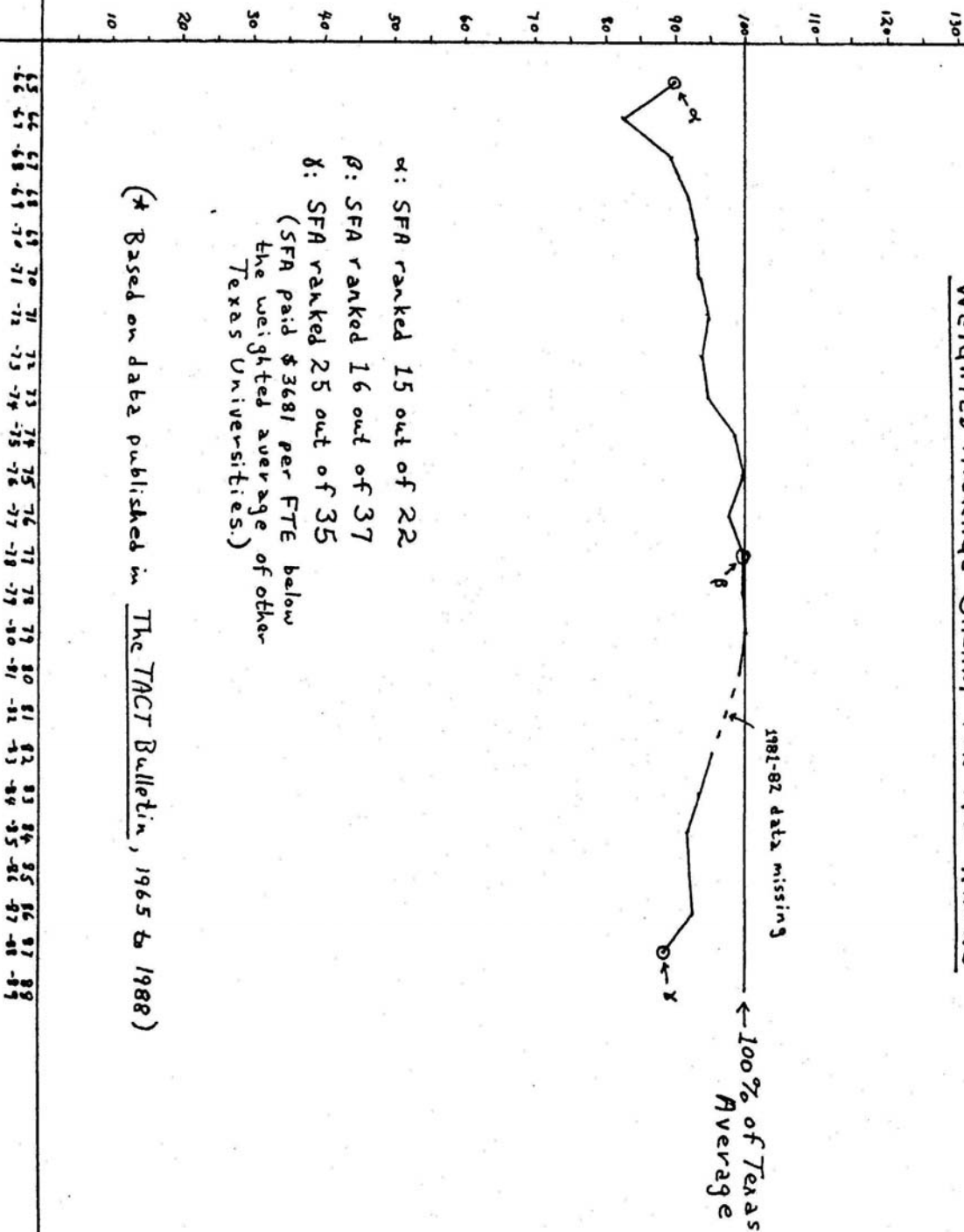
		GENERAL STATUS OF SFASU					
		much better	some better	no change	some worse	much worse	TOTAL
I N D I V I D U A L	much better	1 0.48%	3 1.44%	1 0.48%	0 -	0 -	5 2.39%
	some better	0 -	9 4.31%	7 3.35%	4 1.91%	0 -	20 9.57%
	no change	0 -	11 5.26%	40 19.14%	8 3.83%	0 -	59 28.23%
	some worse	0 -	5 2.39%	22 10.53%	31 14.83%	4 1.91%	62 29.67%
	much worse	0 -	0 -	10 4.78%	24 11.48%	29 13.88%	63 30.14%
	TOTAL	1 0.48%	28 13.40%	80 38.28%	67 32.06%	33 15.79%	209 100.00%

RESULTS OF FACULTY SURVEY BY FACULTY SENATE, SFASU
DECEMBER 1987 - JANUARY 1988

COMMENT CATEGORY =====	FREQUENCY (%) =====
No Comment	84 (40%)
Academic Standards (including admissions)	54 (26%)
Communication with Administration	42 (20%)
Administration's Perceived Priorities for SFASU	40 (19%)
Salaries (raises and pay levels)	34 (16%)
Decline of Morale	21 (10%)
Administration's Attitude Towards Faculty	15 (7%)
Academic Leadership	15 (7%)
Capital Equipment Replacement/Library	10 (5%)

WEIGHTED AVERAGE SALARY* FOR ALL RANKS

SFA PERCENT OF TEXAS AVERAGE

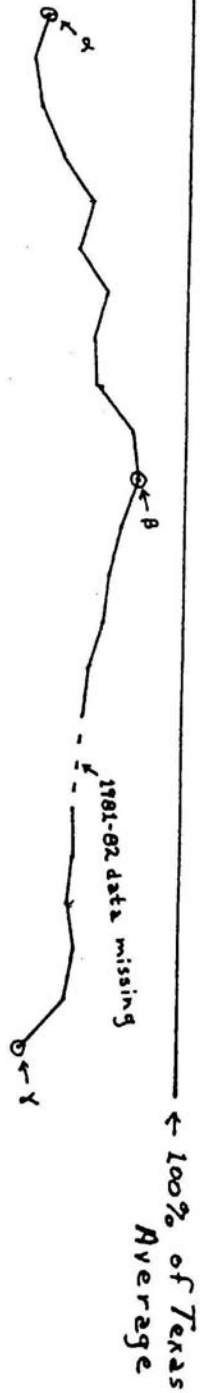


(* Based on data published in The TACT Bulletin, 1965 to 1988)

ACADEMIC YEAR

WEIGHTED AVERAGE SALARY* FOR FULL PROFESSORS

SFA PERCENT OF TEXAS AVERAGE



- alpha: SFA ranked 17 out of 22
- beta: SFA ranked 15 out of 32
- gamma: SFA ranked 23 out of 35
(SFA paid \$9112 per FTE below the weighted average of other Texas Universities)

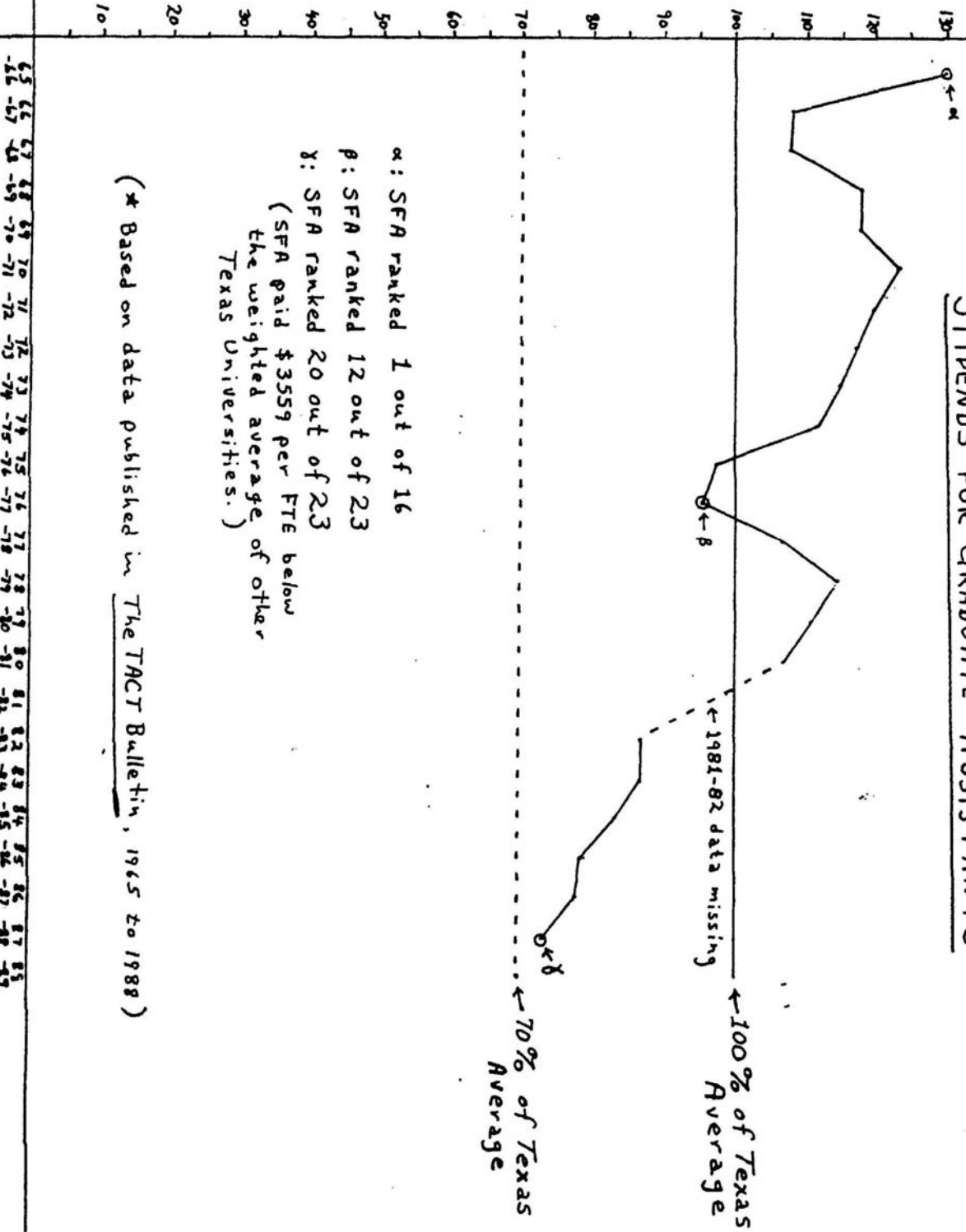
(* Based on data published in The THCT Bulletin, 1965 to 1988)

ACADEMIC YEAR

65-66 66-67 67-68 68-69 69-70 70-71 71-72 72-73 73-74 74-75 75-76 76-77 77-78 78-79 79-80 80-81 81-82 82-83 83-84 84-85 85-86 86-87 87-88

STIPENDS* FOR GRADUATE ASSISTANTS

SFA PERCENT OF TEXAS AVERAGE



ACADEMIC YEAR