

**FACULTY SENATE MINUTES  
SAM HOUSTON STATE UNIVERSITY**

November 2, 2023

3:30 - 5:00 p.m.

Austin Hall

**Senators Present (23)**

Samuel Adu-Prah (COSET), Diana Brown (COBA), Tamara Cook (COSET), Miltonette Craig (CJ), Kevin Crouch (CAM), Brandy Doleshal (COSET), Xiaoman Duan (COBA), Dustin Gross (COSET), Debbi Hatton (CAM), Daphne Johnson (COE), Owen Kelly (COM), Nick Lantz (CHSS), Victoria Lantz (CAM), Kimberly LaPrairie (COE), Audrey Murfin (CHSS), Erica Pasquini (COHS), Todd Primm (COSET), Vlad Radoias (COBA), Karen Sherrill (COBA), Zeinab Shuker (CHSS), Zachary Valdes (NGL), Rebecca Wentworth (COE), Darren Williams (COSET)

**Guests**

Volha Minich (COSET)

**Senators Not Present (5)**

Patrick Buzzini (CJ), Magdalena Denham (CJ), Kenneth McIntyre (CHSS), Diana Nabors (COE), Anthony Watkins (CAM)

**Special Guests**

Dr. Chad Hargrave, Vice President for Research and Strategic Partnerships, Chief Research Officer, SHSU

Dr. Darren Grant, Department of Economics and International Business, SHSU

**Called to Order**

3:30 p.m., by Chair, Samuel Adu-Prah.

**Discussion with Special Guest, Dr. Chad Hargrave, Vice President for Research and Strategic Partnerships, Chief Research Officer, SHSU**

Dr. Hargrave presented on the Office of Research and Sponsored Programs' proposal, *Grant Compensation and Incentive Pay Guidelines for Externally Funded Faculty and Staff*. Dr. Hargrave discussed several topics pertaining to grant compensation and FTE buyouts under the proposed guidelines, including: overloads for faculty and staff; incentive compensation for 9-month and 12-month faculty; incentive compensation for exempt staff; and incentive compensation for faculty with administrative duties.

Questions and comments from senate covered various topics pertaining to the proposal, including: departmental salary savings; enhanced flexibility with granting course release requests; funds distribution across departments and colleges; savings and compensation percentage distributions; compensation variations between 9-month and 12-month faculty; and application of the guidelines in research buyout vs. teaching buyout requests.

**Dr. Darren Grant, Department of Economics and International Business, SHSU**

Dr. Grant presented on the topic of recent admissions trends at SHSU. Dr. Grant discussed areas

pertaining to admissions policy revisions; data correlations between annual acceptance rates and chosen application strategy; emerging trends in freshmen class composition; and first-year academic performance.

Questions and comments from senate spanned various topics, including: peer-institution data comparisons; student retention; higher education enrollment projections; impact of challenges related to COVID-19; learning loss initiatives; and potential benefits of integrating qualitative data.

The senate thanked the special guests for attending and presenting on their respective topics.

### **Approval of Minutes**

The minutes report for the October 26, 2023, meeting was approved.

### **New Business**

The chair provided a reminder that subcommittee assignments from the meeting on October 26, 2023, will be reviewed in the upcoming meeting on November 16, 2023.

### **Chair's Report**

1. Bearkat Bundle – Provost comments on the working group.
2. IDEA Comments Section – Response from Provost.
3. President and Provost meeting with colleges - completed.
4. Policy Oversight – Provost Response.

### **Adjournment**

The meeting was adjourned at 5:00 p.m.