

Faculty Senate

Wednesday, October 3, 2012

Senators Present: Conroy, Czyzewska, Cavitt, McClellan, Wilson, Furney, Payne, Feakes, Blunk, Hindson, Sriraman, Ash

Guests: Trauth, Bourgeois, Smith, Opheim, Cordero (Staff Council Representative), Bach (liaison from the Department of Modern Languages), and Grimes.

1. Call to Order
2. PAAG Agenda
 - a. Enforcement of the Tobacco-Free Campus Policy:
 - i. A recent report by ASG to the Faculty Senate indicated they believed it would be the faculty's responsibility to enforce the Tobacco Policy by reporting to the Dean of Students any names and id numbers of students violating the policy while on campus. The Faculty Senate is aware that it is everyone's responsibility to try to encourage adherence to this policy. However, the Senate is concerned about the enforcement of this policy among students and peers may result in alienation and hostility toward the faculty member reporting such behavior.
 - ii. Suggestions for enforcement presented to the Senators when discussing this policy with their constituents included:
 1. that any enforcement be humane and not punitive to the violator;
 2. that enforcement for faculty and staff violations be similar to other policies in that violations are reported to the individual's supervisor;
 3. that the possibility of creating specific "smoking areas" on campus be explored, allowing those with the addiction to remain on campus and involved with their responsibilities.
 - iii. President Trauth discussed the history of the implementation of the Tobacco-Free Campus Policy, and how enforcement of the policy was meant to be on an increasingly stringent basis. Dr. Trauth also shared a desire to have similar expectations for enforcement among faculty, staff, and students.
 - iv. Dr. Smith discussed that there are areas on campus that have been reported as areas where frequent violations occur, and thus are experiencing increased patrols by UPD. In their meeting with Dr. Smith, ASG leaders asked what they could do, and students were encouraged to report violations, if they were comfortable doing so.
 - v. The Senate again expressed that they do not support a faculty role in the Tobacco-Free Campus enforcement.
 - vi. Because of concerns about retribution for those who make reports, the Senate also shared a suggestion that the administration explore creating a hotline so that people could make reports anonymously.
 - vii. All parties discussed the important role of supervisors of faculty and staff in addressing concerns about violations.
 - b. Tenure and Promotion Policy:
 - i. There continues to be much discussion and confusion about the tenure and promotion process, especially in relationship to "early" promotions.

1. According to President Trauth, “Early tenure can be given to a person who is genuinely a superstar, genuinely off-the-charts.” The goal is consistency, but with some flexibility for exceptionally rare cases.
 2. At CAD, Drs. Bourgeois and Opheim shared with the Deans the same message regarding early application for tenure and promotion. Double expectations – asserting that one need only double the base amount of scholarship to stand early – is now “off-the-board,” and applications for early tenure and promotion can be no earlier than the fifth year.
 3. According to Dr. Trauth, “A Tenure and Promotion review is a holistic review, and it is not about just the number of published articles.” Departments are encouraged to argue for a designation of superstar status at the department level in their write-ups of faculty seeking early tenure and promotion.
 4. The President and Provost shared their perspectives on the following items:
 - a. The process for hiring faculty with prior experience in higher education allows them choose to bring in up to 3 years of experience, which counts toward the tenure clock. This decision is non-revocable.
 - b. The process for those who come to Texas State with experience in industry/application/practice should reflect their history of scholarly output and teaching. Service should also be reflected, especially in cases of early promotion to full professor. This decision is non-revocable.
 - c. The process of hiring new faculty with tenure should be done in alignment with departmental and college policies. There is no specific policy at the University level.
 - d. The process for a faculty member hired at the rank of Associate Professor to begin the tenure application process would be same as those who came with previous years of university experience and/or experience in industry/application/practice.
- c. Legislative Assistance with unfunded mandates:
- i. Based on the state legislature’s mandates for implementation of programs that must be funding by the institution, including HB 2504 and the Legacy program, the Faculty Senate would appreciate an update on how this topic will be addressed by Texas State, in coordination with the Texas higher education community, in the upcoming legislative session.
 1. President Trauth noted that there are many unknowns, including the impact of the many new representatives and state senators who will be elected in November and the to-be-determined state budgets.
 2. She indicated that one of our highest priorities, together with other campuses, is re-establishing the formula funding for higher education.
 3. According to Dr. Trauth, we have invested \$3.7 million for veterans and other first responders and \$9.7 million in the legacy

designations of those groups through the Hazelwood Act, and its extension. According to Dr. Trauth, “While we are certainly incredibly supportive of our Veterans and their families, if this is a value of Texas, then it should be funded by the state of Texas, rather than through the tuition and fees of other students who attend Texas State University—San Marcos.”

4. The Administration and the System is looking at Governor Perry’s proposals of guaranteed tuition costs for students across 4 years, and what those costs might be. Research indicates that such proposals end up pushing up tuition at the beginning of the cycles.
3. Old Business
 - a. PAAG Review
 - i. The Senate is still uncertain what the expectations are for the enforcement of the Tobacco-Free Campus Policy, as these expectations do not seem to be completely developed.
 - ii. Regarding confusion in the continuity of communication regarding issues of Tenure and Promotion, the Senate noted that it might be very effective for Chairs and Deans to be required to attend the workshop with tenure-track faculty members. The Senate remained concerned about the inconsistency in policy toward external hires and internal promotions.
 - iii. Legislative – good to be working together.
 - b. The University Curriculum Committee report was endorsed by the Senate.
 - c. Appointments were made for the Presidential Excellence Committee.
 - d. Appointments were made for the Grievance Committee.
 - e. Appointments were made for the Screening Committee to select the new Director of Faculty Development.
 - f. Senators addressed the naming of members for the College Review Committees for Research Enhancement Grants.
 - g. A discussion of funding for summer sessions was continued to the next meeting.
 4. New Business and Approval of Minutes
 - a. Senators shared their concerns that the staff freeze is seriously affecting the University. For example, a single custodian cleans Flowers Hall at night, by herself. Perishable items remain at Shipping and Receiving until they are no longer useful by those who ordered them. This needs to be considered as a future PAAG Item.
 - b. The Minutes for September 26, 2012 were approved.
 5. Adjournment