**Faculty Senate Minutes**

Wednesday, March 23, 2022

JCK 880, 4:00 pm – 6:00 pm

**Attending Senators:** Taylor Acee, Rebecca Bell-Metereau, Stacey Bender, Dale Blasingame, Rachel Davenport, Peter Dedek, Jennifer Jensen, Lynn Ledbetter, Ben Martin, Stan McClellan, Roque Mendez, Danette Myers, Andrew Ojede, Michael Supancic, Nicole Wesley

**Guests**: Lauren Goodley, Stephanie Larrison, Amanda Price, Chris Russian, Karen Sigler, Margaret Vaverek, Kelly Visnak, Ginger Williams, Somaly Kim Wu

Meeting began at 4:00 pm

**Library Insights and Resources – Dr. Kelly Visnak (Associate Vice President and University Librarian) and Stephanie Towery (Copyright Officer)**

Dr. Visnak provided an overview of the library’s process for managing research materials. The library’s goal is to serve the university’s teaching and research needs. The Texas State Library is part of the Texas Coalition of Research Universities, which helps the university negotiate contracts to address the rise of serial inflation. The library is trying to rethink contracts and workflow to optimize the use of our resources. A shift is being made to use on-demand driven ordering through a collection development team. This will be managed by a new collection librarian rather than the subject librarians that have previously handled acquisitions. The library will continue to process online requests for journal articles, e-books, and print materials. The library will work with new faculty to address their needs at the time of hire. To users, it will appear that we own requested material, but in practice we are purchasing the material on demand. The library will additionally offer services to improve the impact of library resources on research. The library is also involved with expanding open educational resources to make them easier to adopt in courses, as well as the development of new content. New tech spaces are now available in the library.

A senator asked about the user experience during on-demand ordering. There should be no change in the way that database searches are used or how they are used. The change is behind the scenes, and in the way that faculty will request new materials. Subject librarians will no longer be involved in ordering; an online form will be used instead. This is intended as

an iterative process to determine our long term needs, including continued purchase of print resources.

A senator asked about the process the library uses to determine which journals should be retained. The library bases its decisions regarding purchasing based on what is used. For this to be accurate, users should use the library as the source, including for student access. For example, faculty should not post an article on a Canvas site, but rather link to the article directly. The library uses long term data to determine average usage. Elsevier poses a particular challenge since it is a large publisher, responsible for over 8% of our total budget. We have been forced to cut less used journals and high cost-per-use journals. Some databases have also been cut from access. This is result of a flat library budget and rising costs of resources. The university has made efforts to ensure that even small academic programs are supported. Due to ongoing budgetary limitations, the library must effectively cut $300,000 in costs per year in order to stay within budget. The library is trying to improve communication with faculty regarding changes.

**Senate Fellow Theme for 2022-2023**

Senators debated ideas for the new Senate Fellow theme. Senators agreed that salary equity and salary compression remain at the forefront of concerns. The senate has explored this issue previously, and it would be helpful to have an independent analysis. This may be especially timely with the arrival of a new president and the development of a new strategic plan. The call will be general enough to allow room for individual energy and focus.

**University Leave Policy (UPPS 04.04.30)**

The Faculty Senate is making recommendations to changes to The Faculty Handbook section on parental leave to remove gendered language and to better direct readers to UPPS 04.04.30 (University Leave Policy). Senators noted that the policy is highly restrictive regarding sick leave for parents, especially parents of adopted children.

**Topics for Joint Meeting of Council of Academic Deans, Council of Chairs, and Faculty Senate (April 5, 2022 1:00-2:30 PM in Reed Parr Room, JCK 11th Floor)**

Senators recommended two topics for discussion:

1) Inclusion of senate representatives on all college councils

2) Progress regarding the teaching faculty policy, including a cost analysis

**Policy Reviews**

* AAPPS 04.01.11 Clear English requirements, Due April 13 (Senator Dedek)
* UPPS 04.04.43 Worker’s Compensation, Due April 1 (Senator Acee)

Senators approved the March 9, 2022 minutes by vote.

Senators voted to suspend the Environment and Sustainability Committee by vote upon recommendation.

The Faculty Senate has been called to identify representatives to revise the tenure and promotion policy from the colleges of education, health professions, and liberal arts. Senators will vote on nominees on March 30, 2022.

The senate entered executive session to discuss internal matters

The meeting adjourned at 5:55 pm

Minutes submitted by Ben Martin