**Faculty Senate Meeting**

**Minutes**

**July 19, 2023**

**4 – 6 pm**

**880 JCK**

**Senators Present:** Rebecca Bell-Metereau Stacey Bender, Dale Blasingame, William

Chittenden, Peter Dedek, Dave Donnelly, Irani Farzan, Jennifer Jensen, William Kelemen, Lynn

Ledbetter, Jo Beth Oestreich, Adetty Pérez de Miles and Michael Supancic.

**Absent:** Rachel Davenport and Alex White

**Attending Guests**: Jesse Backstrom, Elizabeth Bishop, Matthew Brooks, Susannah Broyles,

Shannon Duffy, David Gibbs, Karen Gibbs, Lauren Goodley, Gloria Selena Hinojosa, Jeff

Housman, Nathan Pino, Jessica Pliley, Stacey Rodriguez, Jerry Ruiz, Lois Stickley, Erik

Timmerman, Bob Vásquez, Shelly Wernette, Kelly Damphousse, Eugene Bourgeoise,

Vedaraman Sriraman and Thilla Sivakumaran.

**Chair Ledbetter called the meeting to order at 3:00 pm**

**Fellowship Planning Tool:** Nathan Pino, Chair of the Academic Freedom Committee shared concerns related to **AAPPS 04.01.32**. Chair Pino stated the committee discussed with Dr. Thorne the challenges of submitting proposals for Fellowships are cumbersome and discourages Fulbright Program seeking (teaching only) opportunities. The Committee would like to see **AAPPS04.01.32** modified or abandoned. There are numerous steps faculty must complete and often can be denied at various levels of review. One example shared is from Section 03.01, 03.04, etc., NLF must wait six years to apply after participating in a Fellowship opportunity, and three years after development leave (FDL). The current policy is too restrictive, problematic, and underscores the importance of these faculty opportunities especially TXST desire to achieve R1 status. Fellowship opportunities vary and rarely ever repeat. In order to support the ‘Run to R1’, the committee recommends Faculty Senate request an early review of AAPPS 04.01.32 (up for review March 2024) to address faculty concerns related to the cumbersome process and modify restrictions to apply for Fellowships for all faculty. The goal is to promote Fellowship opportunities to all faculty at TXST.

**MOTION**: Promote an early review of AAPPS 04.01.32. **PASSED**.

# Chair Pino also shared a recent 4th Circuit Decision[, Porter vs. Board of Trustees of North Carolina State](https://law.justia.com/cases/federal/appellate-courts/ca4/22-1712/22-1712-2023-07-06.html) (No. 22-1712), related to faculty having no protection of free speech if speaking in opposition to the administration as an employee. The Committee suggests reviewing the Faculty Discipline Policy. The Academic Freedom committee is hosting a speaker on Academic Freedom in January 2024. Additionally, the recent passage of SB17 (DEI) and SB18 (post tenure review) will need to be addressed by President Damphousse at a future Senate Meeting.

**Proposed Pen and Ink Change to AAPPS 04.02.32 Faculty Grievance Policy**

Dr. Thorne is proposing a simple pen-and-ink addition, along with updating URL links in a few places, in an out-of-cycle review. This addition ensures concerns are informally addressed with a variety of stakeholders (not just the chair, director, or dean). This is not a substantive change, but merely a pen-and-ink addition for clarification.

**Here is the change to: PROCEDURE FOR AN INFORMAL RESOLUTION**

03.01 Faculty members should make good-faith efforts to resolve issues collegially by discussing their concerns with the faculty ombudsperson or with their chair, director, dean, ***and or appropriate party****.* These efforts should take place within the 30 business days allowed before a formal grievance must be filed.

Chair Ledbetter will ask for clarification to the following questions related to this pen and ink change:

* Who is considered an appropriate party?
* What is the sequencing of events when asking for an informal resolution? (provide specific steps to resolution, as an attachment, etc.)
* Strike the word ***and*** -include***or appropriate party***in the recommended change.
* Who are the faculty ombudspersons? - What is the term of service of the ombudspersons?
* What data is available related to faculty who have been asked for an ombudsperson, lost or been successful with a grievance?

**President Damphousse,** Provost Bourgeois, Dr. Vedaraman Sriraman, Dr. Tilla Sivakumaran presented on the **new curricular PhD Program Proposals/Timeline.**

Several new PhD programs have been put forward for expedited/fast-track approval. President Damphousse was asked to provide background on how these proposals came about. President Damphousse shared the job description for his position, which included at the top of the list two goals: make TXST an R1 institution and raise TXST’s national profile. Since day one, President Damphousse has been working on the “Run to R1”. The President explained TXST is an R2 institution (engaged in research at a high level). Interestingly, there are only 330 R1 and R2 institutions in the country (out of 4,000 institutions). The university has been working to reach R1 prior to Damphousse appointment as President at TXST. TXST has made progress on the road to R1 with limited funding, including no TUF funding. However, there are some things TXST has not done to advance efforts to reach R1, i.e., increase the number of PhD graduates and graduate programs—we need to double these. For context, President Damphousse asked Dean Golato for data related to PhD programs at the university. The first PhD program implemented at TXST was in1996 in Geographic Education. Thirty-five students have graduated from this program to date (including all other PhD’s now offered in the Department of Geography and Environmental Studies). [NOTE, there have been approximately 167]. This reveals about 1.3 people per year in this program. Overall, we have had 1200 Ph.D. doctoral graduates since 1996 (of this number 513 are Ph.D. graduates from Physical Therapy (PT)). Interestingly, it was not until 2007 the next Ph.D. program was created in PT. In 2008 we added a Ph.D. in Math Education, and in 2009 a Ph.D. in Criminal Justice. In 2011 we added three doctoral programs. Since 2012, we have only added two Ph.D. programs, one in computer science and one in applied anthropology. In summary, we currently offer 12 Ph.D. programs, one in Ed Development and one professional doctorate program. By way of comparison with our fellow Texas University Fund (TUF) institutions: UNT has 33 doctoral programs, University of Houston has 44 doctoral programs, and Texas Tech has 51 Ph.D. programs. We have not added any doctoral programs since 2018 due to a variety of reasons.

The current focus is on building these programs to increase the number of doctoral programs in the Texas State program inventory. We have the drive to reach R1 and funding reserves to assist in reaching this goal. We have access to doctoral stipends, efforts to reduce teaching load, and hiring post-docs. *How does this relate to the push to create the eleven doctoral programs?*

to submit applications for Ph.D. programs in a short amount of time (a couple of weeks ago).

TXST had the opportunity to submit applications for PhD programs in a short amount of time (a couple of weeks ago). TXST submitted 11 programs for consideration (6 F2F and 5 Online programs). Dr. Sivakumaran (joined TXST June 15, 2023) made recommendations for doctoral programs including the Online programs which are highly marketable and offer accessibility to a variety of individuals across the US.

These proposed programs have not been approved but will be submitted for review to the Higher Education Coordinating Board (see timeline below). All program proposals are currently being written and developed within various colleges. The early discussions on the 2023-2029 Strategic Plan mention the development of future PhD programs. Dr. Sivakumaran will work directly with all of the colleges for future PhD and other online program development.

**Launch date for these programs:** Fall 2024. President Damphousse stated pay raises for new positions ($12 million) did not factor in Texas University Funds (TUF). TUF funds will be used next spring. Percentage of distributed TUF funds for institutions: 1/3 Texas Tech; 1/3 to University of Houston; 1/6 to TXST; and 1/6 UNT. We are ahead in terms of research dollars. Additionally, the opportunity to create new programs would increase TXST inventory of new doctoral programs from 14 to 25. TXST has research dollars, and the President would like to see an increase in the number of PhD students and post-docs. Depending on voter approval in November 2023, TXST potentially could receive $23 million in TUF funding and additional future funding. This funding could potentially grow to $100 million. Institutions who receive TUF funding can change.

**On August 3** the University Curriculum Committee will review the 11 doctoral program proposals. The Faculty Senate will review the proposals on August 4. Below are the proposed doctoral programs being developed:

**On-campus**:

·         Ph.D. in Integrated Molecular and Biophysical Chemistry

·         Ph.D. in Mathematics

·         Ph.D. in Civil Engineering

·         Ph.D. in Mechanical and Manufacturing Engineering

·         Ph.D. in Electrical Engineering

·         Doctor of Nursing Practice

**Online**:

·         Ed.D. in Curriculum and Leadership

·         Doctor of Business Administration

·         Ph.D. in Construction Management

·         Ph.D. in Engineering Management

·         Ph.D. in Sports Administration

**Concerns**: Faculty Senate re-emphasized the need to have better communication from the President/administration with university faculty when opportunities, invitations, etc. arise, even on short notice. This short time period of work by faculty calls for their expertise, time and more during an unpaid time period. Another question posed: How do we balance out our PhDs for future growth of our programs we offer? *The current PhD offerings are heavy on STEM. There needs to be a market need or demand for PhD programs, according to the Higher Coordinating Board.*

**Remaining Timeline includes:**

Request on agenda for Board of Regents (August 10 and 11, 2023)

Submit to Texas Higher Education Coordinating Board (August 31, 2023)

Submit prospectus for each proposed program to SACSCOC (expected

September 15, 2023 and no later than January 1, 2024).

A future invitation will be made to invite Dr. Sivakumaran to discuss the Online Program Management Model (OPM).

**SB17 (DEI) and SB18 (faculty tenure and evaluations).** SB18 will be sent to the Board of Regents in August. To keep the current evaluation system, it needs to be consistent across campus.

**APPROVED: June 21, 2023 Minutes.**

**Executive Session**

The Senate moved into Executive Session to discuss the following:

**Committee Appointments**

**MOTION**. Senators approve appointments as presented. **PASSED**.

**Meeting Adjourned at 5:30 pm by Chair Ledbetter**

Respectfully submitted,

JB Oestreich, Secretary