

**FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY**

12 February 2015
3:30 p.m. – 5:00 p.m.
Austin Hall

Members Present (24):

Irfan Ahmed (COBA), Nancy Baker (CHSS), Jonathan Breazeale (COBA), Don Bumpass (COBA), Madhusudan Choudhary (COS), Donna Cox (COE), James Crosby (CHSS), Diane Dowdey (CHSS), Karla Edison (COE), Mark Frank (COBA), Deborah Hatton (COFAMC), Richard Henriksen (COE), James Landa (COHS), Paul Loeffler (COS), Dennis Longmire (CJ), Sheryl Murphy-Manley (COFAMC), David McTier (COFAMC), Diana Nabors (COE), Gary Oden (COHS), Stacy Ulbig (CHSS), Dwayne Pavelock (COS), Lisa Shen (NGL), Douglas Ullrich (COS), Tony Watkins (COFAMC)

Members Not Present (7):

Helen Berg (COE), Tracy Bilsing (CHSS), John Domino (CHSS), Randy Garner (CJ), Joan Hudson (COS), Mark Klespis (COS), Jeffry Littlejohn (CHSS)

Called to Order: 3:30 pm in Austin Hall by Chair Nancy Baker

Minutes Approved: Minutes for the January 29th meeting were approved unanimously

Special Guest: Dr. Tamara Cook, Director of the EURECA Center

EURECA Center

Senators welcomed Dr. Tami Cook, who was visiting Senate to introduce the SHSU Center for Enhancing Undergraduate Research Experience and Creative Activities (EURECA) to faculty.

The mission of EURECA Center is to develop a campus culture of scholarly and creative excellence for the undergraduate student community. Established in 2013, the Center is currently a virtual entity, although Dr. Cook does envision a physical location for EURECA in the future.

Both students and faculty are encouraged to visit the EURECA Center website (<http://www.shsu.edu/centers/eureca/index.html>) for research and funding opportunities. In particular, Dr. Cook noted that undergraduate students, especially those not in the sciences, often do not realize the types of research and creative opportunities available at SHSU. Therefore, the EURECA Center also strives to provide examples of current campus activities through its website. Some of the student research and creative activities highlighted by Dr. Cook included those under the mentorships of Dr. Santosh Kumar in Economics, and Senator Sheryl Murphy-Manley in Music.

Dr. Cook also promoted two awards programs designed to encourage research and faculty mentorship: the Faculty and Student Team (FAST) awards, and the Student Travel Award for Professional Presentations (STRAPP) awards.

To apply for the FAST award (<http://www.shsu.edu/centers/eureca/fast-award-program/index.html>), the faculty applicant would complete the research proposal and the final report, while the student collaborators would each submit a statement of interest and a final reflection paper. Award recipients will receive up to \$4000 of stipends per faculty member and up to \$2000 per student. FAST research activities usually take place during a 10-week period each summer. Application for the 2015 program had just closed in December. The Center has sufficient funds for 4 FAST teams for the summer, although Dr. Cook is working to secure additional funding to support up to 9 teams.

On the other hand, the STAP award (<http://www.shsu.edu/centers/eureca/stapp-award-program/stapp-award.html>) aims to showcase completed undergraduate student research, by providing travel stipends for students to present their work at state/regional (up to \$400) and national/international (up to \$800) conferences. The STAP deadline for the current semester is 5pm on March 2nd. Dr. Cook strongly encourages students to apply, especially since there are still \$6,000 available in the current STAP budget.

A few inquiries were made about the source of funding for the EURECA center. The Center is currently funded by Academic Affairs, which is a common funding model for many universities. Dr. Cook noted that most centers will begin to seek external funding once they become an established campus entity, and she is aiming for the same goals.

One senator asked how the FAST funds are spent. Dr. Cook replied such decision is up to each FAST team. Sometimes the teams would use the stipends to go on a research trip, while others have use their funds for lab and other research supplies.

Another senator inquired about the practicality of STAP application deadlines, for instance, what if a summer travel opportunity arises for a student after the March 5th deadline? Dr. Cook responded that starting this year, the STAP program will be run on a semester-by-semester basis, including during summer. Given the limited awards budget, the application deadlines were created to avoid a first-come, first-serve, funding model, and ensure all the applications would receive due considerations.

Chair's Report

(Please see Related Documents for full report, which was pre-circulated electronically.)

Teaching Overloads

A few senators were disappointed to learn that Senate was asked to resubmit a past Faculty Affairs Committee report on faculty teaching overloads to the deans. Dr. Baker understood senators' concerns regarding the communication gaps in the University administration. Nonetheless, the FA report would now serve as valuable supporting material in Deans Lacourse and Shields' current efforts to revise the academic policy on faculty workload.

Consensual Relationships Policy

Senators were also disappointed to learn that a new policy section on consensual relationships was added to the existing Human Resources policy on Conflict of Interest (policy E-8, <http://www.shsu.edu/dotAsset/eb395aa5-5aa6-41e1-ad66-f8ba2b3ab0a6.pdf>) without any official notifications to the SHSU community.

When asked about this policy change, Provost Hebert explained that HR policies do not follow the same review process as academic policies. Dr. Baker also pointed out that the revisions do seem to incorporate some of the senator feedbacks on the previously proposed Consensual Relationships Policy draft, and it was Mr. Hammonds himself who informed Chair-elect Lisa Shen of the changes. Therefore, Dr. Baker asked senators to focus on making suggested revisions to the Conflict of Interest Policy at hand, so the recommendations can be shared with Mr. Hammonds before the next policy review date of April 1, 2015.

One senator pointed out that while the policy language on consensual relationships has softened compared to the previous policy draft, the same essential problems remain. First, the requirement for relationship disclosure between colleagues who may be evaluating one another fails to account for the common practice of peer-evaluations; many colleagues who are not in formal supervisory positions would be expected to evaluate one another. In addition, the policy calls for disclosures of “romantic or sexual relationships.” Yet without further clarifications, it could be difficult to determine the reporting threshold. For instance, are two faculty in a romantic relationship after a pleasant first date? More importantly, such ambiguous reporting standards could intrude upon one’s rights to keep their sexual orientations private.

Senators decided that these concerns would be best addressed by Mr. Hammonds directly. Senators are asked to send their suggestions to Senator Shen, who will compile the questions and comments, and invite Mr. Hammonds to address them at an upcoming meeting.

Bullying Issue

A senator wished to confirm that a faculty member who was reported to have physically shoved a colleague can be fired for cause. Dr. Baker indicated the affirmative and stressed that Provost Hebert has zero tolerance for such behavior and would be eager to hear from any faculty with such experiences.

Campus Tobacco Policy

A few senators raised questions about the plan to ban e-cigarettes in campus buildings. Since, as a tobacco product, e-cigarettes should have already been banned across campus. Senator Shen indicated that while e-cigarettes containing tobacco products would be covered by the existing Tobacco Policy and banned on campus, currently there are no policies in place to address e-cigarettes used to smoke non-tobacco products. Therefore, Dr. Hebert would like to stop the use of e-cigarettes in all buildings, since the act of vaping (smoking) can be distracting or disruptive to others, regardless of the substance contained in the e-cigarettes.

A senator wished to remind everyone that smoking is a campus-wide issue and violators of the Tobacco Policy maybe students, staff, or faculty. A few senators further suggested imposing fines to discourage smoking on campus. Some concerns were raised about whether tickets or fines can be issues for behaviors that are not necessarily illegal. Although using parking tickets and overdue library book fees as examples, other senators pointed out that fines could be issued for violation of university policies and regulations. Dr. Baker will share these suggestions with the provost.

Parking for Loading/Unloading Proposes

While senators appreciated Provost Hebert's suggestions for a special loading hangtag for each building, some felt the solution would be impractical. In practice, a faculty member looking to load/unload items will likely receive a ticket for temporarily parking outside a building to obtain the floating hangtag. Another senator further suggested creating special temporary parking spaces for loading, similar to the 10-minute spaces outside of the Southpaw building.

Senator Watkins and the University Affairs Committee will contact Kevin Morris, Chief of the University Police Department, to discuss this issue and share the suggestion solutions.

Old Business

University Affairs Committee Report on Bearkat OneCard

This particular UA report on Bearkat OneCard issues (see Related Documents) was first submitted to Senate for the June 3, 2014 meeting. However, due to a very robust agenda, senators did not have a chance to discuss the report. The report was subsequently distributed electronically.

In light of recent discussions about the Bearkat OneCard, Dr. Baker asked senators to consider officially endorse the FA report for Senate records. The report was re-circulated electronically alongside the January 29th Senate minutes.

A motion was made to endorse the Faculty Affairs Report on Bearkat OneCard issues.

Motion passed (21 ayes, 1 abstention)

Administrators' Non-compliance with FES and Merit Policies

A draft resolution, revised based on senators comments from the last meeting, was circulated electronically before the meeting. Senators also discussed several new edit suggestions.

A motion was made to adopt the following resolution

BE IT RESOLVED THAT Evaluation practices in all Colleges must adhere to Academic Policies 820317, 800722, and 900417, when assessing faculty and awarding merit salary increases. It is expected that all Colleges develop properly vetted and published criteria for faculty evaluation of merit salary increases, and present the criteria to faculty before the evaluation period begins.

Motion passed unanimously (22 ayes)

Dr. Baker will present the resolution to Provost Hebert (Please see Related Documents for a full copy of the resolution).

Committee Reports

Committee on Committees – Bylaw and Charter Amendments

The provost has agreed to fund a course-release for the Senate chair-elect for each fall and spring semester. In order to give the new chair-elect and his/her department sufficient time to prepare for the course release, it would be best to reschedule the election for chair-elect from the first Senate meeting of the academic year, to sometime during the spring semester of the previous academic year.

Senator Mark Frank, the chair of COC, presented the process for making the necessary amendments to the Senate Charter and Senate Bylaw to reschedule the election. Bylaw amendments would require approval of 2/3 of the senators present, and Charter amendments would require approvals from 2/3 of the Senate membership, plus 2/3 of the faculty members voting on the amendment. The Charter amendments also call for approval by the President.

Senators also discussed a number of related issues. In particular, rescheduling the election would change the composition of the voting body. Currently, newly elected senators would have to chance to vote for the new chair-elect at their very first meeting. Alternatively, the amended election schedule would mean that new senators would enter participate in their first chair-elect election at the end of their first year of tenure.

Senators indicated support for the change and some felt the revised election schedule may actually improve the election process. A number of senators also recalled that as newly elected Senate representatives, they were not familiar enough with any of the chair-elect candidates to make informed voting decisions.

A motion was made to amend the Senate Charter to reschedule the election for chair-elect from the first fall meeting of the new academic year of the last spring meeting of the previous academic year.

Motion passed (21 ayes, over 2/3 of the Senate membership)

Senator Frank and the COC will prepare the general faculty vote, which, tentatively, will be presented as an additional question on the annual faculty survey in late spring. Senate will hold off from amending the Bylaw until after the general faculty vote.

Faculty Affairs Committee – Privacy Rooms on Campus

(Please see Related Documents for the full report)

Senator Hatton introduced the FA report for Senate discussion. Currently, the University has one multi-purpose privacy room, located on the second floor of the Lowman Student Center. The purpose of this privacy room is to accommodate the needs for nursing mothers, diabetics in need of insulin shots or pump refills, and transgendered students.

The FA report presented a number of findings that highlighted the need to improve the availability and access to privacy rooms for the SHSU community. In particular, the Patient Protection and Affordable Healthcare requires that all employers with more than 50 employees to provide an appropriate room for nursing mothers. Although SHSU is in compliance of this requirement, a single multi-purpose room simply cannot adequately address the privacy room needs of the entire university community across three campuses.

Many senators voiced support for the FA report recommendation to increase the number of privacy rooms on campus. However, a number of senators felt that the second recommendation on the report, which called for provisions of working mother friendly programs, including on-campus childcare facilities, was beyond the scope of the report findings. While senators agreed that these are also important issues, many felt the recommendation for on-campus childcare services would be more effectively conveyed in a separate report, independent of the privacy room discussions.

A motion was made to accept the FA report on privacy rooms

Motion passed (19 ayes, 1 nay)

A motion was made to strike the FA report recommendation regarding childcare from considerations for Senate endorsement

Motion passed (17 ayes, 1 nay, 2 abstentions)

A few minor edit suggestions were discussed. A senator also pointed that there may already be a privacy room available at the University Park campus.

A motion was made to endorse the Faculty Affairs Committee's recommendation regarding privacy rooms a campus:

The Faculty Senate Committee on Faculty Affairs recommends for SHSU to expand the number of privacy rooms on the main campus to three, establish one privacy room at The Woodlands Center, and identify or establish the appropriate room the University Park (Tomball) campus.

Motion passed (18 ayes, 1 abstention)

Dr. Baker will share the endorsed recommendation and inquire about feasibility of a campus childcare service with the Provost.

Meeting adjourned at 5:03 pm

**Faculty Senate
Chair's Report
12 February 2015**

Uncompensated Independent Studies & Overloads

At CHSS, Dean Zink is looking into the unfair compensation practice in some departments of department chairs taking credit for faculty members' independent study courses.

Dr. Hebert explained that originally, since no one was supposed to receive compensation for teaching an independent study, department chairs had served as their departments' placeholder for the independent studies chits generated. However, he acknowledged that some department chairs have actually been using these chits, rather than allowing the chits to sit unused (which is what they were supposed to do with those chits).

I informed Dr. Hebert that the problem of some chairs receiving compensation for independent studies actually taught by other faculty in their departments is a problem that is university-wide, not limited to a couple of departments in CHSS.

Dr. Hebert encouraged Faculty Senate to send to Deans Lacourse and Shields the 2013 Senate Faculty Affairs committee report on the faculty survey regarding teaching overloads.

Extended FMLA benefits, incl. paternity leave, elder care, etc.

I told Dr. Hebert that the Faculty Affairs committee plans to report on February 12 on whether/how to extend the FMLA benefits. The provost reiterated his support for an extension of FMLA benefits and emphasized that he sees such an extension of benefits as allowing for better planning and more consistent coverage of teaching responsibilities for a given semester.

Dr. Hebert also informed us that the Student Government Association will be discussing maternity leave from the perspective of student interest in course quality and consistency.

I have also received e-mail from a senior member of the Math Department expressing vigorous support for an extended maternity leave policy (a semester's paid leave) as essential to recruitment and retention of female faculty in STEM fields.

No Smoking Policy

We discussed the TSUS system-wide no-smoking policy and the challenges in enforcing such a policy. The main challenge is that the policy is one of voluntary compliance, meaning that smoking on campus is not breaking any laws and the University Police Department (UPD) is in a delicate position when someone smokes on campus.

The provost was displeased with the recent conflict outside of the Lee Drain Building (LDB) over smokers smoking directly beneath an air vent, causing an entire lab to be rendered unusable and unsafe for faculty or student workers; in particular, Dr. Hebert was appalled that a couple of the students who were smoking behaved in

a menacing fashion towards Assoc. Dean Anne Gaillard when she approached them, explained the problem, and asked them to stop smoking.

Kevin Morris, Chief of the UPD, has said in future that LDB faculty with such a problem should contact the police department, who will handle the situation. The provost has also now offered that the LDB faculty should contact him directly, and he will immediately walk over and talk to the students himself. Hopefully, these two options will help curtail the problem at the LDB.

The provost said that he would like to see an addition to the smoking policy to prohibit explicitly the use of e-cigarettes within university buildings, because such behavior creates a significant distraction from and hindrance to the mission of the university.

Parking for loading/unloading for faculty

Dr. Hebert suggested that Faculty Senate contact Kevin Morris, Chief of the UPD. He also suggested providing Mr. Morris with some possible solutions, such as issuing a floating hang tag for each building liaison.

I would like to see the University Affairs committee draft a list of possible solutions that the Senate can present to Kevin Morris.

Academic bullying issue

News of a faculty member physically shoving another colleague concerns the provost greatly. He would like to stress that the university has zero tolerance for such behavior, and would like the faculty who reported this incident to contact Human Resources or to come and talk to him directly. He said that verbal disagreements can be seen as free speech that should be protected in an academic setting, but if one faculty member is putting his/her hands on another faculty member, that is unacceptable and will be dealt with accordingly.

Update on Faculty Salary Study

Karen Whitney (AA) and Karyl Horn (Payroll) are working with Dr. Hernandez (VP of Finance and Operations) to add data on individual salaries back into next year's annual budget (2015-2016), so that salary information is published and publicly available, without special requests.

The provost is continuing to work on his study to determine the degree of correlation between FES scores and merit pay awarded.

A third party has been chosen to conduct the study of faculty salaries across the university and determine where market adjustments are most needed. The third party will be instructed to determine if there are trends that suggest discrimination (by categories such as gender, etc.). The provost hopes the study will be completed by Fall 2015.

Consensual Relationships Policy

David Hammonds of Human Resources informed Chair-elect Lisa Shen that the consensual relationship policy has been revised.

I asked Dr. Hebert why Faculty Senate had not been included in the official policy revision process, and he explained that this policy is under Human Resources, not

Academic Affairs. Mr. Hammonds seems to have taken Faculty Senate's feedback on the original consensual relationship policy draft into consideration when making revisions; the current wording is less intrusive than the draft Senate had seen previously. Dr. Hebert said that Faculty Senate is welcome to review the newly updated policy and offer comments, which I will submit to Mr. Hammonds through the provost. According to the Human Resources website, the next update of the consensual relationship policy is slated for April 1, 2015.

Inaccuracies in The Houstonian's coverage of Faculty Senate

An article in The Houstonian on February 2, 2015 ("Faculty senate reveals agenda for upcoming semester" available online at: <http://houstonianonline.com/2015/02/02/faculty-senate-reveals-agenda-for-upcoming-semester/>) contained inaccurate information, reporting that items Faculty Senate had worked on during Fall 2015 were on our agenda for Spring 2015. In addition, a different student reporter caused some confusion by telling a university office about alleged accusations against them emanating from Faculty Senate, which was not true. (Direct communication on my part with said university office clarified the situation and prevented potential problems from arising for either of us.)

I have addressed this problem by writing to the de facto faculty advisor for The Houstonian, Marcus Funk, to express displeasure. Dr. Funk said he would discuss the situation with Jay Jordan, the student editor of The Houstonian. After he did so, Dr. Funk called and left a voicemail for me, offering me the chance to be interviewed a second time and for the entire interview to be published in The Houstonian. I have not yet gotten back to him about this offer.

I have also discussed the situation with the provost, who has suggested that, when agreeing to interviews, one ask to proofread the article before it goes to press, to catch inaccuracies.

MEMORANDUM

To: SHSU Faculty Senate
From: Committee on University Affairs
Date: May 5, 2014
Re: SHSU Relationship with Higher One

Purpose. The purpose of this memorandum is to convey to the SHSU Faculty Senate the work of the Committee on University Affairs in its review of the relationship of SHSU with Higher One – the institution with whom SHSU contracts for identification cards and checking accounts for students, faculty and staff.

Background. On April 24, 2014, Dr. Renee James, Chair of the Faculty Senate, forwarded an email to the Senate for consideration and comment. The undated email was written by Dr. Ken W. Smith (Professor of Mathematics) to Drs. Gibson, Hebert and Eglsaer. Dr. Smith's email included several concerns about SHSU's relationship with Higher One – the organization that manages the university's Bearkat OneCards.

A response to Dr. Smith's email was scribed by Dr. Kristy Vienne, Assistant VP for Student Services. She assured Dr. Smith that the interests of SHSU aligned with those of Dr. Smith's message.

The senate discussed the emails, confirmed the points raised by Dr. Smith and posed additional questions.

Meeting. On Monday, May 5, a meeting was held at the office of Dr. Vienne to discuss the emails. In attendance were Dr. Vienne, Dr. Tracy Bilsing (Chair of University Affairs) and Dr. Jonathan Breazeale (Senator and Associate Professor of Finance).

Issue #1. SHSU is now requiring all students, faculty and staff to have Higher One accounts.

Finding. Our discussion with Dr. Vienne leads us to believe that this is not true. When activating the Bearkat OneCard, applicants still have the same two choices for their card that they've had since the Bearkat OneCard was instituted.

First, an applicant can choose a "*Limited Activation*" in which no financial services of any kind are associated with the card – despite the fact that the identification card will still look like a credit or debit card.

Second, an applicant can choose a "*Full Privilege/Access*" whereby the applicant opens a checking account with Higher One. This checking account only offers debit functions – no credit is applied for or extended to the applicant. There are no monthly fees paid by the student for the account, and all on-campus transactions for students are free of fees. About 70-80% of our students chose this option and have their financial aid deposited into a Higher One account.

Issue #2. Many applicants are required to put forth false information to acquire their cards.

Finding. Dr. Vienne agrees that this point is true. Higher One required this data as a solution/fix to some other technical difficulties, and they've committed to Dr. Vienne to have this issue resolved by May 9, 2014.

Issue #3. Are applicants incurring liabilities by putting forth false information to a financial institution?

Finding. Since applicants are not applying for credit of any kind, no liabilities are incurred.

Issue #4. Higher One is or has been the subject of multiple investigations and settlements for “predatory” marketing practices.

Finding. Higher One is a bank, but our arrangement with them does not allow them to market credit services to our students. They are also not allowed to sell student information to marketers of credit services.

Until about two years ago, Higher One charged students overdraft fees on their accounts if they became overdrawn. These fees were substantial - \$29 for the first overdraft, \$38 for subsequent overdrafts. Students who were previously unbanked and uneducated on checkable deposits would frequently overdraft their accounts and incur large fees. If there was a fault with Higher One, it was that they did not attempt to notify account holders that they could avoid these fees by keeping sufficient funds in their accounts. Now, tighter restrictions prevent students from becoming overdrawn as often.

Aside: A common practice in the banking business (until regulatory rule changes two years ago) was to process charges in a particular order so as to put an account holder in overdraft when in fact the account was not overdrawn. Effectively, when banks would receive a group of charges and deposits, they would process all charges before processing any deposits – thereby increasing the chance of insufficient funds. We are not certain that this is what Higher One was doing, but it was a very common practice at banks to boost fee revenue.

Issue #5. Is it appropriate for SHSU to have a relationship with such an organization?

Finding. Our relationship with Higher One saves the university a lot of money. Kristy divulged the fees that SHSU pays Higher One for funds transfers, and we compared that fee to what it used to cost the university to cut checks in the process used over 10 years ago. Prior to SHSU using electronic transfers, the cost to the university (both hard and soft costs) were around \$25 per check. She asked that we not disclose or promulgate the fees we now pay to Higher One, but they are a very small fraction of that amount.

Issue #6. An additional response to a follow up email to Dr. Smith revealed that he is also concerned about the size and fairness of the fees students are required to pay for the financial services they receive.

Finding. Higher One is a bank, and they charge fees for their banking services. The question to ask is whether or not their fees are in line with those of other banks, or are they using their captive setting to take advantage of our students with higher fees than our students would otherwise pay if they used their own banking institution.

On campus, students can effectively use the Bearkat OneCard with zero fees. Free “swipe and sign” options exist at the bookstore and dining facilities, and free ATMs are located across campus (three in Huntsville and one in The Woodlands). Students also do not pay a fee to receive their financial aid or to pay tuition from their Higher One accounts. One fee that students, faculty and staff must pay on campus is the fee required to replace a lost Bearkat OneCard. This fee is \$25.00. The Bearkat OneCard office will replace a worn-out or damaged card for free.

Off campus, students pay market-based fees for the banking services that Higher One provides. Students pay \$7.95 per book of checks if they choose to write checks on their account. Students pay fees for wiring funds if they send money by wire. Students can also choose to upgrade their “basic” checking account with Higher One to one of two upgraded accounts (an “Edge Account” or “Premier Account”) in which they pay a monthly fee to reduce or eliminate the other fees the bank charges. For example, students with a Premier Account receive free checks. All fees are disclosed to students, faculty and staff before they choose which type of activation they’d like to have on their Bearkat OneCard.

For details on the fees paid by our students and a copy of the account agreement itself, please see <https://bearkatone.higheroneaccount.com/info/outoneaccountagreements.jsp>.

Since no credit is extended to Bearkat OneCard applicants, the points raised in our last senate meeting are moot.

Conclusion. It is the opinion of the Committee on University Affairs that SHSU’s relationship with Higher One is both legitimate and beneficial to all parties involved.

First and foremost, our students receive improved liquidity and faster access to their student loan dollars than they would if they had to wait on physical checks. They can pay their tuition faster (resulting in fewer drops for non-payment). They can pay for textbooks and required course materials faster (which reduces the risk of them falling behind in classes). They also receive checking account services on campus effectively free of charge. They do, however, incur additional fees for additional services that they choose to use off campus. These charges are customary and comparable to what they would pay at their own financial institution.

SHSU benefits from our Higher One relationship with a huge cost savings. SHSU receives no compensation from Higher One or a commission on fees Higher One receives from our students.

Higher One benefits by charging market-based (albeit high) fees for off-campus banking services that they provide for our students.

FACULTY SENATE RESOLUTION

Practices for Faculty Evaluation and Merit Salary Increases

WHEREAS

All University personnel are required to follow published university policies.

WHEREAS

Academic Policy 820317 outlines the specific criteria for faculty evaluation, Academic Policy 800722 outlines the procedures for determining merit salary increases based on evaluation outcomes, and Academic Policy 900417 outlines the criteria for faculty reappointment, tenure, and promotion.

WHEREAS

It has come to the Faculty Senate's notice that Academic Policies 820317 and 800722 have not been followed uniformly in some Colleges to determine merit salary increases. Examples of non-adherence include deviations from using criteria applied in the annual Faculty Evaluation System for merit determination, and setting different performance expectations of faculty by academic ranks.

BE IT RESOLVED THAT

Evaluation practices in all Colleges must adhere to Academic Policies 820317, 800722, and 900417, when assessing faculty and awarding merit salary increases. It is expected that all Colleges develop properly vetted and published criteria for faculty evaluation of merit salary increases, and present the criteria to faculty before the evaluation period begins.

FACULTY AFFAIRS REPORT

To: SHSU Faculty Senate
From: Committee on Faculty Affairs
Date: Feb 12, 2015
Re: Expanding the number of Privacy Rooms on Campus

Purpose. The purpose of this report is to relay the efforts of the Committee on Faculty Affairs [FA] with regard to expanding the number of privacy rooms on SHSU campuses. The committee met to discuss the issue on January 22, 2015.

Current SHSU Policy. It is the committee's understanding that there is only one privacy room on the SHSU campus. This room is located in the LSC and is used by lactating mothers, diabetics and transgendered students.

Committee Charge. FA was asked to review the current state of the privacy rooms at SHSU and make recommendations.

Findings. The committee determined the following needed to be addressed:

- 1) Section 4207 of the Patient Protection and Affordable Care Act (PPACA) requires that employers with more than 50 employees must provide an appropriate room for women to express breast milk for a nursing child. Additionally, Texas Health and Safety Code 165.003 passed in 1995 requires state agencies to provide "mother-friendly" rooms for the expression of breast milk.
- 2) In 1995 the Texas Dept. of State Health Services began providing grants to state agencies to cover the cost of setting up accommodations for nursing mothers. Universities including Texas State – San Marcos and the University of Houston received funding from the agency. The grant program ended on December 30, 2014 after twenty years of existence.
- 3) Erin Cassidy brought the need for facilities for nursing mothers to the Senate in 2006. The minutes from 2006 indicates that the Faculty Affairs committees recommended the campus adopt a Mother-Friendly Worksite Program, which included privacy rooms for nursing-mother on campus and suggested that the University investigate the funding opportunities. Additionally in 2011, Senate minutes indicate that the body supported a bill presented by the President of the Student Government Association to provide privacy rooms for insulin-dependent diabetic students. A later SGA bill expanded the facility's scope to include a restroom for transgendered students. At the time the students were voting to approve a referendum to expand and remodeling the LSC. The bill requested that privacy rooms be included in the remodel plan.
- 4) In response to the SGA and Senate bill, SHSU established a dual-purpose privacy room in the LSC. The room is located on the 2nd floor behind the elevator bank. According to LSC staff four groups – breastfeeding mothers, insulin dependent diabetics, transgendered students and the general public are currently using the room.

Recommendation and Conclusion. It is the recommendation of the Committee on Faculty Affairs that SHSU should be commended for making a facility available to individuals with special needs such as breast-feeding mothers and insulin dependent diabetics. The need for such facilities will only grow with the university's enrollment, therefore, the committee recommends that the university expand accessibility to privacy rooms by increasing the number on campus to

three. To accommodate students, faculty and staff at The Woodlands Center, an additional room needs to be established at that location. Furthermore, with the opening of the University Park (Tomball) campus a sixth room will need to be identified.