

SENATE AGENDA FOR SEPTEMBER 5, 2008  
JBK Room 11, 12:15 PM

Bob Hansen called to order at 12:15

Introductions (5 minutes) All representatives present except Darlene Pulliam and Jon Cooley, both of the College of Business, and Michael Meyers of SES.

Overview of agenda for the year

Bob briefly explained items and asked for other issues to be sent to him

Bob's report on System Faculty Council

Issue of whistleblower incident at Tarleton

Issue of evaluation of faculty in system, reward for top 3 % evaluated at each school

Issue of how system views tenure, who qualifies, very limited, must have research as well as teaching and service, be exemplary, based on external research funding

Minutes of May 1, 2008 move to approve - Crafton second - Viswanath

Comments from Dr. O'Brien

Looks forward to working with FS this year

Updates – undergrad enrollment up more than 4.5 %, due to recruiting, brochures, marketing; increase in student credit hours to 1003, more full time students than before due to tuition structure, will help graduation and retention; grad enrollments down 230 students, 14% decrease – need to find out why, other schools also down in grad students, especially in ED programs, will redesign programs and re-allocate resources if needed; freshmen class up to 1185 from 932, also increase in transfer students but not as much as hoped so will develop workable articulation agreements with community colleges, perhaps simultaneous admission; Amarillo Center going well, projected 460 got over 500 students, 601 in classes so will branch out beyond Amarillo, we want to have the major presence in the Panhandle

System Student evaluation issue: intended to reward faculty teaching, based on a one-question survey, top 3% got \$10,000. O'Brien has concerns about the process. Each school admin submits five questions, each FS got five, each student government gets five, process unclear to reduce all these questions to form, not scientific, not validated in any way, our faculty salaries lower than average across state and system, 31 of 35; O'Brien would rather use resources to raise faculty salaries; don't need another evaluation which might subvert CIEQs. It is good to have enhanced stress on teaching, faculty MUST have excellence in teaching, sine qua non. This reward might contradict this goal. Project will pilot in TAMU, Kingsville and Prairie View, is totally voluntary, no funds yet

Issue of Tenure: Chancellor said only research counts, O'Brien said all three areas count, not just external grants to count for research, will not use Chancellor's model, will use articles, books, performances for intellectual contributions.

Evergreen Proposal: we have both tenure-track and non-tenure track positions, non –tenure track should be limited in number, only a few positions where research not needed, as Nursing, but would have higher teaching loads, would still need to reach accreditation standards, use 80 teaching, 10 research, 10 service as opposed to 60/20/20 for tenure track; have five year term contract, still annual evaluation and can be fired, are renewable; gave example of his experience when majors dropped dramatically – what to do with tenured faculty? Can use term contracts for flexibility to shift resources; need to set a percentage limit for each college/department

Comments from Dr. Hallmark

Freshman class larger, demographics, % Hispanics down from 24.5% (25% = Hispanic serving institution), now 22.5 %, grants, other funding depends on this

Same quality – are not decreasing standards to get higher numbers,

Evergreen: term appointments will not replace tenure, **it is not going away**, some Regents do not understand tenure but also some who do, all presidents united to protect tenure, especially president of TAMU; there are threats, Chancellor does not know what faculty do, but learning; term contracts are for instructors that we want to keep long-term

Evaluation of faculty is a slippery slope, started as response to argument that faculty do not care about teaching; need to keep limited or will become required, only evaluation used and do not want that

Overview of plans for the year– handout of items

Report from Evaluation Question Committee

Bonnie passed around the questions collected from faculty, committee will choose 5 and present to Chancellor next week

Ad hoc committee on externally funded Faculty Development Leave- Rennie

3 members needed – to cover externally funded leave: Viswanath, Rex Lee, Darlene Pulliam

Bob gave review for new members, policy as adopted left out sentence that must be approved by department head and dean before applies for leave

Promotion and Tenure (refer to working paper)

Bob reviewed need for revisions for next year, already clarified by Provost for this year

Motion to revise – postponed until after this tenure cycle – Perry Crafton suggested, see how it works and what the problems are; Bob argues for all tenured faculty to constitute committees to avoid favoritism and politics

Hallmark proposed process – Section 8 says VPAA convenes assessment committee in March, so have FS collect over this cycle what works and what doesn't, FS debates and passes a resolution for change, give to assessment committee

Hansen asked for member from each college – Perry Crafton, Marietta Branson, Karen Friske, Bill Ambrose, Jim Calvi - charged to collect information and bring to FS

**All members charged to find out what their departmental standards are.**

Bob ranted for a while on “Meet or exceed” standards for promotion and tenure.

Trela asked why system uses Meritorious and Superior and we use Outstanding and Excellent. Discussion ensued.

#### Announcements

Chancellor McKinney will be here next meeting. President will provide lunch.

Book scholarship **up to \$100.00** to all faculty/staff members who had been approved for tuition assistance. Look for a future email concerning the application process for this scholarship. Please keep all of your receipts for your fall 2008 semester book purchases. [Staff\\_Council@wtamu.edu](mailto:Staff_Council@wtamu.edu).

Council of Faculty Governance, Bonnie volunteered

Adjourn (anticipated 1:45 PM) actually 1:59