

**FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY**

5 September 2019
3:30 P.M. – 5:00 P.M.
Austin Hall

Senators Present: 31

Yuan Zhao (COM); Stephen Rapp (CHSS); Nick Lantz (CHSS); Maria Botero (CHSS); Siham Bouamer (CHSS); Benjamin Park (CHSS); Natalie Baker (COCJ); Bobby LaRue (COCJ); Vlad Radoias (COBA); Donald Bumpass (COBA); Jan Taylor Morris (COBA); Mary Petrón (COE); Daphne Johnson (COE); Nancy Stockall (COE); Susan Skidmore (COE); Jaime Durán (COE); Kevin Randall (COHS); Valencia Browning-Keen (COHS); Marianne Moore (COHS); Dwayne Pavelock (COSET); Brandy Doleshal (COSET); Kyle Stutts (COSET); Damon Hay (COSET); Samuel Adu-Prah (COSET); Debbi Hatton (CAM); Kevin Clifton (CAM); John Lane (CAM); Carolyn Moore (CAM); Michael Hanson (Library); Lee Miller (CHSS); Anthony Watkins (Outgoing Senate Chair, CAM);

Senators Not Present: 0

Call to Order.

3:37 p.m. Anthony Watkins, outgoing Chair

Passing of the Gavel:

Outgoing Chair Tony Watkins thanks senators for hard work in a particularly busy year of policy review and passes gavel to Incoming Chair Michael Hanson

Special Guests:

Dr. Dana Hoyt, University President

Dr. Richard Eglsaer, Provost and Vice President of Academic Affairs

Acknowledgement of Outgoing Senators:

Dr. Hoyt and Dr. Eglsaer

Dr. Hoyt thanks outgoing senators and presents certificates.

Special Guests Comments and Q&A:

President presents recap of her presentation at last week's faculty/staff meeting. Reiterates her commitment to increasing faculty salaries. Enrollment growth is likely to continue to slow given projected demographics. Therefore, she sees the need to optimize revenues to keep increasing salaries. Dr. Hoyt states that we have to look at efficiencies/economies of scale to offset cost increases. Some changes are underway to increase efficiencies. Some changes may be difficult. SHSU is reviewing how we do things from an academic standpoint. Faculty control the curriculum but there are many things on the edges that we could improve upon. Scheduling courses is mentioned as one example. We will be up about 1.4-1.5% with this year's enrollment. We will be facing soft enrollments and are surrounded by states with declining numbers of high school graduates. The President relies on the Provost and the faculty to deliver quality academics. Not alarmist, but realistic. Two year schools are now able to offer four-year degrees. Texas counts 14 community colleges that offer 4-year degrees. Now there are 52 4-year institutions, compared to

the 38 that we have had until recently. Faculty should rely on leadership to keep the focus on how to keep the revenue moving forward. SHSU is a special place, committed to quality academics and student success. Dr. Hoyt invites questions.

Q1-How are decisions made, use of example of scheduling of courses. What data are reviewed?

A1-Differs college to college. If data is missing, partial, the predictive analytics don't work. Head count is up compared to student credit hours. We need to go back and look at that to optimize credit hours since that is where our revenue comes from. This is one area we are trying to improve. Data experts to work with Deans, etc. to help with data analysis, scheduling, etc. Being more effective will reduce time to graduation.

Q2 – Will block scheduling help predict course offerings? Will it help faculty plan other commitments? Help students plan course schedule?

A2 - Yes, we are getting better data and strengthening data analytics to optimize processes like use of space, administrative support services, etc. Central group will process all EPAFs, for example. Leave report has to be individual, but some tasks would be better centralized.

Q3 – I'm all for data analytics, but I also recognize that all statistics are **on average**, which means if you're basing your decision solely on analytics, on average some might benefit, but for others the analytics won't work out at all. Will decisions be data-driven or data-informed? Will there be rigidity about adhering to the analytics? In data-informed decision-making you have to have input from expert practitioners who are **doing** the work, not just from the numbers.

A: Better predictions with better data.

Q3a (follow-up): Also allows for spurious correlations.

A: Part of data is generated by the system, we also need data inputted by the experts in colleges/departments. Mistakes will be made, but we will go back and correct them. Other examples: Advising should identify patterns of success (in course sequencing, for example) and then help students accordingly. That's how we reduced time to graduation. Data is a piece of the puzzle, not the only factor.

Q4 – How is the growth 1.4% distributed?

A: Higher percentage of graduate increase, overall the undergraduate. We are close to the 25% undergraduate and may qualify as a Hispanic Serving Institution (HSI).

Q5 – Are head counts affected by articulation agreements with 2-year institutions? Recruitment grants helps brings students in and seem to be available to help increase enrollment.

A: We have very good agreements with community colleges; but more competition is coming. Example: Rellis campus in College Station. Maybe we need to look at 2+2 agreements, explicit curriculum to provide pathways for transfer. Chairs and Deans have worked very well with community colleges and that has paid off.

Largest demographic shift will be an increase of the least prepared high-school students. SHSU does very well with these students, so that is a positive for us. Discusses working with Math department to strengthen remedial courses to get over the math obstacle.

Advising will be done by professional advisors, leave the mentoring to faculty.

President and Provost depart.

Chair's Report:

Summer Policy Review committee:

APS 820317 - Faculty Evaluation System

APS 980204 – Performance Evaluation of Tenured Faculty

APS 900417 – Faculty Reappointment, Tenure, and Promotion

APS 800722 – Merit Advances in Salary

Last year we did a lot of policy review: 25 policies in fall semester; 4 major policies in the spring. This review of these policies is ongoing. We expect that 4-6 policies will be reviewed a year will be normal cadence for the ongoing review process.

Some normal business from last year got pushed to this year. Faculty Perception Survey is the focus of next meeting. Brandy Doleshal, Michael Hanson, and Lee Miller will each keep a reference copy. The results will then be made available to administration and the campus more broadly.

General Charge: call for other issues, invites all committees to identify a problem that impacts faculty and draft a realistic solution. Early October.

Old Business:

Approval of minutes: 18 April 2019 minutes

Motion to approve: Damon Hay

Second: Nancy Stockall

Corrections: include information about race/ethnicity associated with p&t information; several typos corrected.

Vote: Minutes approved.

New Business:

Committee Chair (S) Elections

Nancy Stockall- University Affairs

Brandy Doleshal – Committee on Committees

Damon Hay – Academic Affairs

Maria Botero – Faculty Affairs

Academic Affairs

APS 021120 Procedures for Online Education

Faculty Affairs

APS 810814 Tenets for Faculty Status for Academic Librarians

Committee on Committee

Review Charter and By-Laws

Notes and comments: October 3 meeting

Q: What is the process to bring concerns to Faculty Senate?

A: New business can be brought up at any time in meetings. Can be mentioned to Chair or Chair-elect so that we can schedule them on the agenda.

Q: IF expert opinions are needed, committees may consult outside.

Update on policy review committee during the summer. Explained charge given to the committee and the process followed. Committee consisted of 9 faculty representatives: Juliana Lilly (COBA), Darren Williams (COSET), Mary Petró (COE), Bobby LaRue (COCJ), Craig Henderson (CHSS), Edward Morin (CAM), Michael Hanson (Chair, Faculty Senate), Lee Miller (Chair-Elect Faculty Senate) and 5 administrators: Stacey Edmonson (Dean COE), Phillip Lyons (Dean COCJ), Chris Maynard (Vice-Provost), Jake Blevins (Chair, English), Bill Wells (Chair, Criminal Justice).

Faculty representatives met 11 times, 2-3 hour sessions, and the full committee (faculty and administrators) met twice.

Faculty representatives worked hard to preserve or create language, procedures, and mechanisms in accordance with feedback from the spring caucuses and survey.

Will meet at least once more as full committee.

Q: The policies will come back to Senate for review before the town halls, right?

Part of the agreement to work over the summer, was that the Senate would see these again.

A: We will reiterate this expectation to the Provost.

Q: What is the timeline?

Provost would like the town halls to happen this semester.

Announcement: photographer available following October 3 meeting.

Announcement of Faculty Senate lunch next week.

Motion to adjourn: Bobby LaRue, seconded Jan Taylor Morris.

Adjournment:

5:00 PM