**Faculty Senate Meeting Minutes**

**April 6, 2022**

**4-6 p.m.**

**Attending senators:** Taylor Acee, Stacey Bender, Dale Blasingame, Rachel Davenport, Jennifer Jensen, Lynn Ledbetter, Ben Martin, Roque Mendez, Danette Myers, Andrew Ojede, Michael Supancic, Nicole Wesley

**Attending guests:** Sarah Angulo (Senate Fellow), Madison Bendit (University Star), Farzan Irani, Karen Sigler

The meeting was called to order at 4:02 p.m.

**Debrief from Council of Academic Deans with Faculty Senate**

The Senate met Tuesday with the Council of Academic Deans. Two main topics were the focus of discussion.

* Associate Provost Thorne provided an update of the cost analysis and implementation of the proposed NLF teaching appointments policy. The earliest this policy will be in place is fall of 2024. Any raises associated with this career path would be percentage based instead of a flat rate. The university has started the cost analysis to see if all appointments will begin at the assistant professor of teaching level. There has been significant pushback from the NLF Committee about starting professors who have been teaching here for 15-30 years at that rank. The cost analysis would prove key in this decision. Thorne shared an email with Senator Jensen that showed if 25% of eligible professors chose the associate professor of teaching rank, that would be the equivalent of $400,000 per year in permanent funding. The NLF Committee is forming a subcommittee to look into implementation options for this proposal, and they will meet with other universities who have a similar structure. Senator Jensen suggested someone should ask the new president at his town hall if he supports a career path for nontenure faculty. The proposal also has a new name: the Faculty Title Series.
* The meeting also discussed the inclusion of senators at College Council meetings. Some deans were very supportive of this idea. Some colleges have done this for some time now. A senator who regularly attends her College Council meetings said it provides a quality level of transparency. This idea is set to be talked about by the Council of Chairs. Another senator who regularly attends her College Council meetings said her dean asks for updates from the Senate during these meetings, and she feels senator attendance at these meetings has benefited the deans and chairs, as well. Another senator said anything that can help build trust on our campus, especially with the new president coming in, is a good thing. Another senator said he was surprised to hear senate liaisons were invited to some College Council meetings.

A few other topics were discussed at the meeting. The university is targeting “stop outs” and community college students more than ever. There’s also a push to enroll more graduate students to help get the university closer to Tier One research status. A senator said the Senate should continue to monitor these updates because increases in enrollment will be how faculty salary equity adjustments and issues of salary compression will have to be resolved. A senator brought up the provost’s comment that the new president is a big fan of athletics. Another senator said he’s heard two priorities of the new president are to push forward with R1 status and to fix athletics with the thought process that universities with successful athletics programs have an easier time recruiting students.

**Cyberbullying and Harassment Language in Policies**

Nathan Pino of the Academic Freedom Committee provided revisions to the following policy statements to house language regarding cyberbullying and harassment:

* UPPS 01.04.07 Civility Policy and Procedures
* UPPS 04.01.07 Appropriate Use of Information Resources
* UPPS 04.04.46 Prohibition of Discrimination

The Senate approved the proposed language in all three revisions.

**Policy Reviews**

Senator Ledbetter asked for two volunteers to review the following policy proposals:

* AA/PPS 04.01.22 Clinical Faculty Appointments (Senator Myers)
* AA/PPS 04.01.23 Faculty of Practice Appointments (Senator Blasingame)

**Faculty Senate Bulletin**

The Senate’s administrative assistant provided a preview of the Senate Bulletin for April. It will include a summary document of the Perception of Administrators survey results for both chairs and deans.

Senate Fellow Sarah Angulo will present to the Senate on April 27.

Minutes from the March 30 meeting were approved.

The Senate went into Executive Session to discuss two items:

* A recommendation from the University Lecturer Series committee to fund the Tomás Rivera event, which was approved.
* Lt. Gov. Dan Patrick’s recent announcement of plans to limit tenure and academic freedom.

The meeting adjourned at 5:44 p.m.