

Faculty Senate Minutes, Wednesday, December 5, 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, Ting Liu, Vince Luizzi, Ben Martin, Dave Nolan, Michael Supancic, Diego Vacafloros, Alex White

Guests: Micky Autrey, Gene Bourgeois, Peter Dedek, Tom Grimes, Daris Hale, Selene Hinojosa, Jeff Housman, Karen Meaney, Malarie Ohrabka, Debbie Thorne, Denise Trauth, Ron Williams

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

President's Academic Advisory Group (PAAG): President Trauth, Provost Bourgeois, and Associate Provost Thorne addressed senate concerns related to the policy review process and infrastructure.

Policy Review Process (Part 2): *The senate was pleased to see modifications to AA/PPS 01.01.01 and UPPS 01.01.01, which resulted from last month's PAAG. The longer review time and stakeholder access to the senior reviewer responses to comments are definite improvements. However, this week the senate is reviewing changes to PPS 04.01.32 concerning faculty fellowships and concerns arose, both about the policy revision process, and changes in PPS 04.01.32. First, specific to PPS 04.01.32, faculty members and senators have expressed concerns about revisions to section 02.03, which states that faculty seeking fellowship opportunities with salary support "should apply for these fellowships to coincide with faculty development leave eligibility." Senators believe it will be difficult to align successful attainment of a prestigious fellowship with the FDL cycle. By their very nature, the fellowships considered under the policy are difficult to attain and in some cases faculty members can only apply if they are invited (e.g. the Carnegie foundation fellowships). The senators asked what motivated the change to the policy since the change seems to contradict the push towards NRUF by providing less incentive to attain the fellowships. The senate wondered if this was a cost saving move, and if so, how costly is the current policy. Secondly, in terms of the general policy review process, senators asked that the senate be consulted earlier when major revisions to policies that affect faculty are being considered.*

- President Trauth and Provost Bourgeois stated that revisions to PPS 04.01.32 were not financially motivated and were not intended to discourage faculty from pursuing fellowships. Rather, by revising the policy, the administration hoped to improve the planning process associated with such awards. For example, the revised policy includes a planning document, which requires approval of Department Chairs and Deans prior to submission of a fellowship application to ensure that the fellowship aligns with University goals. Faculty will also be required to submit a follow-up report upon completion of the fellowship. Associate Provost Thorne indicated that the policy's suggestion to synchronize fellowships with the faculty developmental leave cycle was aspirational. In response to feedback from various stakeholders, a second draft of the revised policy will be presented in January.
- Senators and others shared their concerns about the following.
 - Clause 01.03 of the original policy PPS 04.01.32, which held faculty harmless from any impact of fellowships on their benefits and salary from the university
 - Support for both teaching, and research categories of Fulbright fellowships
- In addition, senators suggested that that when faculty are primary stakeholders, the administration should consider including the faculty senate Chair as a signatory on those policies, so that potential problems can be addressed earlier in the review process. Further, it was suggested that the incoming Vice President for International Affairs should review PPS 04.01.32 before it is finalized, and President Trauth agreed.

Infrastructure (Part2): *After our discussion of infrastructure during last month's PAAG, senators asked that we revisit a subtopic: namely the relationship between infrastructure and climate. We briefly discussed this last month, but the way [Senator White] framed the original discussion made it hard to understand a point several senators wanted to make. For*

Part 2 of this discussion we are thinking about infrastructure in its broadest sense, to include policies, staff and procedures. Since November 2016, issues concerning the climate vis a vis diversity and inclusion have dominated news and discussions around the university. It seems clear, that we, the university, were unprepared for the resulting tumult. Has the administration considered what structures (including policies, offices, support staff) the university needs in place to better handle the increasing diversity on our campus? In the senate, we have the impression that we are chasing to put out the latest fire, rather than thinking strategically about what needs to change and be put in place to prepare for the future.

- President Trauth described changes put in place over the last two years to ensure that the University will be better prepared when issues arise. First, a formal crisis communication plan has been established to pull together key leaders quickly to deal with emergencies. Evacuation plans have also been updated. Every policy statement that deals with speech or assembly is under review, particularly those concerning external speakers. TX State is in the process of hiring a new Chief of Police, as well as a full-time Emergency Management Coordinator. More positions with competitive salaries will be added to the University Police Department. Senators suggested that the report from the external review of the UPD should be made accessible to the University community, and President Trauth agreed to try to make those documents available. Finally, President Trauth noted that the establishment of the Council on Inclusive Excellence, as well as the position of Special Assistant to the Provost for Inclusion and Diversity should also move TX State toward the goal of being a university that is very active in the sense of a diversity of ideas. Senators noted that including the Chief Diversity Officer as a member of the President's Cabinet would be a great statement of TX State's core values.

University Curriculum Committee (UCC) Report:

- Dr. Houseman, Dr. Meaney, and Dr. Williams were available to answer questions about the BS in Public Health (replaces Bachelor of Health and Wellness Promotion), the MS in Public Health Education and Promotion (replaces MEd in Physical Education), the Minor in Public Health Education and Promotion (replaces Minor in Physical Education). These programs are predicted to meet market needs and offer competitive options for students, while also meeting accreditation requirements. It is important to note that the MS will not be marketed as an MPH, as these are two very different degrees. The UCC supported both programs. Senators voted to approve the committee recommendations.
- Senators approved the UCC's changes to PPS 01.01.01 and PPS 01.01.10, which included language to accommodate doctoral programs other than PhDs.

The University Research Enhancement Committee Report was presented in a closed session.

Policy Reviews

- Senator Davenport will review UPPS 07.04.03 Solicitation on Campus, due on Dec. 11.
- Senator Martin will review UPPS 04.04.17 Staff Background Check, due on Dec 10.

Minutes from November 14 and November 28 were approved.

6:00 pm Adjournment by Chair Alex White

Minutes submitted by Natalie Ceballos, Secretary