

**FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY**

6 February 2020
3:30 P.M. – 5:00 P.M.
Austin Hall Building

Present: Yuan, Zhao (COM); Rapp, Stephen (CHSS); Lantz, Nick (CHSS); Botero, Maria (CHSS); Bouamer, Siham (CHSS); Baker, Natalie (COCJ); LaRue, Bobby (COCJ); Radoias, Vlad (COBA); Bumpass, Donald (COBA); Morris, Jan Taylor (COBA); Petró, Mary (COE); Skidmore, Susana (COE); Durán, Jaime (COE); Randall, Kevin (COHS); Browning-Keen, Valencia (COHS); Moore, Marianne (COHS); Doleshal, Brandy (COSET); Stutts, Kyle (COSET); Hay, Damon (COSET); Adu-Prah, Samuel (COSET); Hatton, Debbi (CAM); Lane, John (CAM); Hanson, Michael (Library); Miller, Lee (CHSS).

Absent: Park, Benjamin (CHSS); Johnson, Daphne (COE); Stockall, Nancy (COE); Pavelock, Dwayne (COSET); Clifton, Kevin (CAM); Moore, Carolyn (CAM).

Called to Order.
3:33 PM

Special Guest.

Dr. Dana Hoyt – University President

Explains the timing of her retirement announcement. Describes the search process. The search is run by the TSUS system office. Dr. Hoyt can make suggestions, but does not control the process. Three strong SHSU alumni on the system board who will serve on the search committee. Additionally, there will be five academic representatives (Pres. Hoyt worked with the Provost for names to suggest), a couple of staff representatives, and a couple of alumni will sit on the twelve to fifteen-member committee. TSUS will hire a search firm. John Hayek (TSUS Vice Chancellor for Academic and Health Affairs) will be the point person on the search process.

The goal is to complete the search during the spring semester. Presidential searches have to be expedited quickly. There should be no interim President. Finalist must be announced thirty days in advance of August, so should be announced late spring.

Question: As far as policies and structures go, what happens from now until the transition to the new president?

Answer: Everything will continue as is. The reorganization started in fall will continue. Pres. Hoyt has created a 10-year report for TSUS that gives an overview of what has been accomplished. More diversity in faculty, growth in students, full-time faculty growth of 29%. Revenues have grown 5-6% each year. This allows us to do a lot. That is the target: combination of tuition increases, growth in numbers. Accreditation visit coming up for COM in two weeks so that project continues to move forward.

Question about differential tuition for principal prep for COE. Wanted to know where that stands because that affects planning. Pres. Hoyt did not seem aware of this. She indicates that she will check.

Question about reapportionment of duties around campus. Confusion about the plans for the reorg.

COM stands alone so it is dependent on its tuition structure. Will continue to fundraise externally as well. Pres. Hoyt was involved in the start, strategic planning, etc. Now it is more about fundraising and the advancement team will carry this forward. President provides vision and big picture.

The president's job is about half external facing. The academic side is really led by the Provost. Public university presidents must interact more externally. It is driven by the need to fundraise because of the divestiture by the state.

Question about steps to reorg campus, is the goal to be "leaner and meaner"? Yes, more efficiency is needed to control costs on non-academic side to reinvest on the academic side. This is not an anomaly. We have not needed to do it because we continued to grow. However, we can no longer wait and assume that we can rely on growth. Need to be prepared, proactive. Pres Hoyt feels that this work will continue even as she steps down.

Decisions will be academic driven. The scheduling process is an example. Scheduling will be decided at the college and department levels. Talks about data processes that will help students, faculty and administrators make decisions more efficiently.

Workforce analyst has been hired to help support program/degree proposals. This may also lead to program name changes based on what data show about how people Google programs. This position was hired on grant money.

"Business Intelligence" person will be hired. This position will help Deans and others gather and interpret data.

Several groups on campus already do pieces of this. Maybe it is regrouping of expertise on campus.

The TSUS Board of Regents meets next week. Pres Hoyt hopes that they will announce search process before the meeting.

Through what channels will faculty be kept abreast of the search process? The finalists will make on-campus visits and faculty will participate in those. Committee members will be posted. Hopefully one from Senate. Committee members can't speak to specifics of candidates due to confidentiality, but can update on process.

Question: In your opinion, what is the biggest challenge that the next president will have to face? Increased competition for students. Most of the US is facing this, but we haven't had to deal with this yet. Should be able to attract a strong candidate pool because we are still adding programs unlike a lot of places. This will be the number one issue facing the new president. For-profits have

grown. Texas allows 2-year schools to offer 4-year degrees, and this is another challenge. The student body that we have been successful with for so long is the part of the students that is growing: first gen, student success features that we offer (reading, writing, math), that is a plus for us. Pres Hoyt thinks we are well situated. We have a great leadership team. The next person is set up really well to be successful.

Special guest left 4:11pm

Approval of Minutes.

Move to approve: LaRue

Second: Adu-Prah

Minutes approved.

Reactions to Pres remarks:

Concern about the search process. Representation of faculty is of concern. Did not want rushed, over the summer, internally appointed. Michael Hanson has already reached out to Chancellor to ask about faculty representation. Waiting to hear back.

Historical information about last two presidential searches is shared by senators who experienced the process.

This search seems really quick. Suspicions that it is quick because of a possible internal candidate.

The faculty members on the committee will be tasked to make sure that input is collected and shared.

Discussion of make-up of search committee.

If there is an internal candidate, they need to be vetted equally to external candidates. Background needs to be checked.

Webpage for the search. Should include the timeline, committee members, mechanism to solicit input and ask questions.

Seems that there may be more input this time around, compared with last search.

Voicing our concern that the process not lead to an inside job. We need to feel that faculty and staff have input/agency.

Note that the streamlining of staff has affected morale across the board. It is not true that the reorg has not left academic side of things untouched. Faculty are being asked to do more with less and that wears everyone down. Loss of advisors has had a big impact. Admins are often the first face that people see. They make the difference. Advisors can save the students money by advising them with streamlining course. Feeling that the human aspect is missing. If we only focus on data we totally ignore that we are all humans.

Preference Survey is coming out next week. Please encourage everyone to complete it.

Old Business.

Review of Proposed Academic Policies

- Proposed Faculty Performance Review for APS 820317 The Faculty Evaluation System
- Proposed Performance Evaluation of Tenured Faculty for APS 980204 Performance Evaluation of Tenured Faculty
- Proposed Meritorious Faculty Performance for APS 800722 Merit Advances in Salary
- Proposed Faculty Reappointment, Tenure, and Promotion for APS 900417 Faculty Reappointment, Tenure, and Promotion

Focus on APS 820317 – Faculty Evaluation System

Concerns: collegiality is a separate category: Initially it was a separate category with a 10-point scale. Talked about taking the concept out entirely. Now everyone is considered collegial until they are not. No scale. No burden to prove you are collegial. Applies to all ranks.

Page 7, last paragraph “evidence” is too high a standard. Maybe “documentation”.

In section 1.03d – colleges and departments will have to flesh out what these policies will look like in colleges and departments.

New policy on collegiality is that it is not a problem or it is, with documentation over time.

Case law supports the requirement of collegiality.

Page 7. 6.02 language needs to be tightened, need to be based on documentation not on “a concern,” “hinders” needs to be defined. Hinders “Effectiveness” also needs to be defined. Repeated, documented behavior to undermine the mission of the university.

Upcoming:

- February 27th we will continue review of documents.
- Please send email out about Faculty Preference Survey out on Feb 12.
- Town halls are coming. Please attend and provide input. Reconvening the summer committee to work into input.

Chair’s Report. None because of lack of time.

LaRue moves to adjourn. Hatton seconds.

Adjournment: 5:02 PM