

**FACULTY SENATE MINUTES  
SAM HOUSTON STATE UNIVERSITY**

5 September 2019  
3:30 P.M. – 5:00 P.M.  
Austin Hall

**Senators Present: 31**

Yuan Zhao (COM); Stephen Rapp (CHSS); Nick Lantz (CHSS); Maria Botero (CHSS); Siham Bouamer (CHSS); Benjamin Park (CHSS); Natalie Baker (CO CJ); Bobby LaRue (CO CJ); Vlad Samuel Adu-Prah (COSET); Debbi Hatton (CAM); Kevin Clifton (CAM); John Lane (CAM); Carolyn Moore (CAM); Michael Hanson (Library); Lee Miller (CHSS); Anthony Watkins (Outgoing Senate Chair, CAM);

**Senators Not Present: 0**

**Call to Order.**

3:37 p.m. Anthony Watkins, outgoing Chair

**Passing of the Gavel:**

Outgoing Chair Tony Watkins thanks senators for hard work in a particularly busy year of policy review and passes gavel to Incoming Chair Michael Hanson

**Special Guests:**

Dr. Dana Hoyt, University President  
Dr. Richard Eglsaer, Provost and Vice President of Academic Affairs

**Acknowledgement of Outgoing Senators:**

Dr. Hoyt and Dr. Eglsaer  
Dr. Hoyt thanks outgoing senators and presents certificates.

**Special Guests Comments and Q&A:**

President presents recap of her presentation at last week's faculty/staff meeting. Reiterates her commitment to increasing faculty salaries. Enrollment growth is likely to continue to slow given projected demographics. Therefore, she sees the need to optimize revenues to keep increasing salaries. Dr. Hoyt states that we have to look at efficiencies/economies of scale to offset cost increases. Some changes are underway to increase efficiencies. Some changes may be difficult. SHSU is reviewing how we do things from an academic standpoint. Faculty control the curriculum but there are many things on the edges that we could improve upon. Scheduling courses is mentioned as

the 38 that we have had until recently. Faculty should rely on leadership to keep the focus on how to keep the revenue moving forward. SHSU is a special place, committed to quality academics and student success. Dr. Hoyt invites questions.

Q1-How are decisions made, use of example of scheduling of courses. What data are reviewed?

A1-Differs college to college. If data is missing, partial, the predictive analytics don't work. Head count is up compared to student credit hours. We need to go back and look at that to optimize credit hours since that is where our revenue comes from. This is one area we are trying to improve.

Data experts to work with Deans, etc. to help with data analysis, scheduling, etc. Being morning student ( )

President and Provost depart.

**Chair's Report:**

Summer Policy Review committee:

APS 820317 - Faculty Evaluation System

APS 980204 – Performance Evaluation of Tenured Faculty

APS 900417 – Faculty Reappointment, Tenure, and Promotion

APS 800722 – Merit Advances in Salary

Last year we did a lot of policy review: 25 policies in fall semester; 4 major policies in the spring. This review of these policies is ongoing. We expect that 4-6 policies will be reviewed a year will be normal cadence for the ongoing review process.

Some normal business from last year got pushed to this year. Faculty Perception Survey is the focus of next meeting. Brandy Doleshal, Michael Hanson, and Lee Miller will each keep a reference copy. The results will then be made available to administration and the campus more broadly.

General Charge: call for other issues, invites all committees to identify a problem that impacts faculty and draft a realistic solution. Early October.

**Old Business: ite rawaneep eepatu281d(Tjss0 0.1w P1w4ep1catu2413.15Td(TjEMC P MCI91BD 3.andn**

Q: What is the process to bring concerns to Faculty Senate?

A: New business can be brought up at any time in meetings. Can be mentioned to Chair or Chair-elect so that we can schedule them on the agenda.

Q: IF expert opinions are needed, committees may consult outside.

Update on policy review committee during the summer