

**Stephen F. Austin State University Faculty Senate Meeting Minutes**  
**Meeting #390 December 15, 2010**

Subject to approval at the 391<sup>st</sup> meeting.

Senators present: Norjuan Austin (1); Brian Beavers(2); Kathleen Belanger(3); Parliamentarian, Linda Bobo(4); Charity Carney(6); Chair, Ken Collier(7); Secretary, Carolyn Conn(8); Dana Cooper (9); Dianne Dentice(11); Ann Ellis (12); Tracey Hasbun(13); Chair-Elect, David Howard(15); Treasurer, Keith Hubbard(16); Kim Kato (17); Mikhail Kouliavtsev(18); Cynthia McCarley (19); Michael Maurer(20); Emmerentie Oliphant(21); Carl Pfaffenberg(22); Rose Powell(23); Daniel Scognamillo(24); Janet Tareilo(26); Juan Carlos Urena(27).

Excused/Sent Representative:

Not present:

David Campo (5); Mitch Crocker(10); Christine Hennessey(14); Sandra Stewart(25)

I. Call to order. Chair Collier called the meeting to order at 2:30pm.

II. Presentations:

A. Dr. Baker Patillo, President

- Re-cap of budget reduction process. Numbers are continuing to escalate. We are now needing to reduce this semester or summer down another 2.5% which is approximately \$1.4 million dollars IN ADDITION to what we have already addressed. This WILL be spread out through the entire University. NOT just Academic Affairs.
- Senator Pfaffenberg remarks on the contradiction between the positive news that we are seeing about the City of Nacogdoches' financial status and ours.
- Senator Hubbard asks about furlough. Dr. Patillo does not prefer to do furlough because it affects staff ONLY and not faculty.
- Senator Belanger expresses concern about summer pay being affected. Faculty salaries are the lowest in the state, and faculty rely on summer supplements to make ends meet. Dr. Patillo stresses that summer pay is an option. Faculty contracts are based on a 9 month contract and summers are optional regardless of any past expectations.
- Senator Powell asks if any layoffs have been considered. Dr. Patillo does not anticipate any layoffs at this point.
- Senator Bobo asks if there has been any talk of reducing satellite facilities of Universities as we are asked to reduce as a state. Dr. Patillo is not aware of any discussion on this.

B. Dr. Rick Berry – Vice President for Academic Affairs

- Compliance Certification – *The Principles of Accreditation*  
We have received our response from the committee.  
We are non-compliant with submission of financial audit but we knew that would be because of the timing of the due date.

We are out of compliance with 16 standards in section 3. Typical is between 14-28 so we are at low end of spectrum.  
Some of the issues are simple “mechanical” issues. Can be remedied by simple statements.  
We are now preparing “focused reports” to respond to each of these issues. Many of them can be solved by documentation.  
Faculty competence – 60 professors need to have qualifications matched to courses taught.  
Onsite team will be here March 1-3<sup>rd</sup>. Will follow up on the 16 out of compliance issues as well as other compliance areas for which we have already been positively evaluated.

- C. Dr. Mary Nelle Brunson- Associate Vice President of Academic Affairs
- Senator Hubbard asks how many of the 16 issues are “structural” rather than “cosmetic”. Dr. Brunson says only a few are “structural” in that they are missing written policies but still not huge additions.
  - Senator Carney asks of the 60 professors mentioned about Faculty competence how many are adjunct. Dr. Brunson says it is a mix.
  - Senator Kato asks if we would already know if we were on that list. Dr. Brunson says many of them could be from incomplete vitae on the Digital Measures system or other missing credentials.
  - Senator Bobo asks how budget cuts interface with SACS evaluations. Dr. Brunson says we will have to show that we are financially sound. Our reductions will not affect our SACS accreditation. We need to show that we are supporting our mission statement.
  - Several members expressed appreciation to Dr. Brunson for her work.

### III. Officers’ reports:

#### Chair

- A. Chair – has drafted a statement on the ongoing budget process
- B. Chair-elect – Re-cap of Cost Reduction Task Force recommendation (sent today via e-mail)
- C. Treasurer – 25% budget increase, \$5200
- Can transfer forward, must begin paying for refreshments if we want them. Motion to quit providing refreshments by Senator Pfaffenberg, seconded by Senator Maurer, passed 15 to 6. No more refreshments provided.
  - Need to pay dues for membership in Texas Council of Faculty Senates. Senator Dentice moves to pay last years’ and this years’ dues to bring us up to date. Seconded by Senator Cooper; passed 18 to 1.
- D. Secretary – no report

IV. Approval of minutes from Meetings #389. Motion to accept by Senator Hubbard seconded by Senator Belanger unanimously passed.

## V. Committee Reports:

- A. Academic Affairs Committee – no report
- B. Administration and Finance – no report
- C. Elections / Constitution Committee – no report
- D. Faculty Government and Involvement – will send a recommended apportionment for 2014, business will be getting 1 more representative. Please see attachment to minutes and offer feedback to Senator Hubbard.
- E. Professional Welfare Committee –
  - Draft for adjunct faculty Administrative Performance Policy handed out by Senator Bobo.
  - Senator Carney notes that the specific mention of adjunct faculty not getting “merit pay” makes it appear that there is no room for pay increases. Senator Belanger made a suggestion of a variation of wording to include room but further discussion brought forward the general feeling that this is the wrong policy to address adjunct pay.
  - Senator Howard moves to accept the policy as is with standardized policy language amended only and seconded by Senator Kato. Voted 15 to 2. Motion passed.
- F. Communication Committee – no report

## VI. Old Business:

### Resolution on Budget

- Senator Belanger re-caps the proposed resolution. Expresses concern for future of faculty and stresses the importance to have this in writing.  
Senator Hubbard has concerns that some of the language may be seen as combative  
Senator Tareilo feels that her department feels that the decision is a “done deal” and we may not want to be seen in a negative light but she realizes that we do need to express our opinion.  
Senator Scognamillo suggests we find a way to express that the decision should not be permanent even though we understand the need to cut temporarily.
- Discussion about requesting furloughs that exempt those payed under \$30,000.
- Senator Hubbard points out that we want all pay cuts to be equitable. Senator Pfaffenberg suggests we state what we want as opposed to what we do not want.
- Senator Cooper asks our representatives of the Task Force to make it clear that we want **EQUITABLE** pay cuts and that any summer pay cuts that are made be stressed as being **TEMPORARY**.

## VII. New Business

VIII. Adjournment: Chair Collier adjourned the meeting at 4:43pm.

Respectfully submitted,

Carolyn Conn  
Secretary