CALL TO ORDER: 12:15 PM
Greetings to Chancellor McKinney

Minutes of September 19, 2008 (1 minute)
Motion Pulliam Second Matos

Observance of a moment of silence for Dr. Robert Herrington
Bonnie Pendleton gave brief remarks about him.

NEW BUSINESS

Appointments to Parking Committee from ASE and ESS
   ASE Matt Jackson Computer Science
   ESS Janet Freschly

Appointment to Guest Artist Committee replacing Jeannette Embry
   Deborah Davenport Nursing

Announcement of appointments to Senate Standing Committees
   Budget and Faculty Governance: Jim Calvi, Mark Riney, Roy Issa, Leigh Browning, Linda Chenowith; this committee is charged to evaluate other committees before they meet
   Faculty Development and Student Learning: Mike Myers, John Cooley, Keith Price, Perry Crafton
   Assessment, Advising, Conduct, Curriculum, and Issues: Theresa Trela, Liz Matos, Russell Anderson, Bonnie Pendleton

Introduction of Chancellor McKinney
“Evergreen” Contracts and Tenure questions
   Tenure is important and means something, not just seniority
   To keep good teachers who cannot do research required for tenure
   Five year contract or three year automatically renews unless have notice
   Still have annual evaluations
   Is not mandates for anybody, is optional
   Trela asked about name, Chancellor says it is a type of contract that self-renews
   Bingham (sub for Price) asked about renewal process and teaching load – Chancellor said is up to each school, Hallmark said currently considering 3/3 for tenure and tenure/track and 4/4 for 5/5 adjusted for contracts
Trela asked if annual reviews will have to do portfolios like tenure, Chancellor says each school will decide, he wants most professors to have tenure, just does not want to lose good teachers

SET project
Wants to reward teaching, that is what legislature and parents think we do – just teach
Like a Customer Satisfaction award, not an incentive, to make a difference in pay for good teachers
Has nothing to do with tenure, is students’ opinion
Knows will have to make some adjustments to make it fair
Top 3 percent $5000-$10,000 depending on class size, next 15 percent $2500
Is asking legislature for $12 million, they like that is student opinion
Rausch (sub for Calvi) asked shouldn’t assessment be done later, when students realize whether class helped them; what about online students taking classes also at other schools? Chancellor answered that committee is aware of these problems and are working to account for them
Hansen asked if evaluations attached to course or teacher, Chancellor says both, all classes count; why limit to class of 15 or greater? Chancellor says has to do with rewarding teachers who teach more students, teaching smaller classes is already more rewarding in $/student, Hallmark corrected to say that here same professors teach small and large classes, and that many professors teach small classes; Chancellor says it is not perfect but is better than nothing, WT will be part of pilot program
Crafton asked if possible to include large core classes as a determiner so those who teach large classes get higher scores, Chancellor says have taken that into consideration, larger classes tend to have lower evaluation, but can’t figure out how to level the playing field, will need to tweak after pilot
Cooley asked will not replace current CIEQs? (no, will have both); what happens if this differs from CIEQ? Will this be used in any other way, as to affect merit pool, Chancellor says too complicated sytem-wide too just add to current evaluations, still deciding how and when to administer, wants to post who gets the awards – open records
Intent to reward good teachers and to let students say who that is

Q and A
Pulliam asked what he has learned about WT, Chancellor says WT one of his favorites because of students and President, we take care of business, we provide good education, are a good regional university, students are good thinkers, they should have share in governing the university and are now feeling left out; just need to figure out what we are going to be – more PhD programs so do more research?
Talked about sons playing football, grandchildren
Hallmark asked about tenure – what does Board of Regents think it is, where is it going? Chancellor says tenure has to be protected and has to be given less often, needs to mean something; Regents understand that tenure serves a purpose in recruiting good researchers so tenure itself is safe, but tenure committees will be charged to do a better job of saying who deserves tenure; Regents look at teaching loads (WT okay) but TAMU has 3/3 load with adjustments so each professor is not teaching very many students, as little as one small class per semester and that is what Regents see

Frank asked about post-tenure review, Chancellor says it is a waste of time, no one ever gets fired, which is why tenure needs to be given carefully; and supervisors need to do a better job of getting people ready for tenure or telling them they are not doing their job, need better feedback all along the process

Chancellor says tenure is a guarantee of a job but salary can be reduced, office space can be reassigned to make job unpleasant but tenure guarantees the job itself will stay; Board of Regents grants tenure but counts on Chancellor to give a good list, he relies on presidents and provosts to make sure everyone who comes up deserves it

Hansen asked what is tenurable research? Chancellor says varies by university and by department, field, performance counts for artists, patents for scientists, etc., committees need to be trustworthy and then trusted; teaching must be most important factor

Students are the most important part of the university

His number is 832 577 9076 and he will answer all calls

He does want to increase developmental leave, wants to find money

Comments from Dr. Hallmark

Wants ad hoc committee on T&P to look at lots of small things in process

Curriculum changes are major process right now

Will not be in town for next meeting

UNFINISHED BUSINESS

COFG Meeting delegate Austin, Oct. 25 : Crafton will be our representative

Adjourn 1:40