

Minutes
College of Education Faculty Advisory Council
11/21/03
Texas State University

Members in Attendance:

Christopher Brown, Deborah Buswell, Bobby Patton, Jovita Ross-Gordon, and Chair Jo Webber

Members Absent:

Sharon O'Neal, Marla Maghee, Jennifer Battle, Nathan Bond, Steve Awonyi, Greg Soupkup, Brenda Beatty, Alicia Scribner

Guests: Beth Erickson, Steve Gordon, Gay James

The meeting began at 2:12 p.m. without a quorum of members.

I. New Business

A. Review the FAC Constitution

- a. No new business was discussed due to the lack of a quorum of members.

II. Old Business

A. FAC Election Update

The election of a FAC Vice-Chair will be postponed until a quorum can be established. A proxy system for absentee members will be addressed in future meetings. The chair stated that Alicia Scribner declined the nomination for vice chair and Jovita is currently the only nominee. Nominations will be opened in the next meeting and four sets of minutes will be put forward for approval.

C. Discussion Topics / Dean Beck.

Dean Beck proposed a list of discussion topics regarding concerns posed by the faculty in the recent past: Chair Evaluation and Merit Awards, Need for Shared Governance at RRHEC, Faculty Workloads [release time for program coordinators], Strategies for Communicating Faculty Success, Policies Governing Use of Indirect Cost Recovery, Purpose and Use of LBJ Institute Account, Feedback on the Planning Process, Spring 2004 Performance and Merit Salary Increases, and the Feasibility of a College Code of Principles and Practices.

The distribution of \$43,482 for Merit Raises was distributed at 2% of each department's salary base. 90% has been distributed with the remaining 10% to be held by the Dean for resolution of any discrepancies. [The 10% will be placed in all faculty salaries.] Appeals will be allowed with-in 5 days of the Deans approval of the decisions of the chairs & notification to faculty.

Associate Deans and the Chairs will be approved for merit in a separate pool of 4,422. A third pool will be for un-classified staff in the amount of 2,750. All "classified" staff will receive an across the board raise of 3%.

The University Faculty Salary Schedule was outlined and discussed. A base salary for new Assistant Professor Level faculty is listed as 30,114 and is thereby an out of date schedule, despite the overage cost of brining in new faculty at a higher rate. Salary compression was outlined and discussed. The salary equity study will conducted with CUPA data adjustments with a projected Fall 04 effective start date. Salary descriptive data was discussed and outlined. The past Salary Equity Study was discussed. Base salaries are used in CUPA standards; merit will not be considered. See CUPA website for data on salary standards.

Chair evaluations were discussed. Both faculty roles and administrative roles are evaluated by the Dean for merit. The chair's role in faculty raises was discussed in relationship to a more standardized evaluation system for merit raises. Release times were discussed as related to teaching loads. Program coordinator's release time and job responsibilities were also discussed. HPER & C&I are currently not offering release time for program coordinators and EAPS is being encouraged by the Dean not to continue to offer it. The rationale for this policy is to free up faculty time for teaching thereby keeping student / professor ratios lower.

A discussion also outlined the role of FAC in examining effectiveness of committee service and accountability in merit discussions. A committee audit is being conducted by a sub-committee of the FAC. The dean discussed the differences between percentage endorsement for merit and flat rate for levels of merit.

The Chair made a motion to close discussion of RRHEC topics until the members of that site were present in the FAC. The motion was seconded and passed.

The Chair moved to the next topic of discussion, communicating faculty success. The Dean currently writes personal notes to faculty that have communicated their successes to him. Options were discussed and the goals / purpose of the recognition were discussed. The chair made a motion that each departmental representative bring forward examples of work for the Dean's recognition. A motion was made to formalize the process to identify the members of the FAC to serve as investigators in the departments; a quorum was not present so no official business was recognized. The chair recommended that the motion would be proposed in the next FAC.

The next meeting will discuss the policy on mini-grants from indirect cost funds. The FAC was charged with reviewing the policy and updating it.

The chair recommended the members of the committee review the strategic plan for the next meeting. The chair also recommended addressing the diversity statement by the university. The meeting was un-officially closed at 3:55 p.m.

Respectfully submitted,
Christopher Brown