

FACULTY SENATE MINUTES FOR DEC.9, 2004

Chair Harman called the meeting to order at 3:30 p.m.

Members Present: Christopher Baldwin; Jim Carter; Steven Cuvelier; Jim DeShaw; Stacey Edmonson; Mark Frank; Mary Gutermuth; Marsha Harman; Deborah Hatton; David Henderson; Lady Jane Hickey; Joan Hudson; Joe Kirk; Gerald Kohers; Paul Loeffler; Bill Lutterschmidt; Philip Morris; Valerie Muehsam; Christopher White; Patricia Williams.

Members Absent: David Bailey (professional conflict); Peggy DeMers (professional conflict); Tom Kordinak (professional conflict); Valerie Muehsam (professional conflict); Gary Smith (professional conflict).

The Faculty Senate spent considerable time into the evening addressing a variety of issues and concerns about the Draft Faculty Evaluation System Policy 802317.

After lengthy discussion, the Faculty Senate passed the following resolutions to be transmitted to Provost Payne and others involved with the development of the new FES Policy.

1. The Faculty Senate recommends that SHSU hire tenure track faculty proportionate to the reduction in instructional assignments that will result from an increased emphasis on faculty research and related changes in workload distributions.
2. The Faculty Senate recommends that “assigned faculty workload” replace the current “two track system” nomenclature.
3. The Faculty Senate recommends that the “ assigned faculty workload” and the categories of evaluation, associated weights, and other relevant policies be aligned with FES.
4. The Faculty Senate recommends that all faculty duties and responsibilities be considered meritorious and that any bias be removed from policies that address performance standards and expectations related to faculty evaluation, merit, promotion, and tenure. This goal can be achieved through carefully assessing the distribution of merit weights as they are associated with each faculty member’s efforts.
5. The Faculty Senate is disturbed by the apparent haste that attends the development of the revised FES policy. There has been no possibility for a meaningful involvement of the faculty and thereby the principle of shared governance has been compromised.

6. The Faculty Senate recommends that revised FES Policy 820317 be tabled for one year until the entire University can participate full in drafting a new FES policy with due deliberation.
7. The Faculty Senate recommends that Faculty Evaluation for the evaluation cycle for 2005 utilize existing policies and procedures.
8. The Faculty Senate recommends a review of the proposed November 29 revision of Academic Policy Statement 820317 involving the existing Faculty Evaluation System Committee and other relevant committees and bodies.
9. The Faculty Senate proposes that the review be completed by October 2005 in time for implementation of the new policy in Academic Year 2006,

The Faculty Senate also received the following reports from Committees:

- a. Report from the Academic Affairs Committee on the “Two Track System.”
- b. A Proposal by the Academic Affairs Committee for the Revision of the Faculty Grievance Policy.
- c. Report by the Academic Affairs Committee on a Survey of SHSU Chairs on the Timeliness of Grading Feedback .

These reports were accepted without action pending further review and consideration when the Faculty Senate meets during the Spring semester.

Committee Report: The Committee on Committees made a nomination for the University Ring Committee and noted that the Faculty Committee Preference Form is currently being tested on the Web and should be distributed early in the spring semester.

The Faculty Senate adjourned at 6:30 p.m.
Respectfully Submitted by
Jim Carter