

Minutes
Faculty Advisory Council
May 14, 2004
Texas State University – ASB South, Room 332

Members in Attendance:

Jennifer Battle, Nathan Bond, Deborah Buswell, Gay James (substitute for Steve Awoniyi), Chris Jorgenson (substitute for Alicia Paredes-Scribner), Marla McGhee, Sharon O'Neal, Jovita Ross-Gordon, Greg Soukup, Jo Webber

Members Absent:

Steve Awoniyi, Brenda Beatty, Christopher Brown, Maria De la Colina (substitute for Marilyn Goodwin), Marilyn Goodwin, Michelle Hamilton, Alicia Paredes-Scribner, Bobby Patton

Guests:

Dean Beck, Cynthia Peterson

Chair Webber called the meeting to order at 2:07 p.m.

I. Meeting with Dean Beck

After thanking the FAC members in attendance, Dean Beck discussed four topics: faculty salary adjustments, the College of Education Tenure and Promotion Committee, issues regarding the FAC Constitution, and the administrator evaluations.

A. Faculty Salary Adjustments

Dean Beck provided information about the history, process and data used in the Faculty Salary Adjustments. Citing information in recent memos, he highlighted the following points:

- President Trauth is committed to improving all faculty salaries and has set aside funds to be used over the next two-year period to address market disparities.
- During the spring semester of 2004, the university conducted a Faculty Salary Market Equity Study to compare average salaries at Texas State by rank and discipline with those in a comparable set across the nation.
- \$750,000 will be set aside during 2004 and again in 2005 for this purpose.
- The study included all faculty members who hold the rank of Lecturer, Instructor, Assistant Professor, Associate Professor and Professor.
- The comparison sets in the data were drawn from data maintained by the College and University Personnel Association (CUPA). 100 doctoral-level and 200 masters-level universities were included in the comparison set. Since each university is organized differently, adjustments had to be made to create equivalent comparisons.

- Mean salaries at Texas State were compared with mean salaries in the national comparison set. This approach seemed to be more advantageous for Texas State faculty.
- Using the CUPA data, disparity indices were calculated for each rank and department. If the disparity index was equal to one, then the Texas State salary was equivalent to the national average. If the disparity index was greater than one, then the Texas State faculty member had a salary that is greater than the national average. Conversely, if the disparity index is less than one, then the faculty's salary is less than the national average.
- After the study is complete, the personnel committees in each department will determine the salary adjustments for the professors in the department. The review should be based upon peer judgments. The personnel committee's decisions are due by May 26th.
- It is assumed that most faculty members will benefit from the adjustments. Faculty members who were recently hired and paid competitive salaries may not benefit. In addition, faculty members who did not receive merit salary increases during the past several years might not benefit.
- The College of Education will receive approximately \$166,396 of the total \$750,000. 90% of this amount will be given to the departments in the College of Education, with 10% being held by Dean Beck for discretion.
- Longevity and rank are being considered in some departments within the College, and adjustments will be studied on a case-by-case basis. Also, the study does not include the mid-year salary increases that the faculty recently received; however, it does include the salaries of faculty who were recently promoted to a higher rank.
- If the process goes according to schedule, faculty should see the adjustments in their October paychecks.

B. College of Education Tenure and Promotion Committee

Dean Beck has tentatively identified 21 professors in the COE to serve on the new Tenure and Promotion Committee. The committee includes junior faculty as well as the Department Chairs.

FAC Chair Webber stated that the charge to the T&P Committee has not been completed. The FAC may ask Dean Beck to develop the charge and then let the FAC react to it. Dean Beck stated that the charge would be written at the conceptual level and that each department would then implement its individual policy statements based on the principles developed by the FAC.

Dean Beck wants feedback along the way and is concerned about the university's Tenure and Promotion Committee. Jovita Ross-Gordon, a member of the committee, stated that progress is being made at this level.

Dean Beck also stated that the expectations for tenure and promotion continue to rise.

On another note, President Trauth sent a letter to all deans asking that they and department chairs make independent decisions from the personnel committees concerning tenure and promotion. The President wants the deans and chairs to react to the

goals of the faculty member going for tenure and promotion and the role of the faculty in department. As a result, the deans and chairs may ask for more information from the faculty members participating in the process. The faculty would write goal statements and another statement that explains the rating of their publications. A standardized vita format may be created.

C. FAC Elections

Currently, the FAC holds its elections in the fall. The FAC Chair receives one course release to coordinate the FAC. Dean Beck would like for the elections to be held during the spring so that Department Chairs have time to find a teaching replacement for the FAC Chair.

Some professors may still be unclear about the purpose of the FAC. Dean Beck has asked FAC to look broadly at issues that affect the College of Education. Chair Webber stated that the Constitution describes the FAC's role as both reactive and proactive. To clarify the FAC's purpose, the University Senator and a FAC representative might explain these roles to faculty when the COE meets at the beginning of the school year. Also, the FAC may want to consider establishing a Chair-Elect, who would succeed the Chair at the end of his / her term.

D. Chair Evaluations

Dean Beck reported that the deadline for Chair evaluations would come to end on May 14th. He reported that no faculty members had submitted the evaluations online. Some FAC members stated that they had submitted theirs online. The Dean will double check.

II. Old Business

A. Constitution Revision Committee Report

Jovita Ross-Gordon reviewed the wording for the Procedures Statement. During future discussions the FAC will need to decide if a certain number of the FAC members should represent Round Rock.

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| Greg Soukup motioned that the proposed wording of the Procedures Statement be accepted. Deborah Buswell seconded the motion. The motion passed. |
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The FAC discussed the issue of course release time to serve as FAC Chair. It was proposed that the chair could come from a different department so that one department in the College of Education would not have to support the position by itself. When electing the chair next year, the FAC may want to consider this issue further.

The FAC agreed that it should elect the chair for next year no later than July. The FAC will need to meet during the summer to hold the chair elections. This meeting is scheduled for Monday, June 28th at 4 to 5:30 in the Conference Room in Jowers Hall. Also, at the meeting the new Chair will create the calendar for the upcoming school year.

B. Committee Survey Report

Deborah Buswell reported that the data on the surveys have been coded. She will talk with Paul Raffeld in the next couple of weeks before he retires. The data will be disaggregated to show the various demographics and variables.

C. Guidelines Prepared by the Faculty Advisory Council

Jennifer Battle will edit the guidelines that the FAC prepared. Then, Nathan Bond will distribute the guidelines to the FAC before sending it to the COE faculty.

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| Deborah Buswell motioned that the meeting be adjourned. Greg Soukup seconded the motion. The motion passed. |
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The next FAC meeting is scheduled for Monday, June 28th from 4 to 5:30 p.m. in Jowers Hall, Room A115.

Chair Webber adjourned the meeting at 4:00 p.m.

Respectfully submitted,

Nathan Bond
FAC Secretary