**Faculty Senate Meeting Minutes**

**October 19, 2022**

**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 Pérez de Miles, Michael Supancic, Alex White

**Attending guests:** Lisa Ancelet, Andrea Galato, Kelly Kaufhold, Mark Lester, Aimee Roundtree, Karen Sigler

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

**Recruitment Task Force Update – Andrea Golato, Dean of The Graduate College**

Dean Golato asked to update the Senate on the university’s Presidential Recruitment Task Force. She is the chair of the task force, which has met two times so far.

The first meeting was with President Damphousse, who gave them their charge and talked about how the university is driven by tuition revenue. The president also pointed out there is somewhat of a cap with freshmen recruitment because of on-campus housing. The focus of the task force, therefore, is to think of new ideas to recruit transfer students, graduate students, international students at the undergrad and grad levels and online grad students. He also asked the task force to benchmark enrollment at Texas State with current and aspirational peers. The task force was also charged with helping to sunset costly and/or unsuccessful recruiting strategies while also providing a cost assessment of more successful strategies. In particular, the president sees potential with international recruitment and online enrollment in professional master’s programs. There are two models with online enrollment. The first is the current method where everything goes through the Office of Distance and Extended Learning and the university handles everything from marketing to the admission process to teaching in house. The other method involves online program management companies, where a university can pick and choose which of the company’s services it wants them to handle – like recruitment, for instance. These companies can also find people to teach or co-teach these online courses. They also take a cut of the tuition generated through their efforts. The president has said he is open to either method but said he would explore this second option if it were up to him.

At the task force’s second meeting, they split up into groups to benchmark different student populations – transfer students, online students, international students, master’s students – and two groups looking at marketing and enrollment. The task force also made note than much of the recruitment efforts are handled by graduate advisors, faculty members and by departments. A survey will be going out shortly to stakeholders in these groups to ask for their top three recruiting strategies and things they’d like to do but can’t because of resource issues. Golato offered to send the survey to the Senate before it goes out.

The task force is charged with reporting their findings by January 9, 2023, at the latest.

A senator asked about Lamar University and the University of North Texas and whether they use online program management companies. Lamar does, but UNT doesn’t. Golato said they’ve begun looking at enrollment trends at peer institutions from 2016-2021. Some have been steady, like Texas State has been, while others have gone down a bit. Others, such as UTSA and UT-Dallas, have gone up slightly. UNT has doubled their graduate enrollment in that time, however, and Lamar has seen a big increase in graduate enrollment – so the task force is looking into what they did to make that happen. The task force is looking at both low-hanging fruit and things that are more costly since they were tasked with thinking big.

A senator asked if representatives from the university’s current professional master’s programs are on the task force since those programs are being actively looked at. Golato went through the rundown of the task force members, which includes Dean Ramchander from McCoy College of Business. She said that is one area where these OPM companies typically gravitate toward – MBAs and data analytics. The task force has also been charged to talk with these stakeholders about the university’s professional master’s programs. The task force has also pulled admissions data from programs and is looking at the reasons why students were denied – particularly those who were denied because there were more qualified applicants than space in the program. Golato said there are some departments where dozens of students or more were denied because of space and/or faculty limitations in the program. She wants to have talks with these programs to find out what it would take to allow more students into these programs.

A senator said this task force is heavy with administrators and doesn’t have the right makeup. He believes representatives from current online professional master’s programs should be on the task force. Golato reiterated she had nothing to do with the composition of the task force. The senator said it baffles him that Golato wasn’t approached to build the task force. The senator also suggested focus groups with current graduate students to find out what brought them to Texas State. Golato said she is taking that suggestion back to the group.

A senator asked about transfer student strategy. He heard community college enrollment was way down and wanted to know if that’s affected the university’s number of transfers. Golato said that enrollment is down there, and students are coming in with more AP credit and going directly to a four-year institution. However, the task force is examining the different articulation agreements Texas State has with the different community colleges and whether areas of the state or specific community colleges have been slighted in the recruitment process. There are also some community colleges in the Houston area that have strong international enrollment – and the task force is looking into whether the university needs a different recruitment strategy for those students. The senator said it seems like the university is going after transfer students because of a lack of residence hall space. One new residence hall will be available in 2024 and another in 2025. Golato said there is ample research that shows better retention when students are living on campus and engaged on campus. She also pointed out that apartment rentals are not readily available in San Marcos. Down the road, Golato said the president would like to recruit more freshmen.

A senator asked about the difference between cost of living for international students and what the university offers in terms of stipend. Golato said she couldn’t agree more. She said the amount of stipend is low, in general, and then students must pay tuition out of it, as well. The task force is looking at this issue.

Golato volunteered to come back to Senate at any point for a report on the task force’s progress and findings.

**Discussion Topics for Joint Meeting with Liaisons**

Once a semester, the Senate meets with its liaisons from departments that do not have a representative on the Senate. The Fall 2022 meeting is October 26.

A senator suggested the agenda include an update on the faculty title series and its timeline, recent response the Senate received from its concern with the composition of the presidential task forces and commissions, and parallel salary equity studies initiated by the Senate and the Provost’s Office. There also was a request to encourage liaisons to help request confidential personal narratives of faculty experiences with the outcomes of ongoing salary equity and compression issues. Senator Jensen will lead discussion on the faculty title series. Senator Supancic will lead discussion about composition of the task forces and committees. Senators Davenport and White will lead discussion on the salary issue studies.

A senator asked who would be able to see the anonymous submissions of personal narratives. Another senator said the Senate should be very transparent in the survey introduction of who would be able to see the submissions. Another senator said he feels it’s very important to share the personal narratives with the president and upper administration. The Senate subcommittee will work on the specific wording of this.

A senator asked about what will happen if anonymous personal narrative submissions name names. Another senator said the Senate would have to redact that information.

A senator asked how the Senate would confirm these personal narratives. Another senator said these would be gathered to identify trends seen in the submissions.

A senator suggested using Gato instead of Qualtrics to require Net ID to submit.

Regarding the liaison meeting, a senator suggested adding a discussion on the effects of recent budget cuts in the past couple of years to summer funding/payments for administrative work completed during the summer months.

A senator also suggested charging liaisons on the Round Rock Campus to gather faculty input on working on that campus. Another senator suggested the faculty in San Marcos might be interested in concerns from the Round Rock campus and differences between the two campuses. Senator Irani will lead this discussion.

A senator suggested the Senate might hold an additional meeting with liaisons in the spring as task force recommendations are released. Another senator suggested the Senate remind liaisons they are always invited to attend Senate meetings.

**Topic(s) for Joint Meeting of CAD, Faculty Senate and Council of Chairs**

The joint meeting of Council of Academic Deans, Senate and Council of Chairs will be held November 1. Strategic planning will be the main topic of discussion.

**Debrief of IT Discussion**

The Senate held a debrief of its discussion with Ken Pierce and Ben Rogers on October 12. A senator was frustrated with the topic since it was never discussed as a Senate. She said the discussion was disorganized. She would prefer that when the Senate invites a vice president, the topics and issues are discussed and organized beforehand. The senator said Pierce’s answers were typical of his previous answers, and she would rather him come back with solutions to problems instead of excuses.

A senator agreed with the frustration over the meeting. He said there is very little logic in many IT decisions that are made and didn’t hear a single solution to any problems that affect faculty.

A senator asked whether Pierce is possibly not the person to talk with about specific issues. Another senator suggested the president needs to hear the excuses coming from IT.

A senator said IT projected a sense of helplessness when it comes to state law, but he believes there must be a strategy regarding these issues. He suggested talking to other state institutions about how they handle IT problems.

A senator said he found Pierce to be unaccountable for problems in his department.

A senator said he found explanations from the two guests to be helpful, but he heard no solutions. He wants the Senate to frame questions around the university’s solutions to these problems. He also agreed with asking other Texas universities – outside of the Texas State system – if they have the same problems with buying software. Another senator suggested lobbyists with the Texas State University System could help push for a solution from lawmakers who have made the state law so restrictive.

**Discussion of Faculty Development Leave Review Teams**

The Senate will soon break into groups to review Faculty Development Leave applications. Seventy-seven faculty submitted applications, and 47 of them are asking for supplemental funding. Senator Ledbetter suggested breaking senators into three groups to discuss rankings:

Group A: Senators Acee, Bender, Blasingame, Ledbetter, Perez de Miles and Supancic to review Applied Arts, Education and Fine Arts and Communication.

Group B: Senators Davenport, Irani, Martin, Ojede and White to review Business Administration and Science and Engineering.

Group C: Senators Bell-Metereau, Dedek, Jensen and Mendez to review Liberal Arts.

A senator reminded other senators that there is a minimum threshold regarding scores if they find an application that is unacceptable.

A senator asked if there is enough funding for all applications. Senator Ledbetter will ask for clarification from the Provost’s Office.

Application rankings will be discussed at the November 9 meeting.

**Other Business**

There was a suggestion to bring back discussion of workload release for Senate officers. Associate Provost Thorne is going to research other committees that have releases as part of them. The Honor Code Council and Curriculum Committee do, for instance. Thorne had a concern that co-secretaries are already sharing duties, but it may be possible with a sole secretary.

A Provost’s Office staff meeting will be held October 21, and one item on the agenda is to discuss the dean summative review process. Assistant Provost Brooks has developed a committee task timeline and standardized survey questions for each summative review. Senator Ledbetter let it be known the Senate would like to maintain representation on these review committees – just not chair them.

Minutes from the October 12 meeting were approved.

The meeting adjourned at 5:56 p.m.