CAMERON UNIVERSITY

FACULTY SENATE

APPROVED MINUTES

NOVEMBER 19, 2003

Chairman John Morris called the meeting to order at 3:35 p.m. in the Will Rogers Room of Shepler Center.

I. ROLL CALL


Absent: Bhattacharya, Zoubi, Jones, Dering, Bausch, Crawford, Fennema, Zhao, Christensen

II. APPROVAL OF AGENDA

Prior to approval of the agenda, Chairman Morris made one addition: a request for faculty to appear at the State Capitol on Tuesday, March 9, for Higher Education Day. He stated that five or ten faculty volunteers are needed. Van transportation will be provided. Ted Snider discussed his past experiences as a participant in Higher Education Day. Chairman Morris stated that if anyone is interested in attending, they should let him know.

Wright-Smith moved to approve the agenda as amended; Bursten seconded. The agenda was approved unanimously.

III. APPROVAL OF MINUTES FROM PREVIOUS MEETING (OCT. 22)

Two minor corrections were made to the minutes of the previous meeting. After correction, Underwood moved they be approved as corrected; Vitense seconded. The minutes were unanimously approved as corrected.

IV. OLD BUSINESS

A number of points were discussed:

1. Merit stipends
o Morris read the letter he wrote to Jim Cantrell, Chairman of the Cameron Foundation, expressing faculty appreciation for the merit stipends.

o Morris stated that some faculty have expressed concerns about certain faculty members receiving stipends of more than 3 percent. Before stipends were distributed, Vice President Pinkston solicited input on what would constitute meritorious service for stipends above 3 percent. President Ross says faculty wanting more feedback should contact their deans.

o The difference between “stipends” and “salaries” was discussed. Provost Lee stated that perhaps the appraisal system could be made more standard across the campus. There seems to be a lot of variability between departments across campus in terms of faculty appraisal procedures.

o It was pointed out that stipends for faculty were based on 9-month salaries while some staff stipends were based on 12-month salaries. Discussion was held about the need to address the criteria for those who receive 9-month appointments versus those who get 12-month appointments. Chairman Morris suggested that the Faculty Committee could take up the issue of salaries versus stipends as addressed in the Faculty Handbook.

2. Committee Links:

o Morris addressed a question about the lack of some committee links on the Intranet. Julie Duncan has told him there aren’t links for some committees because no one has sent minutes to her.

3. Selection, review, and evaluation of academic officers.

o Morris stated that President Ross wants more information on this. She thinks there should be a section added to Appendix B in the Faculty Handbook providing for dean’s evaluation similar to the evaluation of chairs. Ross also thought that a section should be added in the appendix providing for the evaluation of the Provost. Discussion followed. One suggestion was that a job description could be included in the evaluation form.

4. Faculty representation on search committees

o Morris stated that President Ross is committed to having faculty representation on search committees for deans and higher administration officials.

5. Evaluation of the president

o A question was raised regarding evaluation of the president. Provost Lee said the Regents’ handbook says formal evaluation is done by the Board of Regents. John Morris will get clarification on this.
IV. NEW BUSINESS

A number of points were discussed:

1. Creation of ad hoc committee to study salaries

- John Morris is creating an ad hoc committee to study salaries. So far four individuals have agreed to serve on this committee: Bursten (Education), Penick (Science and Technology), Crawford (Liberal Arts), and Zoubi (Business). Morris said if anyone else is interested in serving, let him know. President Ross has said that Vice President Pinkston would provide background information. During discussion it was pointed out that fringe benefit figures distort true salary figures. The committee will work to make a presentation to the Faculty Senate and the president during the spring semester.

2. Congratulations were offered to Ted Snider and T. K. Bhattacharya for receiving the Hackler Awards for Teaching Excellence.

3. October Regents Meeting

- Chairman Morris reported on the October Regents’ Meeting. Actions taken by the regents included approval of:
  1. The Bhargava Endowed Lectureship in International Studies
  2. The architect for the Living/Learning Center (proposed apartment-style dorm), and
  3. The merit stipends.

4. Duncan Higher Education Center

- Morris announced that a proposal has been made that the Duncan Higher Education Center be designated as an official part of Cameron University. This would mean that the extra fee now required of students enrolled in classes there would be dropped.

5. Committee Reports:

  1. Benson Warren stated that the Assessment Committee met on November 11. Pilot assessment and an alumni survey are currently being carried out.

Mid-level institutional assessment results revealed that English students at Cameron exceeded the national norm, and mathematics students improved. There is a concern that students are not necessarily taking assessment seriously.
2. Benson Warren reported on the Faculty Committee meeting. They are looking at procedures for post-tenure review.

3. Von Underwood stated that the Long Range Planning Committee has met. He stated that everyone should look at the 2008 Strategic Plan. There are three issues the committee is looking at:

   a. What is the distinctive “stamp” that Cameron will have to represent its way of providing education for students?

   b. What improvements need to be made in the academic environment at Cameron?

3. How will distinction and prominence be achieved, and how will enrollment be increased?

4. Sylvia Miller read a report of the Faculty Recruitment Committee provided by Debbie Nelson. Faculty Recruitment Committee members will meet their colleagues in three or four local high schools before the next meeting, which will be on December 4. This interaction will expand committee members’ knowledge of high school concerns and increase Cameron’s visibility.

The meeting adjourned at 4:35 p.m. The next meeting will be held on January 28.

Respectfully submitted,

Sylvia Miller

Faculty Senate Secretary