**Faculty Senate Meeting Minutes**

May 1, 2024

JCK 880

4:00 – 6:00 p.m.

**Members Present:** Vaughn Baltzly, Rebecca Bell-Metereau, Stacey Bender, Dale Blasingame, William Chittenden, Rachel Davenport, Peter Dedek, Dave Donnelly, Farzan Irani, William Kelemen, Lynn Ledbetter, Jo Beth Oestreich, Adetty Pérez de Miles, Michael Supancic, and Alex White.

**Guests**: Kelly Damphousse, Aswath Pranesh, Debbie Thorne, Matthew Brooks, Yasmine Beale-Rosan-Rivaya, Amy Benton, Beth Bernstein, Elizabeth Bishop, Mary Brennan, Susannah Broyles, Jeff Bumgarner, Natalie Ceballos, Nabila Cook, Massi De Santis, Shannon Duffy, Laura Ellis-Lai, Beth Erhart, David Gibbs, Lauren Goodley, Antony Guardado, Jeff Helgeson, Kayla Hill, Seth Jacobowitz, Jennifer Jensen, Jennifer Krou, Stephanie Larrison, Ariel McField, John Mckiernan-Gonzalez, Rosalyn Mendoza, Russell Moses, Joshua Paddison, Joaquin Rivaya-Martinez, Allison Robertson, Sean Patrick Roche, Aimee Roundtree, Arlene Salazar, Katie Salzmann, Piyush Shroff, Peter Siegenthaler, Karen Sigler, Ewa Siwak, Loisn Stickley, Candace Taggart, Stephanie Towery, Bob Vásquez, Kelly Visnak, Toni Watt, Julie Weng, Shelly Wernette and Jess Williams.

**Chair Ledbetter opened the meeting at 4:00 p.m.**

The first agenda item was a response from the President’s Academic Advisory Group (PAAG) on questions sent by the Faculty Senate. The questions were if the library was discontinuing membership with the Hathi Trust; when would an update to the Faculty of Instruction Title Series, including a timeline when faculty can migrate to Full Professor of Instruction, be promulgated; will there be a 7% pay increase; when will department/school guidelines for conversion ranks and benchmarks be approved and all concerned notified; would President Damphousse address Governor Abbott’s executive order, GA-44; and was there an update on the Tenure and Promotion Report.

Provost Aswath asked Kelly Visnak, Vice President and University Librarian, to respond to the first question about why the library would discontinue **its membership with the Haithi Trust**. Visnak stated that a meeting with faculty from the College of Liberal Arts and Sciences was held to discuss the Haithi Trust and usage data of this resource. Visnak stated the library would not continue this membership but would provide an open-access link to the Haithi Trust that allows users to access most of the content. A Senator asked since the yearly membership costs $10,084, why could it not be renewed. No volunteer hours were required for this membership, and faculty would like to continue its membership. Visnak stated the library was reviewing various resources to determine which resources to cut and looking into new products, i.e., Constellate, which allows for various humanities, liberal arts, and sciences content to be available to individual users. The library will secure multi-year agreements instead of single-year purchases to reduce costs. A Senator inquired how the library would involve faculty in decision-making based on shared governance, as the library seems to make decisions that impact faculty without their input. A Senator asked how the library will foster shared governance concerning changes to the library in the future. Visnak stated there were two meetings, one in the fall and one in the spring, discussing changes in the library, and someone from the library has visited with the Academic Affairs Council and the Council of Chairs. Stephanie Towery, head of Scholarly Resources for the library, stated data collected by the library indicated that the Haithi Trust showed low usage; however there seemed to be a disconnect in data collection by the library and faculty usage. The provost asked Visnak to pay for the Haithi Trust membership for another year, and the library and faculty will monitor usage to document whether users were accessing the membership portal, or the free access link provided on the library website. A Senator asked how changes to the library resources were communicated to faculty and students. Towery stated that a notice was posted on the library website.

The second question related to the **Faculty of Instruction title series** was addressed in an email sent a few hours before the Faculty Senate meeting. In AA/PPS 04.01.26, Faculty of Instruction Appointments, current TXST lecturers and senior lecturers employed full-time were eligible for consideration in the new instructional title series. Faculty have between April 19, 2024, and May 8, 2024, to finalize their intent to transition to the title series and submit application materials to their academic units. Salary adjustments for approved faculty transitioning to the rank of associate professor of instruction will receive a 7% salary adjustment effective September 1, 2024. Faculty approved to transition to the rank of Professor of Instruction will receive a 7% salary adjustment effective September 1, 2024, and a 7% salary adjustment effective September 1, 2025. There is no salary adjustment for faculty approved to transition to the rank of assistant professor of instruction. New titles may be used beginning in the fall of 2024. Faculty members will remain eligible for merit or similar salary increases by the university effective September 1, 2024. Departments, schools, and colleges developed guidelines and will provide a written justification about how each candidate’s qualifications and achievements meet or exceed the criteria to be appointed as assistant professor of instruction, associate professor of instruction, or professor of instruction. President Damphousse and Provost Aswath have the final decision authority on faculty transitions to assistant professors of instruction, associate professors of instruction, or professors of instruction. From April 19 to May 8, 2024, current lecturers and senior lecturers must communicate their intent to transition to the new title series and submit their materials to their academic units for review. By May 31, 2024, colleges will recommend the new titles and ranks to the Faculty and Academic Resources. Between June 3-5, 2024, faculty recommended for the new title series will receive an email from Talent Acquisition/Human Resources with a secure link to TXST email to complete criminal background checks. On June 15, 2024, the faculty recommended for the new title series will authorize the criminal background check via a secure link. During July 2024, faculty, departments/schools, and colleges will be notified of the President’s and Provost’s decision. Beginning in the fall of 2024, the assistant professor of instruction, associate professor of instruction, and professor of instruction will be available for job titles at TXST. A Senator asked how the administration would fix aspects of equity, especially with lower-paid faculty, to adjust their salaries. President Damphousse stated there will be a need to revisit this issue.

The next question concerns **Governor Abbott’s Executive Order, GA-44** (Freedom of Speech). President Damphousse stated that the Texas State University System Chancellor reports on these orders. A Senator asked how faculty will help with this order. Damphousse stated that a policy must be created within 90 days of the order. The administration will work on this item this summer and create a University Policy Procedure Statement (UPPS).

The last question was whether the **Tenure and Promotion Report** would be provided. The Faculty Senate learned that all tenure promotions were approved for this year.

PAAG was open to other questions or comments from the Faculty Senate. A Senator asked President Damphousse about his plans to make the campus at TXST viable and environmentally sustainable. The President noted the importance of this campus's impact on the greater community and the importance of demonstrating sustainability. Damphousse noted several initiatives implemented on campus, e.g., removing plastic straws and using less Styrofoam. The administration was committed to thinking globally and acting locally. He was committed to preserving the campus environment, including the river and springs.

The next item on the agenda was the **PAAG debrief**. A Senator will communicate to faculty that usage of the Hathi Trust will be tracked. A Senator noted that this university has been active with this membership. A Senator stated that the agreement to extend the Hathi Trust membership for a year will help document users of this site. A Senator noted the library did not include a log-in from their website, just a link to Hathi Trust’s free access portal; this access link was limited. Instead, Hathi Trust membership requires a login code. A Senator will contact the Hathi Trust to determine if there are any additional versions beyond the free and membership versions to obtain accurate usage data for this resource.

A Senator expressed concern about the salary adjustment of the Faculty of Instruction policy and how to address equity issues for TXST’s lowest-paid faculty and staff members. The salary equity study will be conducted over a multi-year period. The Senator stated that the 7% bump was a positive decision made by the administration.

A Senator stated that the years of service sub-committee for the Nontenure Line Faculty (NLF) would continue. The Senator also stated that the Nontenure Line Faculty Committee (NLFC) was revising the language for the part-time teaching award and would share this with the new chair of the Faculty Senate. The Senator also stated there needs to be communication on the rolling salary and equity adjustments and the shared governance committee to the Faculty Senate. The Senator advocated for the library committee to resume providing summary reports for the 2024-2025 academic year, in line with previous years up until 2021.

The next item on the agenda was a **MOTION** to approve the April 24, 2024, minutes. **PASSED**.

The next item on the agenda was to recognize departing Senators Vaughn Baltzly, Rebecca Bell-Metereau, William Chittenden, and Rachel Davenport.

The next item on the agenda was the seating of the 66th Faculty Senate.

The Faculty Senate moved into Executive Session to elect new Faculty Senate officers and set summer meeting dates.

**MOTION** to approve the slate of Faculty Senate officers for the 66th Faculty Senate by acclamation. **PASSED**.

The summer Faculty Senate meetings will be on June 12, 2024, at 3:00 p.m., and July 17, 2024, at 3:00 p.m.

**Chair Ledbetter adjourned the meeting at 5:57 p.m.**