

Faculty Senate Minutes
Wednesday, October 16, 2013

Senate members present: Bell-Metereau, Blunk, Cavitt, Conroy, Covington, Czyzewska, Feakes, Furney, Hindson, Menninger, Sriraman, Weill, White

Guests: Roseann Mandziuk, Work Life Council Chair; Joe Meyer, Director, Institutional Research; BJ Friedman, Chair, Piper Committee, Rebecca Banks, *University Star* reporter

Council of Academic Deans (CAD) 10/15 Meeting, Conroy

- Assoc. Provost Opheim, Mary Cauble and Whitten Smart, IT, reported on TK20, e-portfolio pilots; configuring system for the needs of various disciplines
 - Initial pilot program will enter 2 years of data, compatible with Faculty Annual Report System (FARS) used in Education and Liberal Arts
 - Faculty must note citations on CVs have co-authors at Texas State
- PPS 7.03 amendments requested by Graduate College for nomination of graduate faculty--proven research record, vs. sustained record and amendments to accommodate clinical and faculty of practice graduate faculty appointments
- Deans reviewed information on the ACC Pathway program; students co-enrolled at Texas State and ACC
- A universal scholarship application system is being designed that will standardize applications across the university. (Item from report by Development Office at prior CAD meeting.)
- Provost Office concerned with editing of communications, e.g. consistency in using official names and accuracy of content

University Council: Budget presentation by President Trauth and preliminary enrollment report from VPEM Heintze

Development Leave Review Process

- Senate has received an FDL applications summary, all documents are now posted on TRACS and are ready for review
- Evaluation sheet distributed for 49 applicants, 24 for 10/ 23, 25 for 10/30

Student Ethnicity and Race Reporting, Joe Meyer, Institutional Research

- Texas State reports Hispanic, African American, other race, multiracial, or international. Race and ethnicity are two different constructs
- Will look at ways of breaking out data that exist in multiple categories

Work Life Survey report, Roseann Mandziuk, Work Life Council Chair (See appended report.)

- Bobcat Balance employee assistance program now permanently funded
- Second work life survey provides comparative data between 2004 and 2013; similar questions (approximately retained) and structure
- Survey indicates cultural change is needed, despite progress of past nine years
- Perceived increases in research expectations and enrollment growth significantly changed expectations for meeting performance, without changing compensation
- Policies don't reflect non-tenure track faculty
- General climate: increase in number concerned with career versus personal life
- Consistent level of perceived support from chairs and colleagues
- More support needed in work life policies; some said they would resent colleagues accessing policies

- Diminished perception of supportive climate

Family Care Policies

- Almost a third of respondents anticipate child care need in 5 years; over a third anticipate eldercare need in 5 years

Current Job Discrimination

- Fewer agreed they had sufficient information on career advancement
- Gender or race cited more often than religion, age, sexual orientation

Summary

- Important data to inform policies and decisions, disseminate to community
- University doesn't yet have permanent administrative budget for Work Life Council; work is now conducted in conjunction with Institutional Research
- Graduate survey of this may appear in the future (with reformulated questions)

Piper Selection Committee Report, BJ Friedman, Committee Chair

The committee reviewed nine applications and recommended three faculty for the Swinney Teaching Award and one applicant to be the Texas State Piper nominee.

The senate suspended its rules and voted to approve the award recommendations of the Piper Selection Committee.

Piper Application Process Recommendations:

- Committee supports removing internal requirement for tenure; Piper Foundation doesn't require applicants to be tenured
- October 1 deadline for application; senate should distribute announcement at end of spring or beginning of summer
- A more user-friendly form should be designed; online application with word count limits consistent with Piper Foundation form.
- Add more means of honoring Piper Professors to make program more visible, such as showcase or workshop with former Piper professors discussing teaching; Faculty Senate has posted successful applications as models to future applicants.

Old Business

Response to faculty member request for support of addition of "or gender identity and expression" to anti-discrimination statement and to UPPS 04.04.46. Senate voted to send a letter in support of the addition to the chair of Equity and Access Committee.

New Business

- A request that will come to the senate to revise the REP allocation formula to use actual requested dollar amounts rather than full grant maximums in the calculation.
- Review of librarian career ladder, subcommittee with librarian representation; ask liaison to meet with librarians to devise review process for senate consideration

Approval of 10/2/13 minutes, RTA; 10/9 minutes approved

Adjourned at 6:00 pm

Work Life Survey – Faculty Results

Comparative Data from 2004 and 2013
Setting the agenda for Work Life Issues

Overview of Survey Process

- First Survey -- Spring 2004
- Second Survey – Spring 2013

Considerations

- Retaining relatively similar questions
- Minimizing changes in format/categories
- Retaining similarities across Faculty/Staff surveys where possible

Survey Findings and Discussion

General Conclusion: Cultural Change is Needed

- Findings: awareness of policies, but still not perception of implementation/supportive climate
- New question about Emerging research institution status also indicates concerns about climate

The emerging research status and recent campus growth have significantly changed expectations for meeting the performance standards in my department.

67.6% Agree or Strongly agree

Comparative Results of Note

General Climate

- Responses are similar from 2004 to 2013 regarding level of chair and colleague support
- Increase in “I feel that I have to choose between advancing my career and devoting attention to my family/personal life”: from 37% to 49%
- Regarding Texas State policies, still @30% disagree that they are good/adequate
- Stress levels, interestingly, decreased, from 75% agreeing to feeling a great deal, to 60%

Comparative Results

Special Requests

- Responses indicate a consistent level of perceived support from chairs, colleagues
- More support is indicated for Tenure Track work life policies, but
 - 30.5% disagree that they would be supported by colleagues if they accessed such policies [2013]
 - 10% report they would resent colleagues who were given reduced loads, pauses, or part time work [2013]
- Diminished perception of Texas State climate as generally supportive: 68% to 59%

teach pay non-TT access existed regarding take find just also got existence feel reasonable reduced know allow given tenure aware
Non-tenure fear perceived jobs work departments available considered
time policies track questions well acknowledge balance
different opportunities surprising cut possible promotable spent classes consideration told
need staff one reticent work-life faculty
actually stopping official similar load exceeds
often clock non-tenure

Comparative Results

Family Care Policies

- Important results -- Agenda for the future
- Childcare: 31% current or anticipate need in 5 years
- Eldercare: 38.7% current or anticipate need in 5 years
- Increase in frequency that child/elder care responsibilities were likely to affect job performance

Comparative Results

Current Job

- Less agreed that they received sufficient information about advancement opportunities

Discrimination

- Gender and Race were cited more frequently as experienced/barriers at Texas State

Conclusions and Questions

- Important data to inform policy and decisions
- Dissemination to campus community
- Questions? – Suggestions – Issues to Raise?