

Minutes of Faculty Senate Meeting

2 December 2011

President Gary Byrd called the meeting to order at 12:04 p.m. in 11 JBK.

Senators present:

Alex, Ambrose, Anwar, Bartlett, Bigham, Byrd, Castillo, Crandall, Drumheller, Jafar, Johnson, Kuennen, Landram, Loftin, Parr-Scanlin, Pendleton, Rausch, Rosa, Severn, Vizzini, Ward, and Wilson

Approval of minutes:

Severn motioned and Vizzini seconded the motion to approve the minutes of the 11 November 2011 meeting as written. The motion passed unanimously.

Discussion with Dr. Hallmark:

Dr. Hallmark was asked whether the purpose of the third-year review was a miniature version of tenure and promotion or a development issue of the faculty member making progress toward tenure. He said the answer was both, but its greatest value is in development. TAMUS policy requires that the review include the possibility of termination if a faculty member is clearly deficient. Dr. Hallmark was invited to the first Faculty Senate meeting of the spring 2012 semester to continue discussion on the third-year review.

Dr. Hallmark answered questions about teaching summer courses. He said the state rule for a class to be funded is 10 undergraduate or five graduate students. Some have suggested -- because of budget considerations -- that the required number be 12 undergraduate or seven graduate students, but Dr. Hallmark did not approve the increase. He was not aware of any differences in required enrollment by College. Drumheller said some departments do not have undergraduate courses and it is difficult to offer graduate courses in summer when there are fewer graduate students and faculty receive less money to teach, so no graduate courses were offered last summer. Dr. Hallmark said that last summer faculty teaching classes with 25 undergraduates or more earned 1/12 their nine month salary. Faculty teaching courses with 10 to 24 students were paid 80% of 1/12, which was the same rate of pay as for intersession. If fewer than 10 students were enrolled, the instructor was paid 90% of 80% of 1/12th salary and the course might be taught as independent study. Thirty to 40,000 dollars were saved through the process and that money was reinvested to offer more summer courses. Dr. Hallmark encouraged deans to invest in courses with more students enrolled because money needs to be used efficiently. Dr. Hallmark said \$1.4 million was budgeted for summer, but additional money was recaptured from salary savings from vacant faculty positions. He said the money was distributed to the colleges based on a rolling three-year average of the weighted and unweighted credit hours produced in each College. The "weighting" (which is how the university receives funding from the state) makes it such that it is not just a matter of how many students are in a class, but also if the class is upper division or lower division, graduate/undergraduate. Depending on the discipline, five graduate students could be the same as 18 undergraduates.

Historically, only \$600,000 was budgeted for summer, with the additional \$800,000 (for the total of \$1.4 million) coming from salary savings from unfilled positions. Dr. Hallmark would like \$1.4 million budgeted, with the salary savings collected during the year available for other uses. Some fine arts and humanities courses, such as music, cost more money to teach, while other courses, such as English, history, and humanities, cost less to teach. Dr. Hallmark redirected more money to fine arts and humanities than the formula called for because that College makes up about 2/3 of the core curriculum, and the core must be offered in the summer. Dr. Hallmark said he will readdress the issue of how much Colleges will receive and ask Gary Kelley to provide budget figures.

Severn suggested looking at summer courses as a chance to generate revenue and asked about long-term versus immediate payback. Vizzini said intersession teaching pays less (80%) for the same amount of work (office hours, etc.). Dr. Hallmark said the logic for why faculty of winter intersession courses are paid 80% is that the courses occur while the faculty member is already being paid (i.e., during the nine-month appointment). May intersession is complicated because faculty nine-month appointments end during the middle of intersession. Rausch asked if Dr. Hallmark considered paying faculty per number of students enrolled. Dr. Hallmark said he considered an incremental model of 25, 50, 75, etc. Relaying a question a faculty member wanted Dr. Hallmark to address, Byrd asked if there is reduction (-20%) in funding for enrollment below a certain number of students why there isn't an increase in funding (+20%) for enrollment greater than a certain number of students, but Dr. Hallmark thought this might cause problems among faculty. Byrd asked if Dr. Hallmark was aware part-time faculty were employed to teach summer courses in preference to full-time faculty. Dr. Hallmark said he told the Deans to give first priority to full-time faculty over part-time faculty.

Discussion and action after Dr. Hallmark's departure:

Ambrose summarized the Faculty Senate subcommittee's resolution on teaching summer courses that had been shelved earlier. After discussion by the Senate, the following resolution was offered: "With regard to the budgeting of funds for summer courses and the assigning of faculty to teach them, the Faculty Senate resolves that the University should act in accordance with the following guideline: preference shall be given to qualified, full-time faculty (tenure, tenure-track and instructors) when making assignments for summer teaching." Kuennen moved and Rausch seconded the motion to accept the resolution. The motion passed unanimously.

Who sends the notice and the deadline date for submitting applications for Faculty Development Leave were discussed. Rosa suggested waiting to learn if the Board of Regents plans to approve any faculty leave in the State. Anwar asked the criteria for applying. The process for application will be checked with the Provost's Office. Byrd will communicate with the Provost's Office about publicizing. Severn received an application from a faculty member. In January, Faculty Senate will vote on an application Severn received from Bonnie Roos.

Byrd said he and Dr. O'Brien have had multiple conversations about the proposed WT Ombuds Officer and the issue of reporting retaliation. Byrd proposed having the System attorneys write the proposal for a WT Ombuds Officer. Faculty Senators received an e-mail about meeting the General Counsel on 15 December, but the meeting is not about the Ombuds Officer proposal.

The Faculty Senate calendar for meetings in Spring 2012 was approved. Faculty Senate meetings will be on 20 January, 3 and 17 February, 2 and 23 March, 6 and 20 April, and 3 May 2012.

The meeting adjourned at 1:18 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Bonnie R. Pendleton".

Bonnie Pendleton, Secretary

These revised minutes were approved on 20 January 2012.