

**FACULTY SENATE MINUTES**  
**SAM HOUSTON STATE UNIVERSITY**

Thursday 21 November 2019

3:30 P.M. – 5:00 P.M.

Austin Hall Building

**Present:** Yuan Zhao (COM); Maria Botero (CHSS); Nick Lantz (CHSS); Benjamin Park (CHSS); Stephen Rapp (CHSS); Natalie Baker (COCJ); Jan Taylor Morris (COBA); Vlad Radoias (COBA); Jaime Durán (COE); Daphne Johnson (COE); Mary Petróon (COE); Susan Skidmore (COE); Valencia Browning-Keen (COHS); Brandy Doleshal (COSET); Kyle Stutts (COSET); Damon Hay (COSET); Samuel Adu-Prah (COSET); Debbi Hatton (CAM); Kevin Clifton (CAM); John Lane (CAM); Michael Hanson (Library); Lee Miller (CHSS).

**Absent:** Siham Bouamer (CHSS); Bobby LaRue (COCJ); Donald Bumpass (COBA); Nancy Stockall (COE); Carolyn Moore (CAM); Marianne Moore (COHS); Kevin Randall (COHS); Dwayne Pavelock (COSET).

**Called to Order.**

3:30 PM

**Approval of Minutes.**

7 November 2019 Minutes

Hatton moved to approve; Park seconded.

Minutes approved.

**Special Guest.**

Dr. Brian Loft – Associate Vice President for Faculty & Student Success

Invited to discuss PACE Center programs, Teaching Innovation Grant announcement.

PACE Center exists to serve faculty. Happy to discuss programs and address any questions.

The PACE faculty advisory committee (one rep from each college) is listed in the SHSU Committee book, members appointed by the Provost.

Nine offices/programs report to the Associate VP for Faculty and Student Success: PACE Center, Center for Community Engagement; Academic Success Center (ASC), ROTC, Office of International Programs (OIP), Law, Engagement and Politics (LEAP) Center, First-Year Experience (FYE), Eureka undergraduate research program, Smith-Hutson Scholars, SH ELITE.

Teaching Innovation Grants (TIGs) began under the Reimagining the First Year (RFY) program and have been around for several years. The objective is to encourage more faculty to engage students actively in the classroom. Teaching Innovation Grants offer travel money to go to a conference or workshop, summer funds for course redesign to incorporate active learning techniques.

When the new Quality Enhancement Plan (QEP) on active learning was designed, Teaching Innovation Grants (TIGs) came under the umbrella of the QEP. Applications are solicited once a year.

Question about the language in the TIG. Concern about equating teaching and research. Provost responded by clarifying language in a written statement sent to all faculty. Dr. Loft doesn't dispute statement in Call for Proposals (CFP). Describes the history of identifying the need to lecture less and incorporate active learning. In the CFP "transformation" refers to transforming the way we find the best method to teach. There was no intention to equate teaching and research. There is research on teaching, but teaching is separate from research.

Discussion about interpretation of problematic sentence. Teaching is a scholarly activity, but it is NOT the same as research. Scholarship of Teaching and Learning is a separate form of research.

Dr. Loft said that the problematic language will not be included in future CFPs.

Question: Are the TIG recipients posted? Is there a record over time of who receives them? Call for transparency in who is receiving the grants.

Questions about PACE: concern that certain groups are not included in PACE functions (examples include a diversity strand: LGBTQ, African-American presenter at the Teaching Conference and; LGBTQ group at the New Faculty Investment.) There is a committee to select presentations for the Teaching and Learning Conference. Response: this past year's teaching conference saw many more submissions than spots, so some people were denied.

Faculty Senate encourages oversight of PACE mechanisms.

Faculty Advisory Committee (3-year term) relatively new, six years. Provost asks every dean to nominate someone to that committee.

Faculty Senate does not nominate the members to the PACE Advisory Committee.

Description of the mandate of the committee. Senators request that committee members make sure that PACE and the PACE Advisory Committee is serving all faculty.

Transparency of committees, maybe question appointments by Deans, formalized guidelines of how the committees should work (suggest that the PACE Advisory Committee consult with the Diversity Committee). Attention about diversity and inclusion in PACE activities.

Start with a review of this committee. Who is the Chair of the Diversity Committee? Ask Littlejohn and Parker to sit in on the PACE Advisory Committee. Review the language. Website committee book needs to be updated.

Question about writing groups. Writing circles connected with PACE. Siham Bouamer runs the writing circles. Very successful. There is one that includes graduate students. Estimates that there are about 50 people meeting in small groups to work on writing.

## **Old Business.**

Faculty Senate/IT Liaison, IT Advisory Committee

Bobby LaRue and Michael Hanson met with Terry Blalock and Mark Adams. Arc for the committee is to form a charge for the committee that will be included in the faculty preference survey in early spring. Starting 9/1/2020 there will be an IT committee. In the meantime, Mark Adams requested that we have a faculty liaison to relay concerns, issues, questions. To relay input, please contact Bobby. Goal is more communication between faculty and IT.

## **New Business.**

Policies are being copy edited. Will be released

Faculty Senate – December 2; All faculty – December 4

Read and prepare comments over the holidays

1/23, 2/6, 2/27 will be dedicated to discussion

1/23 Summer committee will attend Senate to answer questions.

Town hall meetings open to all faculty while discussions are ongoing in the Senate. March and April.

Time enough to make changes; target is AAC meeting in May 2020

## **Discussion**

CAAD will receive them at the same time we get them.

Pushing for policies to be reviewed by legal counsel at the same time. Right now all legal reviews go to system office in Austin. We would like to avoid wasting time discussing points that are not allowed legally.

Questions about the extent of the revisions to the policies. Now they are just being copy edited.

Individuals will judge the new policies based on their merits.

Do we have a reason why we needed to look at these policies? Yes, system requires review every five years. SACS also requires periodic review.

Why the substantive changes to policies? We asked for data. Some data provided.

We can ask for the data. January 23, 2020 meeting when deans will be present would be good time to push for data used to push for substantive changes to policies.

The policies are still drafts and are not perfect. They need more faculty input.

Special recognition of Michael Hanson's leadership of the Policy Review Committee.

Note that administrators were quite open to language suggested by faculty committee members.

Question about DPTAC and FES timelines. Tried to align them. But TSUS says tenure has to be linked to academic year. FES is calendar year. Status quo remains on timelines.

We can try to change TSUS policy on this, communicate to TSUS Academic Affairs.

Could possibly have a program that would roll over information to satisfy both timelines.

Review timeline for:

- Proposed Faculty Performance Review Policy
- Proposed Reappointment, Tenure, and Promotion Policy
- Proposed Performance Review of Tenured Faculty Policy
- Proposed Meritorious Faculty Performance Policy

Discussion about optimal dates for release of revised policies. Pros and cons of release just before break (more time to review before discussion next semester, but perception that release before holiday is a way to diffuse discussion) versus waiting to distribute in January (less lead time to review before discussion, but active discussion and more faculty focus on details to strengthen input).

Originally proposed date problematic for faculty. Motion to accept original dates failed 9 -11. Motion to request that distribution dates be moved to **January 15** for senate and **January 21<sup>st</sup>** for faculty in general passed 15 to 4. Motion carries.

Faculty Governance comment. There are pockets, but shared governance remains an issue across the boards.

Side note: Students who drop classes are kept in IDEA rosters. Check on this.

## **Committee Reports.**

**Academic Affairs** - Shared Governance (handout)

Report out. List of proposed actions. Asks for feedback on handout. Short-term and long-term proposals. Asks for ideas. Brief discussion.

**Committee on Committees** - Electronic Routing of Forms (working on it, but not there)

**Faculty Affairs** - Improvement of Communication between Administration and faculty by:

- Scheduling multiple roundtable times to accommodate schedules
- Minutes taken and published
- Streaming of Roundtables

Two proposals: better communications; tuition waiver/rebate for family of faculty and staff  
See handouts. Open to email comments. Asks for input. Several questions about charts.

**University Affairs** - Pedestrian-Friendly Infrastructure Across Campus – not prepared to report out.

### **Chair's Report.**

Conversation with the Provost

President's Roundtable

Faculty formulation of questions around data collection

Think tank concerning ways to position SHSU for predicted future higher education climate

Management Training

What training do we think Department Chairs and other Administrators would benefit from (related to new policies)? Respect/Civility Policy

TSUS Board Meeting – SHSU presentation

Student Government Presentation

Susan Skidmore moves to adjourn; Daphne Fulton seconds

**Adjournment:** 5:01 PM

**Reminder:** President's Senate Holiday Reception, Tuesday, **December 3rd** at 5:15 PM To be held at: Austin Hall