



**University Faculty Senate Minutes  
Sam Houston State University  
March 11, 2004**

**Members present:** David Bailey, James Carter, Mary Lynn DeShazo, Stacey Edmonson, Mark Frank, Mary Gutermuth, Penny Hasekoester, Marsha Harman, Deborah Hatton, Lady Jane Hickey, Joe Kirk, Gerald Kohers, Paul Loeffler, Valerie Muehsam, Kandi Tayebi, Christopher White, Patricia Williams

**Member absent:** Christopher Baldwin (illness), Steven Cuvelier (professional conflict) David Henderson, S. Thomas Kordinak (professional conflict), Holly Miller (professional conflict), Debra Price (professional conflict), Gary Smith, Tamara Waggener (illness)

**Guest Speakers**

***Provost David Payne***

Provost Payne reported that 15 individuals had presented for tenure. He had eliminated the outliers (top and bottom) and then reported the descriptive statistics of the data. Of the ten who will be recommended by Provost Payne for tenure, the collective publications included 76 refereed journal articles, 2 books, and 30 funded grants (only external grants were counted). Thus the average for the current tenure group was 7.6 refereed journal articles, .2 books, and 3 funded grants. Provost Payne admitted that this tenure class was stunning.

Of the 13 faculty members applying for promotion from associate to full professor, 10 will be recommended for promotion. The collective publications included 95 refereed articles, 7 books, and 20 funded grants for averages of 9.5 refereed journal articles, .7 books, and 2 funded grants.

In his statements, Provost Payne made it apparent that he does not take promotion and tenure decisions lightly. He discussed resolution of this year's tenure cases in which the faculty vote and administrators' recommendations (chair and dean) were in conflict. In these cases he initiated a discussion and review with the dean and, perhaps, the departmental chair. Afterward he formulated his decisions(s). In some cases, Provost Payne's recommendations to President Gaertner were in agreement with the departmental vote, not the administrator recommendations. In other cases, he accepted the dean's and/or chair's recommendation even though they conflicted with the departmental vote. In all cases, all files were reviewed carefully before making recommendations to the President.

Provost Payne also discussed the following issues:

- Departmental policies are to be developed by each department regarding tenure requirements.
- An article a year is the rule-of-thumb for determining the likelihood that someone will meet the scholarship requirement for tenure.
- Research and teaching are both important in reaching tenure decisions, and if one is relatively low, the other must be stellar.
- It is agreed that Faculty Senate can work toward continuing to understand how tenure decisions are made by inspecting vita, etc.

### ***Troy Courville, Institutional Research***

Mr. Courville was encouraged to include reliability figures on his data set when he provides reports to anyone, especially to the administration and Board of Regents. He was further admonished that the administrators used his reports to make decisions regarding the livelihoods of faculty, so that his job was extremely important. Mr. Courville agreed that reliability was important, and he indicated a desire to work more closely with the Faculty Senate. He maintained that his office is seeking more reliable means of collecting valid data sets. Mr. Courville was encouraged to seek assistance from the Faculty Senate when he met with opposition or apathy regarding his data collection.

Mr. Courville also provided copies of the faculty salary structure in descriptive statistical format. However, he was inconsistent in relating how the data was collected.

### **Approval of Minutes**

Emendations for the minutes of March 4<sup>th</sup> were approved.

### **Committee Reports**

#### ***Academic Affairs***

Chair Loeffler presented the report, Community College–Junior College Student Incentive Program, for review. The committee collaborated with Dianne Key from Academic Affairs and Patty Mabry from Financial Aid. The recommendation is for a pilot program for transfer students to engage in work-study opportunities.

#### ***University Affairs***

Chair Waggener, although absent, sent a message that data was still being compiled regarding travel funding.

#### ***Faculty Affairs***

Chair Hatton asked that people review the revised Developmental Leave Policy and forward any further revisions to her.

***Committee on Committees***

Chair DeShazo indicated that Senator Kohers had the Faculty Survey copied and assigned a computer-generated random number to prevent multiple copies from being submitted. The ballots are being sealed into envelopes by the secretary in Chemistry and will be distributed immediately after Spring Break.

**Chair's Report**

***No APC Meeting:***

***News from the Council of Academic Deans***

The proposed Women's Faculty Advisory Council was reviewed by CAD and recommended that the advisory council report to Provost Payne and that the deans wanted the privilege of nominating 50% of the members.

**Old Business**

None

**New Business**

None

Respectfully submitted,

Marsha Harman, Chair-Elect