**Faculty Senate Minutes**

**Wednesday, June 16, 2021**

**3:00 pm – 5:00 pm, JCK 880 and Zoom**

**Attending Senators:**

Taylor Acee, Rebecca Bell-Metereau, Stacey Bender, Janet Bezner, Dale Blasingame, Rachel Davenport, Peter Dedek, Lynn Ledbetter, Jennifer Jensen, Stan McClellan, Ben Martin, Roque Mendez, Andrew Ojede, Michael Supancic, Nicole Wesley

**Guests**:

Tina Cade, Joni Charles, Timia Cobb (University Star), Candace Hastings, Jennifer Lamm, Sarah Maines, Danette Myers, David Nolan, Scott Pope (Library), Aimee Roundtree, Christine Sellers, Karen Sigler, Chris Sullivan

Meeting was called to order at 3:02 pm

**Academic Computing Committee**

Senate investigated the potential for Whitten Smart to chair the ACC. Whitten Smart and Ken Pierce suggested that this committee be moved under IT direction rather than Senate. Senators discussed this change. There was concern that faculty senate should retain some oversight over fund allocation. The senate collectively agreed that the committee should remain under the management of the senate and that a faculty chair of the committee should be identified.

**Instructional Faculty Policy**

Senator Ledbetter presented the current draft of the policy. New additions include a nomenclature change from ‘career track’ to ‘promotion-eligible’ and clarification that there will be no penalty for a failed attempt at promotion. Senators discussed what degree of service and/or research is expected of instructional faculty and whether collegiality should be included as a criterium for promotion. The different potential career tracks (clinical faculty, professor of practice, instructional faculty) need to be clearly delineated to minimize confusion. Final edits will be developed from this conversation and the policy will be presented for approval at the July meeting.

**CUPA salary data for administrators and faculty**

Senator Davenport presented data for administrators to complement the available faculty salary data. Previously, data available on the Faculty Senate website allowed comparison between Texas State median salaries with comparative institution salaries. Faculty salaries at all levels are currently approximately 90% of the comparative CUPA salaries. These data do not include administrator salaries.

Eric Algoe provided overall data (not peer institution comparisons) for administrators and faculty. When this comparison is made, Professors earn 80% of the overall median salary, Associate and Assistant Professors earn 87%, Instructors/Lecturers earn 84%. Deans earn 85%, Vice Presidents earn 96%, and the University President earns 101% of median salaries. It was noted that the President’s salary is set by the Regents and is paid from a separate source. Different disciplines historically have different salaries due to market demand, but disparities are evident in the data that some departments appear to pay lower than their peers. The senate discussed how missed merit cycles can affect faculty salaries, and the impact of salary compression/inversion caused by low merit coupled with rising starting salaries. The senate will revisit these data at the July meeting to identify an action plan.

**Policy Review Assignments**

* AAPPS 08.01.01 Classroom and Teaching Theater Scheduling, due June 24, 2021 (Senator Jensen)
* UPPS 01.04.02 Ethics Policy, due June 18, 2021 (Senator Supancic)
* UPPS 04.04.02 Staff Handbook, due June 25, 2021 (Senator Ledbetter)
* UPPS 04.04.58 Responding to Employee Deaths, due June 28 (Senator Dedek)

**UPPS 04.04.01 General Workplace Policy**

Changes to this policy primarily relate to remote work arrangements. Supervisor-approved remote work arrangements have been rebranded as ‘short term remote work arrangements’ and are limited to 30 days over a 12-month period. This is perceived as overly restrictive, and such restrictions disproportionately impact women and minority faculty and staff. Long term arrangements are allowed to be negotiated in the policy but this requires Vice President level approval. The consensus of the senate was that this policy should allow more flexibility and that remote work arrangements should be based on productivity. Senator Bezner will summarize these comments and submit them to the senior policy reviewer.

**Faculty Development Survey (Dr. Candace Hastings)**

Dr. Hastings developed a survey to gauge the type of support that faculty need to move forward. She encouraged all faculty to complete the survey to guide upcoming programming. The survey will remain open and it will be advertised in the next Senate Bulletin.

**Executive Session**

**Committee appointments**

Senators approved nominees for the Presidential Awards committees and other committees with open senate nominations.

**Elections**

To fill the vacancy left by Senator Bezner’s promotion to Chair of the Department of Physical Therapy, Senator Ledbetter was elected chair. Senator Jensen was elected vice chair.

Dr. Danette Myers was appointed as the interim senator to replace Senator Bezner representing the College of Health Professions.

Meeting adjourned at 5:11 pm

Minutes submitted by Ben Martin