

Faculty Senate Minutes, Wednesday, October 17, 2018

JCK 1100, 4:00 p.m. – 6:00 p.m.

Attending Senators: Augustine Agwuele, Rebecca Bell-Metereau, Janet Bezner, Natalie Ceballos, Michel Conroy, Rachel Davenport, Jesse Gainer, Lynn Ledbetter, Vince Luizzi, Ben Martin, David Nolan, Michael Supancic, Diego Vacaflores, Alex White

Attending Liaisons: Moonis Ali, Semih Aslan, Kim Belcik, Amy Benton, Ann Brooks, Ann Burnette, Kyong Hee Chee, Hunter Close, Peter Dedek, Celeste Domsch, Asha Hegde, Ted Hindson, Luis Intersimone, James Keefe, Tom Patterson, Jim Price, Oren Renick, Chris Russian, Robert Rutledge, Pratheesh Sudhakaran

Guests: Scott Bowman, Selene Hinojosa, Ameerah McBride, Malarie Ohrabka, Araceli Ortiz, Debbie Thorne

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

The theme of the full senate meeting was diversity and inclusion. The meeting began with a presentation by Senate Fellow Dr. Araceli Ortiz.

- **Senate Fellow Dr. Araceli Ortiz.** Dr. Ortiz highlighted Texas' unique demographic characteristics and noted that our student body at TX State is representative of these demographics. However, faculty demographics do not match those of the student body at TX State. While TX State is a Hispanic Serving Institution at which a majority of students identify as underrepresented minorities, 72% of the faculty at TX State identify as White Non-Hispanic. A lack of cultural connection to the faculty may lead some students to feel isolated or misunderstood. Dr. Ortiz encouraged senators and liaisons to explore the available demographic data for their own departments and colleges and to consider whether our individual units may have a mismatch between students and faculty in terms of cultural connections. Enrollment and general employee information for TX State may be found via the Enrollment Explorer and General Employee Information options at <https://www.ir.txstate.edu/ir-self-service/self-service>.
- **Special Assistant to the Provost for Inclusion and Diversity, Dr. Scott Bowman.** Next, Dr. Bowman gave a presentation about why we should focus on inclusion and diversity at TX State. His presentation addressed our need to recognize frustrations in the student body, to increase and retain faculty of color, and to provide clear and consistent communication. Dr. Bowman urged senators and liaisons to shift the hiring paradigm and to be intentional in our efforts to recruit and retain a diverse faculty. For example, Dr. Bowman suggested asking applicants to write a statement about how they will contribute to the diversity mission of the institution. Evaluation of this statement could then be included in the scoring rubric for faculty hiring. He also encouraged us to be intentionally inclusive in the classroom by infusing inclusivity into our overall topics and examples, and by creating a genuinely diverse space in which people are not afraid to speak up. He asked us to reach out to underrepresented students in order to build a more robust and inclusive pipeline for our respective disciplines.
- **Group Breakouts.** Senators and liaisons were grouped by college and asked to consider — what are some of the best practices at other universities for creating a diverse and inclusive environment? Dr. Ortiz provided a separate subtopic for each college. These included funding initiatives, cluster hiring, comprehensive diversity plan outcomes and assessments, campus climate assessments, multicultural resource directories, and enhancements to the faculty search process. College groups discussed the pros and cons of each practice. Groups were asked to comment on whether TX State has a similar effort, and if not, what resources would be needed to launch this effort at TX State. In addition, groups identified other best practices at TX State that could be expanded. Finally, each group summarized their discussion for the full senate.
- **Chief Diversity Officer, Ameerah McBride.** Ms. McBride provided clarification on several legal issues related to the faculty hiring process, including equal employment opportunity and affirmative action policies.

- **2019 Scholarly Writing Retreat for Faculty Women of Color.** Dr. Ortiz ended the meeting by announcing plans for the 2019 Scholarly Writing Retreat for Faculty Women of Color. This year, Dr. Ortiz will invite 12 scholars to participate, and recommendations will be accepted from department Chairs. Senators and Liaisons were encouraged to spread the word about this program.
- **Email from Senator White.** In the near future, Dr. White will send an email to senators and liaisons regarding two important issues: 1) the committee preference survey, and 2) potential changes to the name of the full senate and items that may be appropriate for a full senate vote. These topics will be on the agenda of the next meeting of the full senate in the spring of 2019.

Following the full senate meeting, senators discussed the remaining agenda items.

- **Chief of Police Search Committee.** Senators voted to approve the faculty senate's nomination of one faculty member to serve on the search committee. The names of two other faculty members were forwarded to Provost Bourgeois, who will be filling the remaining faculty vacancies on the committee.
- **Minutes from the October 10 senate meeting were approved with minor changes.**
- **Faculty Developmental Leave (FDL) Update.** FDL applications are now available in the Developmental Leave folder, which is located in the Projects section of TRACS. Within the Developmental Leave folder, the applications are in the Resources area in a subfolder named "FDL Applications 2018 for 2019-2020." Inside this subfolder, there is a clarification email from Senator White, as well as a scoring rubric and an excel spreadsheet on which to enter scores. The applications and scoring spreadsheets are organized by review group. Review Group A includes the College of Liberal Arts and the College of Education. Review Group B includes the College of Applied Arts, the College of Business Administration, the College of Fine Arts and Communication, the College of Health Professions, and the College of Science and Engineering. Senators should complete their assigned reviews and send their draft scores (in the appropriate excel spreadsheet) to Senator White by Tuesday, October 23rd. Draft scores will be analyzed, and these results will guide the discussion of the proposals at the Wednesday, October 24th senate meeting.
- **Research Enhancement Program (REP) Update.** Senator Conroy reported the receipt of over 150 REP proposals. Based on the amount of funding available this year, it is likely that the funding rate will be under 30%.
- **Council on Inclusive Excellence.** Senator White gave an update on council meetings and asked for a volunteer to represent him at the October 19th meeting. Senator Martin agreed to attend the meeting.

Policies

- Senator Nolan will review UPPS 03.01.13 Tuition Rebate Program, due 10/22
- Senator Agwuele will review UPPS 03.01.17 Excessive Hours Fee, due 10/22
- Senator White will review UPPS 04.04.20 Staff Performance Management System, due 10/22

6 pm Adjournment by Chair Alex White

Minutes submitted by Natalie Ceballos, Secretary