**Faculty Senate Minutes**

Wednesday, March 25, 2020

Zoom Meeting, 4:00 p.m. – 6:00 p.m.

**Attending** **Senators**: Janet Bezner, Natalie Ceballos, Rachel Davenport, Jesse Gainer, Jennifer Jensen, Lynn Ledbetter, Benjamin Martin, Vince Luizzi, Stan McClellan, David Nolan, Michael Supancic, Diego Vacaflores, Nicole Wesley.

**Guests**: Pam Wuestenberg (chair, University Lecturers Committee), Dr. Sherri Benn (Office of Diversity and Inclusion), Dr. Margarita Arellano (associate vice president, Student Affairs), Debbie Thorne (associate provost), Michelle Lopez, Dale Blasingame, Christian Lieneck, Shannon Duffy (Senate Fellow).

Meeting called to order at 4:00 p.m. by Senate Chair Bezner.

**University Lecturers Committee**

University Lecturers Committee chair Pam Wuestenberg presented the committee’s recommendations for next year’s proposals. Senators discussed the scoring process and funded versus unfunded proposals.

The senate voted to suspend the rules. Senators voted to approve all recommended proposals from the committee.

**President's Academic Advisory Group (PAAG) agenda for April 1**

Senators discussed agenda items for the April 1 PAAG. Items agreed upon include:

* Current update on decisions and impact of the response to COVID-19
* Hiring freeze
* Potential for adjustment of the tenure clock given the COVID-19 virus
* Use of spring 2020 student evaluation of learning feedback

**Diversity and Inclusion and Vice President for Student Affairs**

Dr. Sherri Benn, Office of Diversity and Inclusion, and Dr. Margarita Arellano, associate vice president, Student Affairs, discussed their office’s involvement in the search process for the new Vice President for Student Affairs replacement and diversity, equity, and inclusion issues. There are Student Affairs personnel on the search committee and the chair of the Faculty Senate (Janet Bezner) is also on the committee. Both offices are excited about the senate’s focus on diversity and inclusion and their involvement in the search process.

Senators discussed the focus of the search and asked questions concerning the steps moving forward for selecting a candidate.

**Discussion of Curriculum Committee Proposals**

Senators discussed the current Curriculum Committee proposals. Electronic ballots will be allowed, and there are several programs to review for next week.

**Faculty Development Leave**

Dr. Debbie Thorne, associate provost, Academic Affairs, discussed several items recently conveyed by the senate concerning the Faculty Development Leave rubric, faculty salary data, and the proposed Personnel Committee policy.

Faculty Development Leave (FDL)

* Senators discussed the proposed changes to the grading rubric, especially as it relates to final reports and the final report process.
* Dr. Thorne stated that the current process works and that faculty are in 100% compliance with FDL reporting requirements. She stated that there is an issue with faculty cutting and pasting from the proposal into the report. Including basic information from the proposal is important, but some faculty are only repeating the proposal and not adding the substance of what they achieved during their FDL. Reports need to be as accurate and complete as possible.
* Currently, the associate provost sends a letter with comments to faculty after reading their reports. When reports are not commented on that is a signal to that faculty member that the report is weak. However, just because someone doesn’t achieve their FDL goals, that is not necessarily a negative. The report should reflect any problems the faculty had meeting their goals. Currently there are no consequences for faculty not meeting goals for FDL. The senate may want to discuss this issue in the future.
* Dr. Thorne stated that the senate can work on the rubric, but due to SACS accreditation the current policy cannot change until after SACS.
* Dr. Thorne stated that there is nothing yet from the president concerning the budget for FDL next year.

Availability of faculty salary data.

* Dr. Thorne stated that the faculty salary data comes from an office that reports to her. This was an oversight and the associate provost’s office is now in the process of obtaining the data. Once the data is compiled it will be shared with the Faculty Senate and then posted.

Personnel Committee Policy

* Senators discussed the status of the new Personnel Committee policy with Dr. Thorne.
* The policy needs to include information for the college review group for tenure and promotion.
* Nontenure line faculty (NTLF) needs to have input in personnel committee decisions beyond tenure and promotion. Dr. Thorne stated that she may include this change in the current tenure and promotion policy.
* Remote voting rules for the personnel committee may need to change. Confidentiality is an issue however, there are technological workarounds that are available to address this problem. Dr. Thorne will modify the language to allow for some flexibility in the current tenure and promotion policy and send out for review.

**Policy Review**

Assignment of senator to review specific University and Academic Affairs policies:

* [AA/PPS 02.02.31 Student-Funded Tutoring](https://policies.txstate.edu/division-policies/academic-affairs/02-02-31.html). Due April 13, 2020. Senator Vacaflores.

**Approval of Minutes**

The March 11, 2020 minutes were approved by senators.

Meeting adjourned at 5:55 p.m.

Minutes submitted by David Nolan