

**FACULTY SENATE MINUTES  
SAM HOUSTON STATE UNIVERSITY**

6 November 2014

3:30 p.m. – 5:00 p.m.

Austin Hall

**Members Present (21):**

Irfan Ahmed (COBA), Nancy Baker (CHSS), Jonathan Breazeale (COBA), Donna Cox (COE), James Crosby (CHSS), Karla Edison (COE), Randy Garner (CJ), Deborah Hatton (COFAMC), Joan Hudson (COS), Mark Klespis (COS), Jeffry Littlejohn (CHSS), Paul Loeffler (COS), Dennis Longmire (CJ), David McTier (COFAMC), Sheryl Murphy-Manley (COFAMC), Diana Nabors (COE), Gary Oden (COHS), Dwayne Pavelock (COS), Lisa Shen (NGL), Stacy Ulbig (CHSS), Tony Watkins (COFAMC)

**Members Not Present (10):**

Helen Berg (COE), Tracy Bilsing (CHSS), Don Bumpass (COBA), Madhusudan Choudhary (COS), John Domino (CHSS - on leave for Fall 2014), Mark Frank (COBA), Richard Henriksen (COE), James Landa (COHS), Douglas Ullrich (COS)

One of the proposed FMLA changes, as previously brought up in Senate, was for SHSU to offer a full semester of paid FMLA leave instead of the current 12 week unpaid leave. Therefore, some concerns noted in the FA report included the possible abuse of this policy and the cost of covering the paid leaves, such as its potential impact on merit pay increase.

Provost Hebert wished to assure faculty that the cost of covering the paid FMLA leaves is manageable and “insignificant compared to the budget for merit.” Based on the provost’s calculation, the maximum expected cost to cover full-semester faculty maternity leaves would be approximately \$50,000 (in contrast, at least \$450,000 is needed for 1% of merit pay increase).

In addition, the provost felt that while there is always the possibility of policy abuse by a few faculty members, these individuals would have been taking advantages of their colleagues already, with or without extended FMLA benefits. We should address such cases through other means, va1( ml1()Tu(a4)-2(oxi (i)n pol2(ox(n a)-1((n a)-1( n)-ot)-8.28 Tc -0.0,-2(a)-1(s(d )-2(y qui (in, )5e)5(c



important for tenure-track faculty members to learn of their third year straw vote results before deciding whether to request early tenure reviews. On the other hand, some senators believed it would be best to keep the policy flexible, to ensure early tenure reviews can be granted to retain exceptional faculty members.

**Faculty Senate  
Chair's Report  
6 November 2014**

As the majority of Faculty Senate expressed a preference in our last meeting for the chair's report to be circulated in advance when possible, I am submitting my chair's report in writing via e-mail to the Senate before today's meeting. During our usual time allotted to the chair's report, I will be glad to answer questions on any of the following topics.

**Academic Policy 900417  
Reappointment, Promotion, and Tenure**

As mentioned at the Senate's last meeting on October 23, the provost has decided that the most efficient way to revise this policy is to create a small committee of two faculty members, two department chairs, and one or two deans to rewrite the entire policy and then submit the revised policy to the usual channels (see the Academic Policy Review Chart). Paul Loeffler and Stacy Ulbig will serve on this committee, representing faculty. The provost is likely to choose Abbey Zink and John Pascarella as the two deans. The provost has not yet decided which department chairs to put on this committee. If you have thoughts about how to revise the policy, please share them with Paul and Stacy as soon as possible. In addition, the work the Faculty Affairs committee has done on this policy will be submitted to Paul and Stacy, to aid them in the revision process. Debbi Hatton will offer a report today on the Faculty Affairs committee's findings on this policy.

**Family and Medical Leave policy**

I spent time discussing this issue with the provost, in response to some questions that had come out of the Faculty Affairs committee work on this policy.

**Online Course Development Support Committee**

Development Support, but rather that the task force committee can be finalized (which will take some time). The provost reminds the Senate that the task force (over which some senators had puzzled) was a matter of urgency in wanting this committee created as soon as

meet

chair of the Faculty Diversity Committee and find out about meeting after requests from committee members that she

**Required Training Format**

The provost was sympathetic to the Senate's recommendation that mandatory training be provided as PDFs along with the now-standard training videos. The provost will bring this issue to the President's cabinet meeting.

**Course Load Reduction for Chair Elect**

The provost still needs to discuss this with CAD. The Senate will need to change the date of our election of chair-elect to an earlier date, to accommodate the logistics of hiring someone to teach the course that the new chair-elect will be released from teaching.

**Support for Adjunct Faculty**

The provost instructed me to talk to Karen Whitney to obtain data on salary ranges for non-tenure-track faculty. I have done so, and I am awaiting the results.

**Publishing Student Comments Online**

I have a correction to make: the proposal to publish written student comments online with the rest of the teaching evaluation was NOT a TSUS system issue, but instead a UT issue. However, I did discuss this with TSUS Vice Chancellor Perry Moore, who said he does not approve of the idea and agrees with SHSU's Faculty Senate and Student Government Association re: privacy concerns.

Submitted by Nancy E. Baker (in advance, via e-mail)