

**FACULTY SENATE MINUTES**  
**SAM HOUSTON STATE UNIVERSITY**  
**November 4, 2010**

**Members Present:**

Tracy Bilsing (CHSS), Len Breen (CoE), Carl Brewer (CoBA), Donald Bumpass (CoBA), Rebecca Bustamente (CoE), Erin Cassidy (NGL), Jeff Crane (CHSS), Donna Desforges (CHSS), Mark Frank (CoBA), Debbi Hatton (CHSS), Hee-Jong Joo (CoCJ), Gerald Kohers (CoBA), Sheryl Murphy-Manley (CoAS), Sheryl Serres (CoE), Tracy Steele (CHSS), Doug Ullrich (CoAS), Ricky White (CoAS).

**Members Not Present:**

Chad Hargrave (CoAS), Renee James (CoAS), Bill Jasper (CoAS), Paul Loeffler (CoAS), Drew Lopenzina (CHSS), Joyce Mc Cauley (CoE), Ling Ren (CoCJ), Dwayne Pavelock (CoAS).

**Call to Order:**

The meeting was called to order at 3:30 by Senate Chair Frank. The meeting was held in LSC 304.

**Special Guest:**

Provost David Payne addressed the Senate.

- 1) The University has been notified that the THCB has approved the nursing program. The first class of thirty-five students will be admitted in January. There are three hundred qualified applicants for the first class.
- 2) The College of Fine Arts and Mass Communication has been approved. The College will be officially formed January 1, 2011 under the direction of Interim Dean Dana Nicolay. The departments will not populate the new college until June 1, 2011. During the formation period, administrators and faculty will create policies and procedures including those for promotion and tenure.
- 3) NCATE has announced a new accreditation for the College of Education in 2015.
- 4) The Didactic emphasis in the Dietetics program has been approved.
- 5) The search for a Director of International Students is in its final stages. The
- 6)

I will not be here when you come up for review. I am going to retire, but the policies that have been put into place will remain after I leave. These policies have been in place for six to seven years, so pay close attention to the published policies.

- You must succeed in all four performance areas, and at all levels (Provost, Dean, Chair, and DPTAC). I have over-turned positive votes, but I do not over-turn negative votes. When there is a split vote, my vote is no because it puts a question in my mind. Tenure is a million dollar decision for the university; if there is any question, in any of the performance areas, then the answer is no. There is no substitution between research and teaching.
  - o Teaching – this is an absolute. SHSU students deserve above average teachers, you must be at or above the national average for your discipline. SHSU uses the IDEA evaluation system because it provides a national standard. However, the candidate may refer to section five of the Faculty Reappointment, Tenure and Promotion (900417) policy provides a substantive list of additional support material to bolster their teaching competency. It is your job to explain a low score. If you have problems, go to the PACE center, or supplement your package with items found on this list (Provost Payne held up copy of the policy). I will consider improvement over time as positive. Many

contribute, but I look at quality of the service, not the number of committees you served on.

- o Collegiality – This is important at the college and departmental level. You must be supportive of your colleagues. This does not mean you agree with everyone all the time, but departments must work together. There is no scale to measure collegiality, but the letters from the chairs and deans indicate competency. I would like to close with some final advice for you to be successful:
  - o Play nice, be a contributor, not a sniper
  - o Collegiality allows for equal input, but don't expect to always get your way
  - o Feed opportunity, Starve complacency
  - o Do what you came to do ... Teach and Research
  - o Avoid campus and departmental politics
  - o Don't look to blame others
  - o Have fun and look for opportunities to excel.

I will now open the floor for questions.

(The following section reflects questions posed by Senators to the Provost)

1. When evaluating teaching, you employ the T-score which provides a mean score of all classes taught regardless of the size. Wouldn't using the Z-score which provided a mean of the means better reflect the candidate's teaching? The size of the class does count but I refer to the Tscore which rates the professor nationally within the discipline. It is the professor's job to prove the high caliber of teaching and this can be done by supplying supplemental materi2(ng )p42( of)-2( t)-2(e)4(ac)4((e)4(nt)-o)-6(ch)2( of)(s)-(ng)104(ac)4(hi)-12

submit their recommendations to the deans. The deans make their recommendations to me. Each dean has their own method of determining ~~ira~~ checks and verify the deans' decisions but rarely changes. I have a question on someone that ~~call~~ the dean. This is typically a very small number 1 to 3 at the most.

5. The DPTAC spend a lot of time mentoring young faculty. Could you address decisions to overturn DPTAC votes? I will be meeting with the chairs before the Christmas break to communicate expectations and standards. I understand that ~~poor~~ tenure decisions can be difficult and painful for the faculty members who have worked closely with individuals who do not receive tenure. Sometimes departmental DPTACs have low standards and I must send a message that they must raise the bar. When this happens a unanimous positive vote can be overturned. It is the hardest part of my job but the students at SHSU deserve competent professors.
6. Reflecting back on the previous question. Most members of DPTAC take their job very seriously. You said you would be meeting with the chairs to discuss what you are looking for in a candidate. Have you considered meeting with the DPTACs to discuss if there is miscommunication occurring on that level? I had not thought of meeting with the DPTACs but would be open to the idea. I also like the idea of standardize training for DPTAC members. I will think about both of these options
7. What method do you use in the calculation of the teaching score? I look at just what the candidate provides. The IDEA score is not ~~good~~ to be used as a sole system of evaluation but it is the faculty's job to put the portfolio together and build a case for competency in all of the areas. If there is a question in my mind, the will always be a NO vote.

#### **Minutes Approved:**

Motion to approve minutes from October 21, 2010 passed unanimously.

#### **Chair's Report:**

Meeting with Academic Policy Council (APC) November 3, 2010

- 1) The APC approved the library policy to extend the number of books a faculty member could check out at any time to seventy-five. The previous policy limited the number of text to fifty.
- 2)

to members of the Senate earlier in the week. In lieu of time, the information will be discussed at a later meeting.

**Committee Reports:**

Committee on Committee Report presented by Gerald Kohers

The committee meets on Thursday prior to Senate meetings.

- Due to time constraints, the CC committee report had to be delayed until the next Faculty Senate meeting.

Faculty Affairs

The committee meets on "Senate Thursdays" at 11am.

- Due to time constraints, the FA committee report had to be delayed until the next Faculty Senate meeting.

**New Business:**

-Senator Erin Cassidy presented a message from the interlibrary service dept. of the NGL concerning reprints of journal articles. Some publishers are no longer offering reprints to authors and others are charging a fee for the service. (See attachment #4) NGL would like to raise awareness of the trend.

-Chair-elect Hatton asked the Senate to approval of sending condolence cards to members of the faculty family in cases of deaths. The motion passed unanimously.

**Old Business:**