

**Stephen F. Austin State University**  
**Minutes of the Faculty Senate**  
**Meeting No. 215**  
**October 9, 1991**

1. Chairperson F. Smith called the meeting to order at 2:30 p.m. in the Mildred Wyatt Room of the Steen Library. After introducing the student secretary, Susan Konikson, Dr. Smith suspended the usual order of business and turned the meeting over to President Bowen.
2. **Discussion by President Bowen**
  - \* President Bowen discussed the status of the budget.
    - President Bowen is preparing the budget for approval by the Stephen F. Austin State University Board of Regents at the October 21 - 22 meeting.
    - The budget will include a 2% across-the-board salary increase for all employees, effective September 1, 1991. A memorandum of explanation is being prepared for distribution to all Faculty/Staff.
    - The budget presents slight increases in all areas.
  - \* President Bowen conveyed the Board of Regents' concern about the salary structure for classified and non-classified employees.
    - The Board of Regents has recommended the use of an outside consulting firm, the Wyatt Company.
    - The consulting firm will cost \$26,000, plus an estimated \$5,000 in expenses, to audit the compensation system for classified and non-classified employees. The Wyatt Company will also look at job descriptions and examine the marketplace in which SFASU competes to fill these positions.
    - The proposed audit will take 4-6 weeks to complete. This study will provide a formal, objective presentation.
    - An across-the-board Staff increase could result in inequities because of the marketplace and other factors.
    - It is not clear if the study will result in dollar amount increases; however, President Bowen believes it will, enabling Stephen F. Austin State University to attract and retain "good people."

- In some areas the Wyatt study will concentrate on Nacogdoches only, but in other areas it will broaden to include East Texas and the state as a whole.
- \* Numerous Senators questioned the reasons for using an outside consultant.
- \* Senator Johnson raised the question of whether or not Faculty raises are "on hold" until completion of the Wyatt study.
  - President Bowen answered, "increases for faculty, at the moment, are on hold until we resolve the issue with respect to the classified positions."
- \* Senator Johnson then asked, "Is there opposition in the Board to give an across-the-board raise?"
  - In response, President Bowen stated "There is not necessarily opposition, but concern. The Board is more comfortable with salaries being determined by performance." Although, the Stephen F. Austin State University Board of Regents is concerned about across-the-board raises, the 2% mandated by the State seems to be all that is forthcoming at the moment.
- \* Senator Howard questioned if there would be merit raises this year. Furthermore, he also questioned what to do with merit applications for 1990-1991. If there is no merit raise this year, will that issue be taken into account later?
  - In response, President Bowen stated that the University has not determined if there will be merit raises awarded this year. Whether or not there will be merit raises will depend upon the result of the Wyatt Study, and then SFA will return to the other issue.
  - Dr. Reese added that those people who have been recommended for merit raises have been identified already, but whether or not they receive raises is an unanswered question.
- \* Chairperson F. Smith questioned President Bowen on the three Faculty Senate Resolutions that were not approved.
- **Bookstore Resolution:**

The Faculty Senate recommends that the Bookstore in the University Center reestablish a policy of allowing faculty

a discount on the purchase of books. (Meeting #212, May 8, 1991)

President Bowen commented that the Faculty discount had been abused. Also, the University needs as much profit as it can get from the bookstore.

**- Across-the-Board Raises Resolution:**

Since inflation has seriously decreased the spending power of SFASU faculty over the past several years, the Faculty Senate of Stephen F. Austin State University recommends to the President and to the Board of Regents that an across-the-board salary increase, of an equal dollar-amount for all academic ranks, be given for the academic years 1991-92 and 1992-93. (Meeting #212, May 8, 1991)

The legislature states that all raises should be made by merit. This resolution has been deferred to the Council of Deans, but President Bowen understands the problem. A bigger question is not the mechanism for allocating salary increases, but for securing funds.

**- Publishing of Overloads:**

The Faculty Senate resolves that the policy for compensation of faculty teaching overloads be clearly stated in the Faculty Handbook and/or the University Policy Manual.

Dr. Reese has an Ad hoc committee looking at this Overload Resolution. President Bowen indicated that what SFA pays for "overloads" should change with time. President Bowen's personal feeling is that SFA should reduce the need for paying for "overloads," if we ever can do so. Instead, he would like to see reduced teaching loads.

**\* Further Discussion**

\* Senator W. R. Clark said, "I assume you knew where you could get the money to give faculty raises, since you went to the Board of Regents with that in the budget to begin with." Senator Clark then questioned what will happen to the money if it is not used for raises?

- President Bowen noted that was a good question and responded that he does not know what will happen to the money.

- The Board of Regents is aware of how few raises have been given, but they have an obligation to keep the University on "solid ground."

- Sharp has the power to reduce the budget for 1992-1993 by 5.7 %. President Bowen indicated that there is some sentiment to lessen the blow by putting some money in the bank for reserve. However, the reserve fund could be vulnerable, and there is no certainty that this action will be necessary. Sharp wants the interest from reserve funds, but SFASU does not have significant reserve funds.
- \* Senator Arscott asked if capital equipment money is the same as last year?
  - President Bowen responded that the capital equipment budget is the same and is, essentially, in reserve. The computer use fee is targeted because it must be used to underwrite computer usage.
- \* Senator Johnson inquired, "Is the Board aware that we have not had very many raises around here in the last few years?"
  - President Bowen answered, "They are aware of it from an intellectual perspective because they have been told that, not just by me, but several of you have pointed that out, too. I am not certain that they are aware of the situations that some of our people labor in--from an emotional point of view. When you're not in poverty it is hard to empathize with those who are. But the Board has an obligation, as I do, to see that the University remains on sound fiscal ground." Legislatively, this has been a hard year for higher education.
  - President Bowen also pointed out that the reduction in residence hall occupancy has created a shortfall that must be taken into account.
- \* Senator W. R. Clark believes that the mandatory meal plan is one reason for decreased residence hall occupancy.
  - President Bowen feels that it is hard to "pin down" the reasons why occupancy is down. Part of the problem is a reduction in the number of first-time male occupants. SFA is endeavoring to find out what is causing the reduction.
- \* Senator Arscott reiterated that in order to keep the loyalty of Staff members raises need to be given.
  - President Bowen agreed that Staff raises is a goal that SFA can work towards.
- \* Senator Johnson indicated, "Students do not accept the reason for hot classrooms."
- \* Parking and Band practice:

The Band has been practicing in an area of the commuter parking lot which has posted signs requiring students to remove their cars by 3:30 p.m. In the past cars were towed off the lot. Now cars that remain parked in the posted area will be towed to the other side of the parking lot. Students will receive a \$10.00 parking ticket, but will not have to pay the towing fee.

The Band cannot use the football field, because the field is needed by the football team at the same time. Also, the Band needs to paint its emblems on the practice ground.

- \* Senator Johnson wanted to know what happened to his Ad hoc committee's recommendation that Graduate Teaching Assistants receive special parking privileges.

- President Bowen is looking into the situation.

### 3. Approval of Minutes

- \* Chairperson F. Smith presented the minutes of meeting #214 to the Faculty Senate for approval. Senator Arscott made the motion to accept the minutes and Senator Turnage seconded the motion.

Motion passed.

### 4. Report by Chairman

- \* Academic Affairs Council is considering the establishment of an academic waiting list in terms of admission. (See Meeting No. 214 Minutes) The list is common practice at both private and state schools. At some point, the Faculty Senate might want to consider its stand on this practice.
- \* Teaching Excellence Committee - Faculty will be recommended to serve on this committee.
- \* Chairperson F. Smith would like to be advised on the views of the Faculty Senate that should be made known to the Board of Regents.
- Extensive discussion centered around:
  1. Pay increases to the Faculty/Staff. (Across-the-board, merit, and inequities).
  2. The hiring of an outside consulting firm.
- Faculty Senate input on the budget.

- Establishment of a "wait" list.

\* Senator Arscott voiced his opinion on the status of raises, stating "Faculty fighting for their rights will interfere with academics."

#### 5. Reports by Officers

\* Treasure D. Shows reported that the Faculty Senate budget for the 1991-1992 is not set. He is working on the assumption that the Senate will receive approximately the same amount as last year.

1991-1992 Budget	\$4,359.00
Money spent to date:	
Student Wages	\$ 348.50
COFCO Dues	200.00
Supplies	<u>36.00</u>
Total	584.50

\* Secretary L. Clark - no report.

\* Chair-Elect B. Carr - no report.

#### 6. Reports by Committee Chairs

\* None.

#### 7. Old Business

Senator Arscott moved that: The Standing Rules be revised to change the status of the Ethics Committee from an Ad hoc Committee to a Standing Committee.

Seconded by Senator D. Shows

Ethics:

This committee shall be concerned with all matters which involve the faculty's professional and moral judgments and activities in the University environment.

Motion passed.

\* Draft of Contract for Employment of Retired, Tenured Faculty on a Part-time Basis.

- Senator Johnson recommended assigning the contract to committee for discussion.

\* Chairperson F. Smith directed the Faculty Welfare Committee, under the direction of Senator Seaton, to review the contract.

## 8. New Business

### \* Faculty Concerns/Petition

Issues deferred to committees:

1. Excessive Athletic expenditures - Administration and Finance Committee.
2. Reorganization of Academic Schools - Academic Affairs Committee.
3. Grievance Procedures - Professional Welfare Committee.
4. Grievant Representation - Professional Welfare Committee.
5. Faculty involvement in Academic Planning - Government and Involvement Committee.
6. Faculty Attendance at Regents' meetings and Joint Faculty-Regent Task Groups - [deferred for subsequent action].
7. Tenure Policy regarding a Felony Conviction - Ethics Committee.

\* Faculty are encouraged to attend The Board of Regents' Meetings.

Senator Howard moved that: the Faculty Senate encourages the creation of joint Faculty-Regent Task Groups to work on specific problems of interest. The Faculty Senate wishes that Chairperson R. F. Smith convey this feeling to the Stephen F. Austin State University Board of Regents.

Seconded by Senator Codispoti

### Discussion:

- Senator Jones indicated a need for Faculty-Regent Task Groups, but voiced the need for a more specific way to involve Faculty and Regents.
- Senator Howard wanted to get the Regents to include Faculty in making decisions.
- Discussion centered around ways of opening the "lines of communication."

- The Task Groups will benefit both the Faculty and the Regents.

Motion passed.

Senator Howard moved that: the Faculty Senate reiterates its support of President Bowen in his recommendation that "lump-sum" raises be given to the Staff and Faculty of SFASU; furthermore, the Faculty Senate wishes this support be communicated to President Bowen and to the Stephen F. Austin State University Board of Regents.

Seconded by Senator Codispoti

Motion passed.

9. **Comments by Ex Officio Member(s)**

- \* Vice President J. Reese discussed delays in the budget.
- \* The Academic Affairs Committee Handbook will be forthcoming.
- \* The contract for Employment of Retired, Tenured Faculty on a Part-time Basis will not be discussed until the December Board of Regents Meeting.

10. **Comments by Visitor(s)**

- \* Kent Hutchison, President of the Student Government Association, urged support of Proposition No. 13 which will free \$300,000 for student loans.

Mr. Hutchison also discussed House Bill No. 11 which taxes dues to organizations.

Mr. Hutchison outlined plans for Legislative Day, scheduled for Tuesday, October 15, 1991.

- \* Dr. J. R. Speer indicated that the Joint Faculty-Regent Task Groups have been suggested by several Regents, and the idea is based upon procedures used at ~~SFA~~.  
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11. **Adjournment**

- \* The meeting was adjourned at 4:10 p.m.



**ABSENCES:**

F. Avant  
J. Frye (excused)  
E. Ledger  
T. McGrath (excused)

**VISITORS:**

D. Bowen (President, SFASU)  
J. Reese, (Ex Officio, VPAA)  
K. Mace, (Ex Officio, Immediate Past President FS)  
K. Hutchison (Ex Officio, SGA)  
J. F. Rushing (Library)  
B. Wright (Library)  
J. Speer (Psychology)  
W. Carter (Library)  
L. Nicklas (Library)  
M. Carns (Political Science)  
L. Sullenger (Library)  
T. Atchison (Science and Mathematics)

*Libbyrose D. Clark*  

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Libbyrose D. Clark, Secretary 1991-92