

* corrections
4-8-92 SK

Minutes of the Faculty Senate
Meeting No. 219
March 11, 1992

1. Chairperson F. Smith called the meeting to order at 2:30 p.m. in the Mildred Wyatt Room of the Steen Library.

2. **Approval of Minutes**

- * Chairperson F. Smith presented the minutes of Meeting No. 218 to the Faculty Senate for approval.
- * Senator Howard requested that corrections be made under New Business "when does 1000 = 750"
- * Senator Price moved to accept the changes and accept the minutes as amended.

Motion passed.

3. **Remarks by Interim President Brophy**

- * Dr. Brophy questioned if the faculty felt intimidated by the administration on campus.
 - Several senators conveyed their opinions on the subject.
 - Senator J. Howard, Senator L. Clark, and Senator Jones did say that many people felt either intimidated or ignored or that there could be consequences for speaking out.
 - Senator Smith felt like SFASU was an "Open Campus."
 - Senator Carr did feel intimidated in the past but not now.
 - Senator Downing asked if a tenured faculty member could be dismissed in "the best interest of the University"?
 - Dr. Brophy responded, saying to his knowledge the grounds for dismissal of a tenured faculty member were moral turpitude and professional incompetence.
 - Codispotti commented that he has been at SFASU two years and his colleagues are vague about what input is needed for tenure. The perception seems to be that "things are without patterns and that there is no justification of decisions." That kind of procedure can cause problems and make people feel ignored or intimidated.
 - Brophy and ^{Codispotti}Howard discussed whether or not the Faculty Senate's Professional Welfare Committee or the Administration should examine the procedure and input/documentation required for tenure.
 - Senator Price pointed out that for merit the guidelines have been looked at, but the basis for decisions are unknown. Senator Downing added that the level of merit received is unknown, too. Senator Johnson observed that by being more open "you can catch 'flack' if something does not 'sit well.'"
 - Dr. Brophy addressed the 1,000 = 750 issue and also touched on the subject of raises for non-professional ranks. At the time when raises were considered Brophy phrased a motion that raises be made available "for those faculty with professional rank and for staff."
 - + The annual rate discussed was \$1,000. The phrasing was worked out by Brophy.
 - + For Faculty the amount would be \$1,000 if an individual taught two summer sessions.
 - Senator Barton asked was Dr. Brophy's intention a \$750 increase for faculty?
 - Dr. Brophy said the "intention was 'tied' to Staff raises." Staff had been treated differently in the past, and staff wages were "morally offensive." The raises were discussed extensively, said Brophy; and he wanted "to help the lowest paid." Once staff salaries were more in line with wages in the market place; there would be room for faculty raises.
 - Responding to a question about salaries for other personnel, Dr. Brophy indicated that possibly raises for lecturers, part-time faculty, and graduate students would be recommended at the April Board of Regents meeting.
 - + The figure \$90 per section has been considered. However, Brophy commented, where do you draw the line.
 - + No part-time faculty were supposed to be considered for the \$750 raise.

- A number of Senators expressed concern about the status of part-time faculty and "temporary" faculty who serve as lecturers or instructors.
- Dr. Brophy summarized the contents of two memoranda he had received from the State Coordinating Board. Both memoranda convey a grim picture for higher education at the state level. [See Attachments]
- To deal with possible shortfalls, Dr. Brophy will re-create the Ad hoc budget committee. Dr. Reese will talk to the deans and in turn to department chairs, asking for contingency plans.
 - + All areas will share equally in any cuts. Only those programs that are already in the works and that do not call for an increase in state funding will be presented for approval. New programs will be put "on hold."
 - + Although Higher Education is in for "hard times," Brophy does ^{not} want to see student fees increased anymore; students taking 15 hours will face a \$60 increase Fall 1992. Yet, fees in Texas are still some of the lowest in the nation. We rank 48 out of 50 states. However, we rank in the bottom group as far as Faculty and Staff salaries are concerned.

4. Report by Chairperson

- * Chairperson F. Smith indicated that a motion passed in Meeting No. 218 to carry forward the Ombudsman plan. The Executive Committee would like nominations to fill this position.
- * The Faculty Senate Constitution states that the nominating committee be established at the March meeting and be made up of outgoing senators [10 this year]. Nominations will then be forwarded to the Executive Committee.
- * The April meeting of the Senate will be held in University Center Regents Suite A.
- * Chairperson Smith indicated that he had a copy of administrative salary comparisons between SFASU and Dallas area universities—should anyone wish to view the figures.
- * On behalf of SGA President Kent Hutchison, Chairperson Smith reminded the Senate that April 11 will be Clean-up Nacogdoches Day.

5. Other Officer Reports

- * Chair-Elect B. Carr deferred her report to the next meeting.
- * Treasurer D. Shows gave the following report:

Debits:

Telephone	\$ 6.00
Postage	\$ 6.05
Printing Service	\$107.69
Travel (Carr)	\$273.25
Payroll	<u>\$310.25</u>
Total	\$703.24

- * Secretary L. Clark requested that all resolutions be written out for clarification.

6. Committee Reports

- A. Academic Affairs - no report.
- B. Administration & Finance - no report.
- C. Election - Letters will be sent out after Spring Break.
- D. Faculty Government & Involvement - no report.

- E. Professional Welfare - no report.
- F. Ethics - no report.
- G. Ad Hoc Athletic Committee - The questionnaire approved by the Faculty Senate Executive Committee will be sent out as soon as possible.
7. **Old Business**
- * No Old Business was presented.
8. **New Business**
- * **Insurance**
- House Bill No. 2 mandated that Institutions of Higher Education join the Texas Uniform Group Insurance Plan as of September 1, 1992. There will be no gap in coverage!
 - Ms. Cathy Allen from Personnel Services explained in detail the possible changes in benefits. The changes impact health insurance, life insurance, and disability insurance; and there will be new cost figures.
 - There are changes that could impact those considering retirement or those having the "cafeteria plan."
 - **As proposed, those individuals who now carry only life insurance will have to sign up for health insurance also in order to qualify for life insurance.**
 - For more complete information refer to the Insurance Packet sent to the Faculty Senate, LA Room 344 or contact Personnel Services at Campus Phone No. 2304.
- * The Student Evaluation of Faculty was deferred to the next meeting.
- * The Statement of the Mission of the University was deferred to the Administration for study.
9. **Comments by Ex Officio Member(s)**
- * No additional comments.
10. **Adjournment**
- * The meeting was adjourned at 4:51 p.m.

ABSENCES

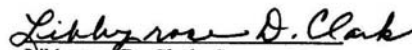
W. Arscott (excused)
R. Darville (excused)
M. Turnage (excused, "stand-in" sent)

J. Gotti
E. Ledger
T. McGrath (excused)

VISITORS

B. Brophy (Interim President)
J. Reese (Ex Officio, VPAA)
N. Markworth (Physics & Astronomy)
B. Payette (Counseling & Spec. Ed.)
J. Standley (Applied Arts)
B. Szafan (Interim Dean L.Arts)
J. Speer (Psychology)
M. Ludoy (Psychology)
K. Dempsey (The Daily Sentinel)
P. Galloway (The Pine Log)

J. Hardy (Institutional Research)
D. Gregory (Political Science & Geog.)
M. Carns (Political Science & Geog.)
T. Atchison (Science & Math)
B. Baggett (Personnel)
C. Allen (Personnel)
D. Jeffrey (Grad. School)
J. Horn (Personnel)
K. Kennamer (Director of University News)


Libbyrose D. Clark, Secretary



Attachment A

LEGISLATIVE BUDGET BOARD

BOX 12666, CAPITOL STATION

AUSTIN, TEXAS 78711



March 6, 1992

OFFICE OF THE PRESIDENT

Dr. William Brophy, Interim President
Stephen F. Austin State University
Box 6078, SFA Station
Nacogdoches, TX 75962

Dear Dr. Brophy:

It's time to begin the state's financial planning for the next biennium.

Even without benefit of an official Comptroller's revenue estimate, we can be assured that revenues for the 1994-95 budget period will be insufficient to fund the expected demand for state services.

We can be equally assured that Texans are in no mood for another state tax increase such as the ones they have sustained in five of the past eight years. Further, our economy continues to be sluggish and our tax system continues to be unfair. Adding new taxes to the system or raising rates only aggravates existing inequities.

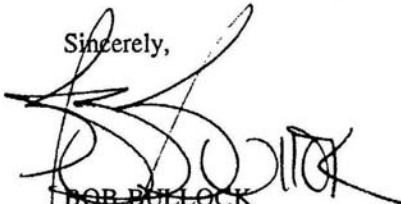
In light of the mood of Texans, you must be prepared to operate within the amount of revenue produced by the existing system. This challenge will demand the best judgement from every board and every commission member, every agency administrator and every state employee when making discretionary spending decisions.

Innovations for greater efficiency and setting priorities are essential. But even optimal efficiency and priority setting will not totally close the gap. You will be responsible for recommending to the Legislature in your appropriations request how you will operate your agency at your current appropriations amount or less. You must identify programs in your agency which can be cut back or eliminated to live within the revenue constraints.

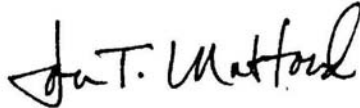
The budget reductions that are required by Article V, Section 122 of the current appropriations bill will require you to focus on these hard choices now. In all probability, those reductions will continue into 1994-95. We don't believe that you can wait until next biennium to implement your plans. You must begin now.

We believe Texans are firm in their opposition to new revenue for state services. You must now exercise the responsibility entrusted to you and decide the best possible way to proceed.

Sincerely,




BOB BULLOCK
Lieutenant Governor



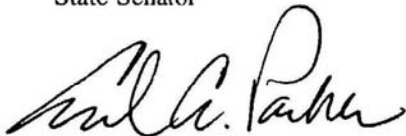
JOHN T. MONTFORD
State Senator




BOB GLASGOW
State Senator



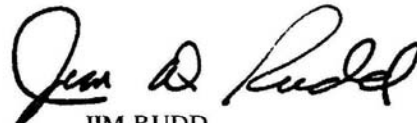
CHET BROOKS
State Senator



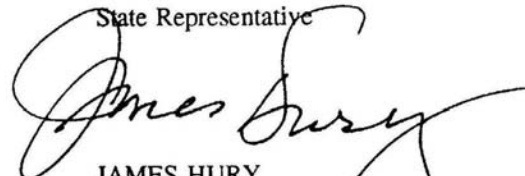
CARL A. PARKER
State Senator




GIBSON D. LEWIS
Speaker, House of
Representatives



JIM RUDD
State Representative



JAMES HURY
State Representative



HUGO BERLANGA
State Representative



RIC WILLIAMSON
State Representative



Attachment B

TEXAS HIGHER EDUCATION COORDINATING BOARD

P.O. Box 12788 • Austin, Texas 78711

MEMORANDUM

Nancy F. Atlas
CHAIR
Charles C. Sprague, M.D.
VICE CHAIR
Carolyn Bacon
W. Mike Baggett
Herbert Butrum
Frank Caboon
H. M. Daugherty, Jr.
Cipriano F. Guerra, Jr.
Lauro Guerra, M.D.
Rene Haas
Lawrence E. Jenkins
Andrew Melontree
Martha Miller
Greg Mitchell
Patricia Smith Prather
Kathryn Prody
Ray E. Santos, M.D.
Mary Beth Williamson

Kenneth H. Ashworth
COMMISSIONER
512 483 6101

TO: Chancellors, Presidents, Board Chairs
Texas Public Institutions of Higher Education

FROM: Nancy Atlas, Chair *Nancy F. Atlas*

DATE: February 26, 1992

RE: Resolution adopted by the Coordinating Board

During the Coordinating Board's discussion on formulas and funding of higher education at our January meeting, the enclosed resolution was adopted.

Although the Board has recommended an essential increase in the formulas that fund public higher education in Texas, we also recognize that state government stands on the precipice of an extremely serious financial crisis. The resolution we adopted reflects our concerns and asks that all institutions prepare contingency plans that anticipate cuts as high as 10 percent from current levels of funding. Of course it is our hope that such cuts will not be imposed, but the current realities make it necessary to prepare for the worst circumstances.

The Board is well aware that many institutions have already implemented a number of cost containment measures. It is an unfortunate reality that we may have to do more.

We hope that you will receive this resolution in the spirit with which the Board adopted it. The Coordinating Board stands firm in its commitment to higher education and to its responsibility to defend and justify adequate funding for higher education. We will continue to work for increased funding.

Enclosure

cc: Coordinating Board
Kenneth H. Ashworth

RECEIVED
FEB 28 1992

OFFICE OF THE PRESIDENT

R E S O L U T I O N

WHEREAS, the Texas institutions of higher education have urged the Coordinating Board to assist them in obtaining adequate funding, and the Coordinating Board has demonstrated its continuing efforts to do so through the adoption of formula recommendations for the next session of the State Legislature; and

WHEREAS, tens of thousands of additional students will seek admission to higher education; and

WHEREAS, it is a matter of record that the legislative session to open in January 1993 will face an estimated additional need for government spending for the next biennium in excess of \$5 billion; and

WHEREAS, this level of needed new funding does not include any additional financing for higher education; and

WHEREAS, continued limitations of funding for higher education will result in students being unable to obtain classes, to receive needed counselling and support services, to obtain library and laboratory resources, and to graduate without extended delays, and students will in other ways experience a deterioration in their college educations;

NOW THEREFORE BE IT RESOLVED that the Coordinating Board urges all institutions of higher education to recognize realistically that they may face the most serious crisis in higher education budgeting in the past 30 years; and

*BE IT FURTHER RESOLVED that in order to protect the quality of programs and services the Coordinating Board calls upon all institutions of higher education to prepare in-house contingency plans for no growth and institutional retrenchment (including restrictions on enrollments; a freeze in hiring; closures of programs and schools, colleges, and departments; reductions in patient services; reductions in salaries; and cuts in staff and faculty); and

BE IT FURTHER RESOLVED that such contingency plans should set educational priorities, including the elimination of programs, in the event the present level of funding cannot be maintained; and

*BE IT FURTHER RESOLVED that such contingency plans prepare for cuts as high as 10 percent from current levels of funding, as has occurred in other states; and

BE IT FURTHER RESOLVED that Presidents, Chancellors, and Boards of Regents and Trustees be prepared to support a further tuition increase or seek and apply other funds to instructional purposes if the Legislature is unable to provide general revenue needed to maintain quality and student access to college; and

BE IT FURTHER RESOLVED that every institution, system administration, and Board of Regents or Trustees be urged to act immediately to remove any remaining perquisites, accessories, and trappings of office which could be questionable to the public; and

BE IT FURTHER RESOLVED that the Chairman of the Coordinating Board is directed to send copies of this resolution to all chairmen of Boards of Regents and Boards of Trustees of public universities and colleges in Texas and to the chancellors and presidents of those institutions.

Attachment C

Please note especially sections with brackets

Comparison of Employees Retirement System (ERS) and Higher Education Insurance Programs

Topics	ERS	Higher Education	Current Status/Recommendation to ERS Board of Trustees
1. Definition of Employee	All part-time employees may participate and receive 50% of the State contribution, seasonal and temporary employees are included.	An employee must be eligible for participation in Teacher Retirement System (TRS) to be eligible for insurance coverages. Excludes: part-time, seasonal and temporary employees, except graduate students employed 20 hours or more per week for a definite period of 4-1/2 months.	Amend ERS Board of Trustee Rules to incorporate definition of employee as contained in House Bill 2, 72nd Legislature, Regular Session. The definition of employee will remain consistent with the current definition in the higher education insurance program (i.e., TRS eligible employees and graduate students).
2. Definition of Retiree	Only persons who have retired and are receiving an annuity may be covered in the Uniform Group Insurance Program (UGIP).	A person eligible to retire and receive an annuity is eligible for coverage.	Amend ERS Trustee Rules to define "eligible to receive" as meeting age and service requirements for retirement but not actually receiving an annuity.
3. Optional Life/Long-Term Disability (LTD)	ERS currently has low levels of participation in optional life and long-term disability coverage. Therefore, the rates for these benefits are relatively high.	Institutions of higher education generally have fairly high levels of participation in optional life and long-term disability, thus the costs for these plans is generally lower than those offered by ERS.	The Group Benefits Advisory Committee (GBAC) will recommend to the ERS Trustees the LTD maximum covered salary be increased to \$6,000.
a. Maximum salary for LTD coverage	An employee may carry LTD income protection based on maximum monthly salary of \$3,000.	An employee may carry LTD income protection based on an average maximum salary of \$6,000 per month (varies by institution).	Higher education LTD and life census data and claims experience have been provided to carrier.
b. Inclusion of higher education census data and claims experience in rate negotiation process for optional life and LTD coverage.			Letter from ERS to be sent to colleges and universities authorizing continuation of current method of allocating state premium sharing for remainder of FY 92. Strict adherence to Appropriations Act rider for FY 93.
4. Distribution of state contribution FY 92			

Topics	ERS	Higher Education	Current Status/Recommendation to ERS Board of Trustees
5. Assessment of Administrative Fee	<p>Currently does not assess administrative fee for state agencies. Administrative costs are supported by reserves.</p>	<p>Appropriations Act authorizes ERS to assess an administrative fee for participating institutions.</p>	<p>Pending a recommendation from the Higher Education Transition Advisory Committee, ERS will consider a one-time payment of an administrative fee to cover up-front costs associated with consolidation of the colleges and universities.</p>
6. Supplemental lines of coverage	<p>Agencies are not currently allowed to offer any type of insurance coverage through payroll deductions.</p>	<p>Supplemental coverage varies by institution.</p>	<p>Allow colleges and universities to continue to administer separate benefit program(s) that are operational on August 31, 1992, provided they are either not offered through the UGIP (e.g., long term care, cancer care), or the amount of coverage is greater than that offered through UGIP (e.g., disability benefits above UGIP maximum covered salary).</p>
7. State contribution for faculty during summer		<p>Institutions allow continuing 9-month faculty and staff to receive state contribution during summer months in which they receive no paycheck. Legislative Budget Board (LBB) appropriations are made on a 12-month basis for all benefits-eligible employees of higher education.</p>	<p>Continue to allow state contribution during summer for employees of institutions of higher education who are not working during the summer. Employees with 9-month appointment are eligible for 12 months of benefits, including the state contribution.</p>
8. Disposition of Reserves			<p>No statutory requirement for institutions to turn over group insurance reserves to ERS. Institution/carrier responsible for run-off expenses.</p>

Topics	ERS	Higher Education	Current Status/Recommendation to ERS Board of Trustees
9. Open Enrollment			<p>Open enrollment will be offered during the month of August 1992 (employees/retirees not available during August will be given first week in September to enroll) for eligible higher education employees, retirees and their dependents. Evidence of Insurability (EOI) will be required only for those electing three or four-times annual salary in optional life amounts and who were not enrolled on 08-31-92 in an equivalent level of coverage through the institution's plan. Issues relating to pre-existing conditions limitations, previously satisfied deductibles and co-insurance maximums are still under consideration. ERS will require FY 92 enrollment data in an electronic format (tape/diskette) from each institution prior to 09-01-92.</p>
10. Medicare Part A and Part B for Retirees			<p>Medicare Part A coordination of benefits will be based on actual enrollment. All retirees will be required to purchase Part B (UGIP will be secondary for Part B benefits for retirees).</p>
11. Definition of Dependent		<p>Eligibility rules may differ from UGIP.</p>	<p>ERS still reviewing issue of grand-fathering all dependent children and surviving spouse/children covered under institution's plan on 08-31-92, even though they do not meet UGIP eligibility rules.</p>
12. Leave Without Pay (LWOP) Provisions	<p>There is a 12-month maximum limitation for maintaining insurance coverage while in a continuous LWOP status. The Appropriations Bill limits LWOP to 12 months; however, there is a provision whereby an agency head may grant exceptions for educational purposes.</p>	<p>Universities are limited by the Appropriations Bill to 12 months for LWOP. However, some exceptions are granted for educational purposes.</p>	<p>Amend ERS Trustees Rules to permit a 12-month extension of the period an employee is eligible for coverage while on LWOP, provided the LWOP is for educational purposes as certified by the institution.</p>

Topics	ERS	Higher Education	Current Status/Recommendation to ERS Board of Trustees
13. Contribution by institution greater than state contribution			Allow colleges and universities to contribute more than state contribution (with nonappropriated/local funds). However, institutions will need to electronically report data to ERS.
14. Calculation of life and LTD coverage for nine-month faculty and staff			Allow institutions to annualize 9-month salaries for determining amount of life and LTD coverage (e.g., 9-month salary divided by 9, multiplied by 12 equals annual salary).
15. Grandfather higher education Retirees	Employees must have 10 years of creditable service to be eligible for retiree insurance program.	Employees of higher education who retire between 09-01-89 and 08-31-92 may retire and receive retiree insurance at age 55 with at least 5 years of service.	Grandfather all higher education retirees eligible under applicable higher education statutes/rules and covered in the institution's plan on 08-31-92 (e.g., employees who retire after 09-01-91 under TRS/ERP with less than 10 years of creditable service).
16. Payment of employee's costs	Any premium due after the state contribution is applied is the responsibility of the employee.	If the employee's premiums (for basic health and life) exceed the state contribution, the institution must pay half of the employee's out-of-pocket expense.	Premiums above the state contribution must be paid by the employee or retiree enrolled in the UGIP.
17. Amount of basic term life	The basic term life for active employees is \$4,000 plus AD&D; for retirees, the limit is \$2,000 with no AD&D.	The basic term life for active employees is \$5,000 plus AD&D; for retirees, the limit is \$2,500 with no AD&D.	The GBAC will recommend to the ERS Trustees the basic life amount be increased to \$5,000 for active employees and \$2,500 for retirees.
18. Disability determination for ORP Participants		Determination and cost borne by each institution.	Amend ERS Board of Trustee Rules to assign to the ERS Medical Board responsibility for disability retirement determination of ORP participants.
19. Board of Regent member eligibility	Board and commission members eligible and receive state contribution	Board of Regent members not eligible.	Members of college and university governing boards who are appointed and confirmed by the Senate and whose employees are covered by the UGIP will be eligible for coverage beginning 09-01-92.