**Faculty Senate Meeting Minutes**

**August 24, 2022**

**4-6 p.m.**

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

**Attending guests:** Lisa Ancelet, Amy Benton, Kimberlee Davis, Regina Jillapalli, MiHyun Kim (Senate Fellow), Karen Sigler

The meeting was called to order at 4:01 p.m.

Senator Ledbetter provided an update on Council of Academic Deans meetings. They met a few times over the summer, and most of the conversation revolved around enrollment. The Provost’s Office website posts action summaries from these meetings.

Senator Jensen provided an update on a request for additional funding for the Nontenure Line Faculty Workload Release Program. During the last academic year, there were more release proposals than could be funded. During a meeting with Associate Provost Thorne, the Senate asked for more funding. The program now offers 108 workload credits of release. That’s an increase from 42 credits per semester – or a total of 84. Senator Jensen’s goal is to make the number of credits proportional to Faculty Developmental Leave for tenured faculty. The policy comes up for full review in May 2023.

The Senate was asked to provide partial funding of the Nontenure Line Faculty “Bookcats” book selection purchase, which is 25 copies of “Small Teaching” by James Lang. The $250 request was approved.

President Damphousse will visit the Senate during the August 31 meeting for a meet and greet. His first official PAAG meeting with the Senate will be the following week on September 7.

The Senate will take its official photo for the 2022-2023 academic year on August 31.

Texas Council of Faculty Senates will meet October 7 and 8 in San Antonio. Two senators expressed potential interest in representing Texas State.

The Senate will hold its joint meeting with liaisons on October 26 in Alkek 441/442.

Senator Ledbetter asked if there were any concerns over continuing to use Microsoft Teams for Senate communication. A senator asked for email notifications if important discussions are happening there. Otherwise, there were no concerns.

Senators were encouraged to remind faculty with concerns to use the portal on the Senate website. Any submissions are confidential. Faculty concerns should first be brought to the attention of their department. If the concern isn’t resolved, the Senate will attempt to find a resolution, if possible.

The next round of mace bearer opportunities at graduation will be available soon. Senators were encouraged to volunteer for their college’s ceremonies.

The College of Fine Arts and Communication has added its three senators to College Council meetings. The Senate has requested representation on College Councils across campus.

National Council of Faculty Senates is a new organization that met for the first time in Houston on August 4. The group is still in the formative stages and will be more active in the coming months. Other universities in the Sun Belt Conference have approached the idea of a council of Sun Belt faculty senates.

**Senate Fellow introduction – MiHyun Kim (School of Art and Design)**

This one-year position of Faculty Senate Fellow offers a professional development opportunity for full-time faculty members with at least three years of experience at Texas State by providing shared governance and leadership experience.

The 2022-2023 Senate Fellow is MiHyun Kim, an assistant professor in the School of Art and Design. Her year-long project will support the Senate’s efforts to analyze and address salary compression and inversion at Texas State. Kim said she just received a data set from the Office of Institutional Research and will use that, along with College and University Professional Association (CUPA) data, to create data visualizations to support Senate recommendations to the provost by end of spring.

A senator said when his department currently hires a lecturer at CUPA average, their salary is higher than a lecturer who was hired 10 years ago. In addition, the CUPA salary for lecturers/senior lecturers in his field is less than the minimum salary allowed to give someone an H1B visa.

A senator said several of his faculty have contacted him regarding this message. He said salary compression/inversion costs the university talented employees and lowers morale.

A senator said some of his faculty have suggested the idea of quitting and reapplying for the same job to address salary issues between those who have been at the university for many years and new hires. He said another issue is one faculty member in his department has a salary much higher than the CUPA average, which brings the entire department to the CUPA average. He hopes the Senate Fellow will account for outliers like this when analyzing these data.

A senator looked at recent salary data from Austin Community College and found, with her years of service, she would make about $10,000 more there than she does at Texas State. She would also be a tenured, full professor instead of nontenured.

A senator said his department lost three faculty members over summer break to other universities because of salary.

A senator said inflation and cost of living increases along the I-35 corridor are adding to the problem. Responses to this issue from the previous administration consisted of, “Well, you don’t have to live in Austin.” However, inflation and cost of living increases are affecting people everywhere, including San Marcos. Another senator said this response has always frustrated her because of the lack of jobs for spouses and partners in San Marcos. She felt the responses were tone deaf.

A senator called for the Senate to study or review the number of new administration positions added at the university. He said there have been several new vice president level positions added in the last 3-5 years, and he believes the new administration needs to focus on strategically rebuilding the infrastructure at the university – and that includes the faculty and staff who have been lost because of low pay and low morale. Another senator said the Senate could compare faculty salaries and administration salaries in terms of percentages of the salary budget. Another senator reiterated that administrative positions at Texas State are making in the 90th percentile of CUPA averages, while faculty positions are in the 80th percentile. Several senators volunteered to be part of a subcommittee to brainstorm on this issue.

The Senate went into Executive Session to approve committee appointments.

Minutes from the July 22 meeting were approved.

The meeting adjourned at 5:55 p.m.