**Faculty Senate Meeting Minutes
April 5, 2023**

**4-6 p.m.**

**Attending senators:** Taylor Acee, Rebecca Bell-Metereau, Stacey Bender, Dale Blasingame, Rachel Davenport, Peter Dedek, Farzan Irani, Jennifer Jensen, Lynn Ledbetter, Ben Martin, Roque Mendez, Andrew Ojede, Adetty Perez de Miles, Michael Supancic, Alex White

**Attending guests:** Farhad Ameri, Lisa Ancelet, Lindsey Anderson, Jesse Backstrom, Chad Booth, Gene Bourgeois, Jessica Bowers, Mary Brennan, Matt Brooks, Emily Brunson, Lisa Chrans, Kelly Damphousse, Josh Daspit, Tahir Ekin, Susan Field Waite, Sonya Gutierrez, Catherine Hawkins, Jeff Helgeson, Jeff Housman, James Keefe, Gloria Martinez, William McDowell, KeriAnne Moon, Doug Morrish, Dan Roy, Arlene Salazar, Karen Sigler, Lois Stickley, Debbie Thorne, Renee Wendel, James Wilde, Robert Wright

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

**President’s Academic Advisory Group**

The first agenda item for PAAG was an update on a standalone policy regarding personnel committees. This new policy is based on a set of guidelines discussed by Senate, Council of Chairs and Academic Affairs Council during the past year. Historically, the personnel committee has been found in the tenure and promotion policy statement, but it doesn’t have a separate, standalone policy defining PC responsibilities. There have also been recent conversations around the new nontenure line faculty title series and promotion – and when those promoted nontenured faculty would be eligible to serve on PCs. In addition to PC responsibilities, this new standalone policy will also address the role of voting faculty and college review groups. The policy is in an early draft right now. The associate provost said they will use a workshop approach and provide it to Senate and others when it’s ready for feedback before putting it through the official review process.

The second agenda item was if a charge will be sent out deans, chairs and directors to initiate work on college/department criteria for evaluations of nontenure line faculty who opt in for the new title series at various ranks. The provost said yes, and they talked to the deans yesterday about a timetable to do this and be ready for implementation before promotion reviews begin in fall of 2024. The most important date right now is the deadline for current lecturers and senior lecturers to opt in or opt out of the promotion-eligible instructional faculty title series, which is tentatively set for March 15, 2024. Three or four months before that, Academic Affairs would ask for the academic units to have guidelines for how nontenure faculty will enter the title series. Once the title series is launched, everyone will be hired into the instructional faculty title series or as a lecturer, meaning the senior lecturer title will be phased out. (Lecturers will be those who chose to opt out or are hired for temporary, emergency per-course situations.) There are still eight or nine key issues that need to be worked on before the policy will go into the formal review process.

A senator asked for clarification about raises with promotion in the title series. The original policy proposal called for a flat fee, but the history at Texas State is to do a 7% raise. That is the recommendation to be done with the instructional faculty title series. A senator asked if faculty who are on temporary funds will be eligible for the title series. The associate provost said it is agnostic as to the category of funding. The senator asked when contacts would start for the title series. That will be September 1, 2024. The senator asked if there would be a requirement to go up for promotion or if someone in this title series can stay at the assistant level. The provost said there was an earlier recommendation for a mandatory review after a set number of years, but the Academic Affairs Council isn’t in favor of that. The senator asked who will determine initial appointments in the title series – is it the chair and PC? The provost said this is why guidelines need to be established at the local level within the university umbrella. The clinical and practice faculty policies each have sections called Initial Appointment, which detail the criteria someone needs to meet to come in at that rank. This instructional faculty policy will have that same section. It will be written broadly at the university level with more detail written at the school or department level.

A senator asked about language included in a document that says someone may be hired at the full professor of instruction level in “exceptional cases.” Her concern is that will set a precedent that it will be unlikely to happen and cause doubt in nontenure faculty who have been here for many, many years. The president said he agrees with the interpretation of those words based on his history, but he said he wasn’t sure if the university should be setting it up for faculty to become full professors immediately. The senator said she just has major concerns of how deans and chairs are going to interpret that as they draft their policies and that they may not manage their expectations of nontenure faculty with high course loads even after being here 15-20 years. While she isn’t pushing for everyone to come in at full professor, she’s concerned how someone who has given their life to the university will feel at that wording. Another senator asked why “exceptional” is needed if a faculty member checks the boxes. The associate provost asked if there was a word the Senate would prefer – or to not have any description there. The senator said the policy and metrics should speak for themselves. A senator asked about the salary implications if they start out at a full professor of instruction. The provost said there would be no further promotions or raises eligible in that case. The president said it’s an advantage to come in lower and be eligible for promotions and raises. The provost said it depends on where the faculty member is in their career. A senator asked whether the raises are additive, meaning would someone get a 14% raise if they go to full professor. The provost said that has not been part of any conversations to date. The senator asked if it would be possible for a faculty member’s path to full professor be expedited. The president said departments should be setting these criteria, but there should be some flexibility in the policy to potentially allow something like that. The provost raised a point about salary adjustments upon entry into the title series and how this would impact equity and CUPA comparisons between people opting in and new hires from the outside into the title series. A senator said the Nontenure Line Faculty Committee has been asking if there’s going to be a market adjustment upon entry and has raised those concerns, as well. The associate provost said CUPA data is incomplete when it comes to titles like this and nontenure faculty, which makes market adjustments difficult. A senator said the university encouraging everyone to enter at the assistant rank will mean it’ll take a long time for many PCs to have nontenure representation on them. The associate provost said there were distributed responses to a survey in November when asked what rank they wanted to come into the title series. The president asked if chairs would have any agency when it comes to deciding who goes for what rank. According to the provost, the wording will say faculty are eligible based on departmental standards.

A senator asked if the Provost’s Office would be sending out guidance to departments as it gets closer to the deadline for policies to be written. The provost said yes. The senator also asked for communication to be sent out before the March deadline for nontenured faculty to help make the decision and determine their appropriate rank. The provost said yes, and they did something similar when they introduced the senior lecturer position.

A senator said she loves that this title series is not “tenure light.” The proposed policy only defines teaching and service. She asked if there could be wording in the policy for nontenured faculty who currently do scholarship. The provost said the wording will say research can be considered but won’t be required. He considers this part of keeping up with one’s profession. The president agreed, especially if the research is related to teaching in that profession. The senator asked if the Provost’s Office will be looking over the policies from the different schools and departments. They will be approved by the Provost’s Office.

The final PAAG agenda item was an update on consideration of workload release for the vice-chair and secretary of the Senate, in line with similar consideration for chair. The president said he doesn’t have an update, but he suggested a separate meeting with the provost, the vice chair and secretary to discuss the rationale. He said there’s a difference between duties that are part of the job and something a faculty member volunteers for. The current vice chair said her position is also chair of the Nontenure Line Faculty Committee and serves on several other committees and task forces, which is a significant time investment. She encouraged the president to not think of this as a course release – but in terms of the usual workload of that faculty member, such as other department-level service roles, for instance. She believes a university-level policy would provide leverage with some chairs and directors. The president said that is a great point, and he was previously thinking of course load releases and not workload releases.

**University Curriculum Committee Proposals – Senator Supancic**

Representatives from different colleges and departments joined the Senate to discuss their proposals before the University Curriculum Committee.

Department of Information Systems and Analytics

* Add an undergraduate minor in Data Analytics
	+ This proposal was commissioned by the provost, and it’s been developed as an interdisciplinary minor using mostly existing courses. There are requests for additional funding to add one tenure-track faculty member and one lecturer, however. A senator asked why this is proposal for a minor and not a major. The representative said they are looking into the feasibility of a business analytics major as part of the strategic planning process. Senator Supancic said it’s much easier to get a minor approved quickly as a testing ground to justify the development of a major.

Department of Management

* Add an undergraduate minor in Innovation and Entrepreneurship
	+ This minor was also commissioned by the provost. It is also intended to be interdisciplinary. Right now, the only academic credential offered in entrepreneurship is a concentration, but students must be a management major to take part. The focus of this minor is developing an entrepreneurial mindset. This proposal also calls for a tenure-track professor to be the program coordinator and a graduate instructional assistant. A senator asked how sustainability will be incorporated into this minor. The representative said this mindset is critical to the development of the entrepreneurial mindset and addressing significant problems. A senator asked what the program coordinator will do. That person will work with the advisory board to maintain the interdisciplinary approach.
* Delete the Master of Science major in Human Resource Management
	+ The Department of Management has found students are more interested in the MBA program, so they’re switching to the creation of a concentration in human resource management for MBA students. There is a teach-out plan for the students remaining in this major.

College of Health Professions

* Change the Bachelor of Science in Clinical Laboratory Science with a major in Clinical Laboratory Science to a Bachelor of Science in Medical Laboratory Science with a major in Medical Laboratory Science
	+ This proposal is in response to emerging standards in this area, which is moving from the clinical laboratory science designation to a medical laboratory science designation. In the next course cycle, they hope to also change their prefix from CLS to MLS.

College of Liberal Arts

* Add an undergraduate minor in Diplomacy
	+ This proposal would be housed in the Center for International Studies and would use existing programs. This would be available for all majors at Texas State.
* Change the undergraduate minor in Women and Gender Studies to a minor in Women's, Gender, and Sexuality Studies
* Change the graduate minor in Women and Gender Studies to a minor in Women's, Gender, and Sexuality Studies
	+ Both proposals are requesting name changes. The rationale is to reflect the increasing number of sexuality classes being offered as part of these programs and to bring the program in line with national gender studies standards across the nation. A senator asked why women’s is possessive in the name change request. The representative said most universities are using women’s in the title of their programs.

Department of Anthropology

* Add an undergraduate minor in Social Impact through Applied Research
	+ This proposal was built out of the Department of Anthropology’s focus on applied anthropology and using social science to make a difference in the world. The hope is this minor will help give students that opportunity while also providing skills that will lead to jobs in fields like community advocacy, public policy and resource management. A senator suggested a change to the proposal to say classroom-based learning instead of class-based learning. A senator asked if there was a role for conservative students in this minor. The representative provided an example from a class she teaches where the student project was around Meals on Wheels. That project was received very strongly by conservatives in the state legislature.

Department of Geography

* Change the Bachelor of Arts major in Geography to a major in Human Geography
	+ This proposal is to change the CIP code and change the name of the major to help differentiate it from the Bachelor of Science major. A senator asked for a clarification on why the CIP code is changing. The representative said they’ve changed the CIP code through all programs with the exclusion of one. A senator asked for a definition of human geography compared to geography. The representative said it relates to human environment systems and political, cultural and economic geography.
* Change the Bachelor of Science major in Geography Resource and Environmental Studies to a major in Geography Natural Resources and Environmental Studies
	+ This proposal is to better align the major with what’s going on in the public, nonprofit and private sectors. It would also change the CIP code.

Department of History

* Delete the Certificate in Public History
	+ The representative said hopes that this certificate would be useful for people going into the job market didn’t play out. There are no students enrolled, and it’s been that way for several years. Interest in the certificate has been supplanted by interest in the public history concentration at the master’s level.

Dean of Science and Engineering

* Add an undergraduate minor in Pre-Dental Studies
* Add an undergraduate minor in Pre-Medical Studies
* Add an undergraduate minor in Pre-Pharmacy Studies
* Add an undergraduate minor in Pre-Physicians Assistant Studies
	+ The intent of all four proposals is the same. Currently, these are covered by concentrations, which are hard to manage. This change would also allow any student on campus to take any of these minors and have all their pre-requisites count toward financial aid. A senator asked about the projected numbers. The representative said the projection of 850 is low and is likely closer to 1,500-1,800. A senator asked if students in this minor would have a second minor. The representative said that will likely happen.

Department of Engineering Technology

* Change the Bachelor of Science Technology major in Engineering Technology to a Bachelor of Science major in Engineering Technology
	+ This proposal is a name and degree change, but it has an impact on five engineering concentrations. It would bring the name up to current standards of what programs like this are named.

Department of Physics

* Delete a graduate minor in Physics
	+ This program has not had any students in several years.

University College

* Change the Bachelor of General Studies major in General Studies to a major in Integrated Studies
	+ This proposal is to change the name to better represent the union of three minors that are the foundation of the interdisciplinary degree. A senator asked if it would remain a Bachelor of General Studies degree, and the representative said yes. The proposal is to eliminate the redundancy in the name.

 **Other Business**

Minutes from the March 29 meeting were approved.

The Senate then went into Executive Session to discuss the University Curriculum Committee proposals. All were approved and sent forward.

The meeting adjourned at 6:08 p.m.