

FACULTY SENATE MINUTES SAM HOUSTON STATE UNIVERSITY

September 23, 2010

Senators Present:

Len Breen (CoE), Erin Cassidy (NGL), Mark Frank (CoBA), Chad Hargrave (CoAS), Renee James (CoAS), Gerald Kohers (CoBA), Joyce Mc Cauley (CoE), Sheryl Murphy-Manley (CoAS), Dwayne Pavelock (CoAS), Sheryl Serres (CoE).

Senators Not Present:

Tracy Bilsing (CHSS), Donald Bumpass (CoBA), Rebecca Bustamente (CoE), Donna Desforges (CHSS), Debbi Hatton (CHSS), Bill Jasper (CoAS), Hee-Jong Joo (CoCJ), Paul Loeffler (CoAS), Drew Lopenzina (CHSS), Ling Ren (CoCJ), Doug Ullrich (CoAS), Ricky White (CoAS).

Meeting Called to Order:

Quorum was reach at 3:35 PM.

Minutes Approved:

Motion approved to approve amended minutes from September 9, 2010.

Chair's Report:

APC Meeting

Senate Chair Frank reported that APC had approved the revised policy to distinguish between Emeritus, Distinguished, and Regents Distinguished Faculty. The proposed changes had been brought before Faculty Senate earlier.

Senate Chair Frank reported that Bill Angrove of DELTA had given a presentation to APC on I Pad and its applications for the university. Angrove would like faculty involvement in SHSU mobile Applications and to see the use added to lectures. It is hoped that a program may be in place to provide (some) faculty with I Pads at some point in the future.

Meeting with Provost Payne

Senate Chair Frank reported that a date has not yet been sent for Provost Payne to visit with Faculty Senate. Meanwhile, Provost Payne asked for Faculty Senate's input on privacy and the internet. Concern has been raised regarding privacy and the posting of birthdays on Sam Calendar. Randall Powell, Interim Vice President for Finance, has raised this issue. Faculty Senate was not sure of the reasons for such concern, but it was agreed that Chair Frank would report that the Faculty Senate has a preference to keep the birthday postings, but does not mind if they are removed for reasons of privacy and security.

Provost Payne indicated to Chair Frank his concern that Faculty Senate has accurate information on key issues up for discussion and debate. For example, Payne understood that there had been hot debate regarding the number of Grievances against the university. This led to a discussion as to whether or not Faculty Senate needed to look at the University's charge to the Grievance Committee and whether or not it was clear. (Fortunately, Senator McCauley had an I Pad with her and was able to look up the charge.) This will be discussed further.

New Business:

The Faculty Senate Meeting for November 4th has been moved to Lowman Student Center Room 304 due to a conflict in scheduling for Austin Hall.

Senate Chair Frank distributed two reports (see attachments). One titled "University Results 2009-2010" reports on the results of the Faculty Survey which Senate Chair Frank used to identify areas of key concern to faculty in order to charge topics for the Senate Committee's to review in the 2010-11 Academic Year . The charges are listed in the report titled "Faculty Senate – Committee Charges, Fall 2010 & Spring 2011".

Senate Chair Frank noted that many of the issues are perennial and questioned what could be done either to solve these ongoing problems or put them into context. Parking issues were used as an example of this. Is the parking situation so much worse at Sam Houston State University (SHSU) than at Texas A&M? It is hoped that the committees charged with these issues will investigate these issues and report on conditions at SHSU as well as at our peer institutions. Another issue that was later raised for comparison to other schools was course reductions – it was questioned if other comparable universities receive course load reductions in recognition for work (such as participation in Faculty Senate) on behalf of the university.

Once again IDEA is to be reviewed, particularly in regard to how it is used not only for merit raises but also for tenure and promotion. It has been suggested that Provost Payne wants to meet with individual departments to discuss this and Faculty Senate encourages him to do so. In later discussions it became clear that faculty across the university are unclear (after last year's high rate of denial of faculty of for tenure) as to the standards for tenure at SHSU. It was indicated that the Senate would like Provost Payne to address this also in his meetings with Academic Departments. Faculty would like Payne to clarify which single university document exists that lay down clear guidelines for tenure. Faculty would like to know how Provost Payne applies this document or does he have his own tenure standards. Faculty would like to know how Provost Payne uses IDEA in relation to tenure decisions (since the company reported that it should not be used to decide such issues). The Faculty Senate would like representatives of IDEA to speak to the Faculty Senate as well as the Faculty at large. This could be done either through an on-campus visit or a meeting via internet.

Senate Chair Frank has charged the Committee on Faculty Affairs with reviewing faculty salaries. This is a key perennial issue identified in the faculty senate. Again, he asks that the committee look at SHSU's salaries in comparison to our peer institutions. The committee should also address whether or not there is a fair distribution of market and merit money. It was clear that Faculty Senators still are unclear about market raises and how faculty know they qualify for them. Financial recognition for faculty involved in service learning was also discussed. Senator Murphy-Manley indicated that there was more to the question of faculty remuneration than simply merit. There is inequity in a number of areas such as travel money. She reported that the School of Music has only \$5000 for its entire faculty to travel to academic conferences (travel by the choir or orchestra is paid for with other funds).

University Affairs was charged with parking. How does our parking compare to comparable institutions? How many slots do we have compared to stickers issued? It was noted that the second parking garage is currently under construction. Senators discussed future parking problems not only as the faculty, staff, and student populations grow, but also because the Administration is encouraging greater "collegiality" among faculty who they would like to be on campus as much as possible. Would there be sufficient parking?

Another topic raised for review was the selection of Administrators. It was noted that faculty were well-represented in the Presidential Search, but had little input on the final decision. This was not surprising, but it was noted that Academic Deans across the university have played an increasing role in the selection of Department Chairs. Previously, it was noted, the chair was selected by the Department even though it was understood that the dean must give his/her approval. In recent searches, Academic Deans have made it clear that it is their decision and the department's input is only one part of the decision. It was also mentioned that Academic Departments are required to conduct national searches that may include bringing four candidates to campus, but do not receive funds to underwrite the cost. This can be financially onerous when Academic Deans determine the number of candidates to be brought on campus without contributions to the payment of travel costs. This should be addressed since, as noted, the School of Music would not be able to fund such a search. It was noted that communication with the Administration was 12th from the bottom of university concerns.

Expansion of Faculty Senate? The question has been raised again as to whether and how Faculty Senate should be expanded. Should it include administrators? It was noted that Dean de Castro of the College of Humanities and Social Sciences has advocated this to CHSS senators. The faculty has grown and a new college is soon to be created which is part of the reason for this discussion. Senator Kohers suggested that a summary of the minutes from Faculty Senate Meetings could be included in the Academic Affairs e-mail sent by Dorothy Robertson. Faculty Senate would like the general faculty to have a greater awareness of what the Senate does and to have greater participation and relevance.

Quorum was over at 4:45 when a motion was passed to adjourn the meeting.

Approved 10/9/10

ATTACHMENT #1

Faculty Senate – Committee Charges Fall 2010 & Spring 2011

ATTACHMENT #2

2010 Faculty Survey Results Spreadsheet