
Absent: Friday

Guests: Bob Maroney, Paul Orser

Brendel called the meeting to order at 2 p.m.

I. Approval of Agenda: Approved unanimously.

II. Approval of Minutes from Meeting on February 20, 2004: On page four of the meeting packet, Harper said that, in the fourth paragraph from the bottom of the page, she stated in the February meeting that she would provide an analysis of the Aspiration institutions, rather than peer.

Bala also made two corrections to the minutes:

On page 5, Section B. Faculty Affairs, paragraph 3, the minutes state that "Bala suggested to Harper that she send a memo to the deans and chairs to emphasize consistent enforcement of the merit pay policy...". Bala recommended changing the wording to: "The promotion and tenure survey indicated that some faculty were told by their chairs/deans that their service accomplishments did not count significantly in their annual evaluation and merit pay decisions, contrary to university policy. Therefore Bala suggested to Harper that she send a memo to the deans and chairs to emphasize award of merit raise based on university policy, that contributions to teaching, research/creative activities and service be rewarded without disregarding contributions to any of these areas..."

Secondly, on page 9, paragraph 2, it reads: "It is therefore of utmost importance that the standards for the award of tenure be clearly established, communicated widely to the faculty and librarians, and followed consistently and transparently by each academic unit and functionary that deliberates and makes decisions on decisions involving the grant of tenure...". It should be modified to ".... that deliberates and makes decisions on the grant of tenure...".
III. Announcements: None.

IV. Speaker's Report:

A. Athletic Representative Report to Senate: Orser and Maroney discussed the NCAA self-study of the campus athletic program. Orser said that the study would last one year, and he discussed the purpose of the study, the subcommittees and their charges, and the timelines. He also provided handouts to the Senate members. Wooster asked Orser when the report was due, and Orser said that it would be due in July. Harper added that more input was needed from faculty concerning scheduling.

B. Brendel reminded everyone that the next meeting of the Executive Committee would take place on April 12. Also, the deadline for materials for the agenda, as well as end-of-year reports, will be April 12. In addition, Brendel reminded everyone about the format of the last Senate meeting on April 23.

V. Tabled Items: Canales presented the resolution for "Pie a Professor" and asked for comments.

Morvant said that he had talked to the College of Science and Technology, and he said they had asked him if a resolution was necessary. Morvant said that the faculty member selected to be pied by election received a gift card. He added that, with the changes in the SGA leadership for next year, it could be possible to make changes without a Senate resolution.

Harper asked if the Senate had consulted with the SGA leaders about "Pie a Prof". Brendel said that he had asked SGA if they would be willing to eliminate this event, and SGA said that they did not want to make this change.

Several Senators said that they would support the resolution.

Two revisions were suggested for the resolution, which Canales accepted as friendly amendments:

(1) The fourth section was revised to “Whereas, this activity is viewed as disrespectful by those who hold individuals in the academy in high esteem”;

(2) In the last section, the phrase “an Hispanic-Serving Institution” was deleted.

The Senate approved the resolution, as amended, by a vote of 8 for, 7 against, and 2 abstentions.

Before the Standing Committees gave their reports, Brendel asked to switch the order of the reports. Academic Affairs would report last because of the promotion and tenure document. The Senate agreed.
VI. Standing Committee Reports

A. Awards/Bylaws/Election Committee:

1. Action Item: Initiative III: Melrose included the drafts of the letters to President Furgason and to the Faculty Senates of the Texas A&M University System. After a brief discussion, the Senate voted to approve the letters with 1 abstention. Senate members who voted to approve the letter to President Furgason will sign the letter, while Brendel will be the only person signing the letters to the Senates in the A&M System.

2. Status of Faculty Awards for Spring Semester: Melrose said that all the University awards were completed, and Brendel said that he would announce the winners to the faculty. The winners will be recognized at the Awards Ceremony on April 16. Melrose added that the committee will work on the Case and Regents Professor next.

3. Status of Spring Elections: Melrose said that Monday is election day. The counting of ballots will take place at 3:30 p.m. on Tuesday.

B. Faculty Affairs:

1. Initiative II: Report and Recommendations on Merit Pay: Meyer presented the committee's report and recommendations to the Senate. Crowley added that merit pay should be above inflation.

The Senate engaged in a discussion on the legal issues, and state law, about pay increases for faculty. According to the current state laws, the University can only provide raises for faculty through merit raises.

Morvant proposed that the first recommendation in the committee's report be deleted. Wooster seconded the motion. Meyer did not accept the amendment as friendly, and Crowley said that the clarifications about salary adjustments should stay in place.

Shepperd made a motion to table the report and send it back to the Faculty Affairs Committee. Morvant seconded. The Senate approved the motion with a vote of 10 for, 3 against, and 3 abstentions.

2. Professor Emeritus Application: Meyer said that the committee has approved two applications (Drum and Carrillo) and has sent those recommendations to the Provost. Meyer asked the Provost if the application for Emeritus status for Jim Carlsen had been approved by the Board of Regents, yet. Harper said that it hadn't.
C. **Budget Analysis:**

**Initiative IV: Financial Analysis of Summer School:** Canales presented the report. Crowley pointed out an error on Exhibit 2 (page 35 of the meeting packet). Zebda said that the committee did not receive any responses from other Texas A&M campuses on their survey.

Purdy asked Harper if there was a systematic way to find data, and Harper said that there was not. She said the best way to get the data is to survey the chief academic officers.

Morvant said that the report did not give the negative impact of not teaching summer school. Harper added that the University was always going to have summer school, but the central question concerned whether faculty would be compensated for the same amount.

Crowley suggested leaving the salary structure in place. For some faculty, teaching summer school helps them to earn a livable salary. He also said that there could be implications of having salary caps; there could be problems getting people to teach summer school with caps.

Wooster asked Harper if there were pressures to reduce salaries. Harper responded that there were no pressures.

Zebda credited the Provost with an increase of $100,000 to each college for summer school. He also suggested considering re-circulating some money to encourage research for faculty members.

D. **Committee on Committees:**

1. **Update on Initiative V: Feasibility Study of 9/9 or 9/12 Teaching Load:** Morvant said that he was still waiting for data from Paul Orser. Harper said that Morvant should get the data from Orser before the end of the year.

2. **Status of Committee Assignments for 2004-2005:** Morvant will send a list of recommendations to the Provost.

Crowley asked Morvant if he could send a report to the Senate before the next meeting, and Morvant said that he would.
E. **Academic Affairs:**

1. **Action Item on Catalog Copy:** Bala presented the proposed revisions, which the Senate approved unanimously.

**** **At 4 p.m., Brendel made the motion to extend the meeting for 15 minutes. The Senate approved. ****

2. **Initiative I: Recommendations on Promotion and Tenure:**

   Bala discussed the document included in the meeting packet and asked the Senate how they would like to proceed. The Senate agreed to discuss the document by section, rather than by individual points.

   Crowley made a motion to table the document because of the length, and Canales seconded the motion. The Senate voted 5 for, 9 against, and 1 abstention. The motion did not carry.

   After discussion about several issues with tenure policies and standards, the Senate approved these revisions to the document:

   1. On page 10, first paragraph, the next to last sentence was revised to: “It is recommended that the relationship between the standards at the different levels within the university be as shown next”.
   2. On page 11, point 4, this sentence was added: “It is recommended that each department have the right to endorse college standards as its own”.
   3. On page 11, point 6, the first and third sentences were deleted. In addition, point 7 was moved before point 6.
   4. On page 12, point 9, the last sentence was deleted.

   At 4:50 p.m., a motion was made to approve Section 1 of the document. The Senate approve with a vote of 14 for and 3 abstentions.

   Morviant made the motion to re-consider tabling the rest of the document for the next Senate meeting. The Senate voted 15 for and 2 against.

   Academic Affairs will present points 11-24 for the next meeting as an action item.

   **** **Brendel made motions at 4:15, 4:30 and 4:45 p.m. to extend for 15 minutes. The Senate approved. ****

VII. **Provost Report:**

    Harper said that she would send her report to Brendel in the interests of saving time. Harper also passed out, and discussed, an allocation memo with the Senate.
Crowley said that several College of Business faculty members were upset about the parking because they were not asked for feedback. Also he said that several American Bank staff members were upset and anxious about their contract; Harper said that, while that was not in her areas of responsibility, she would pass on this information.

Lastly, Harper reported that the Board of Regents had approved the tuition increase.

VIII. Any Other Business:

Ivy said that the Faculty Renaissance Center has two “Brown Bag” programs in the next few weeks. First, Dan Goad from the College of Education will do a presentation on the relationship between emotional intelligence and effective teaching from noon to 1 p.m. March 31 in CCH 260. Second, a discussion on student evaluation forms will take place on April 14.

IX. Adjournment: Meeting adjourned at 5:03 p.m.

Respectfully submitted,

Edward Kownslar
Faculty Senate Secretary/Treasurer