

## Faculty Senate Minutes

November 30, 2018

**Senators Present:** Ambrose, Babb, Bartlett, Burnett, Castillo, Clewett, Clifton, Curl, Davis, Franken, Garcia, Ingrassia, Karaganis, King, Kwan, Leitch, Lewis, Li, Macdonald, Meljac, Revett, Rollin, Seward, Wang, Williams and Woodyard.

**Senators Absent:** Seth

**Substitutes:** None

**Call to Order:** Davis called the meeting to order at 12:18 pm in the Eternal Flame Room of the JBK.

**Guest Speaker:** None, James Webb scheduled but unable to attend.

**Approval of Minutes:** King made a motion to approve the Faculty Senate minutes of November 2, 2018; Ingrassia seconded. Motion passed with one member abstaining. Meljac made a motion to approve the Faculty Senate minutes of November 16, 2018; Ingrassia seconded. The motion passed with two members abstaining.

### Current and Pending (Old) Business

#### *Alumni Evaluations*

Nothing new from the committee. Davis said that Dean's Council is good with the Alumni Evaluations now that they are administered electronically.

#### *Merit Raise*

Nothing new since last meeting

#### *Instructor Promotion*

Davis attended Dean's Council November 19. He circulated the following notes via email regarding instructor promotion.

- 1) Dean's feel that there is generally an abundance of applicants for instructor positions, especially relative to tenure-track positions.
- 2) Instructor positions are created for: 1) economic considerations, or 2) inability to fill a tenure track position.
- 3) Any viable proposal must minimize the budget impact on the departments/colleges. A 5% increase in salary will likely be a non-starter.
- 4) Proposals should probably limit the number of instructors promoted per cycle and limited the total number at the advanced level.
- 5) They feel that previous proposals lack suitable motivation/benefit for WT, specifically the colleges.

Dean's are also concerned that a promotion is seen as quasi-tenure. Senate discussion revolved around the following topics: (1) FAH, and other colleges, already have methodologies for instructor promotion. (2) Course releases substituting for pay raises (new idea – both pro and con discussed). (3) Many universities facing same challenges, need to find what they do.

Li asked if we knew what instructors wanted and brought up the idea of surveying the instructors.

After the discussion, the committee was asked to continue revising the instructor promotion proposal focusing on specifics and get the System and/or Texas A&M Policy. Clewett mentioned that there is System policy on tenure for faculty on fixed term contracts and longevity raises.

#### *Proposed Change to Faculty Handbook*

Faculty Handbook page 94 (PDF page 101) lists nine examples of items faculty are expected to follow in demonstrating professionalism in the execution of their assignments. Example # 7 currently reads: Full-time faculty must participate in two of the three (May, August, December) graduation ceremonies and must participate in the Convocation.

The proposed change from an administrator reads: Full-time faculty must participate in two of four graduation and/or convocation ceremonies (typically held in May, August, October, and December) per calendar year.

Meljac made a motion to accept the proposed change to the Faculty Handbook; King seconded. The motion passed unanimously.

The proposed change now goes to Dr. Shaffer and then the Faculty Handbook Committee.

#### *Code of Student Life Committee*

Seward shared a pending change in the Class Attendance policy. The proposed changes are:

Students who miss classes for reasons of official University business will be given the opportunity to make up the missed work without penalty provided the student ~~and/or the sponsor/coach of the official University activity informed~~ informs individual professors prior to the absence departure.

The Code of Student Life Committee has no objection currently but thought Faculty Senate should be aware of the possible change and have a chance to provide feedback and/or support.

#### *Incident Committee*

In response to his inquiry, Meljac received a letter from the UPD regarding whether the noose incident is a reportable offense via the Clery Act. Since no criminal offense was reported, the incident is not a Clery Act offense or hate crime.

The committee questions the speed of disclosure while recognizing that part of the slowness was due to the investigation. Ingrassia suggested a possible resolution stating we would like to be informed of incidents as soon as legally possible. The committee will work on the resolution.

It is known that some level of harassment is ongoing. The victim in this incident has gotten another job.

### **New Business**

#### *Faculty Development Leave*

One request received earlier in the semester. One additional request anticipated pending the Dean's signature. Faculty Leave documentation originally due by December 1. One-time extension to January 4<sup>th</sup>; with a vote at the next Faculty Senate meeting January 18, 2019.

### *Shaffer request*

Dr. Shaffer wants feedback from the Faculty Senate regarding whether the university should accept credit from Straighterline, an online course provider. We have received requests to accept their coursework. Here is their website:

<https://www.straighterline.com/>

Some System schools accept coursework from Straighterline; others do not. Dean's Council is opposed to accepting. English course requirements do not mesh with WT or TX Legislature. Straighterline is not regionally accredited but is nationally accredited. We will discuss February 1<sup>st</sup>.

### *Staff Council Request*

Staff Council is proposing that the grassed island in the parking lot between Guenther, Conner and Buff Halls (Zone 7) go back to a parking lot. Staff Council asked for Faculty Senate endorsement. Faculty Senate deferred the proposal to the Parking Committee.

### *Comprehensive Peer Evaluation (CPE)*

The faculty selected for the designated college CPE committees (after a random drawing of thirty tenured faculty members and six alternates) are in the following table.

College Committee	Faculty Member	Representing College
ANS	Lust, David G.	ANS
ANS	Ward, Rocky	ANS
ANS	Parker, David	ANS
ANS	Teweleit, Russell	FAH
ANS	Kinsky, Emily	FAH
COB	Li, Hongcai (Andrew)	COB
COB	Humpherys, Sean	COB
COB	Babb, Jeffry	COB
COB	Williams (Meek), Leslie	FAH
COB	Rose, Richard	COESS
COESS	Hwang, Sang Kyeom	COESS
COESS	Bigham, Gary	COESS
COESS	Riney, Mark	COESS
COESS	Truitt, Edward	FAH
COESS	Manfredi, Guglielmo	FAH
ECSM	Gill, Kristina	ECSM
ECSM	Ambrose, William G.	ECSM
ECSM	Leitch, Kenneth R.	ECSM
ECSM	Clewett, Cathy	ANS
ECSM	Nam, Choong-Ha	FAH
FAH	Jacobsen, Martin	FAH
FAH	Kuhlman, Martin H.	FAH

FAH	Carpenter, Tina	FAH
FAH	Vestal, Mallory	ANS
FAH	Hunt, Alexander J.	FAH
NHS	Phillips, Angela	NHS
NHS	Bartlett, Michelle	NHS
NHS	Branson, Marietta	NHS
NHS	Greene, Leigh	COESS
NHS	Scales, Nicholas	FAH

#### Upcoming Schedule

January 18

February 1

February 15

March 1

March 22

TBA

TBA

The Faculty Senate meeting adjourned 2:07 pm

Respectfully submitted,

Sharon Burnett, Secretary

*Minutes approved at January 18, 2019 Faculty Senate Meeting*