

Meeting: Faculty Senate
 Date: September 6, 2016
 Time: 2:04 p.m.
 Location: BA 290
 Adjournment: 3:31 p.m.

Minutes

Members present: Wilson, Taggart, Slovak, Starnes, Sennette, Ballenger, Mitchell, Smith, Davis, Hayes (for Anderson), Yan, Taneja, Ou, Kelly, Carr, King (President), Pierce, May
 Members absent: Jones, Huber, Tanik, Nippani, Ballotti, Williams, Sun, Worley

Issue/Topic	Summary of Discussion	Decision/Action
<p>Guest Speakers Dr. John Humphreys, Interim Provost & Vice President for Academic Affairs</p>	<p>May minutes will be approved by e-mail correspondence</p> <p>President King introduced Dr. Humphreys and gave an overview of his professional background.</p> <p>Dr. Humphreys summarized his personal and professional background. President King then asked Dr. Humphreys several questions that Senators sent directly to him to ask on their behalf, as summarized below:</p> <ol style="list-style-type: none"> 1. Dr. Humphreys addressed why Provost Benavides stepped down. Dr. Humphreys indicated this was a decision from President Keck and the A&M-System. Dr. Humphreys was not aware of problems in the Provost's office before he was asked to step into the role of Interim Provost. Dr. Humphreys indicated it was Dr. Keck's decision to remove the Vice President of Advancement and he indicated that he was aware of some of the problems this office had been facing. <p>Dr. Humphreys indicated that he wants to restructure the Institutional Effectiveness division so that it is physically part of the Provost's office or at the least to have an IE representative reside within the Provost's office.</p> <p>In the past IE has been structured around personality on leadership teams. Dr. Humphreys seeks to restructure IE around roles of individuals instead.</p> <ol style="list-style-type: none"> 2. President King asked Dr. Humphreys to comment on three initiatives of Provost Benavides. (a) Faculty Workload Policy (b) committee work addressing professional track faculty policy and (c) project NOVA – a new learning management system. <p>Regarding the FWLP, Provost Benavides had formed a</p>	

committee, which worked on making recommendations for a new FWLP. Dr. Humphreys will follow-up on the committee's work which aimed to tie faculty workload to semester credit hours. Dr. Humphreys had no other comment on FWLP at this point.

The professional track policy is on the agenda for the next Deans Council. It was pulled back from being presented to PAC recently because it never went through Deans Council. Existing documents regarding this policy conflict. Dr. Humphreys aims to start the revision process over.

Regarding the new learning management system, a major issue to address is accessibility. There are three finalists for the contract who will demonstrate their systems in the coming weeks. Dr. Humphreys seeks any and all input to help the University in its decision.

3. President King asked Dr. Humphreys to comment on and look into the inconsistencies in the evaluations of Deans and Department Heads. Dr. Humphreys is willing to work with the Senate to develop a consistent and truly anonymous evaluation metric. Dr. Humphreys was not aware of the inconsistencies with how administrator evaluations were conducted on campus.
4. President King asked Dr. Humphreys to comment on what oversight or review was in place to evaluate search committees to ensure that diversity issues are addressed. Dr. Humphreys indicated that Human Resources and the Deans have significant oversight on the issue but that if faculty think a more refined process needs to be developed to let him know. If this is an issue on campus please bring it to his attention.
5. President King asked Dr. Humphreys to evaluate the current system for allocating merit pay to the departments. The current system is not equitable between large and small departments. Dr. Humphreys indicated that we don't really have merit raises – it is perhaps better thought of as cost of living adjustments as it is hard to recognize merit with a 1% pool. Dr. Humphreys asked if we need to consider another metric for how the pool is divided. He suggested the best way to go might be to create a stand-alone pool of money for smaller departments. The merit pool is tied to salaries within a

	<p>department and thus small departments have a smaller pool of funding to use for merit. Dr. Humphreys indicated that we must do better with Advancement since funding is likely not going to improve much at the legislature.</p> <p>6. It was suggested to the Provost that core curriculum teaching loads be considered in the allotment of new faculty lines. When programs grow, the department faculty who teach in the core have their loads increased disproportionately to other departments. It was suggested that increasing the GA appointments to those departments or expanding the core to other departments could help alleviate the problem with teaching overloads.</p>	
<p>Communications</p>	<p>President King summarized several items, including:</p> <ul style="list-style-type: none"> • New Senate members were welcomed. • President King emphasized that he was disheartened at the level of activity of the Senate in some years. He views this year as a year to push forward with new ideas in working with new administrators. President King will push for good attendance at Senate meetings and more openness in the committee work process. President King would like all committee chairs, within the next two months, to solicit one non-Senate faculty member to join the committee, to notify him in advance of committee meetings and to identify at least one goal for each committee. • Communications from UEC included: • The Sam Rayburn Speaker series has been reinstated. The fall speaker list is set. A committee will be formed to choose future speakers. There will be faculty representation on the committee. • The new Chief Marketing Officer is Scott Cason. • President Keck desires to change commencement ceremonies to deemphasize the Presidents role. The Provost should have a larger role in the ceremonies. • The upcoming Thursday football game was emphasized. Last year the football program had 170 season ticket holders. This year the program has 700 season ticket holders. There are plans to change the stadium layout of fan seating. 	

	<ul style="list-style-type: none"> • A committee is being formed which will manage the requests and disbursement of funds from the Student Service Fee. The Senate was asked to consider whether we should have representation on the committee. • Student Club advisors need to be aware of the new practices for granting funds from the Student Service Fees. Those requesting funds must make an oral presentation to the committee in change of managing the funding requests. Those requesting funds from Student Service Fees should not be double dipping by also requesting funds from other sources for the same activities. • There was discussion of the PAW Print transcripts. Should a student’s skills obtained from A&M-Commerce go on the student’s degree/diploma? Should extracurricular activities be listed on the student’s transcripts? Nine different skills have been identified as possibilities to denote on a diploma; there is concern that some skills may not be academic in nature. • Institutional Effectiveness made a presentation to UEC, which discussed Dashboard – an easier method to access enrollment data and characteristics. They have been invited to present to the Senate. 	
<p>Committee Reports:</p>	<p>No committee reports.</p>	
<p>Unfinished Business:</p>	<ol style="list-style-type: none"> 1. A Senator is needed to chair the Facilities and Scheduling committee. 2. Senator Wilson was elected to serve as Treasurer of the Senate this academic year. 3. Senator Ballenger was elected to serve as Corresponding Secretary of the Senate this academic year. 4. Senator Starnes was elected to serve as Recording Secretary of the Senate this academic year. 5. Senator Starnes was elected to chair the Budget committee this academic year. 	
<p>New Business</p>	<ul style="list-style-type: none"> • There is a new committee on campus this year that will work to manage requests for over-realized student service 	

	<p>funds. The committee will review requests for funding and then make a recommendation to President Keck. Faculty Senate representation on the committee is requested. A volunteer is needed.</p> <ul style="list-style-type: none"> • Applications for the Minnie Stevens Piper Professor teaching award are due to the President's office by November 18. There are 10 recipients across the state of Texas each year. Recipients receive an award of \$5,000 and a gold pen. The institution may only nominate one faculty member per year. Nominations should be sent to the Senate awards committee chair ASAP. • Dr. Ray Green has proposed a mentoring plan where faculty would reside in residence halls. Faculty doing so would receive free room and board for their mentoring service. The program could be of benefit to new students and could serve as a recruiting tool for new faculty. • A motion was made to adjourn the meeting at 3:31 pm. 	<p>Motioned by Taggart, seconded by Smith</p>
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