

FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY

23 January 2014
3:30 p.m. – 5:00 p.m.
Austin Hall

Members present:

Nancy Baker (CHSS); Donna Cox (COE); Jonathan Breazeale (COBA); Don Bumpass (COBA); Kevin Clifton (COFAMC); James Crosby (CHSS); Mark Frank (COBA); Randall Garner (COCJ); Richard Henriksen (COE); Joan Hudson (COS); C. Renée James (COS); Mark Klespis (COS); Hayoung Lim (COFAMC); Jeff Littlejohn (CHSS); Dennis Longmire (COCJ); David McTier (COFAMC); Sheryl Murphy-Manley (COFAMC); Diana Nabors (COE); Dwayne Pavelock (COS); Debra Price (COE); Lisa Shen (NGL); Stacy Ulbig (CHSS); Mary Anne Vincent (COHS); Anthony Watkins (COFAMC); Pam Zelbst (COBA)

Members not present: Helen Berg (COE); Tracy Bilsing (CHSS); Madhusudan Choudhary (COS); Tom Cox (CHSS); James Landa (CHSS); Paul Loeffler (COS); Doug Ullrich (COS)

Called to order: 3:30 p.m. in Austin Hall by Chair Renee James

Approval of minutes: December 5 minutes need more input for final revisions; these will be considered for approval at our next meeting.

Chair's Report

The TSUS Council of Faculty Senates meeting is occurring on Feb. 14; Dr. Renee James and Dr. Nancy Baker will attend. The Texas State meeting of Faculty Senates is on Feb. 28-March 1; Dr. Mark Frank will attend this meeting. We could use a second volunteer to attend this meeting. Dr. Debra Price offered to work with Dr. Frank on covering this event.

At the Academic Affairs Committee (AAC) meeting it was announced that the Council of Chairs has been created. There is also a new forum for staff to share concerns and information; these will be called "Staff Chats."

In order to streamline the adjustment process for new hires, the Curriculum Committee has proposed to make sure new faculty have computers, computer access, etc. for the semester in which they start.

Old Business

Academic Calendar

Dr. James reminded everyone that she sent all senators copies of the Calendar Committee's new academic calendar, which has no remarkable differences from prior years. Dr. James raised the discrepancy between Faculty Senate opinion at the November meeting versus that expressed via e-mail on whether to change the Fall semester start date from a Wednesday to a Monday. She asked if people could clarify whether they preferred one start date to another.

We must meet for 15 weeks in the Fall semester, even if we hold classes only for part of the week. The two days of Thanksgiving week that we currently hold classes are counted as a week. Final exams week is not counted as a week.

A student editor/reporter in attendance from The Houstonian was invited to share her thoughts on whether classes ought to start on a Monday or a Wednesday for the Fall term. She expressed the wish for a full first week of classes, and a full week off during Thanksgiving week to enable her to spend time with family.

A senator whose students are working professionals dislikes the May 29 start date for summer courses, as her students are still teaching school.

Senators complained of Wednesday start dates interrupting their ability to create momentum the first week of class and of the inability to hold class during Thanksgiving week when many students don't attend due to childcare needs (HISD schools are closed all week).

Our special senator, Dr. Sheryl Murphy-Manley, will locate a report on whether final exam hours count as face-to-face instructional hours.

NEW BUSINESS

Consensual Relationships Policy

Human Resources would like Faculty Senate to offer input on their draft policy concerning consensual relationships (**Finance & Operations Human Resources Policy ER-10, Consensual Relationships**).

Senators had several concerns about the policy and suggested several revisions to this policy. These appear, below.

In the PURPOSE section, it should read: "faculty, staff, administrators and students"

In the POLICY section, the language is too broad and invasive; there is a requirement to disclose the relationship (which feels like an invasion of privacy) and to cooperate in making alternative arrangements.

Paragraph 4: “supervisor will work with all parties to alter the conditions” This seems to give the supervisor too much discretion in handling the situation.

Paragraph 3 says that no relationships are prohibited by the policy. However, in the business world, when there is a conflict of interest due to a consensual relationship, in some cases, some people are expected to find another job.

The definition of a consensual relationship is incorrect.

If a chair is in a position to evaluate a faculty member who is his/her spouse, according to this policy, it is unethical and different arrangements should be made. Perhaps the language under POLICY needs to be changed to remove “unethical” and simply stick to “conflict of interest.”

Where is the idea of privacy? If a faculty member tells his chair, will the chair tell the dean, who tells the provost? If a faculty member is gay, this could be a potential further invasion of privacy. However, depending upon how complicated it is to make alternative arrangements, someone beyond the chair may need to know.

Is there any arrangement for students who feel impacted by a consensual relationship between a peer (student) and a faculty member? Perhaps there should be, as one senator has had the experience of students complaining to her about such a situation.

On page 4, “the appearance of impropriety” may be over-reaching in its language.

Dr. James asked for senators to continue to study this draft policy and send her feedback.

A senator proposed the following **resolution: We request David Hammonds provide the Faculty Senate with a sampling of peer institutions’ policies on consensual relationships.** This resolution passed unanimously.

A senator pointed to the consensual relationships policy out of San Marcos as a possible model to which SHSU could aspire.

Faculty Reappointment, Tenure, and Promotion Policy

Dr. James would like all Senate committees to have a look at this policy and then share what they notice needs amending, as the different committees may have different ideas about what changes are needed. Dr. James would appreciate this being done within the next month, in time for discussion at our Faculty Senate meeting on February 20.

A senator said that her committee had talked to TSUS attorney Rhonda Beassie about this, and “collegiality” was considered a “fourth pillar” of tenure (along with research, teaching, and service). Ms. Beassie said that collegiality was not being met if someone was being “obstructionist.”

Another senator said that his college has two tenure reviews occurring next week, and collegiality is going to be a central argument in one case. He asked if there is any current language to guide this, and Dr. James said no. A senator said that he is distressed that we have an imminent tenure case being decided on collegiality when the Provost knows collegiality has not been defined clearly and feels the Senate ought to say something about it.

Another senator commented that Ann Holder evaluates all her faculty on collegiality, using three questions; the senator suggested that Dr. Baker ask Ann Holder for her three questions as possible guidelines we could use.

A senator offered that she has a book with guidelines on collegiality, and she suggested looking at this book for information to consider. Collegiality and Service for Tenure and Beyond: Acquiring a Reputation as a Team Player by Franklin H. Silverman (Praeger, 2003).

Committee Concerns

Dr. James reminded everyone that Graduate Studies needs to update the Committee Book and that SHSU has committees that never meet. She suggested that we come up with an automatic reminder e-mail sent out at the start of the year to the chairs of all committees encouraging them to meet with their committees.

Dr. Lisa Shen, chair of the Committee on Committees, says there are 87 committees, 37 of which require the Committee on Committees to nominate people to the committees. DELTA is working with Graduate Studies to help them update their committee lists. There are 8 committees that have trouble meeting because they have to meet in order to elect a chair, who usually calls the meeting. The Women’s Advisory Committee has an appointed chair; Dr. Shen has sent her an e-mail and is waiting to hear back from her. One senator suggested that committees have a chair-elect so there is a more seamless flow of leadership from one year to another. The same senator wondered why committees are not more standardized in how they are populated, how long the term of service is, and how they are expected to call a meeting, etc. Dr. Shen says it would be possible to send out an automated update/reminder to all chairs encouraging them to meet with their committees; the chairs did receive a letter sometime in December informing them of their status as committee chairs.

Dr. James talked about a Committee on the Status of Women in Astronomy that has a membership that is fifty-percent male. She posed the question, would a committee handling women’s concerns (such as SHSU’s Women’s Advisory Committee) be taken

more seriously if it included men on the committee? A couple of senators were interested in knowing the history of SHSU's Women's Advisory Committee; another senator said that she recalls a man serving on this committee at some point in the past.

Syllabi Requirements

There is now one link to cover all the required boilerplate information that faculty should include in all syllabi. Dr. Garner will send Dr. Baker that link to distribute to all senators.

[Addendum: Dr. Garner sent Dr. Baker the following link and note after the meeting:

The link <http://www.shsu.edu/syllabus> can now be used by faculty to address all of the university-required policy inclusions (colleges may require others) instead of individually listing them all in the body of the syllabus.]

Committee Reports

Faculty Affairs Committee (FAC) Report

Dr. Donna Cox reported on FAC's meeting with TSUS attorney Rhonda Beassie on intellectual property rights re: online teaching. Dr. Cox included the following items in her report.

Faculty members are entitled to send a "cease and desist" letter if an online course video shows up on www.youtube.com.

SHSU owns the online course if they pay you for creating it. (However, face-to-face classes are different from online classes, even if it is the same course offered in two ways.)

Ms. Beassie offered to come up with a statement that faculty would see when they develop a course alerting them to the fact that SHSU owns the online course once it has been put online.

Ms. Beassie suggested that the Provost should work with the deans in equalizing compensation for online courses (currently, there is considerable variation in how faculty are compensated).

A senator raised the issue that a faculty member in his department created an online course with videos of him, which was then used by an adjunct. This creates confusion. Who is teaching the course?

Another senator raised the issue of compensation and ownership. If a composer composes a piece of music or writes a book, is that owned by the university? If the person does this at home, does this count as work done on personal time? Where do we draw the line between personal and professional time, resources, etc.? Another senator asked about copyright. Is there a joint copyright? How does that work?

One of the senators who attended the meeting stated that he thought there was a need to put in writing issues re: intellectual property, especially with DELTA, so faculty know clearly what is theirs and what is the university's. Another senator said that there should be a written contract for every new DELTA course, as he knows some faculty members who have created new courses without receiving the \$2,000 course-creation compensation.

A senator asked, if you created an online SHSU course, could you offer the same course at a different university?

In the course of the discussion over how intellectual property is handled at SHSU, one senator referred everyone to Academic Policy statement # 090130 on intellectual property for the most current policy.

Dr. James will invite Rhonda Beassie to attend a Faculty Senate meeting to answer questions on intellectual property and possibly also collegiality. All senators are encouraged to send Dr. Donna Cox questions for Ms. Beassie to answer.

Meeting adjourned at 4:59 pm.

Revised 02-03-2014, 12:11 pm