**Faculty Senate Minutes**

Wednesday, April 26, 2023

JCK 880 and Zoom Meeting, 4:00-6:00 pm

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

**Guests:** Lisa Ancelet, Jesse Backstrom, Matthew Brooks, William Chittenden, Dave Donnelly, William Kelemen, MiHyun Kim, Stan McClellan, Ruby P. Kishan, Aimee Roundtree, Brendan Scott, Margaret Vaverek

The meeting started at 4:03 pm

**Faculty Senate Fellow Presentation: MiHyun Kim**

2022-2023 senate fellow MiHyun Kim presented her visualization of salary compression, inversion, and its impact on our educational community at Texas State.  The presentation included data related to faculty-to-student ratios organized by college and department.  The data showed changes over time in the relative number of faculty and students, but it was unclear to some senators how to interpret this data.  For example, if student counts are based on the number of majors, departments that teach huge numbers of service courses (like math) will be severely miscounted.  A senator suggested that a better way to describe faculty-to-student ratios is to compare full time faculty equivalents to student credit hours.

The presentation also depicted salary scales by department compared to CUPA averages.  Some colleges have large numbers of faculty paid below CUPA (for example, 66% of faculty in Applied Arts are currently below the CUPA median), while others have more than 50% paid above the CUPA median.  There are many examples of salary inversion, including assistant professors who earn more than full professors in the same department.

The presentation included graphs showing merit allocation by each department over time.  Departments with high average salaries were able to provide larger merit pools to faculty due to the way that merit is distributed to departments.  A senator pointed out that the only decision that departments can make regarding merit is the way that the funds are distributed among the faculty in that department (for example, by providing a disproportionate percentage to tenure-line vs. non-tenure line faculty).  The senator suggested that the graphs would be more useful if this type of data was more clearly depicted.

The presentation concluded with a visual depiction of the qualitative results of the faculty salary survey categorized by comments related to cost of living, salary compression, inequity, trying to leave, and moving toward R1.

**Academic Computing Committee Report**

The committee ranked all proposals as acceptable.  Since more funding was allocated than the proposals requested, all proposals were funded at 100%.  Additional funding was returned to IT.

**UPPS 04.04.46 Prohibition of Discrimination – comments from Academic Freedom Committee**

Senators were asked to review comments made by the Academic Freedom Committee on UPPS 04.04.46, Prohibition of Discrimination.

A faculty member expressed a concern through the Academic Freedom Committee about AAPPS 04.01.32, Management and Funding of Faculty Fellowships.  This policy was described to the senate as a planning tool to allow departments to appropriately plan for faculty absence, but it was strongly opposed by a group of faculty when it was proposed since it could hinder the ability for faculty to apply to opportunities in a timely manner.  Proposals have reportedly been delayed or rejected based on this policy since its adoption.

The senate will invite Nathan Pino to explain the recent complaint and what could be done to improve the process.  Senators agreed that the reporting, if true, indicates that there are problems with the process.  However, they also appreciated the utility of the planning process for both departments and fellowship applicants.  Senators were also concerned about whether teaching fellowships were being discouraged by the policy.

**President’s Academic Advisory Group (PAAG) Topics for May 3**

The primary topic for discussion will be the senate salary study.  The report will be distributed to the president’s cabinet and all faculty on the Friday prior to the meeting.

The senate will also receive a report regarding tenure and promotions.

Senators considered asking about a legislative update but decided that this would not be productive since the legislature is still in session.

**AA/PPS 04.01.40: Faculty Workload**

Senators Acee and Jenson will examine changes to the Workload policy.  A senator noted that some departments are struggling to develop workload policies to equitably distribute course releases to research active faculty.  It is unclear if this topic is addressed in the updated workload policy.

**Vice President for Global Education and Online**

Senators are invited to participate in discussions with candidates for the Vice President for Global Education and Online (VPGEO).  A senator from geography expressed concern that this title will cause confusion about the geography program because they share the same acronym.

**Election update**

NLF faculty were pleased to have input in the selection of the vice-chair.  Candidates for chair and vice-chair announced their interest.  There is currently no candidate for secretary.

**Executive Session**

The senate entered executive session to discuss part time teaching award recommendations by the nontenure line committee.  The senate approved the committee’s recommendations.

The meeting ended at 6:10 pm

Minutes submitted by Ben Martin