**Faculty Senate Meeting with PAAG Minutes**

**February 26, 2025**

**4:00-6:00 pm – JCK 880 and via Zoom**

**Members Present:** Stacey Bender, Dale Blasingame, Peter Dedek, Dave Donnelly,   
Valentina Glajar, Kevin Jetton, William Kelemen, Russell Lang,

Lynn Ledbetter, Noland Martin, Adetty Pérez de Miles, Piyush Shroff, Lois Stickley, Michael Supancic, Steve Wilson

**Members Absent:** None

**P.A.A.G. Guests:** Eric Algoe, Pranesh Aswath, Kelly Damphousse, Shreekanth Mandayam, Thillainatarajan Sivakumaren, Antoinette Sol, Vedaraman Sriraman

**Guests:** Ryan Anderson, Arabella DiChristina, Gail Dickinson, Carla Ellard,  
Clay Green, Leslie Huling, Melanie Hutchinson, Farzan Irani,  
Samantha Krause, David Levy, Ny'Nika McFadden, Russell Moses,  
Eric Paulson, Pradeep Ramanathan, Aimee Roundtree, Karen Sigler,  
Tara Smith

**Chair Ledbetter opened the meeting at 4:00 p.m. with remarks and comments**

1. **Welcome Comments and Announcements** 
   1. Chair Ledbetter welcomed everyone to the meeting and introduced the Senate officers
2. **P.A.A.G. (President’s Academic Advisory Group)**
   1. Effects of salary inversion
      * Currently, ranges exist for what faculty should be paid
      * If faculty members feel they are underpaid, they should talk to the chair to discuss and possibly resolve
      * Faculty currently should be at least 90% of CUPA
      * There are always exceptional cases and are handled on a case-by-case basis
      * An individual faculty member need not apply for an external job or receive an offer but simply discuss the matter with their chair
   2. Use of university resources/letterheads to support student applications for certain awards/fellowships:
      * The initial focus was on “known closed” scholarship opportunities and a “concern” of using TxState resources for letters of support
      * Faculty are encouraged to write letters of reference for students applying for scholarships, employment, graduate school and other things showcasing the students’ capabilities in classes, student organizations and more
      * When in doubt, faculty/staff are encouraged to seek advice from TxState general counsel at the Texas State University System
   3. Plans for reaching an enrollment of 50,000 students, and how spaces like Sewell Park and Spring Lake are a part of that plan.
      * The updated Master Plan will be announced soon (pending the board of regent’s approval)
      * The goal is to protect these spaces and make them more accessible to all
      * The 50,000 total number of students goal is split between San Marcos, Round Rock and TxState global online students
      * Non-TSI compliant students that require developmental level courses is currently being addressed in a proactive way to be better prepared to offer the appropriate courses with faculty resources
      * An advising Task Force is underway to review the advising process and resources to better serve current and future students including their current duties, certifications, career ladders and more
      * US1100 is also currently being reviewed
   4. FDL (Faculty Developmental Leave) application review and approval process:
      * The individual must make a strong/valid case showcasing the benefit to their career, the department, the college and the university as a whole
      * The documentation needs to showcase a substantial contribution by the FDL
      * If previously awarded an FDL, the value-add from that FDL needed to be fully showcased in their Faculty Qualifications data how they achieved the stated goals and enhanced their work thereafter
      * The FDL application needs to showcase any contributions that are beyond one's normal teaching and research duties
      * Potential workshops could be developed and offered showcasing what is a good proposal
3. **Indirect Costs (Shreekanth Mandayam)**
   1. Indirect costs returns will be going back to the academic units for distribution to the various parties and college deans will be in charge of that allocation or distribution
   2. Indirect costs include things such as proposal development, tracking at the appropriate jurisdictions, utilities/overhead, compliance, monitoring proposal statuses and more
   3. Indirect cost “accounts” - as they currently exist actually contain both IDC returns and other miscellaneous funds. Only IDC returns are being “targeted” in the proposal.
4. **Approval of the Faculty Senate Meeting Minutes**
   1. February 19, 2025 minutes were approved
5. **The Faculty Senate moved into an Executive Session to discuss:**
   1. Faculty Senate Fellow project and feedback
   2. Academic Freedom Committee recommendation endorsement
   3. Senate Election Updates
6. **Meeting Adjourned** 
   1. Chair Ledbetter adjourned the meeting at 6:32 p.m.

**The next Faculty Senate Meeting will be:**

Wednesday, March 5, 2025 from 4:00 – 6:00 p.m. in JCK 880 and via Zoom