

## SENATE AGENDA FOR OCTOBER 3, 2008

JBK Room 11

All senators present or represented

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 Pendelton

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 f or 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 some 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 system-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