

FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY
November 18, 2010

Members Present:

Tracy Bilsing (CHSS), Len Breen (CoE), Carl Brewer (CoBA), Donald Bumpass (CoBA), Rebecca Bustamante (CoE), Erin Cassidy (NGL), Donna Desforges (CHSS), Mark Frank (CoBA), Debbi Hatton (CHSS), Renee James (CoAS), Bill Jasper (CoAS), Gerald Kohers (CoBA), Drew Lopenzina (CHSS), Sheryl Murphy-Manley (CoAS), Dwayne Pavelock (CoAS), Sheryl Serres (CoE), Tracy Steele (CHSS), Doug Ullrich (CoAS), Ricky White (CoAS).

Members Not Present:

Jeff Crane (CHSS), Chad Hargrave (CoAS), Hee-Jong Joo (CoCJ), Paul Loeffler (CoAS), Joyce Mc Cauley (CoE), Ling Ren (CoCJ).

Call to Order:

The meeting was called to order at 3:30 by Senate Chair Frank.

Minutes Approved:

Motion to approve minutes from November 4, 2010 passed unanimously.

Chair's Report:

Meetings with Provost Payne, October 26, 2010 and November 9, 2010.

1. The concern over evaluating administrators was discussed during the Oct. 26th meeting between Provost Payne, Senate Chair Frank and Senate Chair-elect Hatton. The Provost does not approve of using IDEA to evaluate administrators because he feels the faculty are not familiar enough with the daily duties of administrators to competently conduct an evaluation. Currently faculty are evaluated by the chair; chairs by the dean; deans by the provost and the provost by the president. Provost Payne feels this system works well and does not put much weight in the results of the year-end survey conducted by the Senate. He recommended that the survey be shortened to reflect only items faculty encounter daily. Members of the Senate feel that there is tension between this approach and TEC 51.942.
2. In light of the recent "nerf gun" incident on campus, the emergency plan has been revised. The university will purchase several large speakers to mount on buildings throughout the campus. In cases of emergencies, the speakers will play a pre-recorded announcement. These are successfully used in the Midwest during tornado season. SHSU will also employ a new system that will direct all in-coming calls to a pre-recorded message which will allow the on-campus phone system to stay functioning. Finally, IR (formerly Computer Services) will be responsible for social media alerts and updates.
3. The Council of Deans (CAD) agreed with the faculty and will not pursue shifting IDEA evaluation forms on-line.
4. Due to budget short-falls, market and merit raises will be limited to 1% at best. The amount for the salary increases has not been determined but will most likely be split between market and merit. The CAD will discuss when more concrete numbers are

available. President Gibson is proposing a sharp increase in tuition and fees to offset the budget cuts.

5. Two colleges are currently reporting budget shortfalls. In the past the amount could be covered by moving money into different accounts, however, Banner prevents such movement. The best estimate at this time of the short-fall is 1.9 million.
6. There is discussion occurring at THCB about reorganizing the system to include current independent universities. SHSU would be pleased to welcome Midwestern University, Stephen F. Austin and Texas Women's University. Other independent institutions would be less welcomed due to prior problems with accounting and record keeping. The boards from the independents would be dissolved if they become a member of the Texas State University System. There is also talk of changing the name of the system to The University System of Texas.
7. The concern with Low Producing Programs (LPP) is very real. Currently there are six campus programs being examined including PHL. THCB has recently adopted new guidelines for graduation numbers. The LPP policy examines the cost effectiveness of a program. Possible options for the six campus programs of concern include combining the small department with a larger "sister" department; dissolving the department and re-training the faculty to fill needs. The last option would be to dissolve the department and release the faculty of their contracts.
8. The search for a chair for the History department is going well. They brought in three candidates and have submitted their choice to the dean. There is hope the position will be filled before the Thanksgiving break.
9. All grievance hearings have now been completed. All findings were of "no grounds."

Old Business:

- Randall Powell, Interim Vice President for Finance and Operations, responded to the University Affairs' committee report examining the cost of campus parking. The position indicated that the price of a reserve parking permit increased more than the faculty/staff parking permit. *Attachment #1*

Committee Reports:

Academic Affairs- Report presented by Bill Jasper

-The committee is currently working to determine how the administration uses IDEA scores. They will continue to work on this charge and will have a complete report in the spring semester.

Committee on Committees-Report presented by Gerald Kohers

-The committee preference forms are available. The committee will correlate the data after the deadline and will have a full report in the spring.

Faculty Affairs-Report presented by Donna Desforges

-The committee has completed its meetings with campus deans and feels comfortable that each has a unique but fair process for evaluating market and merit raises. The dean of CHSS seems to have the most transparent system and the committee encouraged other colleges to adopt an equally open system. Market and merit raise information is currently available on the Senate's website.

-The committee also compared SHSU salaries to other institutions in Texas. While gathering the data for this report, the committee identified a gender based discrepancy. This concern is being reviewed by the CAD. The committee is working with Rita Caso on a full report for presentation in the spring.

University Affairs – Report presented by Don Bumpass

-The committee is currently working on their charges for spring reports.

New Business:

1. Faculty members have become concerned with the amount of smoking occurring on campus. The current policy states that smokers must stay at least twenty five feet from a building entrance, however, it appears most have never heard of the requirement. There was some discussion that SHSU had been designated as a Smoke-free campus. This will be researched and responded to in the spring. Minutes from 11/5/09 indicate that Provost Payne opposes a smoke-free campus.
2. The Faculty Senate at Texas A&M passed a resolution to extend insurance for domestic partners. This resolution is similar to one passed at UT earlier. The current insurance code stipulates spouses and children only. Campus faculty would like the Senate to endorse the A&M and UT resolutions for expanding the definition of dependents. Members of the Senate remembered earlier discussions about insurance including expanding the definition to include siblings and parents. The University Affairs will research the Senate's minutes and report if the Senate had voted to endorse the resolution previously.
3. Senator Sheryl Murphy-Manley brought forth a letter of inquiry from the School of Music concerning the allocation of the Capital Campaign Fund. The campaign has been completed and raised a total of 61 million dollars. Senators would like to know a general break-down of how the money will be distributed throughout the campus especially in light of the new College. Chair Frank and Chair-elect Hatton will broach this subject with Provost Payne, VP for Development – Frank Holmes and President Gibson.
4. The move to the Banner system will occur on Monday, December 6th.
5. There will be a presentation of E-College on Monday, December 6th at 2:30. Members of the Faculty Senate should attend to evaluate the system. Several members indicated they have pre-registered for the workshop.
6. The administration is currently re-working the campus budget policy. It is highly recommended that members of the Senate have a seat at the table during the deliberations. Provost Payne opposes involving faculty in the budget process and prefers that we remain focused on the curriculum. The core curriculum will undergo a major over-haul and the Provost assures the Senate that we will have a presence on that committee. Senate members were adamant that we need to be involved in the budget policy discussions because we are directly impacted by those decisions. Chair Frank and Chair-elect Hatton will broach the subject once again in their Nov. 23 meeting with the Provost.

7. President Gibson is moving forward with plans to develop a strategic plan for the campus. At this time it appears there will be three lines of discussion, 1) departments and deans, 2) open town hall campus meetings, and 3) Faculty Senate.
8. Information is being gathered on how other campuses compensate on-line faculty. The Senate will receive the information in the spring.

Meeting Closed:

-The Senate was called to a close 4:55 pm.

-President Gibson's Christmas Party for the Faculty Senate will be held December 2, 2010 in the Peabody Library, 5:00-6:00pm.

-The next Senate meeting will be held February 3, 2011 in the Peabody Library

Respectfully Submitted,
Debbi Hatton
Approved

Attachment #1 – Faculty Senate Position Paper, Nov. 15