

FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY
February 12, 2009

Chair Stacey Edmonson called the meeting to order at 3:30 p.m.

Members Present: Tracy Bilsing; Bill Brewer; Stacey Edmonson; Mark Frank; Debbi Hatton; Darci Hill; Emmette Jackson; Bill Jasper; Ann Jerabek; Gerald Kohers; Paul Loeffler; Brian Loft; Andrew Lopenzina; Bill Lutterschmidt; Melinda Miller; Sheryl Murphy-Manley; Joseph Neisser; John Newbold; Brian Oetiker; Debra Price; Tracy Steele; Yan Zhang.

Members Absent: Bill Edgington; Sam Souryal; Tamara Waggener.

Approval of Minutes:

The minutes from the January 22, 2009 meeting were approved as amended.

Special Guest:

Dr. David Burris spoke to Senate about our articulation agreements. There are five component areas: web-based articulation, reverse transfer, joint admission, cooperative agreements, and time-compressed degree programs. He indicated that the impact was significant in that 70% of our graduates have transfer credits and 70% of high school students are registered in junior colleges. We have over forty agreements and participate in greater than fifty transfer-majors. His enthusiastic presentation was well received.

Chair's Report:

- Dr. Payne meeting
 - Dr. Payne has been diagnosed with cancer; please understand he has a repressed immune system.
 - Our meeting on the 23rd dealt with calendar. Senate concerns were presented to the Provost in detail.
 - Keri Rogers' proposal and our feedback about midterm grades were discussed.
 - In his update on the proposed degree programs he told us that the doctorate in history turned down, the Engineering-Physics was approved at the planning level and our Nursing program was approved.
 - University has purchased seven acres in Woodlands and SHSU has a letter of intent for a construction of a facility there.
 - The Smith-Kirkley dormitory will be razed this summer.
 - A building for Nursing program is in the approved Building plan and the intent is to move forward on this item as rapidly as possible in the current state fiscal climate.
 - Higher Education Holdings update: The College of Criminal Justice MS and BS programs are moving forward quickly but College of Education's EdD is progressing more slowly. The administration is currently evaluating contract details, financial commitments and risk obligations.
 - Of the ten proposals for developmental leaves, eight were approved by the Provost.

- The academic policy on establishing an International Consortium was approved
- The SACS process is moving along quite well.
- Budget Committee Meeting
 - The Incentive Fund requests from the various vice presidents were reviewed and discussed.
 - A high propriety goal is that all classrooms are to have identical technology available to the faculty.
 - Enrollment Management is considering creating a “Thank You Video” to be shown graduation.
 - The university had to submit a plan to cut 2.5% (\$1.6M) from what remains in our current budget. This includes summer school, position freezes, travel, and student wages. We will likely not have to do this. If the Board or the legislature forces a statewide reduction that includes universities, then the administration will revisit this issue.
- APC Meeting
 - See Loeffler-Frank report, appendix 1.
 - A Calendar Committee (or subcommittee) meeting is scheduled to address faculty issues relating to the spring 2011 calendar.
 - Our goal is to have an academically sound and friendly calendar.
 - Floor discussion of calendar concerns followed. Senator Lutterschmidt submitted data that contrasted other Texas schools’ academic calendars with ours, This information had been provided by the Dean of the College of Arts and Sciences.

New Business:

- Transfer credit substitution issues seemed to have changed such that some students are being denied credit in situations in which chairs had been allowed to substitute transfer classes for SHSU courses listed in degree plans.
 - Discussion followed with the following concerns:
 These should not address SHSU core changes.
 One should investigate the common numbering system of in relation to our core.
 This is stable for two-year schools but there may be a problem with four-year school numbering systems especially if students are out-of-state transfers.
 Dr. David Burris can answer this and the chair should contact him in addition to the Sam Center or the transfer-transcript evaluation office..
- Dr. Waggoner has resigned. The next person should replace but she was filling a partial term and her term expires this year. Committee on Committees indicates that there is no candidates from our last two elections. Due to the lateness of the resignation Senate elected by general consent to accept her resignation but allow her term to remain unfilled until the fall.

Committee Reports:

- Faculty Affairs:
 - No report.

- University Affairs:

- See attachment 2: University Affairs Committee Report on the LSC Bookstore Survey

- Academic Affairs:

The Faculty Affairs committee chair reported on pay incentives. The initially announced transition period for two tracks for the faculty has expired. Two prior committee reports note an apparent inequity in merit between faculty in nine-hour and twelve-hour tracks. The data also suggest a concern relating to age distribution and merit/market distribution. Older faculty, those predominately in the twelve-hour track have been disadvantaged. There should be a mechanism to move between twelve-hour track and 9-hours tracks.

- Discussion followed in which various mixed feelings were expressed.
- Some college are looking for a way to “move a “less productive, research track person to a twelve-hour “teaching load.” There have been expressions of “punitive” moves to the “lower” track, revealing an attitude that is counterproductive to the original intent of two equally valued tracks.
- The faculty should have the option to move but the deans or chairs should not have that unilateral option. Faculty involvement and discussions of future plans/objectives should be issues in annual performance reviews.
- If our faculty FES system actually functioned there would not be “this bitterness” about a reduced load being doubly rewarded and its compounding effects on salary disparity.
- There should be a minimum work product prior to counting for nine-hour research/scholarship “points” in computing comparative merit within a department.
- A motion to forward recommendation prepared by Academic Affairs the to Provost was made and unanimously approved.

Note: Previous merit and market committee reports are to be appended to the recommendation as it is transmitted to the Provost.

- Committee on Committees:

Next meeting the annual Faculty Survey needs to be approved for mobilization.

The new “Homecoming Committee” needs a representative from Senate.

- Student Activities and Alumni I will provide essential efforts and work.
- Senator Kohers accepted this position.

Dean Brown is chairing a committee to look at verification of work and academic integrity issues for on-line courses.

- Senators Price, Hill and Steele volunteered.

General Senate Information:

The next Senate meeting is on the 26th of this month. Assistant Vice-President for Enrollment Management, Dr. Heather Crowson is coming next time as a special guest. Senate needs Drs. Debbie Price and Malinda Miller to replace chair and chair-elect.

Senate adjourned at 5:00

Respectfully submitted by Paul Loeffler.

Attachment 1

Report to Senate on the February 4, 2009 Academic Policy Council meeting attended by Senators Frank and Loeffler
February 12, 2009

- Drs. Paul Loeffler and Mark Frank represented Dr. Edmonson who was at a conference.
- Dr. Richard Eglsaer presided over the meeting.
- Agenda Item: Council of Academic Deans Report
 - SHSU will not do a core review until the coordinating Board takes action on a pending process dealing with cores.
 - We have decided to require that core component areas I, II & III (Communication, Mathematics, Natural Sciences) be completed prior to a student's junior year. Discussion followed with two appropriate questions. 1) Are we "pushing this through?" 2) How do we evaluate the core in context of what we are trying to do for our students?
- Conflict of Interest Pertaining to Sponsored Projects and Promotions in rank and Merit Advances in Salary Within Rank Policies were being developed or examined by subcommittees.
- University's Academic Calendar was presented by Ms. Teresa Ringo
 - Considerable discussion followed
 - Drs. Loeffler and Frank presented Senate consensus.
 - Request was made of Senate to create a proposal.
 - Deans de Castro and Brown very supportive
 - verification of universal faculty concerns
 - recognition that systematic issues exist that are greater than immediate calendar concerns.
 - Resolved to table the proposed calendar.
 - A subcommittee including of three Senate representatives would meet to resolve AY '10-'11 calendar issues so that the catalogues could be published.
 - A task force is to be established to address greater calendar issues (process, prioritization of conflicting demands, number of class days/weeks per semester, etc.)
- Criteria for Formation of a School (APS 081118) was presented for approval. The policy was created from the criteria and procedures established in the case of our School of Music. A voice vote was taken; policy was approved.
- Intellectual property Policy (APS 090130) was presented for approval. The System policy was "adapted for the university" as an expedient way to address a deficiency noted in SACS review. Discussion followed noting that this initial policy does not cover all aspects. (ORSP, HSS and Senate representatives voiced concerns.) Senate requested that an

immediate “task force” be established to review this new policy in addition to Senate review. This policy passed by voice vote.

- Meeting was adjourned.

Submitted by P. Loeffler.

Attachment 2

University Affairs Committee Report on the LSC Bookstore Survey

February 12, 2009

Submitted by Chair Sheryl Murphy-Manley

In response to the LSC Bookstore survey that was sent out by the University Affairs Committee, Frank Parker, Vice President for Student Services, emailed to the Senate, his August 2007 report that was prepared with the help of the Student Government Association at SHSU, “Report to the Texas State University System Board of Regents and to the Texas State University System Component Institutions on the Rising Costs of College Textbooks and Proposed Strategies to Reduce Price Escalations.” The 12-page report concludes that costs of college textbooks continue to rise at an alarming rate and suggests the formation of a Bookstore Advisory Committee at each University to meet monthly to review procedures and to make recommendations to bookstore management. Additionally, the report suggests an “Online Student Textbook Swap,” a “Textbook Adoption Policy and Guaranteed Buy Back Program,” “Meaningful Textbook Adoption Deadlines,” “Textbook Education for Faculty, Students, and Parents,” and the development of “Alternatives to Printed Textbooks.” The report further suggests, among its recommendations to the Legislature, that all textbooks be tax exempt, and that “State Universities be required to post on a general access website a complete textbook list at least 60 days prior to the start of each term.” Frank Parker stated in his email that as part of this report, he and his staff “e-mailed surveys to more than 60,000 students and 3,500 faculty in the Texas State University System” seeking input “on the cost of college textbooks, their attitudes on purchasing books and the faculty attitude on textbook selection, publishers, and cost.” He included the two surveys and the results of the surveys in his email to the Senate.

In addition to the report, Frank Parker stated in his email, “students have the opportunity to provide feedback to the bookstore via their online satisfaction survey.” It is clear from the examination of his excellent work on the report that the survey does not directly address issues with the LSC Bookstore.

Attachment 3

Faculty Affairs Committee Reports on Pay Inequities, Merit Increases and Market Increases by Teaching Track as submitted to the Provost.

Adobe documents, three in total, follow:

Faculty Affairs Committee Report

Report on the 2008 Pay Inequalities by Teaching Track

February 12, 2009

Overview of the Issue:

- Beginning in the Fall semester of 2004 the University entered a transition period from a twelve hour-per-semester instructional load to a two-track system of either twelve or nine hours instructional load per semester. The transition was contingent on the availability of funding, and due to be completed at the end of the 2007-2008 academic year (see Academic Policy Statement 790601).
- The Faculty Senate expressed its concerns at the onset of the new policy, but was assured by the Provost that both tracks were equally important, and would be treated as such (see Faculty Senate Minutes, February 19, 2004).
- Now that the transition period has ended, the members of the Faculty Affairs committee were assigned the task of investigating the outcomes from this new system. It is clear that the *two-track* system introduced in 2004 has become a *two-tier* system. The two prior reports from this committee have shown that faculty on the nine-hour track received 85% of the merit increases, and 98% of the market adjustments in comparison to faculty on the twelve-hour track. This inequality is occurring within all colleges with the two track system, despite wide variability in FES scoring practices.

Complicating Factors:

- The number of faculty on the twelve-hour track is comparatively small (less than 20% of all tenure/tenure-track faculty), and will become increasingly smaller. (Older faculty who are near retirement age are disproportionately on the twelve-hour track, while all new faculty are placed on the nine-hour track.) Continued inequities isolated within one segment of the faculty will be an increasing strain on departmental collegiality.
- The Faculty Instructional Workload policy limits the movement of faculty to the nine-hour track based on research productivity, but allows free movement of faculty to the twelve-hour track regardless of teaching efficacy (see Academic Policy Statement 790601, Section 3.01c). Consequently, faculty who struggle with *both* research and teaching are eventually funneled to the twelve-hour track. This practice necessarily leads many to associate *all* faculty on the twelve-hour track as part of a “lesser” of two tiers.

Recommendation: The Faculty Affairs committee recommends a re-allocation of the percentages contained within Academic Policy Statement 820317 (Attachment 3, see below) with the goal of establishing greater equity for all faculty regardless of teaching load.

Current Policy:

Normative Twelve-Credit Hours-per-Semester Workload

FES 1 Chair's Rating	FES 2 Student's Rating	FES 3 Scholarly/Creative Accomplishments	FES 4 Service
.25	.25	.25	.25

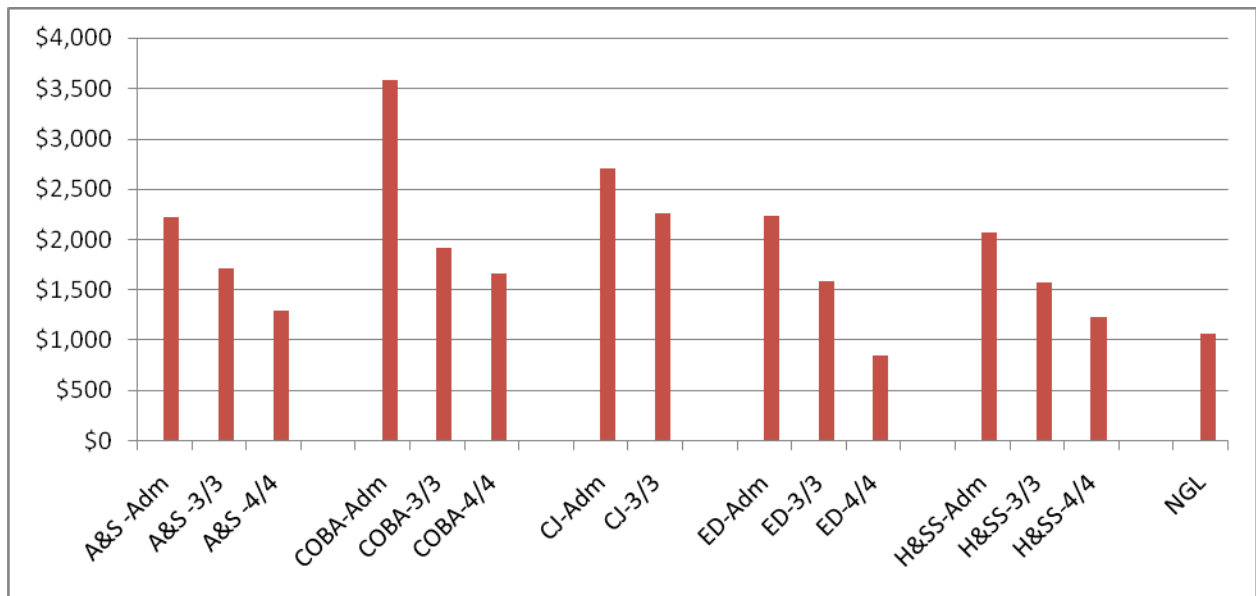
Normative Nine-Credit Hours-per-Semester Workload

FES 1 Chair's Rating	FES 2 Student's Rating	FES 3 Scholarly/Creative Accomplishments	FES 4 Service
.20	.20	.40	.20

Faculty Affairs Committee Report

Report on the 2008 Merit Increases by Teaching Track

- Overall, \$734,600 was awarded as Merit in 2008 for faculty performance during the 2007 FES year.¹
- Excluding the \$91,700 that went to faculty administrators and the \$16,000 that went to faculty in the Newton Gresham Library, \$532,750 (85%) went to faculty classified as being on the 3/3 teaching track, while \$94,150 (15%) went to faculty on the 4/4 teaching track.²
- Many more faculty are on the 3/3 track than the 4/4 track (81% and 19%, respectively). Considering this, the average merit increase among faculty on the 3/3 track was \$1,743. The average merit for faculty on the 4/4 track was \$1,307, a difference of \$436 (33%). Faculty administrators received an average merit increase of \$2,351, nearly double that of faculty on the 4/4 track.
- The chart below shows the breakdown of average merit by college and by track. The difference in average merit increase between faculty on the 3/3 track and faculty on the 4/4 track was greatest within the College of Education (+\$740), and least within the College of Business Administration (+\$255). In all of the colleges, faculty administrators received merit increases well above their peers on either the 3/3 track or the 4/4 track.



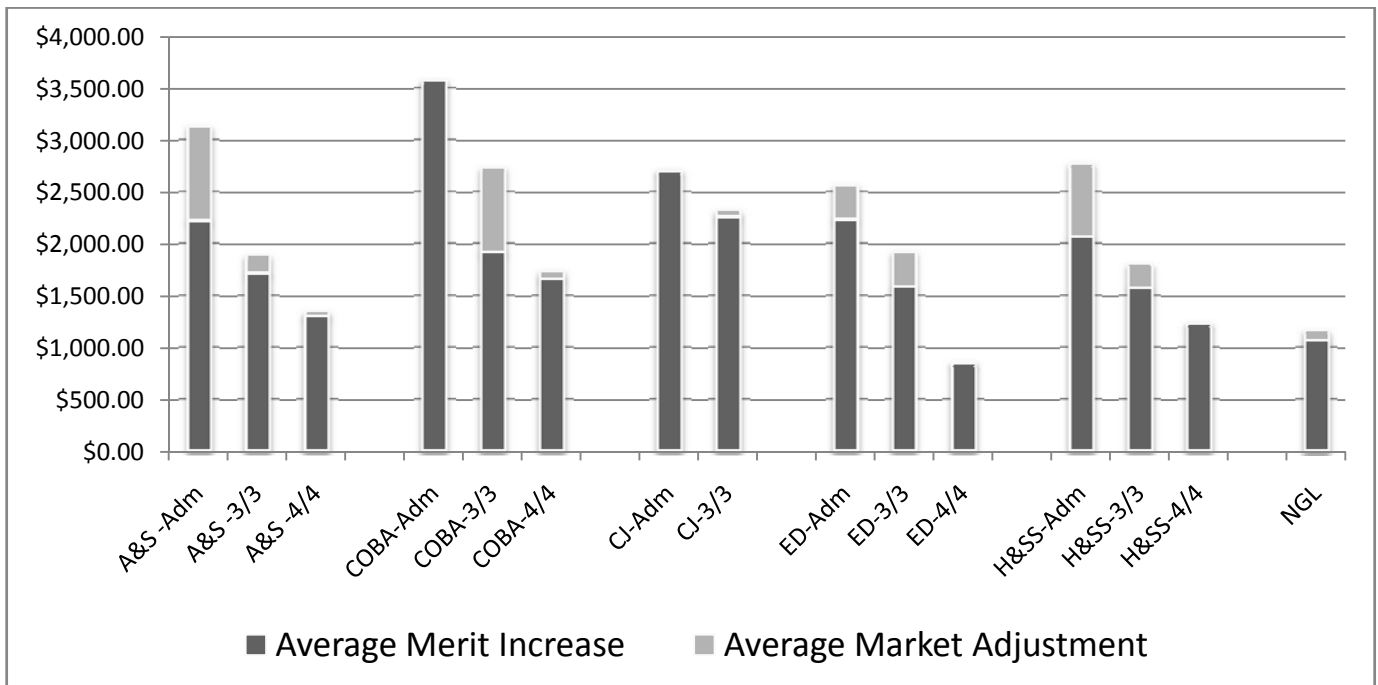
¹ Market Adjustments are excluded.

² Faculty administrators are: Acting Chairs, Department Chairs, Assistant Deans, Associate Deans, and Coordinators. Deans and all other administrators are not included in the faculty merit pool.

Faculty Affairs Committee Report

Report on the 2008 Market Increases by Teaching Track October 16, 2008

- Overall, \$123,316 was awarded for Market Adjustments in 2008 for the 2007 FES year, representing approximately 1/6th the size of Merit pool.
- Excluding the \$23,286 that went to faculty administrators and \$1,530 that went to faculty in the Newton Gresham Library, \$96,000 (98%) went to faculty classified as being on the 3/3 teaching track, and \$2,300 (2%) went to faculty on the 4/4 teaching track.¹
- Many more faculty are on the 3/3 track than the 4/4 track (81% and 19%, respectively). (Again excluding faculty administrators and faculty in the Newton Gresham Library.) Considering this, the average market adjustment among faculty on the 3/3 track was \$313. The average market adjustment for faculty on the 4/4 track was \$35. Faculty administrators received an average market adjustment of \$597, over 17 times greater than of faculty on the 4/4 track.²
- The chart below shows the breakdown of average merit and market increases by college and by track. The difference in total pay increase between faculty on the 3/3 track and faculty on the 4/4 track was greatest within the College of Education (+\$1,072), and least within the College of Arts and Sciences (+\$544). In all of the colleges, faculty administrators received total pay increases well above their peers on either the 3/3 track or the 4/4 track.



¹ Faculty administrators are: Acting Chairs, Department Chairs, Assistant Deans, Associate Deans, and Coordinators. Deans and all other administrators are not included in the faculty merit/market pool.

² The average for faculty administrators appears heavily skewed by an \$11,286 market adjustment awarded to one department chair within the College of Arts and Sciences.