

**FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY**

30 April 2020
3:30 P.M. – 5:00 P.M.
Remote via Zoom

Present: Yuan Zhao (COM); Maria Botero (CHSS); Siham Bouamer (CHSS); Nick Lantz (CHSS); Benjamin Park (CHSS); Stephen Rapp (CHSS); Natalie Baker (COCJ); Donald Bumpass (COBA); Jan Taylor Morris (COBA); Vlad Radoias (COBA); Jaime Durán (COE); Daphne Johnson (COE); Mary Petró (COE); Susan Skidmore (COE); Nancy Stockall (COE); Brandy Doleshal (COSET); Dwayne Pavelock (COSET); Kyle Stutts (COSET); Damon Hay (COSET); Samuel Adu-Prah (COSET); Debbi Hatton (CAM); Carolyn Moore (CAM); Marianne Moore (COHS); Kevin Randall (COHS); Michael Hanson (Library); Lee Miller (CHSS); Mason Storrs (The Houstonian)

Absent: Bobby LaRue (COCJ); Kevin Clifton (CAM); John Lane (CAM); Valencia Browning-Keen (COHS);

Called to Order.
3:31 p.m.

Special Guests: President Dana Hoyt and Provost Richard Eglsaer

President Hoyt

Notes that normal annual budget meetings have been postponed to June due to planning about COVID-19 – related budget cuts.

Broader picture in Texas: 30% of GDP is based on oil and gas. The university needs to plan for decrease in state funding, and for a slight enrollment decrease (hopefully this won't happen). Given the economic impact of the pandemic, higher education is likely to see funding cuts from the state. The idea is that it is better to plan than to react. The \$13 billion in the state's rainy day fund might be used, but we can't control those decisions.

The good news is that of SHSU's \$381 million budget, only about 22% is state money, and we can have some control over enrollment through recruitment and retention (which is a greater portion, 78% of our budget).

We don't know what impact the COVID situation will have on human behavior. She is hopeful that most students will come back. However, 75% of SHSU students work so declines in restaurant and retail jobs may mean that students will not be able to afford to come back, or may drop from 15 credit hours to 13, or 13 credit hours to 10. If this happens, it will mean less revenue.

Many positions across the university have been "frozen." Academic colleges will be less affected. President has asked Deans to identify cuts 1-2%. Essential positions will go forward. Total decline to the budget is \$5.4 million.

Next biennium (fiscal years 2022-23) will likely see additional cuts from the state. Certain areas of the budget can't be cut, like debt service on buildings, grant expenses, or HEAF money.

Athletics will likely have a 10-15% cut. Auxiliary types of units may also have dramatic cuts. These budgets are based on their revenue streams. Different units have very different approaches. The academic and operational areas will be less affected by these cuts. The SHSU budget is due to TSUS July 1st.

Calls for questions.

Question: Has the cabinet made any recommendations to colleges?

Answer (Pres.): Yes, recommendation that cuts can only come from up to 15% of O&M and travel budgets. Colleges are discouraged from proposing larger cuts to these areas because we don't want to risk not getting it back next year. Please don't cut student wages dramatically. Any dramatic proposals will need justification. Staff and faculty positions are frozen. COCJ has LEMIT and CEMIT that are funded entirely by state money. Those areas may see cuts of 20% or higher since they are funded through courts that have not been operating during the pandemic. Other than those parameters, no others.

Question: What is the timeline for state budget decisions?

Answer (Pres.): We will know about the state budget in August.

Question: When the state makes cuts will they be temporary or permanent?

Answer (Pres.): Oil futures don't predict prices returning to \$40 until 2024 so chances are the cuts will be on a two-year or three-year cycle.

Question: If projections move to continue exclusively online teaching, does that mean additional cuts?

Answer (Pres): Yes, it could. We are going to establish working groups to think through Options A (on campus in the fall), B (partially in person and partially online) and C (totally remote/online). Will call for volunteers from faculty senate.

Answer (Pres. continues): The working groups will need to explore what social distancing means in a classroom, in the halls between classes, in the residence halls, etc.? Impacts of the completely online scenario are less in academics than they are in some of our auxiliary activities like residence halls and dining. We know what totally closed and completely open look like. It is harder to envision the in-between models.

Answer (Provost adds): Students in performing arts may not come back with no performances. Athletics may not come back if no games. Parents may be fearful of students being on campus. Freshman aren't ready to do online learning. Students may stay home and go to community college (less expensive).

Question: We have been told that remaining travel funds for this year will be swept. Where is the money going and what will it be used for?

Answer (Pres.): Unused money goes back to the source of funds. Nothing goes back to state. Fund balance is used as a savings account. Travel money will be returned to the Designated Tuition and Fees. Money will be used to backfill during the next budget year to avoid dramatic cuts in the middle of a budget year. Other institutions are implementing other solutions. For example, SFA is furloughing all faculty and staff for two weeks (no pay for two weeks). Unused monies go back into designated tuition fund balance to absorb discrepancies during a budget cycle to avoid dramatic responses like furloughs.

Question: What about academic support units like ASC, McNair, Elite, PACE? What will happen to them?

Answer (Pres.): We will try to protect them as much as possible. These offices and programs are mostly under the Academic Affairs Division.

Provost says anything to do with recruiting and maintaining students will have priority. Dr. Loft will bring in funds through Frontier Set program for a female Elite.

President Hoyt adds that it makes sense to invest in things that keep students.

CARES Act funds – people have processed about 5,000 applications for our students, money will be distributed to students this week.

The Houston Food Bank is partnering with the SHSU food bank for food distribution on campus, even for community members. Huge tents at the football stadium starting this Monday, May 4th. Distribution will be from noon to 7:00pm.

Bowers Stadium parking lot is also a staging location for emergency operations for the Onalaska tornado response. Personnel are staying at hotels here in Huntsville.

Question: Students are experiencing serious financial strains and this may mean they go to community colleges. What is SHSU doing to compete? Are we reducing fees?

Answer (Pres.): Yes, students are facing financial challenges. The problem with dropping fees is that it means more budget cuts. Describes differences in funding base between SHSU and community colleges. It is difficult to compete with community colleges in terms of price.

President Hoyt continues: other initiatives to increase and stabilize enrollment are focusing on nontraditional learners (returning students), re-recruiting our own students, re-recruiting local students who went out of state for freshman year so we keep them closer to home.

It is hard for us to compete, particularly at the lower level courses. We are hoping we will get students back as transfers if they are forced to go elsewhere. The last major recession, 2008-09, was the first time transfers outnumbered freshman, so we may see that again.

President continues: We have the potential to teach online upper-level courses to help people finish degrees if other schools close. The pandemic will expedite the trend that higher education will shrink.

Question: What about marketing/messaging to students and parents about keeping students safe when students returned?

Answer (Pres.): We can't really ensure safety, but we can talk about all the ways we are trying to make campus safe. Rural community is "safer" than urban areas, some safety benefits. We have sprayers that can kill the coronavirus. Cleaning is underway. We need to test for the virus, and we don't know where we will be with that when campus reopens.

We don't have all the information yet. Will make decision about the fall in June, hopefully.

Social distancing can't be maintained if we offer in-person courses. If the necessary requirement is social distancing.

Working groups to look at different (3) options and look at communications.

We will be open in the fall (offering courses). The working groups will examine contingencies. New normal: face coverings, and other measures, like cleaning.

Question: do we have a plan for face-to-face? The key is identifying students who are sick. Will the student health center be able to respond? How does a sick student continue with classes? What if the professor is sick?

Answer (Pres.): Working groups will include faculty, staff, administrators and will be developing the policies and procedures to foresee these scenarios. Yes, we will have testing. The Health Center has been testing all through spring semester. Some students do not have other places to go so we have had students on campus all semester. About 340 students stayed. We quarantined students in small residence halls. Meals were delivered directly to those students. We would have to look at how to scale those procedures.

Question: Similar to the way we require certain vaccines, in the future could we require the COVID-19 vaccine (when it becomes available) and the flu vaccine?

Answer (Pres.): That is a Health and Human Services question. Dr. Hoyt's personal feeling is that this could be a requirement. We have not seen this situation before so we will have to see. If the vaccination appears, we would want everyone on campus to be vaccinated.

Question: will there be any flexibility in class sizes? Enrollment caps have been raised recently, but social distancing may require fewer students. How will this work?

Answer (Pres.): This will need to be looked at. Hard to generically answer, depends on programmatic area.

Provost: Dr. Maynard will be creating a group to look at hybrid courses.

Comment: Cancelling courses that may be required, but have low enrollment numbers will hurt student retention.

President and Provost agree.

President Hoyt continues: Working groups will examine scenarios A, B and C. Other groups will be focused on hybrid courses, dining and residence halls, health services and cleaning, etc.

Provost: We will be looking at what we need to keep or improve remote or online teaching based on data from this semester.

Commencement committee is examining four different options: virtual, students only, students and two guests, normal?

President Hoyt says that the CARES Act put all kinds of qualifications on funds. Trying to distribute it to the 5,000 applications.

Question: Some of us are of an age that we have health concerns. Naturally, our first priority is student health, but what about faculty? Can faculty opt out of teaching in person if they are at risk?

Answer (Pres.): Yes, Deans are working with faculty on this. Working groups would consider faculty needs/preferences. We must consider the health and safety of everyone, faculty, staff, and students.

President Hoyt: Luckily we already had a strong online presence. Provides us opportunities that many campuses do not have.

Provost encourages faculty to take advantage of online training, especially if they are in at-risk categories.

Dr. Hoyt: planning (work groups) to include faculty. We need to thoughtfully look at contingencies.

Question: What about international students? How can we retain those students?

Answer (Pres.): We have no control over international travel. Anyone returning will have to quarantine for 14 days before coming to campus. However, there are eased regulations on international students in online classes. We don't even know about faculty who may face problems returning to the U.S. to teach due to immigration restrictions and changes.

Question: Do the working groups exist yet?

Answer (Pres.): Will work with senate to set them up. Commencement committee already exists. New groups will be established early next week.

Question: Question about teaching loads. Will some faculty be shifted to 4/4 teaching loads?

Answer (Provost): We have asked Deans to look into this. Nothing has been decided. If faculty are approached about shifting to 4/4, it would be based on scholarly activity over the past 3 to 4 years.

Question: Could the move to 4/4 be optional?

Answer (Provost): Our hope is that it would be a discussion between faculty member, Chair, and Dean. Senators should ask if these conversations are happening. The Provost continues saying nothing is coming down saying that this must happen. Hopefully Deans are talking with the Chairs and Chairs are working with faculty to get feedback.

Answer (Provost contd.): Faculty might make a shift for a couple of years, then return to 3/3 depending on research needs. It may be better to be on a 4/4 until travel is allowed. (Cites example of archival research.) Probationary faculty must be on a 3/3, after that, faculty members can go back and forth.

Guests leave at 4:48pm

Approval of Minutes.

Motion to approve by Randall; Botero seconded.

Minutes approved.

Old Business.

Perception Survey Comments

Chair is willing to hold another meeting to view Perception Survey comments.

There is interest in another meeting for anyone interested. Chair will send out a Doodle Poll to schedule one.

Proposed motion on election process of College of Osteopathic Medicine 2020-2021 senatorial seat.

Chair reads **proposed motion**: “To allow the College of Osteopathic Medicine’s (COM) duly elected chair of the COM faculty assembly to sit as the senator from COM for the 2020-2021 academic year and to address COM election practices in the 2020-2021 review of the Senate Charter and Bylaws.”

Rationale: The COM, to meet the accreditation requirements of the Commission on Osteopathic College Accreditation (COCA), is required to have a college faculty assembly, administered by a faculty member who serves as chair for an elected term ([See COCA accreditation standards 7.7](#), p.28). When COM wrote their Assembly’s bylaws, they designated that the COM Assembly chair would serve as the senator for COM in the SHSU faculty senate. This practice is incongruous with some aspects of Faculty Senate’s election of senators. This incongruity was discovered after the opening of this year’s faculty senate election. With the timing of this discovery at the end of the Faculty Senate term and with much other senate business to attend to at the end of the year, the motion is proposed to allow for a COM senator, as designated and agreed to in their college, to sit the coming term, but also to remind the senate to work to make the two systems compatible in the 2020-2021 term.

Note: The COM Assembly chair is chosen by a vote of all full and part time COM faculty and excludes college and university administrators, a practice which is parallel with the SHSU Senate charter, bylaws, and practices.

Calls for requests for clarification. None.

Motion is made by Zhao; Second from Morris.

No discussion. Motion passes. Zhao thanks senate and offers additional comments.

Call for new business. None.

Senate Chair will communicate during summer as needed. Voluntary communication. No requirement to meet during summer.

Many thanks to Michael for his leadership. Consensus is that he has done a wonderful job leading us through a challenging year.

Motion to adjourn by Hay; Morris seconded.

Adjournment: 5:00 PM

Addendum

The following data on promotion and tenure decisions was distributed to faculty senate and approved by majority vote via survey May 2020.

	Promotion to Associate Prof with Tenure		Promotion to Associate Prof		Tenure Only		Promotion to Full Prof		Promotion to Full Prof with Tenure	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Totals	25	2	1	0	4	0	24	6	2	0

	Tenure/Promotion		Promotion Only	
	Yes	No	Yes	No
Males	18	0	15	5
Females	13	2	10	1
Totals	31	2	25	6

	Tenure/Promotion		Promotion Only	
	Yes	No	Yes	No
White	19	1	17	5
Black	1	1	0	0
Hispanic	4	0	4	0
Asian Pacific	7	0	4	1
Native Am	0	0	0	0
Totals	31	2	25	6