

**University Faculty Senate Minutes
Sam Houston State University
September 18, 2003**

Members present: Christopher Baldwin, Ted Creighton (substituting for Stacey Edmonson), James Carter, Mary Lynn DeShazo, Mark Frank, Mary Gutermuth, Marsha Harman, Penny Hasekoester, Deborah Hatton, David Henderson, Lady Jane Hickey, Joe Kirk, Gerald Kohers, S., Holly Miller, Valerie Muehsam, Kandi Tayebi, Tamara Waggener, Christopher White, Patricia Williams

Member absent: David Bailey (illness), Terry Bilhartz (professional conflict), Steven Cuvelier (professional conflict), Stacey Edmonson (illness), Thomas Kordinak (professional conflict), Paul Loeffler (illness), Debra Price (illness)

Approval of Minutes

Emendations for the minutes of September 9 were approved.

Guest Speaker, Vice President Payne

Vice President for Academic Affairs, David Payne, shared information on several issues.

- ***American Democracy Project:*** Sam Houston State University is one of 150 universities nationwide participating in a joint effort with the American Association of State Colleges and Universities and the New York Times to promote education in civic responsibility of students. Copies of the book, *Educating Citizens* by Colby, Ehrlich, Beaumont, and Stephens (2003) were distributed to senators to illustrate potential dimensions of the program that would highlight service. VP Payne is eager to talk with faculty who would like to participate in the project.
- ***Departmental Rankings:*** VP Payne took responsibility for the departmental rankings of the departments, indicating that he had required the deans and associate vice presidents to first create rankings individually of their perceptions of the departments and then compile them into one list. He admitted that this was not a scientific undertaking but simply the deans' perceptions and that the deans were resistant to the exercise initially. However, he maintained that the deans eventually wanted to share these rankings with their faculty in the interest of promoting discussion about how their accomplishments could be more effectively made known, and their performance enhanced, and did not anticipate faculty reaction across campus. VP Payne agreed to ask the deans to create a list of what constitutes characteristics of the highest ranking departments and the lowest ranking departments to clarify the decision-making process.
- ***Communication from VP's Office:*** VP Payne acknowledged frustration that he receives few accomplishments from departments when requested for his newsletter. After hearing of the inconsistent communication through hierarchical channels, he agreed to communicate such requests directly with the faculty via e-mail.

- **Summer Pay:** Vice President Payne and his staff have been struggling with the summer teaching pay for faculty, but it now seems likely (but not definite) that we will have full pay for summer teaching in 2004. Additionally, strategies are being developed to avoid these potential pitfalls in the future. Retention of students is important in all semesters, particularly since the count-year for funding begins next summer and continues through the following fall and spring.
- **Dual-Tracks for Research or Teaching/Service Emphasis:** President Gaertner, while awaiting a final report of the faculty load committee, is also working with his staff to plan and budget for a two-track system whereby once tenured, a faculty member would choose to emphasize research or teaching and service in their work. This would result in a reduced teaching load for the research faculty.
- **Faculty Evaluation System:** VP Payne would support SHSU moving to a nationally standardized instrument to evaluate teaching that would replace the current evaluation instrument. He asked the Faculty Senate to make recommendations regarding this issue and that he would work to find the money to support it.
- **Potential Salary Announcement:** VP Payne indicated that there would be a forthcoming announcement from President Gaertner regarding salaries for faculty.

Chair's Report

APC Meeting: Two proposed classes are passing through the Curriculum Committee out of the usual sequence for approval. Both are a result of retention initiatives or change in TASP laws.

- *Reading 011*, which would serve as a one-hour reading lab
- *Sam 136*, an optional 3-credit hour course similar to those offered at other universities. It is basically a student survival course that will include such issues as time management, study skills, roommate issues, etc.

More information from the APC meeting can be obtained when the official minutes are released in approximately two weeks.

Summer Faculty Grants

Gordon Plishkar, VP for Sponsored Programs and Research, has asked the Faculty Senate to review the guidelines for the Faculty Support Grants as soon as possible to give maximum time to faculty who wish to apply.

Funding for ORP for Faculty Hired after 1995

Prior to 1995, the State contributed 8.5% to a faculty member's Optional Retirement Program. For faculty hired after 1995, the percentage was lowered to 6%. The State Legislature has now agreed that 8.5% may once again be contributed, but the additional contribution for faculty previously hired at 6% is at the university's discretion. The Faculty Senate will consider this issue at the next meeting.

Volunteers for Research Support Sub-Committee

The Faculty Senate has been requested to provide a sub-committee to work with VP Gordon Plishkar regarding research support for faculty. Volunteers were Christopher Baldwin, Mark Frank, and Ted Creighton (substituting for Stacey Edmondson). One more member is needed.

Committees

Committee assignments are as follows:

Faculty Affairs	University Affairs	Academic Affairs	Committee on Committees
David Bailey Christopher Baldwin Terry Bilhartz Deborah Hatton* David Henderson Holly Miller	James Carter Mark Frank Penny Hasekoester Thomas Kordinak Tamara Waggener* Christopher White	Steven Cuvelier Joe Kirk Paul Loeffler* Valerie Muehsam Debra Price Patricia Williams	Mary Lynn DeShazo* Stacey Edmondson (Ted Creighton) Mary Gutermuth Lady Jane Hickey Gerald Kohers

*Chair

- *Post-Tenure Review* was assigned to Academic Affairs
- *Faculty Evaluation System* was assigned to University Affairs
- *Developmental Leave* and the *Grievance Procedure* were assigned to Faculty Affairs

Guest Speaker for Next Meeting

Mitch Muehsam, Dean of Graduate Studies, will visit with the Senate regarding graduate faculty status.

Respectfully submitted,

Marsha Harman, Chair-Elect