

**Stephen F. Austin State University**  
**Faculty Senate Meeting Minutes**  
**DRAFT**  
**September 11, 2002 Meeting #313**  
**(Subject to approval at October meeting)**

***I. Call to Order***

Dr. King called the meeting to order at 2:32 PM.

*Announcements*

A moment of silence was held in honor of the victims of the attacks of September 11, 2001.

Dr. King thanked Dr. Young, Interim Vice President for Academic Affairs, for providing refreshments. He introduced Shakia "Kia" Easley, the Faculty Senate's student worker.

***II. Approval of the Minutes***

The minutes of Meeting #311, May 8, 2002 were approved with minor changes. The minutes of Meeting #312, May 8, 2002 were approved as written.

***III. Guest Presentations***

**A. Dr. Tito Guerrero**

Dr. Guerrero expressed appreciation to those who are serving on the Salary Equity Committee and for the Faculty Senate's forthcoming resolution of appreciation for work on salary equity, merit raises, and the Employee Assistance Program. Although the state could not certify funds for raises, he is committed to the merit pool raises. SFA officially received funds for the raises yesterday.

He hopes to set aside a greater amount of money for improvements in salary equity in the future. They are making a good faith effort toward salary equity.

He is really proud of the establishment of the Employee Assistance Fund. It is an attempt to respond to employee needs. It will help employees make progress toward higher education goals. They had to overcome a lot of obstacles in order to establish it.

Dr. Guerrero said that he sees three big opportunities to leave a legacy as President of SFA. They are:

1. To hire a Vice President for Academic Affairs and to raise that position to the level of Provost.
2. To hire a Dean of the College of Education.
3. To plan for the university's future with the creation of a new Strategic Plan.

Dr. Guerrero is pleased with the expression of interest in participation in the search for a VPAA and on the Strategic Planning Committee.

Today is "census" day; the 12th class day. He will be reporting to the press shortly that fall enrollment is down 210 students. The drop is in first time freshmen and the category of "other" freshmen. We are doing reasonably well at other levels and phenomenally well at the graduate level. He is committed to quality programs and students.

Dr. Guerrero requested that we think about how we conduct business with each other. He asked the Faculty Senate to consider weighing the possibility of inviting others to comment before passing a resolution. He used the example of the resolution making department chairs ineligible to serve on Faculty Senate. He signed it with some reluctance after giving it much thought. We have the opportunity to deliberate with each other. He will ask that of others on campus as well.

Due to conflicts in his schedule, Dr. Guerrero will be unable to attend the October and November meetings. A brief question and answer period followed.

Dr. Darrel McDonald asked him about his strategy for going to the Legislature. Dr. Guerrero reported on action of the Legislative Budget Board (LBB) last week. The LBB asked all state universities to submit the effect of a 3%, 5%, and 7% cut. Any cut would be extremely difficult to sustain, and the ability to sustain a cut is not something we want to emphasize.

**B. Dr. Marlin Young** reported on the work of the Academic Affairs Council. They have thirty to thirty-two policies to review this year. They will seek input. Policies to be reviewed include the Intellectual Property policy.

The University is examining space utilization. By state standards, which include utilization throughout the day, SFA has a surplus of space except in Nursing, which is out of space. There is a need to find more room for Nursing.

The new Academic Advising Center, located in the College of Liberal Arts, is available to the entire university. They have a director and two advisors.

SFA has received invitations to bring classes to Cleveland and Fairfield, Texas. We are the only university which has responded to their request. The Coordinating Board says we will have to publicize any courses offered, and other schools could object. They want us to offer basic courses, such as English, science, and education. We would also like to offer nursing. This represents two great opportunities for SFA.

Distance Education is growing. There are currently forty-four web-based DE courses.

There will be some changes in Commencement. Various options are being considered.

We are currently recruiting more faculty for Nursing.

SFA now has an International Studies program. Dr. Leon Hallman is the director.

There has been a suggestion that we have a one year General Bulletin rather than a two-year. There are advantages and disadvantages to both types. He would like to recruit a faculty member, perhaps someone from English, to edit the bulletin.

Hiring of quality faculty is a high priority for his office.

**C. Dr. Berry**, Chair of the Salary Equity Committee, reported on their work. Dr. Berry said he had introduced the idea of salary equity seven or eight years ago when he was chair of Faculty Senate. The university is finally addressing this issue. The Salary Equity Committee is made up of the following members: Ric Berry (Chair), Joe Devine, Larry

King, Dale Perritt, David Gundersen, Lynda Langham, Glenda Herrington, Fay Parham, Danny Gallant, and ????. Dr. Berry distributed documents they have used in their work.

The committee first looked at SFASU and compared it to other universities. They looked at the positions held, not the people. There is a strong feeling for a need to remedy the effects of low entry salaries. They want to retain the effects of prior properly applied merit raises. There are legitimate salary differentiations due to merit and longevity increases in the past. In the future merit and equity increases should be separate. The committee hopes to set a target salary for each employee, and then work to reach that target salary. This year's allocation for equity raises helped us to get 13.5% of the way to achieving equity. They will reexamine the data every year and the market median but use the same target salaries. The committee will continue to accept appeals of market data until November 2, 2002. Decisions on those appeals will be determined by February 3, 2003. Those who wish to appeal individual target salaries should do so through the grievance process. There are 100-150 positions that have no good, reliable data. The first order of business for the committee is to rectify that situation. Once data is found, those positions will be caught up as monies are available. Dr. Berry stated that many professional societies, that faculty and staff may be members of, do not have reliable data that can be used to determine salary levels. Their methodology is often not reliable due to the way they collect data. It is also not comparable, because we used medians; they often use means.

The committee is trying to do the same kinds of comparisons for everyone. They have a lot of tweaking and a lot of work yet to do. The committee meets every Friday at 9:00 AM. People can go to any of the ten members on the committee.

#### ***IV. Officer's Reports***

**A. Chair**

**B. Chair-Elect**

**C. Secretary: No report.**

**D. Treasurer**

#### ***V. Committee Reports***

**A. Academic Affairs:** Senator Pickard reported that his committee needs additional members. Dr. King said he would help fill the vacancies.

**B. Administration and Finance:** No report.

**C. Elections:** Following discussion of candidates to fill vacant Senate seats and the new adjunct position, a vote was taken by printed ballot. Senators Scamman and Jones will count the ballots following the meeting and report the results by email.

**D. Faculty Government and Involvement:** Senator Caffery presented the following resolution:

##### **Resolution on Salary Equity & Employee Educational Assistance Fund (Resolution 2002-03.01)**

[insert text of resolution here]

After suggested changes in wording, the resolution passed with a show of hands: 20 in favor, 0 opposed, 1 abstention.

## **E. Professional Welfare**

**F. Strategic Planning**--Chair-Elect, Dr. McDonald, reported that the "Policy on Intellectual Property" that the Faculty Senate approved is still in the Academic Affairs Committee.

Dr. King noted that the Academic Affairs Committee is an advisory body. They can't pass policy, although they appear to be functioning as a policy-making body. Given that, he has asked that the Chair of Faculty Senate and the head of the Chairs Forum, who are ex officio members of the AAC, be granted voting membership. Dr. Marlin Young has made an effort to involve them in the discussion.

Dr. McDonald moved that,

"The Faculty Senate authorize the Chair of the Professional Welfare Committee to correspond with the Academic Affairs Committee asking input on the Intellectual Property Rights Resolution passed by the Senate. In addition, the Chair should note that if no input is forthcoming in the near future, the Senate will forward the Resolution to the President for review."

The motion was seconded and carried. On a show of hands, 21 were For, 0 Opposed.

Senator Williams is authorized to communicate with the Academic Affairs Committee, which meets in two weeks. He will ask them to provide input in a timely manner and report back to Senate.

## **VI. Old Business**

### **VII. New Business**

Dr. McDonald presented the following resolution on September 11. The resolution passed on a show of hands with 20 For, 0 Opposed, 1 Abstention.

#### ***Faculty Senate Resolution 2002-03.02 In Remembrance***

***WHEREAS, September 11, 2002, marks the first anniversary of an egregious assault on our nation and the concepts of freedom and liberty;***

***WHEREAS, the results of this heinous terrorist act included the loss of thousands of lives, aspirations and dreams;***

***WHEREAS, the devastation has turned a portion of our secular landscape into sacred space for all generations that will follow;***

***WHEREAS, the event was answered by innumerable acts of uncommon valor and dedication to duty that clearly demonstrated the American ethos;***

***WHEREAS, today, millions of citizens pause to reassess the value of family, friends, community and patriotism;***

***WHEREAS, early this morn, the haunting echoes of taps rang out across the rooftops of the central plaza of Nacogdoches in memory of those who were affected by the assault; therefore***

***BE IT RESOLVED, that the faculty of Stephen F. Austin State University rejoin in efforts to convey to students and the broader community the importance of learning, loyalty, determination and tolerance that allow freedom and liberty to persist as basic elements of a free society.***

### ***VIII. Adjournment***

Dr. King emphasized to senators that they have an important job to do. He asked them to take very seriously their responsibility to keep their colleagues informed. He appreciates the work that all of us do.

The next meeting is October 9. Dr. King has a schedule conflict, as he is on the Coordinating Board's Formula Funding Committee. If it looks like he needs to attend the C.B. committee meeting, Dr. McDonald will conduct the Senate meeting in his absence.

The Senate meeting was adjourned at ?? PM.