

FACULTY SENATE NOTES
SAM HOUSTON STATE UNIVERSITY

19 September 2019
3:30 P.M. – 5:00 P.M.
Austin Hall

Present: Stephen Rapp (CHSS); Nick Lantz (CHSS); Vlad Radoias (COBA); Mary Petró (COE); Daphne Johnson (COE); Nancy Stockall (COE); Susan Skidmore (COE); Kevin Randall (COHS); Brandy Doleshal (COSET); Kyle Stutts (COSET); Samuel Abu-Prah (COSET); John Lane (CAM); Michael Hanson (Library); Lee Miller (CHSS).

Absent: Yuan Zhao (COM); Maria Botero (CHSS); Siham Bouamer (CHSS); Benjamin Park (CHSS); Natalie Baker (COCJ); Bobby LaRue (COCJ); Donald Bumpass (COBA); Jan Taylor Morris (COBA); Jaime Durán (COE); Valencia Browning-Keen (COHS); Marianne Moore (COHS); Dwayne Pavelock (COSET); Damon Hay (COSET); Debbi Hatton (CAM); Kevin Clifton (CAM); Carolyn Moore (CAM);

Called to Order 3:38pm

No quorum. We are one person short. No official business may be conducted as a result.

Approval of Minutes.

Approval of 5 September Minutes – **postponed to October 3rd meeting.**

Presentation & Discussion of 2018-2019 Faculty Perception Survey

Compared to previous year's data:

Many more people completed the survey this year.

Many more comments were given this year.

Comparison over time graph (not provided), shows slowly declining satisfaction

Overall conclusion is that the faculty are increasingly dissatisfied.

Mean above 3.5 or standard deviation below 2.5 indicate highly satisfied (LSC facilities) was an example.

Administrative leave time 1.5 but standard deviation is high so there is less agreement on this

Ranked comparison of the means across colleges on second to last page.

Most agreement "I feel safe on campus."; Library services is number 2. Overall I feel satisfied with my job. FES is number 5. IT at Sam is after that.

585 total number of tenure/tenure track professors
Response rate of 49%

Would like to see responses according to rank.
It was not stated before the survey was completed that responses would be disaggregated by rank.

Were any correlations run? No. Has not previously been done.

Formatting is the same as previous year.

Comments do not leave this room.
Provost is given a copy.
We could provide Deans with paper copies.

Suggest that we don't ask rank if it isn't used. Maybe tenure/tenure-track or clinical/adjunct?
If data are not going to be used, don't ask the questions.

Perception survey is our instrument so we can make modifications.

Run this again in March/April. Managed by Committee on Committees.

Time is given for people to read comments.

When will the numbers be posted on line? Tomorrow afternoon or Monday.

Is there thematic analysis of the qualitative comments? No.
It is possible to go back and track themes.
Thematic analysis would allow comments to be shared with Deans, while allowing for anonymity of comments.

Comments only to Provost. We don't know if any conversations happened.

Good to consider how the procedures related to the Perception Survey can be improved.

Discussion of comments:
About 30% of the people who completed the survey wrote a comment.
Looking at data on Deans.

Themes:

Number of correspondences between this survey and spring survey about worry that
Lack of faculty governance, top-down decisions, little communication between administrators
and faculty, worry about the policy revisions. Neither Pres and Provost took a moment to address
concerns in spring survey on the policy review.

Propose review of administrators; Be more forceful in our demand that concerns are addressed.

Students in large part determine our teaching scores; these scores should influence administrators' merit.

Merit system is seen as unfair. People complete forms then they go to Dean's Office and gets a flat rate. Why do the work, if it is always a flat rate?

Cost-of-living adjustment across the board, merit is competitive. We don't have the cost-of-living increase.

More surveys completed this time around, data have more weight. Four years ago, we had only about 25% response rate.

Description of process of what happens with comments. No good mechanism to constrain response.

Serious concerns are reflected in the comments. How can we reach out to administrators to make sure there is some response? How can we create some mechanism to address faculty need? Send a statement (letter) about specific concern, Senate can make an official recommendation to the President.

We should be producing an executive summary plus info-graphics; graphs to present the data so they can be used to inform decisions; as well as the thematic analysis of the comments.

Motion to recommend new style of reporting on the Perception Survey.

Chairs Report

Subcommittee met to identify the areas of agreement between faculty and administrators.

Need another meeting of full committee.

Policies to Provost.

Back to Senate.

At some point the Provost will hold Town Halls. Might be able to happen at the same time with Senate review.

Question about the points that are still being discussed.

Faculty committee worked very hard over the summer.

Deans seemed interested in faculty concerns. Large portions were accepted.

Lots of animosity toward administration in comments. Needs to be recognized. Quantitative responses mitigate this.

Executive summary. High standard deviation is equally bad to low mean. Too divisive.

Committee on Committees could work on Executive Summary to present to Provost. Susan will help with numbers. Samuel will help with visuals.

- Longitudinal line graphs, administrator
- Collegiality
- IDEA score
- FES

Note the changes in the collegiality and FES.

Announcement

This Thursday is Faculty/Administrators Forum on Reorganization and COM please attend. Faculty Senate should be well represented.

COHS – tenure track faculty was cut by 1/3

Overall there was a growth of 7 faculty lines.

Adjourn at 4.59pm