

Minutes of Faculty Senate 7 February 2014

Present: Alex, Ambrose, Anwar, Atchison, Crandall, Diego-Medrano, Drumheller, Fiaud, Jacobsen, Jafar, Johnson, Kelly, Kuennen, Landram, Loftin, Pendleton, Stuntz, Takacs, and Ward

Absent: Blanton, De'Armond, and Rausch

Guests: Howard Wilson substituting for Blanton and Neil Meredith substituting for De'Armond

Call to Order: President Ambrose called the meeting to order at 12:16 p.m. in Room 14 (Eternal Flame) of the JBK.

Approval of Minutes: Stuntz made a motion seconded by Jacobsen to approve as written the minutes of the 24 January 2014 meeting of Faculty Senate. All Senators present voted in favor of the motion.

Old Business:

Ambrose said he met with President O'Brien and talked about collegiality used in the Faculty Handbook. Ambrose said Dr. O'Brien said collegiality was his idea, and he wants to retain collegiality in the Faculty Handbook but wants the rating to be only yes or no whether a faculty member is collegial or not. Rating collegiality is needed for situations where one faculty member in a department does not get along with others. Ambrose reported that Dr. O'Brien suggested collegiality be assessed on the yearly APS. Ambrose said determination of lack of collegiality and removing a faculty member should not be done at the last moment. Jacobsen suggested Ambrose forward the Faculty Senate wishes about collegiality to the Faculty Handbook Committee. Jafar said The Texas A&M University System does not use collegiality anywhere in faculty policies.

Dr. O'Brien forwarded to Faculty Senate the changes the Faculty Handbook Committee proposed. The proposed changes were not sent at the same time to Faculty Senate as specified in the procedures in the Faculty Handbook. Faculty Senate should send suggested changes for the WT President to consider. Dr. O'Brien is assumed to be the one who makes the final decision, but Jafar and Drumheller said there is ambiguity and the Faculty Handbook process does not state who makes the final decision. Faculty Senate is only an advisory organization to Dr. O'Brien.

Dr. Shaffer gave the Faculty Handbook Committee a copy of the Instructional Responsibilities part of the Annual Activity Evaluation Form of faculty performance. The form was believed to have been a compromise between forms by the Faculty Senate and Deans Council. The Faculty Handbook Committee made changes to the form. The Faculty Handbook Committee suggested a range of percentages for the categories evaluated. Ambrose said the percentage for each category should be only by choice of

the faculty member and not in mutual agreement with a direct supervisor. For Category B on additional measures, Faculty Senate agreed on two to four items, but the Faculty Handbook Committee set the total at one or more. Faculty Senators agreed all faculty should not be judged for "Accepted extra teaching responsibilities" because not all faculty have opportunity or are required to teach overloads, so teaching an overload should be extra credit and not counted against faculty. Being an "effective" advisor was not defined and cannot be measured. "Treats faculty and staff with respect and courtesy" (collegiality) is subjective and cannot be defined or measured. Faculty Senate believed these items were not acceptable as proposed on the newest version of the form. Ambrose will talk to Shaffer before the next meeting of Faculty Senate. Faculty Senators will discuss the changed form when Shaffer comes to Faculty Senate on 21 February.

Other changes proposed to Dr. O'Brien by the Faculty Handbook Committee were discussed briefly. The proposed changes will be discussed in detail at the next meeting of Faculty Senate.

Ambrose and Pendleton met with Jarvis Hampton to discuss the Faculty Evaluation of Administrators and decided not to do the evaluation online because individual faculty members could be identified if online. Individuals cannot now be identified except by department of the faculty member, which is needed to ensure results are applied for the correct department head and college dean. Senators will hand out the evaluations to the faculty in their departments. The forms are due back to the Senators by 5 March. The packets will be opened in the Faculty Senate meeting of 7 March. Tabulated results of the evaluation will be available at the 'Resources' link on the WTaccess site. Ambrose hopes the number of faculty members who complete the evaluation will increase this year.

Ambrose announced that Provost Shaffer will attend the next meeting of Faculty Senate. Senators are asked to come with questions to ask Dr. Shaffer.

The meeting of Faculty Senate was adjourned at 1:10 p.m.

Respectfully submitted,



Bonnie B. Pendleton, Secretary

These minutes as amended by Jafar were approved at the 21 February meeting of Faculty Senate.