

## Faculty Senate Minutes

19 October 2012

**Senators Present:** Alex, Ambrose, Anwar, Atchison, Bartlett, Crandall, Dalton, Drumheller, Jafar, Johnson, Kuennen, Landram, Loftin, Pendleton, Pjesky, Rausch, Riney, Severn, Takacs, Vizzini, and Ward

**Senator Absent:** Vick

**Call to Order:** President Ambrose called the meeting to order at 12:18 p.m. in Room 12 (Buff Branding) of the JBK.

**Approval of Minutes:** Vizzini made a motion seconded by Severn to accept as written the minutes of the Faculty Senate meeting of 5 October 2012. The motion passed unanimously by those present.

**Ombuds Officer:** Ambrose had Barbara Petty send information to all WT faculty, with applications for the Ombuds Officer due by 16 October. Applications were received from Gary Byrd and Jean Stuntz. Anwar suggested Senators from their departments discuss qualifications of the nominees. Vizzini said Jean Stuntz came to WT from North Texas in 2001. She served a term on Faculty Senate, HNet for the history profession, and received a university excellence award this year. Dalton spoke for Byrd and said he was an administrator, a professor and an assistant to the WT President, a psychologist, skilled at dealing with people, a good problem solver, knew how to manage administration-faculty relationships, was an advocate, knowledgeable, and knew System regulations. Atchison said Byrd had been at WT more than 30 years. Ambrose read statements of qualifications provided by the applicants. Both are tenured faculty members. Byrd has 37 years at WT, was a member of the chancellor's academy for leadership, and experienced with State regulations. Stuntz wrote that she had knowledge of university rules and departments and served time on Faculty Senate, the teacher education unit, Killgore committee, and promotion and tenure committees. Byrd was Faculty Senate president for 5 years and involved with university strategic planning and SACS review of research. Byrd cited the ad hoc exigency committee experience of advocating for faculty. Stuntz said she has communication skills. Byrd said he was an objective and a neutral department head. Stuntz trained to be a lawyer before being a professor, is neutral and confidential, and trained as a historian. Byrd gained conflict resolution skills from the center for leadership training through The Texas A&M University System. Stuntz resolved conflicts by listening to each side and telling the complainant how to act. To cite his commitment to promote ethical conduct, Byrd relied on comments from department colleagues. For understanding cross-cultural values and diversity, Byrd wrote that he grew up in nine locations and was employed at two universities and attracts international students as advisees. Stuntz teaches women, minorities, and world history. Senators voted their preference between the two candidates, with Byrd receiving 16 votes and Stuntz receiving 4 votes from the Faculty Senators. Ambrose said regardless of the Faculty Senate preference, Dr. O'Brien gets

to choose between the nominees. Both names will be forwarded to Dr. O'Brien to select the Ombuds Officer.

**Faculty Development Leave:** Ambrose reported that Dr. Shaffer said funding will be available for two faculty members to have Faculty Development Leave during the 2013-2014 academic year, preferably one in the Fall and one in the Spring, although both could be during the same semester. The application form is due to Faculty Senate by 1 December. Faculty Senators will vote during the first meeting of the Spring semester.

**Minnie Piper Professor:** Four nominations of faculty are now down to two – Bruce Brasington and Andy Reynolds. Jim Calvi was nominated but is ineligible because his appointment is only part-time instruction. Completed applications are due to Dr. Shaffer by 24 October. Shaffer will select the finalist to forward to the State.

**Chancellor's Academy of Teacher Educators:** Ambrose reported that Dr. Shaffer said to nominate as many faculty members as we wish. Nominations are due to Shaffer by 1 November. Gary Bigham, Royal Brantley, Martin Jacobson, Susan Nix, and Conn Thomas were nominated. Nominations should be sent to Pendleton to print for Ambrose to pick up. The WT Teacher Educator Committee will select the finalist to send to the State. Severn said the language does not say the WT Teacher Educator Committee should choose the finalist, but Riney said the Committee selected the previous finalist from WT.

**WT Financial Information:** Ambrose said Dr. O'Brien gave him access to the WT financial information. Ambrose will check with Dr. O'Brien to learn if the information can be released to individual Senators. Vizzini asked if the information available was the same as the document in the library. Ambrose thought the information was the same but in a somewhat different form. Kuennen asked for more information on salaries, money allocated to various departments, and financial information for the entire university. Anwar said the salary data was for last year, not this academic year.

**Supplementing the CIEQ for Faculty Evaluation:** Dr. Shaffer did not yet have the document to provide to Faculty Senate on information to supplement the CIEQ for evaluating faculty instructional responsibility.

**Revising Post-tenure Review Information in Faculty Handbook:** Ambrose reported that Drs. Shaffer and O'Brien said Faculty Senate needs to review and update the post-tenure review information in the Faculty Handbook, then revisions will be sent to the Deans Council, then to the Faculty Handbook Committee. Landram said in the past, department heads were considered half-time faculty and should be rated the same as other faculty. Ambrose said Dr. O'Brien gave him information on what other universities are doing. WT reviewed 109 tenured faculty members for the past year and one received a second "unsatisfactory" rating and chose to retire; the other 108 received favorable reviews. Ambrose, Anwar, Atchison, Landram, Pendleton, and Riney volunteered to serve on the Committee. The third-year review process already was completed and is in the Faculty Handbook.

**Revising Teaching Load Information in Faculty Handbook:** Takacs (Chair), Loftin, and Vizzini volunteered to review the information in the Faculty Handbook on teaching loads and class sizes. Ambrose said Dr. O'Brien wanted to know if WT is meeting the specifications in the Faculty Handbook. Severn said the teaching policy is not a problem, but the specifications are not being followed. Vizzini asked if concentration should be on departments whose faculty members teach overloads at the expense of research. Music faculty always teach overloads. Information is needed from the Deans about which faculty teach overloads. Drumheller asked if some departments pay for faculty who teach course overloads. Atchison said some departments give faculty releases, but not others. Drumheller suggested also looking at total numbers of students in courses, as well as in online courses. Severn suggested looking at independent studies. Gary Kelley should have the data.

**Parking Issue:** Anwar attended the Parking Committee meeting on 5 October. Only two faculty, Anwar and John Pipkin, were present at the Committee meeting because the other faculty (Paul Clark and Keith Price) were traveling to conferences; Senators agreed that if a faculty Committee member will be absent, a proxy needs to be sent. Anwar gave Faculty Senators a document with much data. The WT Police and Gary Barnes were commended for collecting the data, but the human element needs to be considered. One size fits all does not always work. Having a single parking permit is an advantage, but the disadvantage of open parking is that spaces are first come, first served. Gary Barnes mentioned wanting to make WT a pedestrian campus. After much discussion, the Parking Committee during Spring 2012 voted seven for and two against open parking. Dr. O'Brien approved the open parking policy on 12 April. There was not enough communication between the Committee and university community. Others besides the Committee members should have been allowed to vote. Dalton said at least Faculty Senate should have been informed before doing this. Anwar said WT should not have relied on the seven Committee members for the decision, but should have shared governance. Dalton said professors and professionals should be given respect; faculty are not merely "employees."

Vizzini said the data provided are misleading on the numbers in satellite parking lots; 68% of spaces used gives a distorted vision. WT spaces on campus are packed full. Vizzini said students, not faculty, should park in far spaces. Students in the residence halls take most of the parking spaces and do not move. Atchison said student enrollment might increase by having more dorms, but building more dorms will take away more parking spaces. Takacs said students living on campus should park at the First United Bank Center and away from residence halls and classroom buildings; they should ride the shuttle bus with hours extended. Takacs said many universities do not let students bring cars to campus. Crandall reported that in the lot near the Grand Lobby where theaters are on the north side of the Fine Arts Complex, he counted 12 vehicles that never moved during 3 days; he asked the staff at Guenther and Buff Halls to encourage students not to park in spaces needed for Fine Arts patrons, but the staff would not cooperate. Parking is available after 5 p.m. at the Randall County Building (old Walmart).

Many parking issues were discussed at Faculty Senate on 7 September. An

additional suggestion was to have more transportation by the shuttle buses after hours. The handicapped bus needs to stop inside (not just outside) campus so disabled can get around. Severn said parking in front of the Activity or Classroom Center should be limited to only 2 or 3 hours.

Jafar suggested Faculty Senate make a statement of what faculty want for parking; Faculty Senate might eventually want to pass a resolution on parking. Anwar said the Parking Committee is willing to listen and change and is waiting for faculty to send suggestions for discussion. Send comments to Pendleton on which spaces faculty suggest be changed to faculty/staff parking. Anwar said colored dots could be put onto parking permits already issued. Ambrose said Dr. O'Brien told him there might need to be modification to the parking policy but probably not until next year.

**Faculty Pay for Summer Courses:** Ambrose asked Senators on what other topics they wanted to work. Ambrose asked if Senators want to discuss summer pay. Atchison said faculty pay for summer courses is not consistent across campus. Bartlett said the minimum used to be 20 students enrolled to teach a summer course, but the number was arbitrarily increased to 25 students. Kuennen said the money for summer courses goes to the Dean who makes suggestions. Kuennen suggested a set salary per class taught, and if there are more students than a set minimum, the faculty member should receive more pay. Jafar suggested finding the break-even point to afford for a class to be taught. Severn said summer courses should be considered from a revenue-generating viewpoint. Vizzini said administrators in Arizona and Texas were pre-prepared and awarded themselves much larger than normal raises the year before the economic downturn but did not award faculty. Anwar said summer courses should be announced in the Fall; WT should plan and prepare a tentative summer schedule early. Ambrose said the topic could be discussed with Dr. Shaffer when he attends Faculty Senate the next time. Severn (Chair), Kuennen, and Pjesky volunteered to serve on a committee to review summer pay for faculty.

**Commencement Speaker:** Landram announced that Cindy Morrison from Lubbock will be the speaker for the December WT commencement.

Ambrose announced Dr. O'Brien will come to Faculty Senate on 16 November. Dr. Shaffer will attend the meeting after that.

The meeting adjourned at 1:40 p.m.

Respectfully submitted,



Bonnie B. Pendleton, Secretary

*These minutes amended were approved by Faculty Senate on 2 November 2012.*