

FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY

April 5, 2012

3:30 p.m. – 5:00 p.m.
LSC 304

Members Present:

Len Breen (COE), Donald Bumpass (COBA), Erin Cassidy (NGL), Donna Desforges (CHSS), Randall Garner (CJ), Debbi Hatton (CHSS), Renee James (COS), William Jasper (COS), Lawrence Kohn (COE), Paul Loeffler (COS), Sheryl Murphy-Manley (CFAMC), Dwayne Pavelock (COS), Javier Pinell (CFAMC), Debbie Price (COE), Ling Ren (CJ), Tracy Steele (CHSS), Doug Ullrich (COS), Ricky White (COS), Pamela Zelbst (COBA)

Members Not Present:

Tracy Bilsing (CHSS), Kevin Clifton (CFAMC), Jeff Crane (CHSS), Diane Dowdey (CHSS), Mark Frank (COBA), Chad Hargrave (COS), Gerald Kohers (COBA), Paul Loeffler (COS), and Joyce McCauley (COE)

Visitor

said that he would go back to the DPTAC and then start the tenure/promotion process again. At the least, the Provost said that he would talk to the DPTAC and Department Chair. The Provost said that he would veer from this if it were a case of bias. In such a circumstance, he may not go back to the DPTAC for a discussion or ask them to reconsider their vote.

Collegiality and Service in Tenure and Promotion: Provost Hebert was asked about collegiality and service in tenure and promotion. The Provost said that service is the last topic that he discusses with new faculty. The Provost said that he tells them that

Provost said that this review of measuring service to differential numbers should be done at the departmental level not the university level.

In regard to a question from a Senator about Academic Deans who do not include merit in their evaluations, the Provost gave the theoretical example to highlight the problem: that everyone in this theoretical department is relatively equal in teaching and service – the numbers do not differentiate faculty – so the variation was really scholarship. Numerous Senators agreed that service is not accounted for by at least one Academic Dean since the numbers are so similar. Provost Hebert thinks we need to find a way to make sure we can differentiate more on service as well as teaching.

Provost Hebert gave the example of the Math Department. As c

The Provost was then asked about Market Adjustment pay raises. The Provost said that when he had been Dean, he had looked at CUPA to compare faculty salaries to the average in rank across the university and CUPA. The Provost noted that he is difficult to determine why a faculty member may be below average according to CUPA – it could be because of research or poor student evaluations. The Provost noted that he had used Market Adjustments to correct mistakes made in FES – for example, a faculty member who had been evaluated incorrectly when re-assigned half-time for non-academic work. The Provost said that faculty members who receive Market Adjustment awards of \$10,000 are usually chairs who have been hired internally. Internal hire Department Chairs under the former VP for finance, Parker, were not allowed to re-negotiate their contracts and these large Market Adjustments had been used to address that problem.

The Provost encourages faculty members who feel that, compared to CUPA rankings, that their pay is too low, to discuss the issue with their Chair, Dean, or the Provost (in that order). The Provost noted that it is up to chairs to make Market Adjustment recommendations and justifications. The Provost encourages faculty to discuss with their Chairs how they compare with average salaries across campus and the country.

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Raising Admission Standards: The Provost asked for the Senate's input regarding a proposal to increase SHSU's admission standards. The Provost noted that currently the top 10% high school graduates were automatically accepted at SHSU; the current proposal recommends that the top 20% be accepted automatically. The Provost noted that a study had been conducted that showed class ranking was a better predictor of success than either the ACT or SAT scores. The Provost noted that he supported the change, at least in part, because the automatic acceptance for the top 20% speeds up the application process by at least two months and means that SHSU risks losing fewer students. The Provost noted that SHSU had reviewed data based on last year's applicants and determined that few students were lost by raising SAT and ACT requirements.

Provost Hebert reported that the recent Saturday at Sam had been extremely successful. Applications on January 31 of 2012 surpassed the total number of applications for the previous year. The Provost attributed this success to football, rodeo, market, and streamlining SHSU's admission process. In regard to this final point, the Provost noted that different offices related to the admissions process are now working together closely and have figured out where the glitches that slowed the admissions process were and have addressed them successfully.

The Provost believes that SHSU may be able to raise admission standards more in the future – raising standards does not necessarily result in lower enrollment beyond the first year. The Provost pointed out that both psychology and market had raised their standards for admission and their numbers have grown. The Provost feels that students feel that they are getting a better product. The Provost also noted that raised standards for admission also resulted in better retention.

Finally, the Provost told Senators that he appreciated the opportunity to have an open forum with the faculty and would be happy to return.

Chair's Report:

SHSU Admission Standards: Following Provost Hebert's departure, Chair Hatton opened the floor to a discussion of the proposed changes to SHSU's admission standards. Chair Hatton reiterated that, if the proposal is passed by the Faculty Senate, that it will go on to APC for vote. The proposal has already been added to the agenda for the upcoming Board of Regents Meeting. There followed a discussion of as to whether or not the increased in requirements for admission will lead to a decrease in the number of students taking remedial courses in math or English. It was noted by Senators that the increase in standards were not so great that it would impact remedial courses very much. The proposed amendments were:

Automatic Acceptance for top 20% - (students in this range receive automatic acceptance regardless of his or her ACT or SAT score)

ACT – 18 Composite, SAT –

