**Faculty Senate Minutes**

Wednesday, October 26, 2022

Alkek 441/442 and Zoom Meeting, 4:00-6:00 pm

**Attending Senators:** Taylor Acee, 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

**Guests:** Lisa Ancelet, Angela Ausbrooks, Vaughn Baltzly, Amy D. Benton, Elizabeth Bishop, Emily Brunson, Lisa Chrans, Hunter Close, Kimberlee Davis, Kyong Hee Chee, Luis Intersimone, Regina Jillapalli, James Keefe, Lydia Longoria, Melissa A. Martinez, Stan McClellan, Scott Mogull, Ali Moonis, Sherri Mora, Danette Myers, Aimee Roundtree, Chris Russian, Karen Sigler, In Hyouk Song, Anna Turri

The meeting began at 4:00 pm, but technical issues with Zoom caused delays for several minutes.

**Faculty Senate Meeting with Liaisons**

Senate chair Lynn Ledbetter welcomed the liaisons and explained their role in helping the senate to gather information and take informal polls. This helps the senate communicate more effectively at the department level, especially in those departments that lack a faulty senator.

Senator Jenn Jenson provided an update on the Faculty Title Series, which is a ranked promotion path for nontenure line faculty (NLF). On Wednesday Sept 28, Debbie Thorne and Matt Brooks provided a timeline for the series. The implementation is moving forward, planned for fall 2024. A nontenure line promotion policy is being developed, hopefully to be complete by the end of fall 2022. For new hires, the title ‘lecturer’ will be only for temporary faculty. By default, current instructional NLF will decide whether to enter the faculty title series. Those who have the proper experience may seek promotion to higher ranks. Promotion will come with a pay raise; the details are being developed. It should be noted that there is no penalty for remaining at the assistant level, or for being denied promotion (it is not a probationary period). The process is still in development, so many details remain to be worked out.

Senator Michael Supancic shared an update regarding the composition of the presidential commissions and task forces. He expressed concern about how little faculty representation was present on these important work groups. After the senate brought up this concern, nontenure line faculty were invited to serve on the commission on student success and the administrative burdens task force. Some inroads were made, but it is still insufficient given the importance of faculty input on strategic decisions. Senator Supancic proposed that one solution would be to have faculty involved in reviewing and revising recommendations that are proposed by the work groups.

Senator Farzan Irani requested senators and liaisons to consider the strengths and opportunities associated with the Round Rock campus. For example, what are the experiences of those who commute from the San Marcos campus to teach classes at Round Rock? What services are deficient, and what could be done to improve their function? The senate is interested in learning about faculty perspectives in order to better integrate Round Rock into our campus community.

Senator Alex White provided an update on ongoing salary equity discussions. The budget is currently strained due to the Texas Legislature’s decision to restrict tuition increases. Enrollment has been good due to a very large freshman class, but the university is running on a deficit and reserves have been used to make up the difference. The administration is aware that many have concerns about salaries and that some departments are more impacted than others. An equity study is underway, comparing median salaries in different disciplines to the CUPA medians. The goal is to raise salaries that are far below the CUPA median. Calculations are being made to identify what it would take to raise salaries to between 80-95% of the CUPA median. Recommendations will be presented to the cabinet, who will identify how much can be devoted to resolve this issue. It is expected that funds will be distributed to the chairs to distribute as appropriate. The rules will require that a sizable proportion of the funds must go to those with the most need (those who are the farthest below the median). Currently, the analysis is complete, and the cabinet is now discussing potential funding sources. The plan is to complete the process before the end of the fall 2022 semester.

Senator Rachel Davenport presented an update on the senate subcommittee that is reviewing how salaries at different ranks compare to CUPA median, including administrator salaries. Median housing costs are being analyzed in relation to salaries to highlight the rising cost of living in the area. Salary inversion and salary compression are also being studied. Liaisons are asked to collect narratives from colleagues to personalize how salaries are affecting individuals.

**Senate Debrief on Meeting with Liaisons**

Technical issues interfered with communication in the hybrid meeting, in part due to working from an unfamiliar room. The attendance seemed lower than usual. The senate is considering extending the meeting with liaisons to a full two hours rather than just a one-hour meeting. This should allow more time for interaction and potentially some more in-depth discussion. The senate will ask for input from the liaisons about whether they support this plan.

**Update on the Dean’s Summative Review Process**

Summative review of deans will now be chaired by a representative from the provost’s office. Senators will serve as external reviewers, similar to their role in chair evaluations. This is a much-appreciated change since senators were often at a loss about how to conduct these reviews.

**Policy Reviews**

* AAPPS 02.01.50 Academic Program Review (Due Nov. 15): Alex White

**Minutes:** The October 19 minutes were approved by vote.

The meeting was adjourned at 6:00 pm.

Minutes submitted by Ben Martin