

**Minutes**  
**Faculty Advisory Council**  
**April 23, 2004**  
**Texas State University – ASB South, Room 332**

**Members in Attendance:**

Steve Awoniyi, Nathan Bond, Christopher Brown, Beth Erikson (substitute for Deborah Buswell), María De la Colina (substitute for Marilyn Goodwin), Michelle Hamilton, Judy Leavell (substitute for Jennifer Battle), Marla McGhee, Sharon O’Neal, Bobby Patton, Jovita Ross-Gordon, Greg Soukup, Jo Webber

**Members Absent:**

Jennifer Battle, Brenda Beatty, Deborah Buswell, Marilyn Goodwin, Alicia Paredes-Scribner

**Guest:**

Steve Gordon

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*Chair Webber called the meeting to order at 2:10 p.m.*

**I. Continued Work on the COE Tenure and Promotion Guiding Principles:**

The FAC resumed its work with Steve Gordon on the Guiding Principles for the COE Tenure and Promotion Committee.

- First, the FAC studied the results of the voting, which occurred during the March 26<sup>th</sup> meeting. Two proposed guiding principles did not receive enough votes and were removed from further consideration. These include: “No chairs would be involved in the peer review process” and “The policy should value the furtherance of knowledge in the academic world.”
- Second, the FAC members grouped together the remaining principles that were conceptually related.
- Third, the FAC members revised the eleven remaining principles.
- Finally, Chair Webber asked Sharon O’Neal (C&I), Steve Awoniyi (HPER), Christopher Brown (EAPS) and Judy Leavell (C&I) to edit the principles and send her their final work.

**II. Approval of the Minutes from March 26, 2004**

One correction was made to the minutes. The phrase “FAC” would replace “Constitution Revision Committee” in the section on the Constitution Revision Committee Report.

Greg Soukup motioned that the minutes from March 26, 2004 be approved. Judy Leavell seconded the motion. The motion passed.
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### **III. Constitution Revision Committee Report**

Constitution Revision Committee presented a draft of the proposed constitutional amendment, which will explain the rationale for the proposed changes to the COE faculty. The draft will include both old as well as the new language.

Discussion about the process for approval of the revisions followed. Chair Webber will ask Dean Beck to send the amendment electronically to all full-time faculty, with the voting to occur online. The FAC would like for the voting to be held before the semester ends.

The committee will continue working on the specific language for the procedures manual and will try to capture what the FAC discussed earlier. Some of the discussion points included: the election timeline would be cut in half, the elections would begin at the College of Education Faculty meeting in August, and the elections would also be held at the Round Rock campus. Chair Webber asked Jovita Ross-Gordon (EAPS), Bobby Patton (HPER), and Nathan Bond (C&I) to edit the wording for the Policy and Procedures Statement.

### **IV. Committee Survey Report**

Chair Webber reported that she and Deborah Buswell will send the data from the Committee Survey to Paul Raffeld and that the results should be ready the first week in May.

### **V. Chair and Assistant / Associate Dean Evaluations**

Chair Webber reported that the FAC was instrumental in the creation of the evaluations for the Chair and Assistant / Associate Deans. FAC members will encourage their colleagues to complete the evaluations.

### **VI. Faculty Salary Adjustments**

Chair Webber and Jovita Ross-Gordon reported that the Faculty Salary Adjustments Survey was complete, although the results have not been distributed. Once the data are available, each department will decide how to distribute the money. For this fiscal year, \$750,000 has been allocated, and next year another \$750,000 will be allocated for the university. Each college will receive money based on a calculation of the difference from the mathematical mean. In the study, 300 universities were included; 100 that were like what we are and 200 that represent what we aspire to be. When a similar study was conducted five years ago, it showed that the College of Education rated poorly in comparison to other universities. The departments have freedom in deciding how to divide the money for salary adjustments, with the Dean holding back 10%. The money will be distributed to faculty beginning in the fall, and hopefully another merit

raise of 1% will be available too. It seems that the departments are following current Merit and Performance policies until the new Tenure and Promotion policies have been approved. Then, the Merit and Performance procedures might be modified.

## **VII. Future Items for Dean Beck**

Dean Beck will be asked to attend the first hour of the next FAC meeting on Friday, May 14<sup>th</sup> to discuss the results of the Faculty Salary Adjustment Study, the proposed 1% increase for Merit and Performance, and the new policies for the Indirect Costs and LBJ Accounts. In addition, he will be asked to discuss issues related to the Round Rock campus. Chair Webber will ask him to provide an email update on the renovations of the Education Building.

During the second hour the FAC will continue working on three items: the charge for the COE Tenure and Promotion Committee, the upcoming procedures for the FAC elections, and the Committee Survey Report.

Greg Soukup motioned that the meeting be adjourned. Judy Leavell seconded the motion. The motion passed.
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The next FAC meeting is scheduled for Friday, May 14<sup>th</sup> from 2 to 4 p.m. in ASB South, Room 332.

*Chair Webber adjourned the meeting at 4:10 p.m.*

Respectfully submitted,

Nathan Bond  
FAC Secretary