

FACULTY SENATE MINUTES FOR MAY 4, 1994

ORGANIZATIONAL MEETING OF THE THIRTY-SIXTH SENATE

MAY 4, 1994

Present: Senators Bible, Caruana, Caverly, Davis, Ford, Glassman, Middlebrook, Pascoe, Sawey, Stedman, Swinney, Weller, Winek.

Absent: Senators Horne, Lyman

Guests: Sandra Akridge, Mike Moore

ROSTER/INTRODUCTIONS

All Senators introduced themselves, and the following roster for the Thirty-Sixth Senate was distributed, with a request for correction of errors. No corrections were suggested. An asterisk indicates newly-elected Senators.

Name	Phone	E-Mail	Term
Jon Bible*	2547	LS01	1997
Louis Caruana	2562	LC05	1995
David C. Caverly*	2157	DC02	1997
John M. Davis	2526	JD04	1995
Ramona L. Ford*	2113	JB17	1997
David M. Glassman	8272	DG02	1996
Francis R. Horne*	2171	FH01	1997
Barbara G. Lyman*	2575	AG04	1996
Bill J. Middlebrook	2571	BM07	1996
Charles H. Pascoe	2147	CP05	1996
Ronald M. Sawey	3409	RS01	1996
LeAnne Stedman	2955	DB02	1996
Everette Swinney	2103	ES08	1996
Eric C. Weller	2611	EW01	1997
Gary J. Winek*	2137	GW04	1997

ELECTION OF OFFICERS FOR 1994-95

The following officers were elected for the coming year:

Everette Swinney, Chair; Charles Pascoe, Vice-chair; Jon Bible, CoFGO representative. The election of a secretary and newsletter editor was deferred to a future meeting pending further discussion of the scope, content, and method of distribution of those publications.

SUMMER SCHEDULE

The Senate agreed to meet on the first Wednesday of each month (June 1, July 6, and August 3), and on call, as necessary, during the summer. All meetings will be at 3:00 in JCK 880. As it appears at present, must items for the June 1 agenda include the Faculty Handbook, Budget Committee Recommendations, Curriculum Committee Recommendations, fine-tuning of the Committee on Committees Report, and a progress report on the FY95 Budget Cycle.

PAAG

Following the Senate meeting, President Supple hosted a mixer for all Senators, newly-elected and former, on the 11th floor of JCK. Vice Presidents Gratz and Abbott also attended. There was no formal agenda; rather, there was an informal discussion of the role of the Senate, the budget reallocation plan, the possibility of ACC offering classes in San Marcos, and other questions of current interest. The Senate is grateful to President Supple, both for his hospitality and for his continued support for faculty participation in institutional governance.

FACULTY SENATE MINUTES August 31, 1994 PLEASE POST

NOTE: Faculty Senate minutes are distributed as soon as practicable following each meeting via E-Mail to Senators, Liaisons, Chairs of Senate Committees, Departmental Chairs and Secretaries, Deans, members of the President's Cabinet, and other members of this academic community who have requested to be placed on our mailing list. They are also posted in VAX Notes. Our intent is that recipients, particularly departmental secretaries, will post hard copies on bulletin boards in areas frequented by faculty.

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AUGUST 31, 1994

Present: Bible, Boone (for Lyman), Caruana, Caverly, Davis, Ford, Glassman, Horne, Middlebrook, Pascoe, Sawey, Stedman, Swinney.

Absent: Weller, Winek.

Guests: Susan Day, Joni Charles, Beverly Henry, Bob Jenkins, Israel Najero, Vincent E. Morton, Anthony T. Daniels, Michael Moore, Bambi Ramirez, Sonny Barrera, Joanne Smith, Leticia Garza-Falcon-Sanchez, Sherri H. Benn, Jaimie Chahin, Edgar Laird, Rumaldo Z. Juarez, Margaret Hernandez, Carlos J. Gutierrez, Patrick Cassidy, and Sandra Akridge.

The meeting began at 4:00 p.m.

CONTENTS:

- 38. Selection of Fall Replacement for Senator Lyman
- 38. Discrimination (Fitch Letter--Prof. Horne Resolution)
- 34. Tenure and Promotion Appeals Committee (Prof. Bible)
- 56. Parking Ticket Appeal Process (Peeler Letter)
- 06. Senate Calendar, 1994-1995
- 02. Minutes of 8/3/94
- New Items

SELECTION OF FALL REPLACEMENT FOR SENATOR LYMAN

Due to a class conflict Professor Lyman will be unable to attend the regularly scheduled Senate meetings in the Fall. Professor Mike Boone (EAPS) was unanimously selected as her replacement for the semester and took his seat on the Senate.

38. DISCRIMINATION (Fitch Letter and Prof. Horne Resolution)

The Senate received a letter of May 2, 1994 from Prof. Fitch indicating that the National Minority Job Expo title implied discrimination against non minorities. In a subsequent meeting the Senate proposed no action and the request was tabled.

In response to Prof. Fitch's letter, Prof. Horne had later suggested the following resolution:

Be it resolved that the Faculty Senate supports equal treatment for all persons or groups of persons regardless of sex, sexual orientation, ethnicity, class, culture, and/or racial origins, and opposes all forms of discrimination either real or implied.

August 30, 1994 a letter was received from the Coalition of Black Faculty and Staff (restating the Coalition's and the Hispanic Policy Network's positions set forth in the letter of April 26, 1994 to the President's Cabinet and the Faculty Senate) regarding the Job Expo title.

A discussion with guests and Senate followed, including the following diverse points:

(1) Some of the arguments for keeping the name of the Expo and for rejecting the Horne resolution:

- * The Expo is one of the largest drawing cards of employers to the campus of any job fair in the nation because of its emphasis on minorities. For example, nearly twice as many businesses and other employers come to the SWT fair as to the UT Career Day event. Last year 163 employers attended Expo and we had a waiting list of employers.

- * Hundreds of students from SWT and elsewhere, including foreign countries, attend because it is so large. These students represent all groups, including Anglo Americans.

- * While advertising already indicates all students are invited, more emphasis could be placed on the "Open to Everyone" aspect so that all students could immediately perceive they were invited.

- * The Horne resolution was seen by some participants as being counter-productive if the phrase "all forms of discrimination either real or implied" were taken to mean that affirmative action endeavors were unfair to dominant groups.

(2) Arguments for changing the Expo name and adopting Horne resolution:

- * The Expo name indicates an exclusion of Anglo males (and those Anglo females who do not recognize women as a minority) if they do not read the fine print that the Fair is open to all.

- * Affirmative action is thus discriminatory in actual practice, as perceived by students.

- * The Job Expo should be renamed to be more inclusive. The option of "Employment Equity Fair" was suggested.

No motion was made regarding the name of the job fair, and the Horne resolution was not adopted. Dr. Ramirez who had stated another possible resolution was asked to submit her resolution to the Senate.

34. TENURE AND PROMOTION APPEALS COMMITTEE (Profs. Bible and Laird)

Senator Bible, currently chair of the Appeals Committee which accepts only procedural complaints, and Prof. Laird, University Ombudsman, discussed problems of substantive and procedural issues and how they may overlap. ["Substantive" usually refers to alleged discrimination; "procedural" errors include failure to meet time lines, etc.] Currently the University Attorney makes the final decision on what is procedural and what is substantive--a gray area in some cases. A person with a complaint on promotion or tenure may be shuttled back and forth among the different agencies. Substantive issues may not be dealt with until late in the process and end up in court, perhaps needlessly if the problems could have been mediated earlier by the Ombudsman.

The Senate agreed to continue consideration of possible simplification of the process. Prof. Bible was requested to draft a procedure in language appropriate for the Faculty Handbook and to recommend appropriate changes in the PPS on the grievance process and the UPPS on tenure and promotion.

56. PARKING TICKET APPEAL PROCESS (Peeler Letter via Prof. Pascoe)

The earlier Peeler letter outlined being ticketed while backed up to the Speech and Drama Building unloading props. In addition, he had to pay the ticket before being able to appeal.

The Senate suggested the following:

* New campus police officers need additional information on how to handle staff and faculty situations when they are parked in unusual places to load and unload material on University business. Since officers are in instant contact with headquarters, clearance could be quickly verified for those staff/faculty persons who are frequently on these errands. It would be inefficient to requisition University vehicles to transport all heavy material for faculty and staff in order to avoid tickets for backing up into loading zones.

* The Senate recommended that Prof. Peeler submit his problem to the Campus Police through the Ombudsman, Edgar Laird. This matter will also be discussed with Director Dennis Allen when he attends one of the Senate Fall meetings to discuss policy.

06. SENATE CALENDAR-1994-1995:

The calendar for the year was approved by the Senate.

02. MINUTES

The minutes of the August 3, 1994 meeting were approved.

NEW BUSINESS:

(1) A draft letter informing faculty regarding their appointment to or continuation on Faculty Senate Committees was approved.

(2) Committee appointments were discussed and approved. Profs. Stedman, Pascoe, and Swinney will prepare a list of nominees for the Grievance Committee for consideration at the next meeting.

(3) Each senator was given last year's departmental voting list of eligible voters in his or her area to update by September 7.

(4) Form letters were approved to send to department liaisons regarding Piper Professor nominations and the election of liaisons for the current year.

The meeting was adjourned at 6:00 p.m.

Ramona Ford Secretary

FACULTY SENATE MINUTES September 7, 1994 PLEASE POST

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September 7, 1994

Present: Bible, Boone (for Lyman), Caruana, Caverly, Davis, Ford, Glassman, Horne, Middlebrook, Pascoe, Sawey, Stedman, Swinney, Weller, and Winek.

Absent: none

Guests: Ed Burkhardt and Bobby Patton, HPER; Mike Moore

The meeting began at 4:02 p.m.

CONTENTS:

- 52. PHYSICAL FITNESS PERSPECTIVE (Academic Core Com.)
- 24. GRIEVANCE COMMITTEE (Swinney, Pascoe, Stedman)
- 60. TENURE AND PROMOTION APPEALS COM. (Middlebrook, Bible)
- 29. SENATE COMMITTEE APPOINTMENTS (Caruana, Pascoe)
- 15. UNIVERSITY COUNCIL AGENDA FOR 9/8/94
- 14. PAAG AGENDA FOR 9/14
- 02. Minutes of 8/31/94

52. PHYSICAL FITNESS PERSPECTIVE (Academic Core)

Professors Burkhardt and Patton from HPER explained the proposed changes in the Physical Fitness Perspective: (1) Students may satisfy the Physical Fitness Perspective by completing PES 1101, Lifetime Fitness and Wellness (a new course) and one course from either the Fitness category of courses or the Lifetime/Recreation category of courses or by completing one course from a list of courses in the Fitness category and one course from the Lifetime/Recreation category; (2) Exemptions from one course are proposed for Varsity Sports, Strutters, and Band (which is currently exempt from both courses); and (3) The prefix PES (Physical Education Service) will be changed to PFW (Physical Fitness and Wellness). This would help minimize the confusion between PE (for majors) and PES (for general studies courses) and also reflect the increased emphasis on wellness.

These changes have been approved by the Academic Core Committee. The committee agreed, on the principle of equal treatment, that all groups which are exempt from part of the requirements should have the same one-course exemption. (See number 2 above.)

After discussion, the Senate suspended the two-week rule and unanimously endorsed Academic Core's recommendation.

24. GRIEVANCE COMMITTEE (Swinney, Pascoe, Stedman)

The Committee is composed of representatives of faculty, chairs, and deans. Nominations for this year replacements are: Gene Martin, Dean of the School of Applied Arts and Technology; Steve Beebe, Chair of the Department of Speech Communication; and Nancy Chavkin, Social Work. The nominations were unanimously approved.

60. TENURE AND PROMOTION APPEALS COM. (Middlebrook, Bible)

Three senior faculty must be nominated from each school with a vacancy on the Committee. To fill the vacancy in the School of Business nominees are: Gary Carman, Ruth Taylor, and Joe Humphrey. The Senate approved the nominations to go to the VPAA for selection.

29. SENATE COMMITTEE APPOINTMENTS (Caruana, Pascoe)

--Academic Computing Committee: Richard DeMouy, Health Professions.

--University Arts: Bob Whalin, Music, to be retained as Committee chair; Pat Stone, Dance, and David Flemming, Theatre, as members. The appointments were approved.

15. UNIVERSITY COUNCIL AGENDA FOR 9/8/94

Parking for Chairs and Deans will be on the agenda. In the Senate discussion a number of points were brought up including: Red zone restrictions could be limited from 8 to 5; Restricted parking for program directors and others are proliferating on an ad hoc basis without clear-cut policy; Last year the Senate was told there were plenty of Red Zone parking places available but this did not spell out how many blocks away from an office a place might be and some departments use the Chair's vehicle to run department errands, collect supplies, etc.; When chairs allow other departmental persons to use their spaces to facilitate University business, vehicles have been ticketed and/or towed. In essence, on a campus of this size, efficiency of running departmental business is a consideration that must be addressed with regard to office hours. High-rise parking garages are exceedingly expensive to build (about \$6,000 a slot) and rentals can expect to be in the \$300 category for a dept. or faculty/staff person). RTA'd until further information on policy is received from UC.

14. PAAG AGENDA FOR 9/14

After considerable discussion of a variety of possible topics, the Senate agreed to suggest the following PAAG agenda for September 14:

Discussion Topics	Brief Information Items
Live Diplomas	Faculty Workload Policy
Faculty Raises	General Studies
HEAF and Capital	Aquarena

RE-EVALUATION OF TOPICS FROM LAST YEAR

The Senate sorted through the "In the Hopper" and "Watchful Waiting" items from last year, agreeing to renumber and to proceed with some topics and to eliminate others. The results will show on next week's agenda.

02. MINUTES

The minutes of the August 31, 1994 meeting were approved.

NEW BUSINESS:

Prof. Horne distributed statistics on student GPA's by School, controlling for differences in high school ranks and SAT scores.

The meeting was adjourned at 5:45 p.m.

Ramona Ford Secretary

FACULTY SENATE MINUTES September 14, 1994 PLEASE POST

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September 14, 1994

Present: Bible, Boone (for Lyman), Caruana, Caverly, Davis, Ford, Glassman, Horne, Middlebrook, Pascoe, Sawey, Stedman, Swinney, Weller, and Winek.

Absent: none

Guests: President Supple, VPAA Gratz, Sandra Akridge, Mike Moore

CONTENTS:

- 29 SENATE COMMITTEE APPOINTMENTS
- 14 PAAG MEETING
- 32 ACADEMIC COMPUTING COMMITTEE REPORT (Prof. Sawey)
- 39 SUMMER INSURANCE PA MENTS
- 44 FACULTY LOUNGE
- 66 PARKING APPEALS COMMITTEE APPOINTMENTS
- 02. MINUTES OF 9/7/94
NEW ITEMS

The meeting began at 4:05 p.m.

29 SENATE COMMITTEE APPOINTMENTS

Library Committee: appointment: Paul Cohen was named to temporarily replace Steve Wilson who will be out of the country on a Fulbright.

Liaisons need to be elected for the following departments: Accounting, Agriculture, CIS, Criminal Justice, Health Administration, Political Science, and Physics.

Faculty Grievance Committee: The Senate appointed Christabel Jorgenson to fill the uncompleted term of Ken Margerison, who, as Chair of History, is no longer eligible to serve. Prof. Jorgenson has accepted the appointment.

14 PAAG Meeting

The Senate discussed the following topics with President Supple and VPAA Gratz. Minutes of this portion of the meeting will be distributed following approval of draft minutes by all parties.

Live Diplomas
Faculty Raises
HEAF and Capital

Faculty Workload Policy
General Studies
Aquarena

32 ACADEMIC COMPUTING COMMITTEE REPORT (Prof. Sawey)

A complete report is not ready but the following will be covered: (1) Getting computer access to all faculty, (2) Priority to lab facilities with wide usage as well as special needs capabilities, and (3) Funding. RTA for 9/21.

39 SUMMER INSURANCE PAYMENTS (Early Letter)

Prof. Grady Early is pursuing with VPF&SS Bill Nance the problem that summer insurance payments for faculty on a nine-month salary schedule do not have those out-of-pocket payments sheltered. Nance says this could be remedied but will cost money and time. A Systems Development Life Cycle (SDLC) has been initiated to explore remedying the problem.

Additional questions were raised about other problems nine-month contract continuing faculty encounter. They sometimes get kicked off the computer, lose their identity as faculty, etc. The Senate is interested in these subjects and invites Prof. Early and/or others to continue call our attention to concerns regarding the faculty condition in the summer.

44 FACULTY LOUNGE

The Faculty Lounges in both Flowers Hall and the Liberal Arts building are gone. Responding to expressions of faculty concern, VPF&SS Bill Nance indicated in a letter of August 5th to Prof. Bill Kurtz (Chair, Faculty Lounge and Dining Committee) that he would welcome a recommendation regarding the creation of a new lounge. The Senate asked Chair Swinney "aggressively pursue" the creation of such a facility via Prof. Kurtz and his committee.

66 PARKING APPEALS COMMITTEE APPOINTMENTS

RTA'd until until 9/21.

02. MINUTES OF 9/7/94

The minutes of September 7, 1994 were approved.

NEW ITEMS

Ronnie Jung (formerly in State Auditor's Office, now on Legislative Budget Board) has been invited to meet with the Senate on October 5th to discuss Stat budgeting for higher education and to answer questions. The Senate plans to schedule this meeting in a facility where all interested faculty and administration can attend, as part of our general budget education program.

Honorary doctorates: Profs. Pascoe and Sawey were asked to review the draft UPPS on honorary doctoral degrees to determine whether the Senate should make comments. [They did, and we should not.]

Parking Appeals: Letters have been received from Prof. Judy Allen and others regarding problems with the parking appeals process, e.g. inflexibility, failure to recognize legitimate faculty needs, etc. Campus Police Director Dennis Allen will be with the Senate at the next meeting to discuss parking in the North LBJ area of campus. The Senate hopes to briefly discuss concerns about the appeals process with Mr. Allen as an addendum to that meeting.

Reserved Parking: The Council of Chairs has met on the reserved parking issue will be sending a memo. The question will go back to the University Council in October. [The Council of Chairs memorandum has been received and distributed as information.]

Workload Committee: Three representatives from the Senate were appointed to work on this committee: Profs. Winek, Bible, and Pascoe.

University Star article of Tuesday, September 13, 1994, misrepresenting the Senate's stance on discrimination and affirmative action. Prof. Bible reported that he had written a kindly rejoinder to clarify the Senate's position and that Prof. Joni Charles has also sent a letter to the paper. Prof. Charles was one of the fifteen or so minority students, staff, and faculty present at the August 31st Senate meeting to urge that the Home anti-discrimination resolution not be passed, for fear that the wording might be misconstrued by some to mean anti-affirmative action. Prof. Blandina Cardenas-Ramirez had been asked to submit an alternative resolution. Copies have now been received and were distributed via E-Mail for future consideration.

The meeting was adjourned at 6:15 p.m.

Ramona Ford Secretary

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September 21, 1994

Present: Bible, Boone (for Lyman), Caruanza, Caverly, Davis, Ford, Glassman, Horne, Middlebrook, Pascoe, Sawey, Steadman, Weller, and Winek.

Absent: Swinney (in hospital)

Guests: Dennis Allen, Ed Reznicek, Miriam Echeverria, Brad McCallister, Sandra Akridge, Mike Moore

CONTENTS:

- 63. PARKING ON NORTH LBJ (Guests: Mssrs. Reznicek, Allen)
- 32. ACADEMIC COMPUTING COMMITTEE REPORT (Prof. Sawey)
- 66. PARKING APPEALS COMMITTEE APPOINTMENTS
- 76. PRESIDENTIAL TEACHING AWARD COMMITTEE APPOINTMENTS
- 02. MINUTES OF 9/14/94
- NEW ITEMS

The meeting began at 4:05 p.m., Senate V.P. Pascoe presiding.

63. PARKING ON NORTH LBJ (Guests: Mssrs. Reznicek, Allen)

The dilemmas: New buildings are needed, e.g. Technology, new Student Union, etc. and will be situated on some current parking areas, and the numbers of students and staff and faculty will rise over the years which increases demand for parking. The access to campus is not well controlled for unauthorized cars.

The Senate examined a map of the proposed North LBJ bus and car (Murphy) and a chart showing temporary or permanent losses of parking spaces according to proposed building plans for North LBJ, Pleasant St., Pit, Guadalupe St., Thomas Lot, Matthew St., Health Science Lots R-23 and 203. Gains in parking spaces would be made if garages were built (1) in the Pit and/or (2) near Health Science/College Inn, and/or (3) near JCK. Also a new lot with 250 spaces is proposed on a land-fill on West Campus.

Proposed garages of several levels seem to be an easy answer until the problems are considered. State monies cannot be used, hence private ownership and construction have been proposed. Construction costs may be close to \$10,000 per slot (firmer figures needed) and each slot must generate about \$1,000 a year in revenues to pay off a 20-year debt at 7 percent (another estimate). Payment for space would be open to faculty, staff, and students on a per hour basis or by the purchase of a dedicated space for \$1,000 a year (or whatever the annual cost is). The quality of garage construction under private aegis could be another concern.

Discussion included the possibility of raising student fees to help University build its own garages. Many felt that few faculty and staff could spring for the suggested parking rates. The construction of out-lying parking lots with bus service, as we have now with Stadium parking, was recommended by a number of senators. [Currently the 19 buses cost \$39 an hour to operate. They are supposed to run every 4 minutes but often get tied up in congestion or by trains. At peak periods they carry 900 people an hour--60 per bus with 44 sitting down.] The University is trying to buy up more surrounding property, we were told. Monorail service was suggested to overcome traffic problems, but cost and the steep grade to get up to campus are thought to be impediments. The City is obtaining funding to put in a trolley which will come to one side of the Campus, but this is not expected to assist students in out-lying parking or to carry many people. Its purpose is to connect the downtown, some low-income districts, and the out-lying shopping mall.

The rules were suspended to vote on the plans as presented. (1) Prof. Sawey proposed that the Senate vote against the Pit garage as presented. The motion was passed. (2) Prof. Horne moved to oppose the limit to access by cars dropping off or picking up passengers. Motion passed. Prof. Glassman suggested, and the Senate agreed, that we need more information on why these particular plans have been proposed. Planning will be asked to explain this to us next week.

32. ACADEMIC COMPUTING COMMITTEE REPORT (Prof. Sawey)

The Committee's report was distributed and RTA'd until it can be studied by Departments.

66. PARKING APPEALS COMMITTEE APPOINTMENTS

The Senate voted to appoint the following to the Committee: Bobby Patton (HPER), C.R. Willms (Chemistry), Michael Abel (Agriculture), Patti Barrett (HPER), Douglas Forbes (Sociology), Ruby Kishan (Fin. & Econ.). Lynda Tomkins-Harkins (Respiratory Therapy) and John Blair (English) were appointed as alternates.

76. PRESIDENTIAL TEACHING AWARD COMMITTEE APPOINTMENTS

Nelwyn Moore, James D. Bell, and Michael Hennessy were appointed to the Committee.

02. MINUTES OF 9/14/94

The Faculty Senate minutes of September 14, 1994 were approved.

NEW ITEMS

No new business was introduced at this time.

The meeting was adjourned at 5:35 p.m.

Ramona Ford
Secretary

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September 28, 1994

Present: Bible, Boone (for Lyman), Caruana, Caverly, Davis, Ford, Glassman, Home, Middlebrook, Pascoe, Sawey, Steadman, and Winek.

Absent: Weller and Swinney

Guests: Prof. Michel Conroy, Prof. Sukhjit Singh, Prof. Shirley Ogletree, Mr. John McBride, Ms. Michele Massey, Ms. Sandra Akridge, Mr. Mike Moore

CONTENTS:

- 26 FACULTY RESEARCH ENHANCEMENT GRANT GUIDELINES (Prof. Michel Conroy)
- 62 EARLY/MODIFIED RETIREMENT (Singh, Ogletree, Massey, McBride)
- 14 PAAG AGENDA FOR OCTOBER 5th
- 02 MINUTES OF 9/21/94
- NEW ITEMS

The meeting began at 4:06 p.m., Senate V.P. Pascoe presiding.

26 FACULTY RESEARCH ENHANCEMENT GRANT GUIDELINES (Prof. Michel Conroy)

Prof. Conroy presented the draft of guidelines for the Faculty Research Enhancement Grant (FREG) Program, "established by the Texas legislature, to encourage and provide support for significant research and creative activities by tenured and tenure-track faculty." The old guidelines emphasized the "newness" of proposed projects--despite the fact that many projects are spinoffs of ongoing research--and also the guidelines might have discouraged faculty with concurrent grants from applying. The new draft was intended to emphasize (1) merit of the project and (2) the possibility of FREG supplements to other grants. Recipients are requested to submit a report of research outcomes for record-keeping purposes.

In the discussion several questions were brought out regarding wording (e.g. it is difficult to assess "comparable merit" across disciplines, but this is the lead criteria, followed by more measurable criteria such as tenure status) and SWT's underlying agenda for the grants (i.e. to support new faculty development, to stimulate grant writing and research campus-wide, etc.) because intent will affect criteria. Some thought the new guidelines still leaned toward justifying research as new areas for the researcher, etc. This might not be productive in "spin-off" research.

The Senate voted to applaud the FREG committee for its improvements on the guidelines and RTA'd approval until the committee could work out wording with the concerned Senators.

62 EARLY VOLUNTARY MODIFIED RETIREMENT (Singh, Ogletree, Massey, McBride)

The Committee on Voluntary Modified Retirement (VMR) presented a discussion paper regarding changes in UPPS No. 04.04.51 of 6/6/91 which is now outdated, due to legal (e.g. IRS earnings regulations) and demographic changes (a sizeable number of faculty hired during the expansionist period of the late 1960s and early 1970s are now on the cusp of early retirement).

The suggestive report brought up several points for discussion. These included areas such as determination of a full load which varies across schools and departments; what specifically is lost and what is gained by early retirement as opposed to taking occasional leave-without-pay (which retains full rights and privileges, but gets the same semi-retired effect of part-time teaching); what do faculty lose and what does SWT lose when faculty go on retirement-but-working-part-time? The Committee suggested we need more data.

The Senate approved the following motion: (1) By next spring, the Retirement Committee will have conducted a study of what it is going to cost the University in terms of dollars and lost expertise to implement the early retirement program over the next few years; (2) After submission of the report and discussion with the Senate and others, the Committee will then submit recommendations for changes in the UPPS.

14 PAAG AGENDA FOR OCTOBER 5th

(1) Salaries: Where is the one-percent budget reduction going? Is two-percent more still coming out next year?

(2) What is the status of the summer program? Maybe we need an audit of where the summer budget goes and explanation of the slow disappearance of the summer budget over the last two decades from state funding.

(3) What are the current statuses of the Austin Community College and San Antonio College programs in San Marcos? And, how do SWT's programs stand in our off-campus service?

(4) What is the status of General Studies under new direction? Also, what is the justification for the proposed Academic Advising Center which is reported to be budgeted at over \$250,000? Both of these programs seem to need further explanation and justification. Related to this is the question of Freshman Seminar (costing \$150,000?) and its effectiveness. Are these programs effective according to original and current intent? For example, is unitary counseling more helpful than departmental advising and can creating or sustaining programs with large administrative budgets be justified?

(5) What are the real parking garage cost estimates? The Senate has just received figures which are quite a bit lower than reflected in last week's discussion (See minutes of September 21).

02. MINUTES OF 9/21/94

The Faculty Senate minutes of September 21, 1994 were approved.

NEW ITEMS

No new business was introduced at this time.

The meeting was adjourned at 5:35 p.m.

Ramona Ford
Secretary

FACULTY SENATE MINUTES October 12, 1994 PLEASE POST

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October 12, 1994

Present: Bible, Boone (for Lyman), Caruana, Caverly, Davis, Ford, Middlebrook, Pascoe, Sawey, Stedman, and Weller.

Absent: Glassman, Horne, Swinney, and Winek

Guests: Ms. Sandra Akridge, Mr. Mike Moore, Mr. Mark Bruce

CONTENTS:

REALLOCATION/BUDGETING SURVEILLANCE BY SENATE (Nowicki letter)
UNIVERSITY PLANNING COMMITTEE CHARGE (Pascoe)
DECISION MAKING PROCESS (Swinney)
ACCESS AND EQUITY 2000 PLAN
FOCUS 2000
DIVERSITY FORUM
MINUTES OF 10/5/94 PAAG/SENATE MEETING
NEW ITEMS

The meeting began at 4:05 p.m., Senate V.P. Pascoe presiding.

REALLOCATION/BUDGETING SURVEILLANCE BY SENATE (Nowicki letter)

Prof. Michael Nowicki's letter of September 30, 1994 asked the Senate to actively assess the following issues:

- (1) The cost and possible elimination of "golden parachutes" former administrators retain when they return to the teaching ranks;
- (2) The operating costs of Aquarena Springs and Clear Springs Apartments;
- (3) The cost of additional administrators hired over the last few years and whether these programs are adding to our teaching mission.

Discussion followed regarding what was known and not known about the above items and reallocation of the elusive one-percent budget cuts for this year (a report on the latter has been promised but not yet issued). It was agreed that Bill Nance should be invited to the next PAAG meeting (November 9th) to present actual dollar amounts and that Prof. Nowicki be invited to the meeting. Featured in the discussion were the mission of General Studies vis a vis the possible mission of the proposed University Advisement Center, the management situation at Capers and where are operating funds coming from, etc.

UNIVERSITY PLANNING COMMITTEE CHARGE (Prof. Pascoe)

As the Senate representative for the University Planning Committee, Prof. Pascoe was asked to poll the Senate for the five most important items we want to be addressed. After much discussion the following issues rose to the top: (1) Survey of curriculum re academic mission (e.g. can we put requirements together in such a way as to help more students graduate in four years); (2) Faculty salaries (equity, compression, etc.) and workload; (3) Summer budget and scheduling (Smallwood's committee?); (4) Physical facilities and parking; (5) Money--investment portfolio, state funding position, SWT's lobby with legislature, etc. If a sixth area could be added: We need to streamline the overlapping committees and spell out the process through which proposals travel upward in the decision-making process.

DECISION-MAKING PROCESS (Swinney)

Regarding the sixth item in the above agenda, the Senate voted unanimously to accept Prof. Swinney's memo to VPAA Gratz, with copy to Pres. Supple. To wit:

"The Faculty Senate is disappointed that you did not deem it desirable to consult with us in any fashion whatsoever regarding the establishment of the University Advisement Center. This decision sans consultation on a topic of traditional faculty interest and involving a significant allocation of new resources seems very inconsistent with both the past record of openness which has characterized your administration and the idealistic quality statement recently crafted by the Deans which reads in part, 'We rely on teamwork, collaboration, communication, and respect for one another.' We assume that there was some special set of circumstances which led you to treat the Advisement Center as a kind of secret mission, and that in the future you will be forthcoming with us on mainline academic issues as you have been in the past."

The concern of the Senate over the decision-making process is not just one of formal courtesy. There are questions of the seeming overlap in the General Studies advising mandate with the new Center's mission and the new Center has a proposed budget of a quarter of a million dollars, \$150,000 in salaries to the top two administrators. This situation bleeds into the proliferation of administration and programs questions addressed above. This should have been presented to the academic community before becoming a fait accompli.

ACCESS AND EQUITY 2000 PLAN

Discussion ensued regarding what office originated the plan for incorporating minority students into the University (21 cooperating agencies were listed, but no office was listed as author). Some questions were raised regarding wording. No action was taken on the report at this time.

FOCUS 2000

Copies of "Focus 2000: Strategic Plan 1994-2000" (May 1992) were distributed. Some Senators were quite familiar with this from last year, but some new Senators were not. No discussion until all have had a chance to read or reread the document.

DIVERSITY FORUM

On Monday, October 17, 1994, a panel of faculty and staff will discuss the current University Star flap over the SWT radio interview with Dr. Leticia Garza-Falcon-Sanchez, Director of the Center for Multicultural and Gender Studies. The 37 minute tape will be played at that time followed by discussion by audience and panel. Two Senate members (Bible and Ford) are on the panel and will report back regarding the outcome. Racism is a growing topic on campuses, due to the overall economy and job market--even for college graduates.

02. MINUTES OF 10/5/94

The Faculty Senate/PAAG minutes of October 5, 1994 were RTA'd until commentary is received from the President's and VPAA's offices.

NEW ITEMS

No new business was introduced at this time.

The meeting was adjourned at 5:30 p.m.

Ramona Ford
Secretary

FACULTY SENATE MINUTES October 19, 1994 PLEASE POST

NOTE: Faculty Senate minutes are distributed as soon as practicable following each meeting via E-Mail to Senators, Liaisons, Chairs of Senate Committees, Departmental Chairs and Secretaries, Deans, members of the President's Cabinet, and other members of this academic community who have requested to be placed on our mailing list. They are also posted in VAX Notes. Our intent is that recipients, particularly departmental secretaries, will post hard copies on bulletin boards in areas frequented by faculty.

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October 19, 1994

Present: Caruana, Caverly, Davis, Ford, Glassman, Horne, Middlebrook, Pascoe, Sawey, Stedman, Swinney, Weller, and Winek.

Absent: Boone and Stedman.

Guests: Dr. Mimi Tangum, Ms. Sandra Akridge, Mr. Mike Moore.

CONTENTS:

- 61 GRANT ISSUES (Dr. Tangum)
- 32 ACADEMIC COMPUTING COMMITTEE REPORT (Prof. Sawey)
- 29 ACADEMIC STANDARDS COMMITTEE VACANCY
- 81 MEDIATION ADVISORY COMMITTEE APPOINTMENT
- 83 AGENDA FOR MEETING WITH CAD ON 10/25
- 02 MINUTES OF 10/12/94 AND 10/5/94 PAAG/SENATE MEETINGS
- NEW ITEMS

The meeting began at 4:05 p.m., Senate Pres. Swinney presiding.

61 GRANT ISSUES: (Dr. Tangum)

(1) Charts showing equipment matching funds for 1989, 1992, 1993, and 1994 were distributed. The charts showed applicants, source of outside possible/eventual funders and source of SWT matching funds. SWT internal sources for funds are currently running at \$300,000 a year (plus \$100,000 this year from Deans) for 1994 and the next two years from \$900,000 in HEAF monies saved on reconstruction of old Science into the General Classroom Bldg.

In the discussion it was noted that matching grants enabled the University to get twice as much for its dollar, but that we were having more difficulty in matching from internal sources for this (e.g. \$800,000 internal funds in 1992 down to probably \$300,000 a year for 1995 and 1996). All Schools have benefitted from matching grants, but the School of Science in particular has up-graded equipment under this program in the past few years. While about \$400,000 is available currently, after HEAF monies and contributions from the Deans' budgets decline we must ponder how to fill in the gap if we are to continue our current pace of equipment upgrading. [Currently we seem to be keeping abreast of much technological advancement, compared to other universities, through the program.]

(2) Regarding faculty salaries on grants, the internal auditor indicated that "enhanced" salaries were not in keeping with Regents' Rules. Tangum checked with over 32 different research schools around the country to see their policies. We cannot do base salary plus anymore. (OMBA-21)

(3) Bonus monies could be offered to researchers and those in other meritorious categories in years when merit money is not available. [Bonuses are a one-time shot and do not add to base pay, but offer a perk for performance.]

(4) Consultant money can be paid to colleague consultants up to \$14,000 as long as they do not consult for more than 10 days at a time. Since summer employment opportunities are declining, this could encourage grantees to call on colleagues' expertise.

(5) Indirect overhead monies are forthcoming from some granting agencies, but not others. Grants brought in \$563,914 for three University offices and Deans of Schools (\$200,000 went to Deans).

During the discussion it was brought out that 180-200 faculty were actively doing grants, out of the 700 or so total faculty. Acquisition of grants are, therefore, somewhat cyclical as persons with grants will usually not be applying while they are principal directors of grants obtained.

32 ACADEMIC COMPUTING COMMITTEE REPORT: (Prof. Sawey)

Prof. Sawey summarized the lengthy report indicating the following three priorities:

- (1) Every faculty member should be hooked to the VAX by computer;
 - (2) Good staff and faculty training must be provided;
 - (3) Joint departmental usage of computer labs must be encouraged.
- If possible, capital budgets should not be used for these endeavors.

Discussion included the use of FAC, Jane Hughson's office, student whizzes, and departmental gurus for formal and informal training on programs. Purchased tutorials are either not available or not adequate for the details and fast-paced changes in software. Mike Moore indicated that the monies for routers are there, but apparently hardware for individual offices is another matter. CAD now allocates capital funds for equipment purchase and some departments have no problem in getting computers while others apparently do. Difficulty in access for some buildings for routers was brought up (e.g. some areas in the Art building).

Where is student computer fee going? It seems to be mostly for maintenance and a little for new personnel.

Prof. Davis proposed that the Senate endorse the sense of the ACC report's three propositions and carry it forward to CAD next week for discussion. Proposal was approved.

29 ACADEMIC STANDARDS COMMITTEE VACANCY:

RTA'd for Winek report.

PIPER PROFESSOR AND UNIVERSITY COUNCIL BALLOTS:

Nomination tallies have not been made for all Departments, but ballots will be ready for next week's election.

81 MEDIATION ADVISORY COMMITTEE APPOINTMENT:

Four nominees were suggested and two Senators will discuss this with nominees before deciding who will be asked to serve. It was brought out that some faculty went through a mediation training course this past year. [Prof. John W. McGee of Finance and Economics, the Senate's first choice, has agreed to serve. He is familiar with alternative dispute resolution.]

83 AGENDA FOR MEETING WITH CAD ON 10/25/94:

The following topics were proposed for next week's meeting:

- Tenure and promotion procedures;
- Academic Computing Committee report;
- General Studies Council questions being worked on by Academic Core Committee;
- Research Enhancement grant guidelines;
- Definition of full- and part-time faculty;
- Departmental governance;
- Evaluation of administration (i.e. Annual Senate survey is not being used in many areas; What kind of evaluation/survey could take its place; How do Deans evaluate Chairs; How are Deans evaluated, etc.);
- Bonuses for grant writers and others (e.g. those who take on extra courses to relieve grantees, etc.);
- Proposed University Advising Center.

02 MINUTES OF 10/12/94 SENATE MEETING AND 10/5/94 PAAG MEETING.

The Faculty Senate/PAAG minutes of October 5, 1994 (PAAG) were approved. The minutes of 10/12/94 were approved as amended.

NEW ITEMS:

Parking tickets: Prof. Hargett and others' letters have been received concerning not being able to unload theatre items (and other Depts. had similar unloading complaints) without time-consuming hassles or tickets. It was agreed to ask Dennis Allen and Dr. Abbott to meet to work out an easy solution.

Faculty lounge: Cannot be accommodated in new General Classroom Building, as space is already taken up (Nance letter). A possibility would be to include a lounge subsequent plans for University Club expansion, however.

PFM's Capers restaurant: Still nonprofit and situation needs attention.

Bookstore: Private concession or SWT operated? Committee needs another faculty member (three names were suggested and will be contacted regarding interest) and perhaps the faculty needs to be polled on the question.

Academic Core Committee: (Prof. Davis) After a questionnaire to Department Chairs, the Committee recommends that the Capstone course be abolished as a requirement and left up to the Departments to continue as they see fit. Responses from Chairs were distributed and they displayed a variety of opinion. Further, Ron Brown will have to be replaced on the Committee, given his new administrative duties.

The meeting was adjourned at 6:15 p.m.

Ramona Ford
Secretary

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Present: Bible, Boone, Caruana, Caverly, Davis, Ford, Glassman, Horne, Middlebrook, Sawey, Stedman, Swinney, Weller, and Winek.

Absent: Pascoe.

Guests: Dr. Ron Brown and Mr. Mike Moore.

CONTENTS:

- 74. CAPSTONE COURSE--ACADEMIC CORE RECOMMENDATION
- 29. VACANCY ON ACADEMIC STANDARDS COMMITTEE
- 44. FACULTY LOUNGE COMMITTEE RECOMMENDATIONS
- 45. BOOKSTORE COMMITTEE APPOINTMENT
- 59. FACULTY DEVELOPMENT LEAVE REPORT
- 84. MINOR IN MEDIEVAL AND RENAISSANCE STUDIES (Caruana)
- 67. SALARY COMPRESSION AND DIFFERENTIAL SALARIES
- 02. MINUTES OF 10/19/94
NEW ITEMS

The meeting began at 4:01 p.m., Senate Chair Swinney presiding.

74. CAPSTONE COURSE--ACADEMIC CORE RECOMMENDATION (Prof. Brown)

In previous years the Academic Core Committee has introduced the question of Capstone Course status and efficacy within Departments. In the recent survey 12 or so Chairs approved and other opinions ranged from "nay to ambivalent" (a copy of chair responses had been received by the Senate earlier). In the discussion of Capstone which followed it was pointed out that some senior faculty might be less enthusiastic than their chairs, but that efficacy obviously differed from department to department. In some Departments it works well, while others found it inconsistent with their mission. It was noted that if this were not to be a General Studies requirement, the Catalog would have to be changed to reflect this and each Dept. (or School) would have to state whether it was their own requirement.

The Senate voted to support the Committee's recommendation that the General Studies requirement should be abolished and leave it to Departments or Schools (senior faculty or curriculum committee) to require it or not as a part of their programs. Prof. Swinney will draft a formal statement of support from the Committee report.

29. VACANCY ON ACADEMIC STANDARDS COMMITTEE

Prof. Elizabeth Bunk (Consumer and Family Sciences) was selected to serve on the Committee.

44. FACULTY LOUNGE COMMITTEE RECOMMENDATIONS

Letters and suggestions from faculty have indicated alternative placings for a faculty lounge since the loss of the old Flowers Hall meeting area. The General Classroom Building is out, since all the area is spoken for. Caper's is not realistic for a drop-in meeting place because of its distance from the campus. The University Club (faculty dining room in Commons) will be rehabilitated in two years or so with a possible expansion into what is now the Testing area for a faculty gathering spot. In the meantime, the lounge area in Liberal Arts is empty and could perhaps serve as a temporary site (despite its problems). There may be other possible areas of which we are unaware.

The Faculty Lounge Committee will be asked to study these suggestions.

45. BOOKSTORE COMMITTEE APPOINTMENT

Prof. Samuel Tarsitano (Biology) was appointed to the Committee.

59. FACULTY DEVELOPMENT LEAVE REPORT

The Senate has been asked by the Administration to look at the last five years or so of faculty development leave outcomes. As a background Prof. Swinney explained that the State legislature authorized these in the 1960's as a fringe benefit but did not offer funding. SWT was been among the first to use them and has had among the highest rates of use.

It was suggested that a letter and questionnaire be sent to the 107 recipients during the last five years regarding works completed, publications, new areas developed, and intangible effects--e.g. morale variables, etc.

Information currently at hand indicates that most leaves are absorbed by Departments, i.e. larger classes, part-time hires. In addition, it would be useful to know: What is the cost for faculty on leave? What is the cost for replacements? The VPAA's office may have these figures.

A brief questionnaire should be developed as a report form for faculty to fill out at the end of future leaves, so that data can be easily collected. It was also suggested that the leaves granted administrators who are returning to teaching be treated the same way with regard to reporting.

84. MINOR IN MEDIEVAL AND RENAISSANCE STUDIES (Prof. Caruana)

Prof. Caruana reported that the proposed 24-hour minor in Medieval and Renaissance Studies, housed in the English Department, would require no new courses or expenditures. It is a new way of focusing on existing courses across the curriculum. Basic required courses would be required in English and History; electives may then be chosen from a wide variety of courses already existing in many departments. Library resources were reported as adequate.

The Senate agreed to endorse the proposal.

67. SALARY COMPRESSION AND DIFFERENTIAL SALARIES

Prof. Swinney has salary data on new hires for last three years which will be ready for Senate review next week when the Fall 1994 figures are included. At first glance, it appears that some areas (e.g. business and computer science) may be meeting the market, but other areas are not.

The Equity Committee has been using a regression model to analyze tenure-track salaries particularly by affected class (gender and race), but the study is not finished. It seems that some issues have not been included, e.g. staff salaries, equity, compression. Prof. Sawey moved that

the Senate ask immediately for information on methodology and variables being used in the study, so that these can be reviewed before the next PAAG meeting November 9th. Motion carried.

When the studies are completed and data are reviewed, how will the salary gaps be handled? Currently performance and merit are the only means the University has been using, but bonuses were addressed at the last CAD meeting (these do not become part of the base salary, however, and were apparently to be rewards or incentives for special deeds).

Prof. Horne suggested that raises be given as a fixed amount, i.e. "the lower paid staff and faculty would receive a larger sum or percent" added to base salary. This lump sum approach would help make pay more equitable.

02. MINUTES OF 10/19/94

The minutes of October 19, 1994 were approved.

NEW ITEMS

(1) Dr. Smallwood (Academic Affairs) informed the Senate by memo that a group of administrators and faculty appointed by their Deans were assessing academic advisement. Student focus groups are being held around campus to obtain a range of student ideas. The next item of business will be the selection or construction of a questionnaire for students regarding advisement concerns. [A survey of faculty by Prof. James Bell was done some years ago but this may need to be up-dated. The SAC review also expressed concerns.] We were asked to send a representative to the committee. Prof. Ford was appointed.

The Senate would like to meet with Dr. Smallwood as soon as possible.

(2) A letter was received from Prof. Hargett regarding parking policies and their handling.

(3) Corrected Piper Professor ballots will be distributed to faculty this week.

The meeting was adjourned at 6:15 p.m.

Ramona Ford
Secretary

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Present: Bible, Boone, Caruana, Caverly, Davis, Ford, Glassman, Horne, Middlebrook, Pascoe, Sawey, Stedman, Swinney, Weller, and Winek.

Guests: Dr. Robert Smallwood (Academic Affairs), Kelli Walker (Daily University Star), Sandra Akridge, Mike Moore

CONTENTS:

13	DEVELOPMENTAL LEAVE INTERVIEWS
67	SALARY COMPRESSION AND DIFFERENTIAL SALARIES
82	ACADEMIC ADVISEMENT (Guest: Dr. Bob Smallwood)
32	ACADEMIC COMPUTING COMMITTEE REPORT (Prof. Sawey)
02	MINUTES OF 11/9/94
	NEW ITEMS

The meeting began at 4:05 p.m., Senate Chair Swinney presiding.

13 DEVELOPMENTAL LEAVE INTERVIEWS:

Interviews were conducted with Professors Pierre Cagniard (History), Beverly Chiodo (Management and Marketing), Nelwyn Moore (Family and Consumer Sciences), and William Stone (Criminal Justice).

Prof. Cagniard explained his proposal to document the perception of Roman military personnel from early Latin sources to the present. The early Latin documents seem to report greed, inhumanity, mutiny, and bad decisions, but more recent writing (and Hollywood) glorify the Roman soldier's stalwartness and dedication. When and why these views changed from critical to mythical are the interesting questions to be answered.

Prof. Chiodo proposes to study the factors influencing character-building for students who will be entering the business world. She will intern at Kimray Corporation in Oklahoma, a producer for the oil and gas industry, which has received national recognition for its encouragement of community-spirited, cooperative employees. The idea is based on Michael LeBoeuf's book, *The Greatest Management Principle in the World*; "The things that get rewarded, get done." University faculty and staff training are important in implementing a program of individual values for students. Such an endeavor fits into the TQM initiative.

Prof. Nelwyn Moore proposed analyzing college student sexual behavior by: (1) Analyzing existing sexual behavior data from Eau Claire, SWT, and 3 years of Family classes at both schools, and (2) Melding these data with Wake Forest College's student data. The Center for Disease Control (CDC) in Atlanta estimates that 12 million persons get Sexual Transmitted Diseases (STDs) a year in the U.S. and two-thirds are under 25 years of age. Questions were asked by

Prof. Sawey, Middlebrook, and Horne about the inclusion of homosexuals and age and social class differences. The data so far have been too small in these areas to be useful, but ideas might be teased out of the enlarged data base.

Prof. William Stone proposed to write a textbook in criminal justice which would fit relevant subjects more compactly into a one semester course than existing books in the field. West Publishers (the largest publisher in this area) have proffered a contract.

Discussion of the above proposals was held in closed session and candidates were ranked. The Senate recommended that all four leaves be granted.

67 SALARY COMPRESSION AND DIFFERENTIAL SALARIES: (Prof. Swinney)

Prof. Swinney distributed a table comparing SWT 1994 new-hires by department and salary, to the average new-hire salary by department at other Texas schools. Questions were raised regarding the market beyond the academic scene and the years of experience of new-hires. The subject will be renewed when we have more data on these points.

82 ACADEMIC ADVISEMENT: (Dr. Robert Smallwood)

Dr. Smallwood covered the following areas: (1) Factors prompting the reorganizing of academic advisement; (2) The basic model proposed and changes and revisions the model has undergone to date; and (3) Student questionnaire regarding their advising experiences at SWT.

(1)The SAC's report in 1989 indicated that SWT lacked "coordinated and comprehensive advising program." The 5-year interim report to SAC on what we were doing about their areas of concern prompted this effort to develop an action plan. In addition, TASP requirements on advising (and remediation) have not been stressed in the past, but a recent directive was made by the Coordinating Board to examine compliance. A third factor is the concern with student retention--and effective advising and mentoring are strongly correlated with retention. Further, changes in the Health Center have freed up some student activity fees that can be used for start-up costs for advising. Finally, changes were coming in General Studies, which made it a good time to rethink things.

(2) A committee looked at other schools and came up with a general advising model:

New students, Transfers, Undecideds	----->	University Advisement Center	School ----->	Advising	Faculty ----->	Department ----->	Advisors
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General Studies, under Interim Dean Ron Brown, would continue to house the Honors Program, SLAC, and Freshman Seminar. The new University Advising Center would consist of: [The figures are taken from the revised budget plan of September 28, 1994.]

Coordinator Smallwood (1/4 time), Ratliff (1/2 time), Nelson (1/2 time), and Sellers (1/2 time)

	\$151,294
Two secretaries	34,140
Professional advisor (1/2)	13,500
Seven peer advisors (1/4)	5,600
One peer advisor (4/4)	3,200
Three student workers	7,568
M&O	26,000
One-time renovation and equipment expenses of	\$107,000

The seven Schools would each need:

A secretary	\$11,500
Professional advisor (1/2)	13,500
Peer advisor (3/4)	2,400
M&O	1,800

One-time renovation and equipment expenses of \$20,000

The bottom line for the Univ. Advisement Center and the seven School advising areas is estimated at:

All one-time expenses are estimated at	\$248,400
Recurring expenses	\$445,702

On the recurring expenses, \$152,966 would be transferred from existing accounts, and \$292,736 would be new funds.

Questions were asked regarding the necessity for adding what appears to be two FTE at administrative salary levels (\$151,294 total; of which \$58,495 are new dollars required). Answer (summary): CATS registration has made advising more difficult and these people are invaluable as seasoned advisors. They could be located on 4th floor of JCK with CATS. In fact, an alternative location for the part-time faculty advisors for each of the seven Schools could well be this central area. This will be worked out with the Schools, as their needs and wishes may differ. While the University Advisement Center should be in place by next summer, the School advising units will probably not be in place until January 1996. (The School of Liberal Arts already has an advising structure.) The expected advising load of the Center is about 5,000 students.

(3) Student focus groups were held in various locations on campus this fall to uncover complaints on advisement. A questionnaire has been prepared for administration to a representative sample of students by class and school. This will be given to about 3,000 students next week and again in January. Results may be helpful in ongoing planning.

The discussion turned to the General Studies Advisory Group, which has yet to be appointed, the number of students an advisor can handle in the Center and Schools, whether charging students higher fees is fair, etc. Answer: No consensus. In response to questions regarding the justification of extra expense and this particular arrangement, Smallwood commented that the "award winning Emporia (KS) model" is centralized rather than in separate Schools. (See comment above regarding the possibility of locating School part-time faculty advisors at the Center in JCK.)

Because of the late hour, the other items on the agenda were RTA'd.

The meeting was adjourned at 6:20 p.m.

Ramona Ford
Secretary

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December 7, 1994

Present: Bible, Boone, Caverly, Davis, Ford, Horne, Middlebrook, Pascoe, Sawey, Stedman, Swinney, and Winek.

Absent: Caruana, Glassman, Weller.

Guests: Librarians Margaret Vaverek, Barbara Potts, Pam Spooner, David Motson, and David Bruner; and Ms. Sandra Akridge, Mr. Mike Moore

CONTENTS:

- 95. LIBRARY--HEAF AND GENERAL FUND SUPPLEMENT (Prof. Sawey)
- 96. APPOINTMENTS TO ENROLLMENT MANAGEMENT COUNCIL
- 33. BUDGET COMMITTEE REPORT (Prof. Caruana)
- 51. GENERAL STUDIES COUNCIL
- 99. CHAIR MERIT (Item 52 from 1993-94)
- 100. LIBRARIAN'S PAY AND STATUS (Prof. Ford)
- 02. MINUTES OF 11/30/94
- NEW ITEMS

The meeting began at 4:02 p.m., Senate Chair Swinney presiding.

95. LIBRARY--HEAF AND GENERAL FUND SUPPLEMENT (Prof. Sawey)

Prof. Sawey presented a resolution regarding the \$500,000 supplement the Library has been receiving (\$250,000 from HEAF and \$250,000 from the General Fee). Prof. Swinney introduced a table of total Library expenditures from FY85 through FY95 showing the substantial contribution the supplements made starting in FY93. Seventy percent of the \$500,000 is allocated to the various departments' acquisition budgets and the other 30% goes to staffing extended Library hours and to M&O. Originally it was thought that the State would pick up the slack in acquisitions, but this has not happened. A few journals are beginning to appear on CD-ROM and CARL overnight faxing is available (at about \$8 a page). In other words, electronic possibilities are limited in the short-run.

Prof. Davis moved the acceptance of the resolution to support ongoing HEAF and General Funds for the Library at \$500,000 a year. The motion passed.

[Following is the recommendation sent to President Supple:

"For the last three or four years, as a result of legislative underfunding and the spiraling cost of materials, especially serials, the University has supplemented the Alkek Library's budget \$500,000 per year, half from HEAF and half from General Fees. Roughly 70% of the money has been spent

for acquisitions and the remainder has been used to extend library hours. Thus, students and faculty have been the primary beneficiaries of the supplement.

"Since the conditions which created the need for the supplement have not been alleviated, the Senate, upon the recommendation of our Library Committee, strongly and unanimously urges that this addition to the Library's budget be reauthorized for FY96. Further, it is very important that a decision regarding renewal of the supplement be made this month, so that the review of journal subscriptions by departments can proceed in a timely fashion.

"Thank you for your consideration."]

96. APPOINTMENTS TO ENROLLMENT MANAGEMENT COUNCIL

Dr. Leellen Brigman had requested two appointments to the Council, which is studying retention and other enrollment issues. The following were nominated to serve: Profs. Bill Kurtz (EAPS) and Susan Macey (Geography). James "Tug" Wilson (History) was selected as an alternate.

33. BUDGET COMMITTEE REPORT (Prof. Caruana)

RTA'd.

51. GENERAL STUDIES COUNCIL

The Council has been operating under its own revision of the official PPS, without going through regular channels to change its operation. In PPS 1.12 (10/93) the Council was charged to discuss and advise on substantive curriculum (e.g. GS requirements) and non substantive issues (e.g. new courses). There were to be 19 members, 16 of whom were voting. Under the new revision (i.e. not in the official PPS) a two-thirds vote of members (whether present or not) was required. Since all members are not usually present, this has hampered the Council from making decisions. VPAA Gratz has asked both the Senate and CAD for opinions regarding the revisions before ruling on the status of the PPS.

RTA'd until January when Ron Brown, new Interim Dean of General Studies, will be invited to discuss the mechanics of the Council with the Senate.

99. CHAIR MERIT (Item 52 from 1993-94)

Two issues surfaced: (1) In years with merit, chairs have received across-the-board increases while other faculty have been held to performance and merit criteria; (2) "Golden parachutes" have been available to some (but not all) administrators returning to full-time teaching. Discussion included such topics as chair evaluation, the nature of the chair's role (is departmental administration "service"?), the possibility of initiating a chair stipend system, etc. With a stipend approach, chairs would receive their professorial salary plus a stipend. Merit and across-the-board increases would be added to the salary, and, upon return to the classroom, the stipend would simply be deducted, ergo no "golden parachutes." Some faculty believe that chair merit should be based upon essentially the same criteria as faculty, thus eliminating the automatic increases. There was also some discussion of one-year bonuses as a possible alternative to merit increases which become a part of base. More data will be gathered and this topic will be brought back to agenda next year.

100. LIBRARIAN'S PAY AND STATUS (Prof. Ford)

A handout presented to Pres. Supple at the "Climate for Women at SWT Brown Bag Luncheon" on 12/1/94 was distributed. The data summarized studies regarding SWT professional librarians' salaries and status vis a vis the situation in Texas, the Southwest, and the U.S. market for income and academic or staff status. The bottom line is that SWT at \$21,744 for 12 months (top salary is \$29,896 after years of service) is way below entry level (MLS with no experience) of Texas Library Association (\$25,000) and American Library Assn. figures for the Southwest. The professional staff of sixteen has undergone a 50% turnover rate in the 1990s because of the low salaries and heavy workload. The career ladder put in place in 1987 is based on minor steps according to longevity and does not offer rewards for performance; further, the scale has not been changed since 1987.

Regarding status, the academic designation was stripped in 1977. Librarians with an MLS, and sometimes an additional MA in another area, are paid less than technicians with fewer credentials (e.g. boiler operators, locksmiths, carpenters, air conditioning mechanics, etc.).

SWT's median librarian salary is \$23,664 compared to \$28,080 for the Southwest, according to ALA figures. Service to faculty and students is hampered by our turnover rate and perhaps declining morale.

A Senate subcommittee was appointed to study the situation and offer recommendations: Profs. Ford (chair), Sawey, Horne, Bible, and Librarians Vaverek, Bruner, and possibly others who want to participate. The Librarians present thanked the Senate for taking the matter into serious consideration.

02 MINUTES OF 11/30/94

The minutes were approved as read.

NEW ITEMS

Prof. Mike Boone (filling in this semester for Prof. Barbara Lyman) expressed his appreciation for the opportunity to work with the Senate and the Senate thanked him for his contributions.

The next Faculty Senate meeting will be Wednesday, January 18, 1995.

The meeting was adjourned at 5:56 p.m.

Ramona Ford
Secretary