

**FACULTY SENATE MINUTES  
SAM HOUSTON STATE UNIVERSITY  
FEBRUARY 23, 2006**

Chair Debbie Price called the meeting to order at 3:34 p.m.

**Members Present:** Christopher Baldwin; Jerry Cook; Linda Cook; Doug Constance; Jim DeShaw; Stacey Edmonson; Mark Frank; Lady Jane Hickey; Joan Hudson; Rosanne Keathley; Gerald Kohers; Paul Loeffler; Brian Loft; Philip Morris; Valerie Muehsam; Debra Price; Chris White; Patricia Williams.

**Members Absent:** David Bailey (professional conflict); Steven Cuvelier (professional conflict); Peggy DeMers (professional conflict); Jerry Dowling (professional conflict); Mary Gutermuth (illness); Debbi Hatton (illness); Jay Whatley (professional conflict).

**Invited Guest Presenter:** Provost David Payne.

**Approval of Minutes:**

The minutes of the February 09, 2006 were approved.

**Report from Provost Payne:**

By invitation, Provost David Payne attended the meeting to answer Senators' questions. After a few brief opening remarks, Provost Payne reported on several issues and addressed questions posed by Senators. The topics covered in this interaction included:

University Growth – SHSU was the second fastest growing state university in Texas last year.

Building and Development – The Board of Regents has put off any consideration for new buildings until the May meeting. The Board is concerned about building utilization. There is some disagreement concerning the adequacy of the university's utilization of buildings. Growth in student enrollment should help. Buildings that will probably be approved soon include a new Humanities and Social Sciences Building, a Performing Arts Center, and expansion of LEMIT.

Summer School – Summer School will probably be maintained at the same (or greater) level as last year.

Merit, Travel, and Other Funding Issues -- There was considerable discussion of various funding issues.

- Under questioning, Provost Payne stated that he could not think of any reason why Merit raises should be divorced from the FES system.
- Each College and Department should have a policy covering FES and Merit pay. Not all do at this time.
- The Provost believes that the university should have more travel and O&M funds.
- The Budget Committee hasn't made a final recommendation, but usually there isn't much left for travel.
- The Provost leaves travel decisions to the discretion of Deans and Chairs.

The Woodlands – The university is continuing to negotiate for the right to operate a building (separate from the University Center) in The Woodlands.

Course Fee Audit – The Board of Regents will audit the university’s use of course fees. We are the first university to have our course fees audited.

**Chair’s Report:**

After Provost Payne departed, Faculty Senate Chair Debbie Price presented the following report to the Faculty Senate:

There was an Academic Affairs Council (AAC) meeting for the month.

The Faculty Senate’s recommendations concerning the IDEA system was taken to Associate Vice President Mitchell Muehsam. He was in agreement with all of the recommendations except for preprinting of the forms. Apparently, there is a technical issue with the preprinting.

**New Business:**

Three year evaluations of Chairs – There is no policy that states that there must be an evaluation of Chairs every three years. However, there is a letter that went to the Deans encouraging such action. The Faculty Senate may wish to consider proposing such a policy.

There was no additional new business

**Old Business:**

IDEA System. There was a lengthy and lively discussion concerning the IDEA evaluation system. Many Senators expressed a concern that the system wasn’t performing as advertised. Senate Chair Debbie Price will schedule a meeting with Associate Vice President Muehsam to discuss these concerns.

Merit. There was also a lengthy and lively discussion concerning merit pay equality. Senators discussed the “fairness” of allocating merit pay to the various colleges based on FTEs versus Salaries. No consensus was reached concerning which method is “more fair.” Some Senators expressed concern that some colleges/departments are using merit pay for market adjustments. There was general agreement among Senators that market adjustments should be labeled as such, thus making the merit process more equitable and more transparent.

**Committee Reports:**

There were no Committee Reports due to lack of time.

The Faculty Senate adjourned at 5:03 p.m.

Respectfully Submitted,

Philip W. Morris, Chair-Elect.