

Cameron University  
Faculty Senate  
December 13, 2013  
Minutes

Members present: Thom Balmer, Travis Childs, Irene Corriette, Mike Dunn (chair), Rebecca Easley, Courtney Glazer (secretary), Bayard Godsave, Mike Husak, Sarah Janda (chair elect), Gary Kowaluk, Jeff Metzger, Teresa Morales, Cova Newman, Yoonsin Oh, Pam Panzani, Lynda Robinson, Kathy Scherler, Jason Smith, Kevin Stieb, Keith Vitense, Gabriele Wethern, Frankie White, and Yanjun Zhao

Guests present: Tom Russell, Equal Opportunity Officer

Tom Russell, Cameron's EOO, was present to provide background and answer questions regarding the formation of two new university standing committees: University Committee for Gender Equity, Diversity, and Inclusion and the Intercollegiate Subcommittee for Gender Equity, Diversity, and Inclusion. The new committees would be proactive instead of the current discrimination committee that is only for grievances. Concerns about the meaning and use of the term "gender" were discussed. *A motion was made to approve the concept of the broader university committee and the subcommittee with the Faculty Committee reworking the committee's mission to convey the full breadth of the committee. The motion passed.*

#### Committee Reports

The Fringe Benefits Committee was unable to meet, but the committee chair was able to address the senate's questions regarding paternity leave, adoption leave, personal days, and child care on campus directly with Chase Massie and Glen Pinkston. *A motion was made for the Fringe Benefits committee to look deeper into the family leave issue and to table the personal leave issue until Chase Massie can check with SWOSU about their faculty leave policy. The motion passed.*

The Intercollegiate Athletics Committee reported that the volleyball coach has resigned. There are several candidates who have been recommended and others who may be approached.

The Faculty Committee conducted research regarding the criteria for the title of Distinguished Professor at other institutions. They found that the title is typically tied to promotion in rank and increase in salary. Also, many institutions grant "distinguished" status in a single area such as "distinguished service."

#### New Business

##### Faculty Evaluations

Mike Dunn, Kevin Stieb, and the VPAA met about faculty evaluations and see this as an opportunity to revamp the process. Some discussion occurred but no action was taken.