

**FACULTY SENATE MINUTES  
SAM HOUSTON STATE UNIVERSITY**

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

**Present: Yuan, Zhao (COM); Rapp, Stephen (CHSS); Lantz, Nick (CHSS); Bouamer, Siham (CHSS); Bumpass, Donald (COBA); Morris, Jan Taylor (COBA); Petró, Mary (COE); Johnson, Daphne (COE); Stockall, Nancy (COE); Skidmore, Susana (COE); Randall, Kevin (COHS); Browning-Keen, Valencia (COHS); Moore, Marianne (COHS); Pavelock, Dwayne (COSET); Doleshal, Brandy (COSET); Stutts, Kyle (COSET); Hay, Damon (COSET); Adu-Prah, Samuel (COSET); Hatton, Debbi (CAM); Moore, Carolyn (CAM); Hanson, Michael (Library); Miller, Lee (CHSS)**

**Absent: Botero, Maria (CHSS); Park, Benjamin (CHSS); Baker, Natalie (COCJ); LaRue, Bobby (COCJ); Radoias, Vlad (COBA); Durán, Jaime (COE); Clifton, Kevin (CAM); Lane, John (CAM)**

**Called to Order**

3:38 p.m.

**Special Guest**

Dr. John Hayek – Vice Chancellor for Academic and Health Affairs, TSUS

Topic: The Presidential Search.

Presents timeline of search. Recognizes that timeline is not ideal since it ends in the summer.

Invites feedback, particularly on emerging, critical issues that face a new president.

Opens up for comments:

**Comments and Q&A**

President who values academics. Professors and what we do. Feels academics has gotten pushed to the side. Should value all colleges equally.

We are known for success with first generation and LatinX students and this should remain an area of focus. Support services for students are in place and should continue. Would like to see more support for preparing students for academic rigor. Some students don't have an equitable background. Need more in this area. We need ways to meet students where they are when they get here.

President with background as a teacher in the classroom. Remember where you came from as a professor in the classroom once upon a time. Some examples: standardizing schedule of classrooms: does this support our faculty/teachers and therefore student learning?

Shift toward efficiency, more people in bigger classrooms, we need to keep the culture of good teaching and humanity. If we have to face competition on good teaching, we need to keep strong in this.

Money, resources, focus seems to be going to other divisions. Other divisions seem to be telling us how to teach. We need an academic champion.

President should be able to demonstrate success in diversity and inclusion efforts. Our students do not have faculty that look like them. Barriers to equity and inclusion should be removed. Candidates should demonstrate ability to remove barriers and make progress toward equity and inclusion. We are almost a Hispanic Serving Institution, but given our location we should have been an HSI a long time ago.

Candidate should have a clear vision of shared governance. Evidence that they are aware of various models.

What is the Presidential Advisory Search Committee? The Chancellor of the TSUS system makes the decision. Committee helps narrow the pool of candidates, but in the end the Chancellor makes the selection. Could the Chancellor ignore the small pool of recommended candidates? Yes, he has the ability to do that. The process would indicate that this should not happen.

Lists the other Academic Affairs representatives on the committee. All administrators except Lee Miller. She is the only acting faculty member on the committee. People from Academic Affairs does not automatically mean pro-faculty.

Lamar Institute of Technology's Lonnie Howard; Tom Johnson at Lamar – Orange; and Dr. Hoyt are the most recent hires in the TSUS system. Sul Ross is currently conducting a search.

New blood should be brought in. New ideas could take us further.

We focus on diversity, and there is more focus on recruiting in urban areas. Would like to connect to more rural areas. We should be back in northeast Texas. Other institutions seem to be recruiting successfully in areas where we used to.

Q: The process seems really quick. Asking another institution (losing a pres.) to take on an interim person for the fall.

A: It is a little fast, but not too fast. Our announcement will hit in the next two weeks. We are in pretty good shape.

Timing is not ideal for faculty. We will make the best of it. This will be one of the top AASCU positions open this cycle.

Technically, it is possible to have a failed search. It is possible that the best candidate might not be able to start Nov. 1? Yes. If we need to make adjustments as necessary.

The timeline does affect the quality of the faculty input.

The committee will publish the date of the candidate's visit, hope that the faculty will provide input.

Q: Is it typical to have only one active faculty member on the committee?

A: It has worked pretty well in the system so far. It is a balance to get a group of key stakeholders without making the committee enormous.

Q: What will be done with the input into the system? What will be chosen to influence the leadership profile? Typically, we develop an ad and then we circulate the ad for feedback. Is that what is done?

A: Dr. Hayek will work on identifying the trends; circulate to committee for review. Doesn't go to full faculty.

Communication and transparency at the front end is important.

Request for another moment in the process to bring feedback.

Q: Does the process have a way to bring the information back to faculty. What is in the process that tells the faculty that we have been heard?

A: This is really on the committee members. When the candidate comes to campus, there will be a feedback mechanism. Agrees that the candidate should be presented in a way that connects to the faculty's requests for skills/experiences/etc.

At the finalists group: which characteristics were valued and why; some justification provided. Realize that we can't reveal names, but communication is very important. Especially in an environment in which faculty do not feel respected, valued, etc.

Request for information on the decision. Once a person is selected, refer back to how the person relates back to the requests of the faculty. Demonstrate how the candidate meets the needs identified by the faculty.

It will be much easier for the new president to come into a place with a foundation of trust in the process.

Dr. Hayek voices appreciation for the faculty. SHSU is viewed as the "can do campus" in the TSUS system. He will take feedback and do the best he can to use it to inform the process. We want the "rock star" candidate.

### **Special guest departs at 4:15pm**

Comments:

Some additional discussion about search.

Please use the system for feedback. Encourage colleagues to do so with personalized email.

### **Approval of Minutes for February 6**

Motion to approve: Hay; Second: Taylor Morris.

Discussion: None

Vote: Unanimous

Minutes approved.

## **Chair's Report**

### Chair's Report handout

Discussion on decrease on profit on endowments. Downturn reported. Council of Chairs is also concerned about this 18 million (across the board, not just scholarships) loss. We are asking the Provost for clarification. Bond market has not been as strong as stock market. Pressure to enroll students, factors limiting ability to recruit, loss of scholarships negatively affects recruitment. How much more is this loss going to affect us? More limited funds mean some will still benefit and some will not. Who decides?

In at least two colleges the financial person has been removed in the reorganization. Financial decisions/control seem increasingly centralized.

Is the university prepared for COVID-19? The emergency management committee met this morning. They will send plan to The Houstonian and the campus community should expect some communication.

Question about Chair's report on Field of Study efforts. These are on pause along with meta-majors.

From the THECB: 60x30 is not on track. Need to reexamine implementation.

TSUS meeting – Sul Ross is losing enrollment. Lamar is dealing with dual enrollment challenges.

TSFS meeting – we are beginning to hear about declining enrollments. Had not heard of that before; universities are reviewing post-tenure policies; shared governance concerns; non-tenure track faculty and workloads were talked about.

Clinical faculty in COE have to submit the same type of portfolio as tenure/tenure-track faculty. Request for clarification in the policies of roles and expectations for clinical faculty.

Endowment/investment – does anyone have any idea of how these numbers are invested? Why these reports in 2019? Are people giving less? Are the monies not earning as much? Other departments seem to be doing well. Why?

Council of Chairs reported concerns, some departments were not aware of any losses or if there were losses.

## **Old Business**

Collegiality in Proposed APS 820317 – remanded to March meeting

March – Discuss process for nominations and elections.

Thanks for comments on policies. Please keep contributing comments and suggestions.

COM – updates (Dr. Yuan)

COM faculty appreciate being members of the SHSU family; SHSU brand is important, COM's mission/vision are aligned with SHSU; appreciates main campus support; 75 offer letters sent to students, 270 students on waiting list. First cohort will begin in August; COM will host an open house in late March or early April. All faculty members will be invited. Faculty at COM and SHSU main campus are all on the same side.

Pavelock moved to adjourn; Skidmore seconded.

Meeting adjourned.

**Adjournment:** 5:00 PM