



Faculty Senate Minutes
Sam Houston State University
April 1 2004

Members present: David Bailey, Steven Cuvelier, Mary Lynn DeShazo, Stacey Edmonson, Mary Gutermuth, Mark Frank, David Henderson, Lady Jane Hickey, Joe Kirk, Gerald Kohers, S. Thomas Kordinak, Paul Loeffler, Valerie Muehsam, Kandi Tayebi, Tamara Waggener, Christopher White, Patricia Williams

Member absent: Chris Baldwin (illness), James Carter (professional conflict), Marsha Harman (professional conflict), Penny Hasekoester (professional conflict), Deborah Hatton (professional conflict), Holly Miller (professional conflict)

Guest Speakers

Texas Faculty Association (TFA)

Dr. Charles Zucker, Director of TFA, shared the 16-year history of TFA and its association with TSTA and NEA and its mission to represent faculty concerns at the legislative level. He believes there is a strong relationship between TFA and faculty senates and they can complement one another since faculty senates can act where TFA cannot, and TFA can act where faculty senates cannot. Dr. Zucker maintained that faculty senates increasingly were connected with TFA, especially in the UT System. He advocates that the Faculty Senate be empowered, faculty advocacy organizations be a presence on campus, and publishing faculty and administrative salaries be published to display the discrepancies.

Mr. Robert Jackson discussed due process, the importance of following rules and procedures, and the right for faculty to be represented. He indicated that non-tenured track faculty also has the right to grieve non-renewal. Mr. Jackson maintained that the *Anti-Golden Parachute Law* was an important milestone so that administrators could not take their salaries with them when they returned to the classroom. He reported that TFA is an advocate for non-confrontational resolutions to problems between faculty and administration.

Texas Association of College Teachers

Dr. Debra Price, President of the local chapter of TACT and SHSU Senator, and State Treasurer, Dr. Frank Fair, spoke for TACT. TACT differs from TFA but is also related. The organization has a lobbyist in Austin and was responsible for the law on ORP contributions changing to allow universities to match the contributions of faculty hired after 1995. Post tenure and the protection of tenure have been critical issues addressed by TACT as well as having played a critical role in protecting academic freedom. It is more of a communications group and has worked closely with AAUP. The organization is non-partisan and inexpensive when compared with other organizations.

Dr. Price and Dr. Fair stressed that whatever organization one chooses to join is less important than the fact that faculty belong to a professional organization.

American Association of University Professors

Dr. Mary Gutermuth, SHSU Senator, presented the historical context for AAUP on the SHSU campus. When she came to SHSU, the university was under censure by AAUP because of the way some faculty had been treated when they participated in a civil rights march. The censure was lifted by means of negotiation and financial settlement as determined by AAUP, TACT, Faculty Council Representation, and the injured party. The faculty handbook was developed by the Administration based on the AAUP Red Book, which states the rights and responsibilities of Faculty. AAUP is often involved on the national level with cases that affect the professoriate. They act as an advisory board on the state and local level. AAUP is no longer affiliated with NEA but serves as a legal and professional representative in court cases dealing with faculty. They support mediation addressing concerns between faculty and administration.

Academic Affairs

Dr. Richard Eglisauer announced that Dr. Terry Thibodeaux has been asked to serve as interim dean of the college of Humanities and Social Science. He was selected because of his qualifications and because he is not interested in seeking the position permanently. A search committee has been formed to select a permanent Dean. Members are: Chair, Dr. Genevieve Brown, Dr. Alessandro Bonanno, Dr. Janis White, Dr. Kandi Tayebi, and Dr. Terry Bilhartz.

Dr. Thibodeaux will meet with department chairs and begin making decisions related to the college. Faculty is encouraged to meet with Dr. Thibodeaux about issues as needed. An associate dean still needs to be named, but there is no physical space provided for college offices yet. The sequence will be that Dr. Thelma Douglass will move into new office space in the LSC, Dr. Mitchell Muehsam will assume her current office space, and then Dr. Thibodeaux will move into the space in Freils when Dr. Muehsam vacates it. Anyone who knows of a strong candidate interested in the Deans' position is asked to encourage the person to apply.

Dr. Chapman will make all decisions concerning his existing faculty for the remainder of this academic year, including merit and reassigned time decisions. Keri Rogers, currently working in Student Services, is assuming the position of Associate Dean in the College of Arts and Sciences.

Chair's Report

- IDEA will be on campus April 16th and 17th to demonstrate their teaching evaluation system. All Senators are encouraged to attend. ETS will be on campus April 23rd to present the SIR, their teaching evaluation system. There has been a request for the presentation to be taped, but it is not clear whether that will happen.
- Chair Tayebi requested that Senators encourage faculty to return the Faculty Senate Survey. She also indicated that she had received a request to collect the curriculum vitae of administrators and make them available to the Senate.

- Senator Debra Price was charged with determining how much it would cost to replicate the Post Tenure survey.
- The Centennial Scholarship Committee will be sending out a campus-wide e-mail soliciting nominations for scholarship recipients.
- A suggestion was made that the Faculty Senate give a yearly award to one Department Chair and one upper level Administrator in the form of a plaque, gift certificate, or an appropriate offering. The Administrative Leadership Award would be awarded to faculty friendly administrators. Nominations would be solicited from the Faculty, and the award might be announced at the beginning of the year and presented by the President.
- It was announced at APC that in the College of Arts and Sciences, 20% of faculty give no grades to students by midterm and some students go without grades until the end of the semester. This is an important issue given that students will now see a hefty increase in tuition and fees if they take a class a third time. The Administration sees it as a retention issue and discussed the idea of formulating a policy about grades. [Further discussion ensued regarding the number of incompletes a student can accumulate per year or per degree. The topic was referred to the Academic Affairs Committee for further research.]
- University-owned vehicles have been moved from faculty parking lots. Shuttle service and visitor parking are issues to be explored next.
- According to the Council of Academic Deans, Associate Deans may not vote in tenure elections in their respective tenure units.
- Current policy prohibits the promotion of permanent instructors to the assistant professor level. Although this has occurred several times in the past, it will no longer be possible since tenure and promotion are now coupled. [Chair Tayebi will research whether this was actually a policy and if instructors hired before the new tenure and promotion guidelines might be provided a grandfather period.]
- If instructors plan to use plagiarism software, they must include a statement to that effect on their syllabi.

Committee Reports

Grievance Policy Update

The Faculty Affairs Committee continues to negotiate a revised grievance policy. The TFA representative mentioned that state law passed in 1997 mandates mediation. He indicated that he would provide information regarding the law to Chair Tayebi.

New Business

- Senator Chris White reported that Dean Chapman had made drastic changes to the physical space in the Mass Communication Department without any input from

faculty. He was encouraged to talk with Dr. Thibodeaux. Chair Tayebi will take this issue to Dean Thibideaux, Dean Chapman, and Provost Payne if the Mass Communication faculty drafts a plan that has support from the faculty.

- The Library Survey has been distributed and returned completed surveys are appreciated.

Respectfully submitted,

Marsha Harman, Chair-Elect*

*Thanks to Senator Debra Price for taking the minutes of the meeting in Senator Harman's absence.