

## **Minutes of Faculty Senate**

**22 November 2013**

**Present:** Alex, Ambrose, Anwar, Blanton, Clark, Crandall, Diego-Medrano, Drumheller, Fiaud, Jacobsen, Kuennen, Pendleton, Rausch, Takacs, and Ward

**Absent:** Atchison, De'Armond, Jafar, Johnson, Kelly, Landram, and Loftin

**Guest:** Shravan Devkota substituting for Loftin

**Call to Order:** President Ambrose called the meeting to order at 12:17 p.m. in Room 14 (Eternal Flame) of the JBK.

**Approval of Minutes:** Drumheller made a motion seconded by Fiaud to approve as amended by Rausch the minutes of the 8 November 2013 meeting of Faculty Senate. All Senators present were in favor of the motion.

### **Old Business:**

Four faculty members were nominated for the Minnie Stevens Piper Professor honor. Nomination forms were submitted for Jim Calvi, Rebecca Linke, and Pam Lockwood. One of these will be chosen for WT.

Nominations are due 25 November for the Chancellors Academy of Teacher Educators. Mary Jane Cruz and Chuck Chase were nominated, but Chuck did not accept the nomination. Paul Clark said Jessica Mallard nominated Elizabeth Morrow Clark.

Faculty Development Leave applications are due to Faculty Senators or Senate officers by 2 December. The applicants must first obtain approval from their department heads and deans. Senators will vote on 24 January to approve or disapprove each person before forwarding the applications to Drs. Shaffer and O'Brien. Starting in Fall 2014, two faculty if approved can take leave for one semester each or one person can have leave for two semesters at full pay. Faculty agree to stay at WT for 3 years after their leave. It was suggested that faculty returning from leave should present seminars about their experiences.

Ambrose discussed mid-term grades with Cindy Barnes who thought it was a good idea for faculty to be able to access mid-term grades for their advisees to help prevent students from slipping through the cracks. Barnes said if a student is counseled in a faculty office, the student can open his file and show his mid-term grades to the faculty member. Ward suggested not posting mid-term grades for upper-level courses because often not enough exams have been given by mid term to be able to determine a student's grade. Anwar said the current system of mid-term grades in CORE courses works. Senators were not in favor of mid-term grades for upper-level courses.

Ambrose said he read the entire Texas A&M University policy and other than at <http://rules-saps.tamu.edu/PDFs/12.01.99.M2.pdf>, he found the word collegial only where faculty go in to have their annual evaluations, it should be collegial between the department head and faculty member. Collegiality can be subjective; ethics might be more measurable. Blanton said collegiality feels like the “good old boys” system, rather than ethics. Rausch said a person can be very collegial without being ethical; often the most collegial person is the most unethical. Drumheller said “collegiality” and how a faculty member should defend himself against a charge of lack of collegiality need to be defined. Anwar suggested getting rid of collegiality because it could be abused. He said most problems are personality clashes or when someone sees rules broken. Ethical conduct is more relevant. Clark said lack of ethics is illegal behavior. Ward said if someone is accused of being unethical, the cause usually is specified. Clark said Faculty Senate could come to consensus about collegiality being too amorphous and vague a term. A definition is needed, if Faculty Senate wants to replace collegiality with ethics. Ward moved that Faculty Senate resolve that the term “collegiality” be removed from the Faculty Handbook and any other document on which faculty are evaluated. The motion was seconded by Rausch. All Senators present voted in favor of the resolution to eliminate collegiality. Rausch suggested not replacing collegiality, except perhaps with professionalism. Drumheller said policies already in place deal with lack of professionalism at WT. Clark suggested creating a subcommittee to investigate other faculty handbooks in the United States to learn how other universities deal with professionalism. Anwar said professionalism might involve six or seven items. Anwar said WT did not have anything concerning collegiality before Chapman used the term. Kuennen made a motion seconded by Rausch not to replace collegiality with anything. All Senators present voted in favor of the motion to remove the term and not replace collegiality.

The Faculty Senate meetings for Spring 2014 are scheduled for 24 January, 7 and 21 February, 7 and 21 March, 4 and 18 April, and 1 May. Ambrose will invite Drs. O’Brien and Shaffer to Faculty Senate in the Spring semester.

The Faculty Senate meeting adjourned at 12:46 p.m.

Respectfully submitted,



Bonnie B. Pendleton, Secretary

*These minutes as written were approved at the 24 January 2014 meeting of Faculty Senate.*