

**FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY**

9 October 2014

3:30 p.m. – 5:00 p.m.

Austin Hall

Members Present (25):

Irfan Ahmed (COBA), Nancy Baker (CHSS), John Breazeale (COBA), Helen Berg (COE), Don Bumpass (COBA), Madhusudan Choudhary (COS), James Crosby (CHSS), Karla Edison (COE), Mark Frank (COBA), Randy Garner (CJ), Deborah Hatton (COFAMC), Richard Henriksen (COE), Joan Hudson (COS), Mark Klespis (COS), James Landa (COHS), Paul Loeffler (COS), Dennis Longmire (CJ), Sheryl Murphy-Manley (COFAMC), Diana Nabors (COE), Dwayne Pavelock (COS), Lisa Shen (NGL), Stacy Ulbig (CHSS), Douglas Ullrich (COS), Tony Watkins (COFAMC)

Members Not Present (6):

Tracy Bilsing (CHSS), Donna Cox (COE), Jeff Littlejohn (CHSS), David McTier (COFAMC), Gary Oden (C

Approval of Minutes : Minutes for October 9 meeting were approved unanimously (22 yes*)

Chair's Report

Academic Policy Review Chart

Dr. Baker shared the Academic Affairs Policy Review Flowchart with senators. The chart was introduced during the Academic Affairs Council (AAC) meeting on October 1st by Provost Hebert.

Several senators raised concerns

Academic Policy 900417 (Reappointment, Promotion, and Tenure)

During past discussions about policy 900417, the provost had shared CAD's preference for keeping collegiality as a fourth pillar in tenure and promotion evaluations. Yet, recently a few senators shared that their dean did not recall such discussion about collegiality with the provost.

Dr. Baker raised these concerns with Provost Hebert, who agreed that the topic of collegiality was not formally voted on by the deans, but reassured Dr. Baker it was most definitely discussed during CAD meetings.

Moreover, the provost pointed out that since the policy is still under review, Senate has the power to solidify its position by submitting a policy draft with collegiality fully removed. Nevertheless, Dr. Baker cautioned senators that since CAD's position is also unchanged, collegiality will most likely be added back into the policy during the revision process, and Senate would miss the chance to define, or reshape the concept.

Given the significance of this revision decision, Dr. Baker asked senators to save all their comments for the Old Business section of the agenda when this topic will be fu.58 -1.1B(ith)2(c)6(J 0.00.002 2

For external comparisons, the provost would like HR to use either the salary survey from the College and University Professional Association for Human Resources (the CUPA survey), or something compatible. The provost would like to see program-based comparisons on the national, regional, and peer institution levels. Lamar University and TSU San Marcos were suggested as examples of SHSU's peer intuitions.

Provost Hebert has also asked HR to develop a system to routinely address market issues. Ideally, any faculty salary that falls below a specific percentage would be automatically identified and addressed by this system, without the need to file individual market adjustment requests. For the same reason, the provost suggested for Senate to hold off on the Salary Equity Committee proposal until the new system is established.

Dr. Baker further addressed several faculty questions about the salary study. In particular, there will be no salary reduction as a result of the study; no such reduction happened from the staff salary study, either. As for the concerns that a similar study for academic staff took five years to complete, Dr. Baker believed such calculation included the length of time the study idea was discussed, not executed, as the actual staff study ran from November 2013 to April 2014. Furthermore, the provost has shared his anticipated study completion time of summer 2015 with HR and Senate.

A few senators wished to verify the exact the salary data for the external comparison study. However, the study details are still to be determined. Dr. Baker restated Provost Hebert's suggestion for HR to use the CUPA survey, "or something like it."

Support for Adjunct Faculty

Provost Hebert appreciated Senate's interests in increasing the support for adjunct faculty. Even so, the provost pointed out that SHSU is on par with peer TSUS institutions concerning compensation for adjunct faculty, and the resources available for all the campus areas that could benefit from additional funding is limited.

For instance, Provost Hebert calculated that it would take approximately \$450,000 in additional funds per year to (a) n p T w a t e 16.83 0 T d () T j -38.2 [i.re'skrf Tw 16.83 0 T d (1.71)-38.2 [d tR a-0.004upens [(a

felt the anxiety is caused by a combination of changes in accreditation standards and a new SACS liaison contact

matters will be handled by the president-appointed grievance officer instead of a grievance committee.

Provost Hebert is waiting to hear back from the TSUS system attorney regarding these inconsistencies. Dr. Baker has requested updates from the provost and will also ask for inputs from peer TSUS institutions at the upcoming Texas Council of Faculty Senate meeting on October 24th and 25th.

Consensual Relationships Policy

professional in accomplishing the goals of the tenure unit (or academic department) and the university.” While senators do not disagree with the definition, most felt it is too subjective as an assessment criterion. Another senator also wondered if the revision actually matters, since, according to the same policy: “Meeting of the above criteria, especially the first three, does not guarantee or confer an entitlement to tenure and/or promotion.”

Nevertheless, many senators agreed that requiring DPTAC to provide evidence of non-collegial behavior would protect faculty from misuse of collegiality. A different senator further suggested providing examples of how collegiality should not be applied, to prevent misuse. Other senators would also like for collegiality to be reviewed on an annual basis, so a faculty members deemed wanting in collegiality would have a chance to address the issues and improve.

As it was already close to 5pm, one senator proposed for Dr. Baker to designate a future meeting time specifically to defining collegiality. Since Dr. Vienne is already scheduled to visit Senate during the next meeting on October 23rd to discuss the Bearkat OneCard, Dr. Baker will allot time for further discussion on collegiality during the November 6th Senate meeting.

Meeting Adjourned at 5:03pm

