

**FACULTY SENATE MINUTES  
SAM HOUSTON STATE UNIVERSITY**

27 February 2020  
3:30 P.M. – 5:00 P.M.  
Austin Hall Building

**Present: Yuan, Zhao (COM); Rapp, Stephen (CHSS); Lantz, Nick (CHSS); Bouamer, Siham (CHSS); Bumpass, Donald (COBA); Morris, Jan Taylor (COBA); Petró, Mary (COE); Johnson, Daphne (COE); Stockall, Nancy (COE); Skidmore, Susana (COE); Randall, Kevin (COHS); Browning-Keen, Valencia (COHS); Moore, Marianne (COHS); Pavelock, Dwayne (COSET); Doleshal, Brandy (COSET); Stutts, Kyle (COSET); Hay, Damon (COSET); Adu**

airs, TSUS

since it ends in the summer.  
e a new president.

els academics has gotten pushed

nts and this should remain an area  
ontinue. Would like to see more  
dents don't have an equitable  
nts where they are when they get

mber where you came from as a  
bles: standardizing schedule of  
student learning?  
need to keep the culture of good  
teaching, we need to keep strong



Q: Is it typical to have only one active faculty member on the committee?

A: It has worked pretty well in the system so far. It is a balance to get a group of key stakeholders without making the committee enormous.

Q: What will be done with the input into the system? What will be chosen to influence the leadership profile? Typically, we develop an ad and then we circulate the ad for feedback. Is that what is done?

A: Dr. Hayek will work on identifying the trends; circulate to committee for review. Doesn't go to full faculty.

Communication and transparency at the front end is important.

Request for another moment in the process to bring feedback.

Q: Does the process have a way to bring the information back to faculty. What is in the process that tells the faculty that we have been heard?

A: This is really on the committee members. When the candidate comes to campus, there will be a feedback mechanism. Agrees that the candidate should be presented in a way that connects to the faculty's requests for skills/experiences/etc.

At the finalists group: which characteristics were valued and why; some justification provided. Realize that we can't reveal names, but communication is very important. Especially in an environment in which faculty do not feel respected, valued, etc.

Request for information on the decision. Once a person is selected, refer back to how the person relates back to the requests of the faculty. Demonstrate how the candidate meets the needs identified by the faculty.

It will be much easier for the new president to come into a place with a foundation of trust in the process.

Dr. Hayek voices appreciation for the faculty. SHSU is viewed as the "can do campus" in the TSUS system. He will take feedback and do the best he can to use it to inform the process. We want the "rock star" candidate.

### **Special guest departs at 4:15pm**

Comments:

Some additional discussion about search.

Please use the system for feedback. Encourage colleagues to do so with personalized email.

### **Approval of Minutes for February 6**

Motion to approve: Hay; Second: Taylor Morris.

Discussion: None

Vote: Unanimous

Minutes approved.



COM – updates (Dr. Yuan)

COM faculty appreciate being members of the SHSU family; SHSU brand is important, COM's mission/vision are aligned with SHSU; appreciates main campus support; 75 offer letters sent to students, 270 students on waiting list. First cohort will begin in August; COM will host an open house in late March or early April. All faculty members will be invited. Faculty at COM and SHSU main campus are all on the same side.

Pavelock moved to adjourn; Skidmore seconded.

Meeting adjourned.

**Adjournment:** 5:00 PM