I. CALL TO ORDER

The Cameron University Faculty Senate met on Wednesday, October 4, 2006. Chair-elect James Lambert called the meeting to order at 3:30 p.m. in Howell Hall, Room 106.

II. ROLL CALL

Present: James Lambert, Monika Linehan, Sherry Reynolds, Phil Adrian, Ric Jerez, Lloyd Dawe, Edna McMillan, James Heflin, Mike Davis, Tony Wohlers, Sarah Janda, David Fennema, John Moots, Phil Schroeder, Gabriela Adam-Rodwell, Neal Washington, Sharon Christensen, Major U.L. Armstrong, Linda Smith, Mary Penick, Jeanne Gaunce

Absent: John Bachelor, Jason Duan, Sylvia Miller, Sue Fuson, Keith Lavender, Harrison Watts, Scherrey Cardwell, Earl Logan, Ted Snider, Todd Raborn

III. REMARKS FROM OFFICERS

Chair-elect James Lambert stated that Chair John Bachelor was absent because he was monitoring the grievance hearing of Professor Judy Neale, and Ted Snider was absent because he was responsible for recording the hearing.

Chair-elect Lambert stated that due to the fact that the minutes of the first Faculty Senate meeting of September 6, 2006, contain information that is now a part of a faculty grievance procedure, he recommends that the approval of minutes for that meeting be tabled until the November 1, 2006, meeting.

James Heflin motioned to table the minutes from the September 6, 2006, Faculty Senate meeting. David Fennema seconded the motion. The motion carried.

IV. APPROVAL OF MINUTES

Faculty Senate members reviewed the minutes from the September 27, 2006, meeting. Ric Jerez had concerns regarding the new faculty evaluation forms discussed at the last meeting. He questioned why the minutes did not make mention whether the Faculty Senate’s concerns would be brought to the attention of the Academic Standards and Policies Committee. It was pointed out by other Senators that questions and concerns raised by Faculty Senate members were included in the minutes. Mike Davis, Chair of the AS&PC, stated that his committee had received a list of all the concerns discussed at the September 27, 2006, Faculty Senate meeting and that these concerns would be addressed.

Several questions were put to Mike Davis regarding the new evaluations.

Q: The Music faculty questioned if the subsections of the evaluation form could be tailored.
A: Yes.

Q: What is the start time for using the new evaluations?
A: Tom Sutherlin met with IDEA, the provider of the new evaluation forms, and determined that the new forms would only be piloted this fall on 16-week courses (80% of the course offerings). However, the forms cannot yet be used for evaluating 8-week
courses, workshops, and classes at Fort Sill or Comanche Nation College. The new evaluation forms will be implemented for all courses in the Spring 2007 semester.

Q: Can the evaluation forms be used for online courses?
A: Eventually, but not at this time.

James Heflin motioned to approve the Faculty Senate Minutes from September 27, 2006, as printed. Mary Penick seconded the motion. The motion carried.

V. OLD BUSINESS

The Faculty Senate members received a copy of the list of Faculty Senate committee assignments to review.

Chair-elect Lambert requested each Faculty Senate committee representative to state whether their committee had met and what was discussed. If a committee had not yet met, he instructed the representative to contact the Chair of their respective committee to schedule a committee meeting.

- Gabriela Adam-Rodwell, Curriculum Committee. Has not met.
- Phil Schroeder, Faculty Development Committee. Has not met. Committee is not complete.
- Linda Wright-Smith, Information Technology Advisory Committee. Has not met.
- Harrison Watts, Institutional and Internal Services Committee. Harrison Watts not present. No information available.
- Mary Penick, Institutional Assessment Committee. Has not met.
- Neal Washington, Intercollegiate Athletics Committee. Will meet on Thursday, October 5, at 1 p.m., to introduce new members.
- James Lambert, Lectures and Concerts Committee. Had e-mail meeting. Approved funding for lecture by CEO of Overstock.com.
- John Moots, Recruitment Committee. Has not met. Members have exchanged e-mails.
- Sarah Janda, Research Committee. Has not met. Frank Zittle is Chair and will hold first meeting in October.
- James Heflin, Student Services Committee. Has not met.
- Sherry Reynolds, Teacher Education Council. Met Wednesday, September 27.
- Sue Fuson, Teaching and Learning Committee. Sue Fuson not present. No information available.
- Mike Davis (Chair) and Sylvia Miller (Secretary), Academic Standards and Policies Committee. Has met. Next meeting on Thursday, October 12, to discuss Faculty Senate concerns and questions regarding new faculty evaluations.
- James Lambert (Chair) and Edna McMillan (Secretary), Faculty Committee. Has not met. First meeting on Wednesday, October 11, in Art 107. Will transfer information from John Bachelor regarding revisions to Faculty Handbook.
- Jim Heflin (Chair) and Phil Adrian (Secretary), Fringe Benefits and Retirement Committee. Has not met. James Heflin has just been appointed Chair, replacing Jason Duan.
- Ted Snider (Chair) and Sherry Reynolds (Secretary), Rules Committee. Has met. Involved with current grievance procedure. Ted Snider is official recorder of grievance procedure. John Bachelor is monitoring the procedure.
- Lloyd Dawe, Scherrey Cardwell, and Tony Wohlers, Long-Range Planning Committee. Has not met. John Morris is Chair and will attempt to meet within the next two weeks.
VI. NEW BUSINESS

Screening committees for open Dean positions

Chair-elect Lambert stated that Vice President John McArthur asked the Faculty Senate officers and Ted Snider to nominate faculty to serve on three separate screening committees for open Dean positions in the Schools of Business, Education and Behavioral Sciences, and Science and Technology. President Cindy Ross will choose the final screening committee members from the list of nominees. Chair-elect Lambert asked the Faculty Senate members to review a copy of the screening committee nominations. There were several comments and concerns.

- It was noted that Bud Leveron is no longer employed at Cameron; therefore, the Department of Health and Physical Education was not represented on the screening committee for the Dean of the School of Education and Behavioral Sciences. Hence, Phil Adrian volunteered to represent the Department of Health and Physical Education as the nominee for the screening committee for Dean of the School of Education and Behavioral Sciences.

- It was noted that there is no nominee from the Department of Mathematical Sciences on the screening committee for Dean of the School of Science and Technology and that Dr. Ioannis Argyros would like to be nominated.

Chair-elect Lambert stated that these comments and concerns would be taken into consideration, but that the final selection of members for the screening committees for the Dean positions was in the hands of President Ross.

Academic integrity in the classroom

Chair-elect Lambert distributed a handout concerning academic integrity. He stated that Chair John Bachelor would like the Faculty Senate to work with the Student Government to address academic honesty issues and codify the rules and regulations for academic honesty into both the Student and Faculty handbooks.

Chair-elect Lambert called for volunteers to meet with Chair John Bachelor and serve on an ad hoc committee that will work with the Student Government to address academic integrity issues. Jeanne Gaunce from the Library volunteered.

Additional business

Gabriela Adam-Rodwell brought two additional issues to the table.

1. Faculty evaluation and planning dates. Gabriela Adam-Rodwell stated that faculty evaluations are based on the interval between March 1 and February 28, while faculty planning documents are completed in September. This creates confusion and frustration for the faculty because the planning includes what has already been accomplished. She stated that many faculty would like to see calendar-year evaluations, which would take place in January, followed by planning documents a week or two later. This would allow faculty to address items of concern mentioned in their evaluation as part of the next year’s planning. This would also be useful for faculty development and growth. She asked if the Faculty Committee could change the evaluation and planning dates.

Discussion of this issue ensued.

- Jeanne Gaunce: The Library faculty is staffed on a 12-month basis, and they would benefit from the rescheduling of evaluations and planning.

- Mike Davis: Rescheduling of evaluations and planning would benefit new faculty. A couple of weeks into their first semester, new faculty are expected to submit a planning document with no information on which to base it.

Gabriela Adam-Rodwell motioned to refer to the Faculty Committee the issue of rescheduling faculty evaluation and planning dates. Linda Smith seconded the motion. The motion carried.
2. Pay and recognition for temporary faculty. Gabriela Adam-Rodwell stated that there are a number of temporary instructors with masters degrees working at Cameron. Many of these instructors are excellent educators and stay for many years. However, they feel they are not treated as part of the faculty body. Because they do not have terminal degrees, they are not on the tenure-track path, and therefore, do not have development and promotion opportunities. They receive no recognition. It would be a win-win situation if Cameron had a career path or some form of recognition for temporary instructors. Gabriela Adam-Rodwell asked if the Faculty Committee would consider a means of creating a career path and promotions for temporary instructors.

Discussion of this issue ensued.

- **Chair-elect Lambert:** Temporary instructors are very similar to adjunct faculty.
- **Gabriela Adam-Rodwell:** However, temporary faculty are full time, while adjunct are not.
- **Mary Penick:** Its difficult to motivate someone if there is no reward.
- **Tony Wohlers:** What type of recognition are you considering?
- **Mary Penick:** There should be a career path for temporary instructors.
- **James Heflin:** The University requires a terminal degree for tenure-track positions. Temporary instructors elected not to choose an academic pathway leading to a terminal degree. Therefore, they should not expect the same recognition as tenure-track faculty.
- **Sherry Reynolds:** The Education Department does not hire someone unless they are working on their doctorate.
- **Sarah Janda:** Faculty are hired as temporary when there are no tenure-track slots.
- **James Heflin:** Some slots will always be temporary.
- **Phil Schroeder:** Some temporary instructors feel undervalued.
- **Mary Penick:** The University cannot function without temporary instructors.

Gabriela Adam-Rodwell motioned to refer to the Faculty Committee for consideration a means of developing a career path and promotion opportunities for temporary instructors. Linda Smith seconded the motion. The motion carried and was referred to the Faculty Committee.

VII. ADJOURNMENT

Chair-elect Lambert motioned to adjourn the meeting. James Heflin seconded the motion. The meeting was adjourned at 4:06 p.m.

VIII. NEXT MEETING

The next meeting of the Faculty Senate will be on Wednesday, November 1, 2006, at 3:30 p.m. in Howell Hall, Room 106.

Respectfully submitted
Monika Linehan
Faculty Senate Secretary