

**FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY
NOVEMBER 10, 2005**

Chair Debbie Price called the meeting to order at 3:32 p.m.

Members Present: David Bailey; Jerry Cook; Linda Cook; Doug Constance; Peggy DeMers; Jim DeShaw; Jerry Dowling; Mark Frank; Mary Gutermuth; Debbi Hatton; Lady Jane Hickey; Joan Hudson; Rosanne Keathley; Gerald Kohers; Paul Loeffler; Brian Loft; Philip Morris; Valerie Muehsam; Debra Price; Patricia Williams; Chris White.

Members Absent: Christopher Baldwin (personal conflict); Steven Cuvelier (personal conflict); Stacey Edmonson (professional conflict); Jay Whatley (professional conflict).

Approval of Minutes:

Emendations for the minutes of October 29, 2005 were approved.

Chair's Report:

Faculty Senate Chair Debbie Price presented the following report to the Faculty Senate:

- There was an APC meeting on November 9, 2005. This was the first APC meeting since September 7, 2005.
- The major topic at the APC meeting was the Faculty Instructional Workload Policy. There were a number of changes made to the policy at the request of the Faculty Senate (see the Faculty Affairs committee report below). The policy was passed. However, there is an understanding that parts of the policy will continue to need fine tuning in the future.
- At the APC meeting, the Academic Probation and Suspension Policy was passed.
- There are several other policies that the APC will be taking up in the near future. These include:
 - Courses and grades transferred from other colleges and/or universities
 - Enrollment in thesis or dissertation courses
 - Off-campus instruction
 - Payments to university employees for services
 - Readers not employed by SHSU serving on SHSU thesis or dissertation committees
 - Academic Advisory councils

Committee Reports:

The following committee reports were submitted to the Senate:

- *Faculty Affairs*. Committee Chair Debbi Hatton presented the committee's detailed report on the Faculty Instructional Workload Policy. After an exhaustive study of the issues related to the Workload policy, the committee met with Associate Vice President Eglsauer on Monday, November 7. At this meeting, the committee expressed concerns, suggested alternatives, and recommended additions regarding the policy. Many of these changes were incorporated into the policy that the APC approved on November 9th.

- Academic Affairs. Committee Chair Patricia Williams reported that Associate Vice President Eglsaer has been in contact with Nancy Sears concerning the establishment of a webpage with the key policies that appear on all syllabi. The webpage will be developed.
- Committee on Committees. Committee on Committees. Committee Chair Gerald Kohers informed the Senate that the committee will have a report by the next meeting concerning the list of committee preferences from the online selection that was done in March. Further, he suggested that all Senators encourage their faculty's future participation in the online preference selection using this website <https://ww2.shsu.edu/comm02wp/>.
- University Affairs. No report.

Old Business:

There was no old business.

New Business:

- Change in Meeting Location. The January 26, 2006 meeting of the Faculty Senate will be moved to room 315 in the Lowman Student Center due to the President's need for Austin Hall on that date.
- Merit Pay. The Faculty Senate is concerned about the possibility of differences in merit pay for faculty on the 9/9 and the 12/12 load. The Faculty Affairs Committee will examine this issue.
- Other Pay Issues. Given the recent increase in tenure and promotion requirements and the new workload policy, there is concern that pay inversion between recent hires and more senior faculty may exist. In addition, with no cost of living raises, faculty who are denied merit pay are at an economic disadvantage as the cost of living increases. The University Affairs Committee will look into this issue.
- Service Load. Concern was raised that the bulk of the committee work (university, college, and departmental) is performed by a core group of faculty and that other faculty rarely participate in committee work. Furthermore, there is a concern that the way the FES system is operationalized in some colleges doesn't adequately reflect the service component of the faculty member's duties. The Committee-on-Committees Committee will study the participation of faculty on university committees. The Academic Affairs Committee will examine what constitutes service for the FES and look into differences in the ways the various colleges count service on the FES.

The Faculty Senate adjourned at 4:46 p.m.

Respectfully Submitted,

Philip W. Morris, Chair-Elect.