

FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY

October 20, 2016

3:30 P.M. – 5:00 P.M.

Lowman Student Center – Room 304

Members Present (18): Irfan Ahmed (COBA), Donald Albert (COS), Burcu Ates (COE), Jonathan Breazeale (COBA), Donald Bumpass (COBA), Madhusudan Choudhary (COS), Donna Cox (COE), James Crosby (CHSS), Jennifer Didier (COHS), Karla Eidson (COE), Andrea Foster (COE), Donovan Haines (COS), Michael Hanson (NGL), Debbi Hatton (FAMC), Santosh Kumar (COBA), Eric Marsh (FAMC), Melinda Miller (COE), Karen Miller (FAMC),

Members Not Present (11): Nancy Baker (CHSS) [on leave for fall 2016], Brandy Doleshal (COS), John Domino (CHSS), Randall Garner (CJ), Renee James (COS), William Jasper (COS), Jeffrey Littlejohn (CHSS), Stephen Rapp (CHSS), Stacy Ulbig (CHSS), Anthony Watkins (FAMC), Ryan Zapalac (COHS) [on leave for fall 2016]

Called to Order: 3:30 PM in Lowman Student Center – Room 304 by Chair, Dr. Donna Cox

Special Guest: Dr. Tracy Bilasing, Faculty Advisory to Undergraduate Research Symposium

Dr. Bilasing (a Faculty Senate alumna) addressed the Senate on the aspects of the Undergraduate Research Symposium. The Symposium will be held Saturday, April 29, 2017 from 8:00 AM to 5:00 PM. Student registration deadline is Wednesday, March 15, 2017. Faculty Moderator registration deadline is Saturday March 25, 2017. Registration and admission is free of charge. Dr. Bilasing and the student coordinator, Everett Moore, ask that Faculty Senate spread the word to their peers and students to increase participation.

The Honors College is also hosting ProfSPEAK 2016-2017 on multiple dates where faculty present and give informal lectures. There is one event each month in the fall and spring.

Special Guest: Dr. Richard Eglsaer, Interim Provost and Vice President for Academic Affairs

Provost Eglsaer visited Senate to answer questions in an open forum. The following list summarizes the questions he answered and the issues he discussed.

1. **Tenure/Promotion.** Dr. Eglsaer focused on a message of consistency in the promotion and tenure decision. Having been in the Academic Affairs office for 16 years, the four criteria for tenure and promotion remain teaching, research, service and collegiality. He mentioned that the number one issue that prevents folks from receiving tenure is teaching. Service is required but can bog you down and impact the other areas. Dr. Eglsaer asked that the faculty look at service to make sure service is true and meaningful. Credit should not be extended for simply being on a committee. It requires a contribution. He then said that folks always want to know “how many articles” does it take to meet the research requirement. He emphasized that the correct number is discipline specific. One senator expressed concern that the process is different for departments or programs with a small number of faculty members on the

DPTAC. Dr. Eglsaer said that this is the exact reason that Chairs are part of the process as its own level of recommendation. Chairs should be underwriting the process from a perspective that is different from that of the DPTAC. One senator shared their concern that collegiality has the power to trump the other three areas. Dr. Eglsaer said that a good rule of thumb is “is the person being evaluated making it hard for the other members of the department to do their job?” If the answer is yes, then there is probably a real problem. With regard to teaching, a senator asked how the DPTAC and other recommenders should handle online courses and the impact that teaching online has on IDEA scores. There are specific concerns with using Proctor Free to dissuade cheating. When initially using Proctor Free, multiple senators have observed a significant decline in IDEA scores. Dr. Eglsaer stressed open discussion with Chairs and Deans. Several senators shared that CHSS and COHS have adjusted IDEA scores by a factor of 0.3 to adjust for this effect. Dr. Eglsaer indicated that since the effect was systematic across at least three colleges that this is an easy issue to overcome or at least account for. Another senator asked about the online administration of IDEA surveys and how that would be accounted for in the teaching requirement for the tenure decision. Dr. Eglsaer indicated that everyone is now subject to the online administration of surveys, so results for everyone should be comparable.

2. **Q Drop Deadline.** Dr. Eglsaer indicated that the Q-Drop deadline will remain on the date that is 3/4ths of the way through the semester.
3. **School of Osteopathic Medicine.** A senator asked Dr. Eglsaer to update the Senate on issues related to the proposed DO School. Dr Eglsaer said that the bottom line concern is whether or not we are overcommitting ourselves as a university. He has faith in the incoming Dean that the new school could be a success, but we do have a lot of hurdles to navigate before the school could become a reality. He believes that another D.O. program is something that the state of Texas needs, and it is an opportunity that SHSU cannot pass up.
4. **College of Health Science Dean.** Dr. Eglsaer said that a search for a permanent Dean is underway. Upon that hire, the new dean will have the authority to meet the needs of the college as they see it with regard to unfilled chair positions.
5. **External Faculty Salary Study.** Dr. Eglsaer has just evaluated the study and is meeting with Dean Mitchell Muesham and David Hammonds to analyze the methodology (which many folks involved in the process believe is flawed). He committed to eventually fix any significant discrepancies. He stated that this is exactly what market adjustments are for.

Approval of Minutes.

The October 6 meeting minutes were unanimously approved.

Chair's Report

EAB made a presentation recently to those who were interested, and SHSU will be adopting their dashboard in the future. Dr. Mary Robbins will attend a session of the senate to provide us with details. A senator asked if Dr. Robbins could also discuss Reimagining the First Year as well.

Committee Reports

University Affairs. Senators discussed the revision of APS 930226 (Developmental Education). Many senators expressed their concerns over the new state law and the implied consequence of SHSU having to admit students that struggle with basic academics. Regardless of the senate's feelings, the law controls. Senate voted 16 Yea, 0 Nay, 1 Abstain, to accept the Academic Affairs recommended changes to the policy.

Faculty Affairs is concerned about faculty who are assigned online classes receiving the online materials of the professor who taught the course previously. The previous instructor has frequently not been notified that his/her materials are being used by the university and another instructor.

Old Business

None

New Business

Dr. Cox asked the senate to think about how to handle Dr. Eglsaer's request for us to determine material service versus "paper" service. The initial discussion was varied and inconsistent between colleges and departments.

Dr. Cox addressed a few scheduling concerns for the remainder of the semester.

Meeting adjourned at 5:02 PM.