



Faculty Senate Minutes
Sam Houston State University
April 15, 2004

Members present: David Bailey, James Carter, Steven Cuvelier, Mary Lynn DeShazo, Stacey Edmonson, Mark Frank, Mary Gutermuth, Marsha Harman, Deborah Hatton, David Henderson, Lady Jane Hickey, Joe Kirk, Gerald Kohers, S. Thomas Kordinak, Paul Loeffler, Valerie Muehsam, Holly Miller, Kandi Tayebi, Tamara Waggener, Patricia Williams

Member absent: Chris Baldwin (illness), Penny Hasekoester (professional conflict), Christopher White (professional conflict)

Approval of Minutes

Emendations for the minutes of April 1st were approved.

Committee Reports

Academic Affairs

Chair Loeffler reported that his committee had requested from Dean Chapman the source of his statement regarding 20% of faculty from the College of Arts and Sciences failing to have graded feedback to students by midterm. Dean Chapman reportedly replied that this was an important issue and that the Faculty Senate should gather its own data. Discussion ensued regarding whether Dean Chapman possessed the data to support his claim and whether the data might be anecdotal. Further discussion brainstormed ways to collect the data.

University Affairs

Chair Waggener and Senator Mark Franks presented a written report entitled *Current Travel Money and Policies*. The report indicated that the committee was not able to determine allocations for each college or department, but Ms. Norma O'Bannon in Accounting assisted in determining what had been spent on travel. Departments as well as entire colleges expressed serious concerns regarding under-funding of travel opportunities. It was clear that travel funding is inadequate and that faculty spends substantial sums of their own money to attend conferences. Recommendations included:

- Increasing travel funds with faculty input
- Records of departmental travel expenditures be available to all faculty members and administrators
- Departmental policies regarding travel be developed by the entire faculty of each department

Senators will review the report for discussion at a later meeting.

Faculty Affairs

Chair Hatton reported that the Grievance Policy revision appeared stalled and that the System's Attorney was reviewing it. Mediation continues to be a troubling issue.

The Faculty Developmental Leave policy was unanimously accepted by the Senate.

Committee on Committees

Chair DeShazo reported that 176 surveys had been returned thus far which was an increase in response rate. Data analysis should be complete by the next Senate meeting.

Positions for Faculty Senate to fill expired terms include:

- 4 College of Arts & Sciences
- 2 College of Business Administration
- 1 College of Education and Applied Science

Chair's Report

No APC Meeting

- Chair Tayebi announced that the Council of Deans had approved the Women's Advisory Council. The proposal now will be considered by the Academic Policy Council.
- The policy for Research Council nominations has also been approved as the Faculty Senate proposed it.
- Chair Tayebi distributed copies of a letter from Texas Faculty Association and signed by Dr. Robert Jackson requesting certain documents. In response to that letter, Dean Chapman in his caucus with the COAS Senators made a remark regarding retaliation. He was questioned about the comment immediately by a Senator. At that time, Dean Chapman maintained that he had not meant to use the word retaliation, and neither the university nor he would retaliate against any individual who requests documents through the Freedom of Information Act. Although all agreed that they understood his meaning, still a rumor surfaced regarding the incident. Chair Tayebi has written a letter to all Senators relating the chronology of the events and encouraging Senators to correct misinformation when possible.
- A portion of the COAS caucus with Dean Chapman was devoted to discussing how many EEOC complaints were filed at SHSU. Senator Loeffler suggested that the Senate might assist the administration with some of the issues before Freedom of Information requests were served. Faculty members are encouraged to follow the chain-of-command and to let their Senators know of the issues so that the Senate might be of assistance to faculty and administration before incidents escalate.

Old Business

- Mediation in the grievance process continues to be a difficult issue. Senators brainstormed various ways in which to defray the costs of mediation and still have someone independent of SHSU faculty and SHSU administration. A mediation

exchange program with other universities in the TSUS was proposed and unanimously accepted.

- Chair Tayebi reminded Senators of the up-coming IDEA and SIR-II workshops.

New Business

A replication of the Post-Tenure Survey has been received positively. The cost is estimated to be between \$700 and \$1,000.

Respectfully submitted,

Marsha Harman, Chair-Elect