

**Minutes Approved:** Minutes for the November 6 meeting were approved unanimously (21 yes).

**Chair's Report**

(Please see Related Documents for the full report, which was emailed to senators before the meeting.)

**Policy 820317 Faculty Evaluation System (FES) – Rewrite**

A committee was recently established to review the current COE FES policy. Given the ongoing university-level FES policy review, a senator wondered if timing of the COE revisions is of concern. Dr. Baker felt that the concurrent reviews reflected the provost and the deans' efforts to improve the consistency and effectiveness of the FES process. Conflicts should be minimal because the university policy is meant to provide general guidelines, while the college and departmental policy is meant to address specifics of the evaluation process.

Some senators were troubled by Provost Herbert's plan to ask two deans to rewrite the FES policy, particularly since the provost had articulated to the Senate on multiple occasions that recommendations for FES revisions should come from the faculty. Dr. Baker reassured senators that the new plan is meant to make the revision process more efficient. Moreover, the provost had specifically tasked two new deans who are former chairs with the rewrite to ensure the faculty's perspective is not lost in the process.

the general faculty through town hall meetings before going forward in the policy review process. Since the town halls were originally scheduled for spring 2014, some senators expressed frustrations about this delay.

Another senator asked about the status of the Faculty Evaluation Committee. After making FES revision recommendations in December 2013, the committee has not met nor received any feedback since. Dr. Baker will find out about the status of this committee.

A few senators shared an idea that arose from a discussion with their dean about policy reviews. The current academic policy review process has uncovered inconsistencies both within and between various policies, which some felt may be better addressed by a one-time comprehensive review of all academic policies.

Therefore, the senators would like to suggest asking a group of faculty with expertise in technical writing and policy revision experience to take on this task during the summer. The group members would serve as third-party consultants and receive compensation for their efforts.

A number of senators supported taking advantage of the expertise of fellow faculty members and providing some financial incentives given the scale of the review. Other senators noted it should be made clear that the purpose of the group would be to align and edit, not rewrite, all the academic policies. Dr. Baker will share the suggestions with the provost.

#### **Policy 900417 (Tenure and Promotion)**

A senator wished to verify the provost's response regarding timetable for a faculty member to withdraw an application for tenure to avoid the "denial of tenure" status on his/her record. Dr. Baker confirmed that a faculty member can withdraw his/her application by submitting a resignation letter any time before the president submits the list of faculty names to the TSUS Board of Regents.

Another senator asked whether the resignation letter submission would prevent faculty from receiving the courtesy one-year contract offered to those who were officially denied tenure. The provost has stated that he believes a courtesy year should be extended to any faculty member who presented a competitive case for tenure considerations. The senator then expressed support for a guaranteed courtesy contract year for all faculty who withdrew their tenure applications.

#### **Policy 820317 Faculty Evaluation System (FES) – Recommended Revision Options**

Dr. Baker wished to address questions about the recommended options for FES revision. Specifically, there is concern that the options, currently under review by the Council of Chairs, has been presented as a submission from Senate, even though it was developed by the Faculty Evaluation Committee.

Dr. Baker clarified that even though the revision options did not originate from Senate, they were presented to Senate in a Faculty Affairs Committee report for review during the May 2, 2013 meeting. The report was then accepted by a majority vote. Unfortunately, the meeting minutes



University Police may also choose to release limited information on cases with pending criminal charges.

In addition, while university employees have an obligation to report knowledge of sexual misconduct incidents to the campus Title IX coordinator, the decision to contact law enforcement belongs to the actual complainant. Some senators were concerned about unreported incidents, although others pointed out that students are adults with the autonomy and responsibility to make the reporting decision.

A senator asked whether the university has an obligation to discipline the perpetrator. For instance, if the both parties involved in a sexual misconduct complaint lived in the same student residence building, would one or both the parties be removed from the residence?

Senator Watkins responded that t







**SHSU Sexual Assault Information**  
**Submitted by University Affairs. November 20, 2014**

**TSUS Sexual Misconduct Policy**

**Q&A) Mr. Wayne Bennett of Residence Life (RL). He is in charge of Student discipline and risk management.**



The following Health Clinic protocol was provided by Sarah Hanel, MHA, Director, Student Health Center

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Q&A) UPD Officer Joe Thornton

**Q&A) Jeanine Bias  
Associate Dean of Students  
Title IX Coordinator**

**Q) How does the Dean of Students Office deal with the victim of sexual assault?**

**Q) What is the process when a student makes a complaint of sexual misconduct or sexual assault?**

**Q&A) Jeanine Bias  
Associate Dean of Students  
Title IX Coordinator**

**Q) Could you please tell me what SHSU's official sexual assault policy is? In other words, if a student has been assaulted and wants to do something about it, who is s/he encouraged or expected to contact? How is the situation handled?**

**Q) Also, is there any data on how often there are sexual assaults on campus and what the consequences are?**

**Q) Can you explain for me the difference between dismissal and expulsion?**

**Q) What does "dating violence" mean, and how is this different from sexual assault?**

**Q) Also, for the 8 cases (total) of sexual assault that occurred from 2012-2013, can you tell me what the outcome was? If you are not the correct person to ask, can you tell me whom I should contact? (Would the UPD be appropriate?) Specifically, I would like to know how many of the 8 cases reported included a formal complaint, an investigation, and the investigation's outcome.**

**Q&A) Dr. Andrew (Drew) Miller, Executive Director of Counseling and Health Services on**

**Q) Does the Counseling Center get reports of sexual assault?**

**Q) What happens if a student contacts your office and reports being a victim of a sexual assault?**

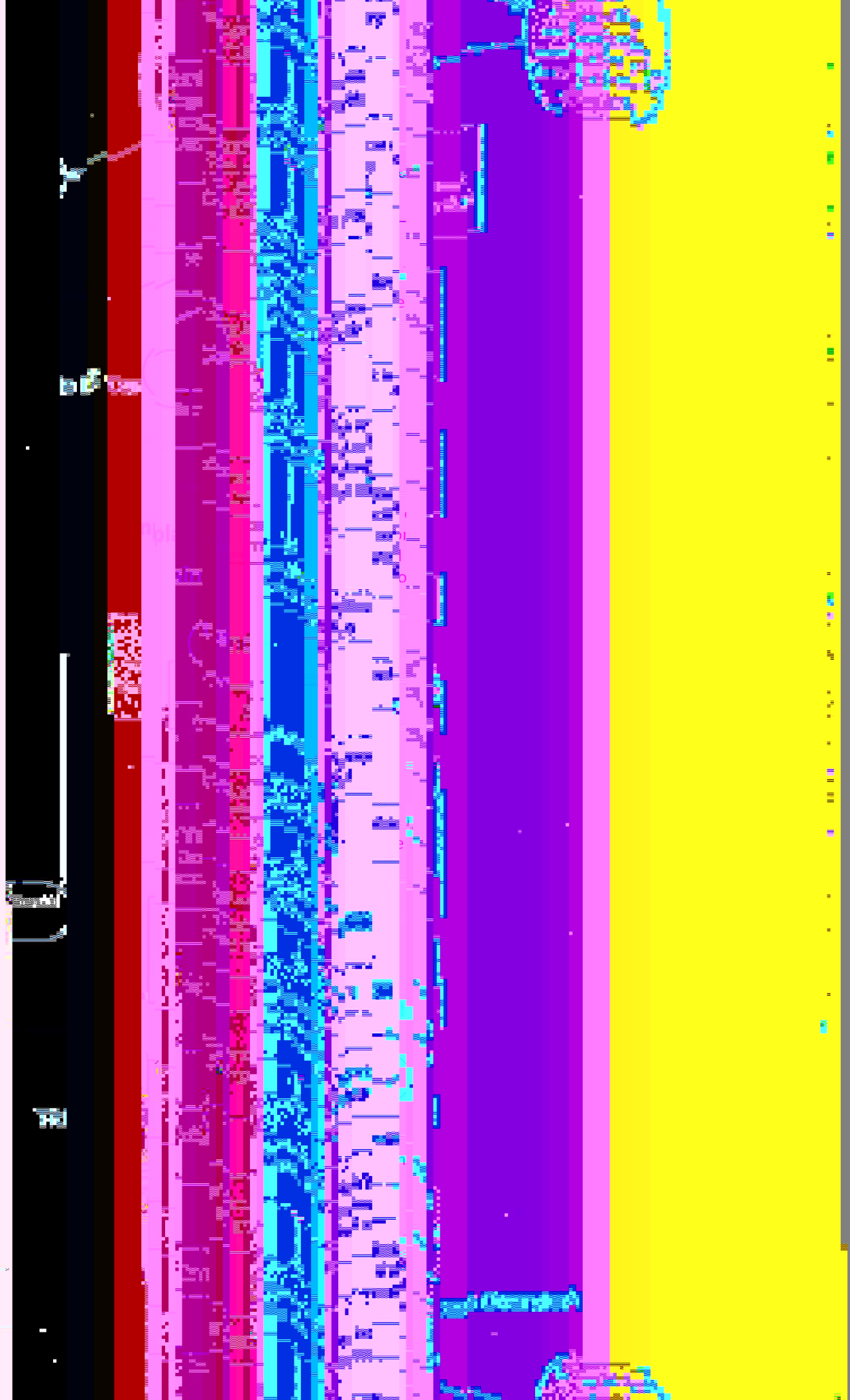
**Q) Does the Counseling Center encourage those who report sexual assault to make a formal complaint?**

**Q) To what campus/community organizations are victims of sexual assault referred?**

**Q) What happens if a student leaves the university following a reported sexual assault? Is there a mechanism for making sure a student who withdraws from the university still has access to care?**

**Q) What happens to the person accused of committing a sexual assault?**

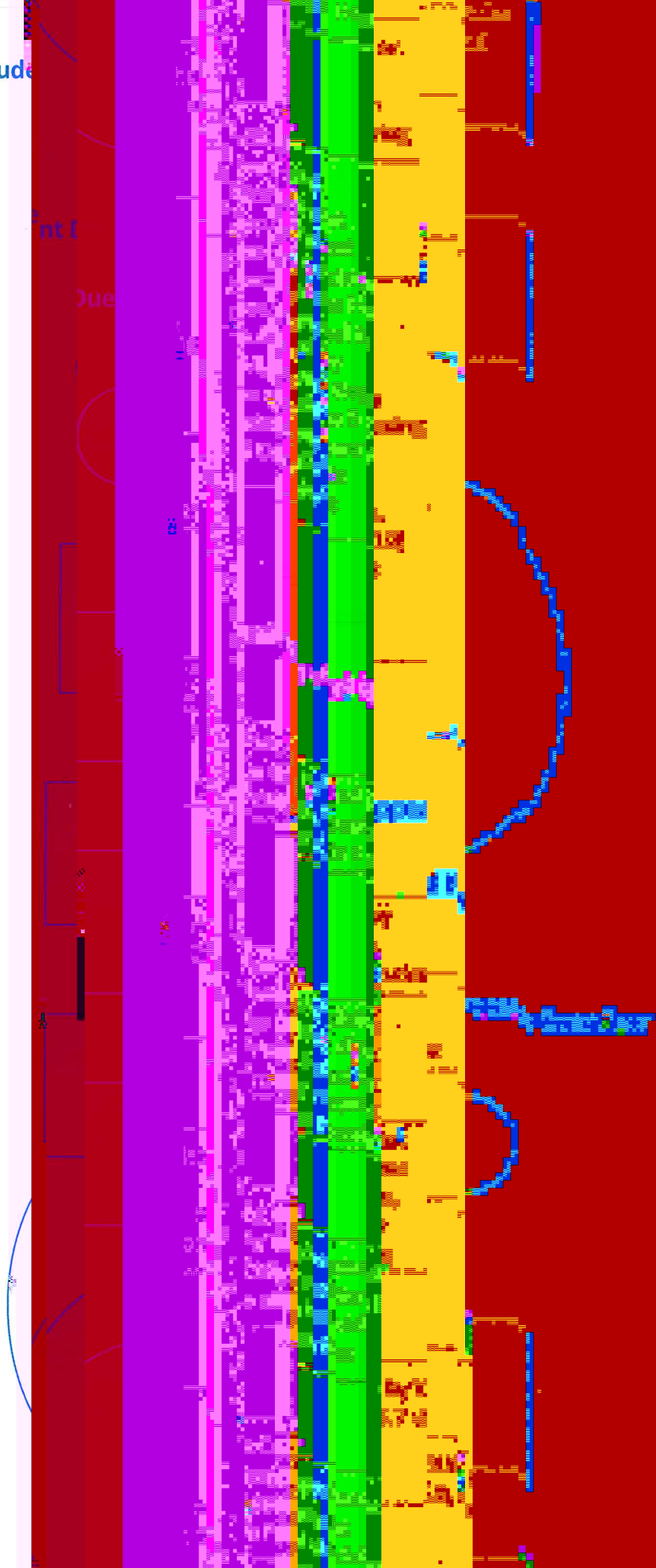
**Q) What efforts does the Counseling Center make to address the problem of sexual assault on campus?**



Student

Unit 1

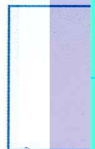
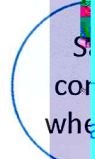
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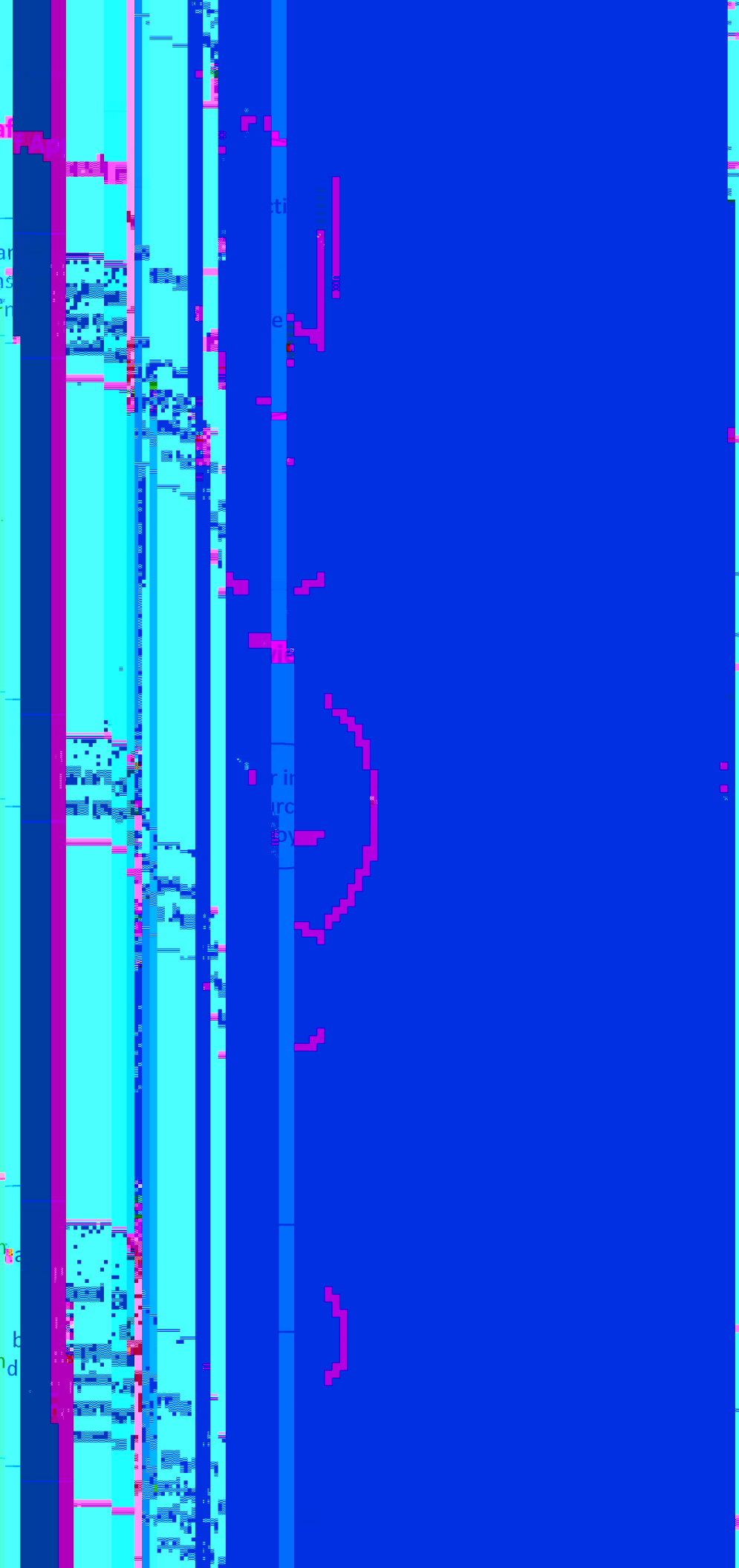
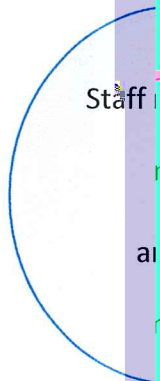
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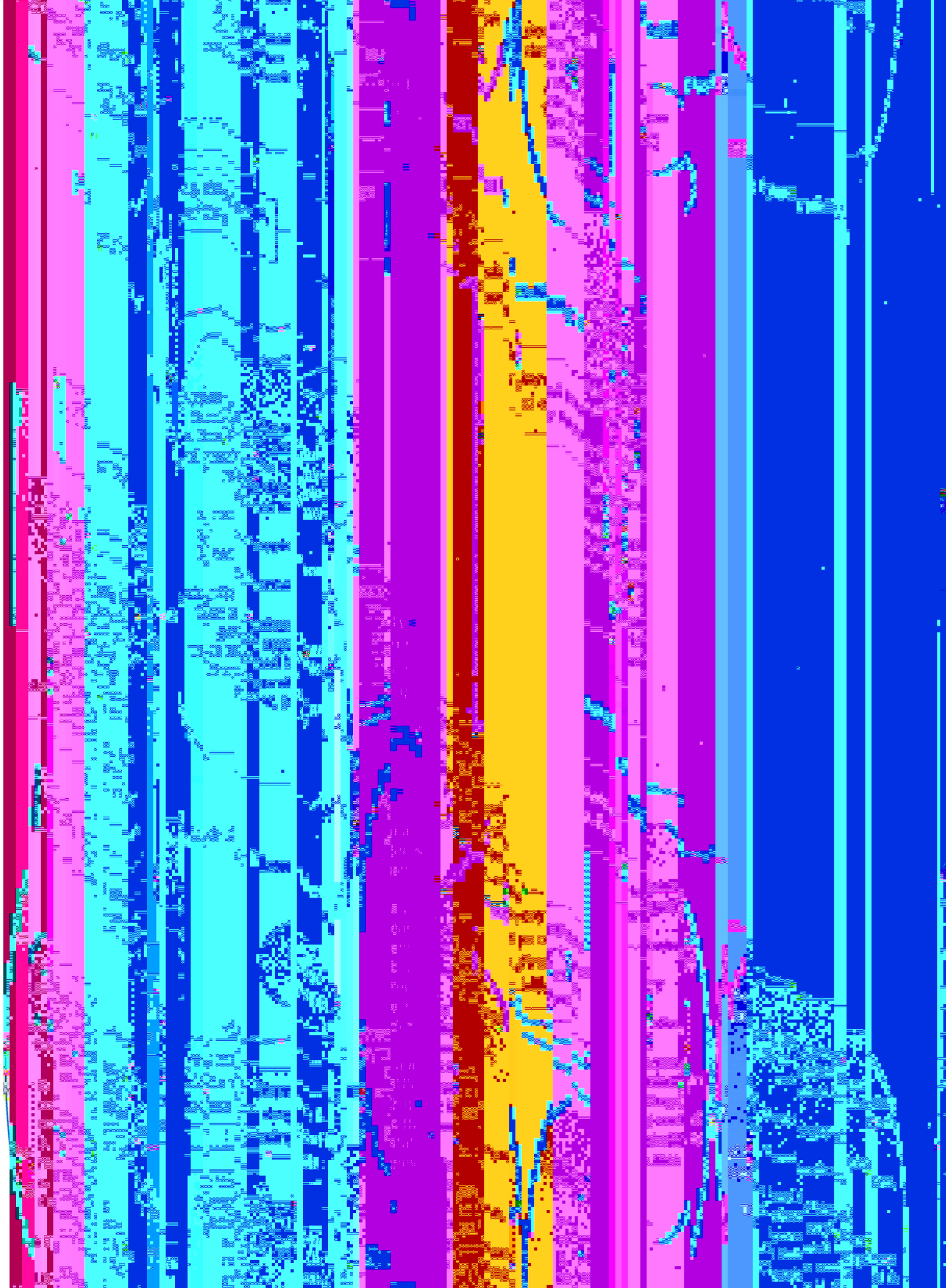
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October 24, 2014

- TSUS will focus on 3 areas of funding in the upcoming legislative session
  - Tuition Revenue Bonds ( ) – 2 million sq. ft. of space shortage across system universities
  - Higher Education Assistance Fund ( ) – once-a-decade review
  - Exemptions
- Other notable legislative issues
  - Outcome-based funding – TSUS is requesting \$265 million (an extra 10% of the budget) to support this initiative.
  - Requests from community colleges to provide baccalaureate degrees
  - Changes in the legislative body – The upcoming Senate is the most

Dis. Baly expressed the SHSU Senate's in employees in same-sex marriages as spo related supporting documents prepared Chancellor of Governmental Relations.

October 24-25, 2014

#### Notable Topics

- A number of institutions are reviewing their tenure and promotion policies, and the treatment of has emerged as a shared topic of concern. Consequently, TCFS will hold a panel discussion on the definition and assessment of collegiality at the February 2015 meeting.
- A resolution was passed to “oppose any legislation or initiatives that will overturn the present prohibition on carrying on university campuses.”
- TCFS also passed resolutions to recommend the Legislature to increase funding for higher education (by 25%), Hazlewood (full coverage), and the Texas Education Opportunity Grant Program.

#### The Professoriate of the Future

(Presentation by Julie Schmidt from AAUP – the American Association of University Professions)

- Recent AAUP survey indicated that 70% of all faculty appointments are contingent nationwide.
- There is no “adjunct crisis,” but rather a system-wide crisis. As the lacking of economic security leads to a fraying of academic freedom, faculty governance, and academic citizenship.