Faculty Senate Minutes
3 May 2012

Current Senators Present: Alex, Ambrose, Anwar, Bartlett, Bigham, Byrd, Crandall, Drumheller, Jafar, Kuennen, Landram, Loftin, Parr-Scanlin, Pendleton, Rausch, Rosa, Severn, Vizzini, Ward, and Wilson

Senator Absent: Castillo

Substitute: Linda Chenoweth for Johnson

Newly Elected Senators: Bill Ambrose, Nancy Cartwright, Leslie Dalton, Bonnie Pendleton, Rex Pjesky, William Takacs, and Tim Atchison (unable to attend)

Call to Order: Gary Byrd called the meeting to order at 12:17 p.m. in 11 JBK. He welcomed the newly elected Senators.

Approval of Minutes:
Rausch made a motion seconded by Vizzini to accept as written the minutes of the Faculty Senate meeting of 20 April. The motion passed unanimously by those present.

Election of Faculty Senate Officers:
Rosa questioned whether newly elected or current-year Faculty Senators should vote in the election for Faculty Senate officers. Jafar brought up discussion on Faculty Senate rules (pages 143-144 of the Faculty Handbook). Byrd said the first meeting in May (usually on Dead Day) is when new officers are elected. Ambrose said Dead Day was later than normal this semester.

Rosa suggested the new Senate should review the Faculty Senate by-laws. Kuennen suggested changing the wording to say officers should be elected on "Dead Day." Byrd clarified that the election is to be by current-year and new Senators, but he said the wording says new and carryover Senators. Landram suggested "getting on with it and that BS stands for Business School."

Rosa suggested electing officers, then reconvening the Faculty Senate meeting for business. Vizzini agreed. Byrd called for a voice vote to accept Rosa's suggestion that this be considered the organizational meeting where the first order is to elect officers, then reconvene with the new officers running the Senate meeting. Ambrose made a different motion to continue with old business with President Byrd running the current Faculty Senate meeting; Kuennen seconded Ambrose's motion. The Senators present voted 15 in favor of Rosa's proposal and five for Ambrose's proposal.

Bill Ambrose and Dave Rausch were nominated for Faculty Senate President. Vizzini made a motion seconded by Chenoweth that nominations should cease for President; the motion passed unanimously. Bill Ambrose was elected President.

Syed Anwar was nominated for Vice President. Rausch made a motion seconded by Vizzini that nominations should cease; the motion passed unanimously to elect Anwar.

Nancy Cartwright nominated Bonnie Pendleton for Secretary. Ward made a motion seconded by Rausch that nominations should cease; the motion passed unanimously to elect Pendleton as Secretary.

The Faculty Senate meeting was turned over to newly elected President Ambrose.

Old Business:

Evaluation of Administrators: Jafar read his statements (following) related to the Faculty Senate resolution on "incorporating Faculty Evaluation of Administrators into annual merit decisions" and said it was imperative that his statements be included in the minutes.

Jafar said:

"On Principle:

I do not see it as the Business of the Faculty to tell the president how to evaluate the Provost or to tell the provost how to evaluate the deans.

On Procedure:

1- Can some one tell me what metric that the president uses to evaluate the provost? What metric does the provost use to evaluate deans? If we do not know what metric they use, how can we ask them to incorporate a measure that is fundamentally flawd into a metric that is unknown to us?

2- In Faculty Senate Meeting on March 23rd, 2012 under: "**TOPIC 3** Fostering Greater Participation Among Faculty for Administrator Evaluations, an Adhoc committee with members: Ambrose, Alex, Anwar, Byrd, Landram, Rosa" to study, audit, streamline … was formed. The committee did not come back with any recommendations. I do not know if they ever met.

3- We have more Faculty pressing issues like Class sizes and summer pay, changes to the CIEQ "Especially the Online One" that we should have passed resolutions on and we did not.

4- The Faculty evaluation of administrator return results is worse than the on-line student evaluation of faculty (CIEQ). Did you ever read the questions? We have been complaining about CIEQ for a long time and we as faculty want it to be changed, Now we are asking the President and the provost to use a similar measure?

5- Finally, If we are asking that the faculty evaluation of administrators to be incorporated into the evaluation of the D.H., the Deans, and the provost, Why did we stop there? Why Faculty evaluation of Administrators should not also include the president.

6- Finally: I do request that the faculty senate reconsider dropping the resolution, it is a political stunt."

Byrd responded to Jafar's comments by saying that shared governance in the American university system should include exchange of information on all aspects of the university, particularly in academic areas. Byrd said to participate in evaluating administrators has been part of the American university system for a long time. He said candidates interviewing for the position of incoming university president always are interested in shared governance. Byrd said in meetings between Dr. O'Brien and

himself that Dr. O'Brien valued input from faculty. Without feedback, the university system would be going to a different model.

When Jafar asked why the faculty Evaluation of Administrators does not include the university President as well, Byrd responded that Dr. O'Brien said there are very specific ways the university president is evaluated by The Texas A&M University System. Rosa confirmed that The System has ways to evaluate the WT President. Rosa said SACS requires colleges to evaluate administrators.

Ambrose said perhaps faculty should not be evaluating so many levels above the faculty level. He also said his department has had 10 department heads since he has been at WT. Rosa said originally the Graduate Dean was not included to be evaluated. Byrd said faculty members are very knowledgeable and should be allowed to provide their opinions of administrators. Faculty should use the 'don't know' category if they really don't know something about an administrator. Anwar said evaluating administrators does carry a lot of weight either good or bad; some administrators with bad evaluations have been asked to leave, and faculty give good opinions about other administrators. Anwar said administrators pay attention to the evaluations, and most administrators at WT are doing a good job.

Vizzini said Faculty Senate discussed that our goal was to increase faculty participation in the evaluation of administrators. Kuennen suggested adding we need transparency. Byrd said some faculty neglect completing evaluations of administrators because there is some degree of mistrust in the process, and some faculty asked "what's the use of doing the evaluation." Byrd said Faculty Senate is trying to improve the procedure so as to increase participation by faculty. The Faculty Senate resolution also gives faculty an idea that data are actually utilized. Byrd said Faculty Senate and Gary Kelley will work together to improve the process of evaluation of administrators. Rausch volunteered to revise and shorten the number of questions on the Evaluation of Administrators form.

Requesting financial information from President O'Brien. Ambrose asked Byrd to direct the discussion. Jafar asked in what format financial information for WT is available. Byrd said financial data are available in accounting format, but the format is not easy to interpret. Byrd said in some cases few have an idea who is the custodian of an account and no one can assemble information to learn how much it costs the university to run an office. He said Deans occasionally have discovered accounts they did not know existed for the College. Rausch said there are many different kinds of accounts (state, private, etc.) at WT. The Program Review Committee on which Byrd served had to make judgments on how valuable programs were for academics versus non-academics at WT, but the Committee had insufficient financial information available to them to use in their reviews. Byrd reported that Dr. O'Brien called in an outside consulting group to assist in making financial information more readily available. Byrd said Dr. O'Brien wants lean six sigma to help simplify the process. Severn said President O'Brien can open finances to the lean six sigma process, but Severn said the highest budget reaches out across the entire campus and is difficult to use lean six sigma on. Kuennen motioned to send Dr. O'Brien the Faculty Senate request for financial data. Anwar seconded the motion. The motion passed.

Parking issue: During the College meetings on 3 May, Byrd polled the faculty and collected data on 'those who do not like but can live with open parking', 'those who

think parking options might be reconsidered', and 'those who abstained from voting'. The majority of faculty members wanted to reconsider the new parking policy. Crandall asked when the new parking policy would take effect. Rosa asked if Staff Council should be involved and have a greater voice. Vizzini said in a meeting with Gary Barnes, he learned the parking prices for students and faculty and staff are about the same. Vizzini recommended tabling the parking issue and resuming discussion on it next year. The vote was unanimously in favor of tabling the discussion on parking.

Commencement Speaker Committee:
The Chair of the committee must be a Faculty Senator. Landram volunteered to Chair the committee. Anwar volunteered to be a committee member.

Archiving Information in WTClass: Faculty received an e-mail message about archiving information in WTClass and keeping only 2 years of information about past courses. Drumheller said she needed to obtain information from classes taught 3 years ago. Vizzini had to put in a work order with IT to access a WT Class gradebook for a student from a course he taught several years ago. It was recommended to ask James Webb to allow access for at least 3 years to the gradebook in WTClass. Rausch suggested bringing the problem to Deans' Council.

The Faculty Senate meeting adjourned at 1:41 p.m.

Ambrose, Anwar, Byrd, Cartwright, Crandall, Kuennen, Landram, and Pendleton then separated the Evaluation of Administrators forms, and the new Faculty Senate officers delivered the forms to Gary Kelley.

Respectfully submitted,

Bonnie B Pendleton

Bonnie B. Pendleton, Secretary

The Senators present at the Faculty Senate meeting on 7 September 2012 unanimously approved these minutes as amended by Gary Byrd.