

Faculty Senate Minutes
Wednesday, January 18, 2018
4:00 – 6:00 pm, JCK 830

Minutes from previous meetings are available at
<http://www.txstate.edu/facultysenate/about/59th-senate-minutes.html>

Attending senators and liaisons: Rebecca Bell-Metereau, Janet Bezner, Scott Bowman, Natalie Ceballos, Jesse Gainer, Dana Garcia, Michel Conroy, Ting Liu, Ted Hindson (for Vince Luizzi), Benjamin Martin, David Nolan, Shane Smith, Diego Vacaflores, Alex White

Texas Council of Faculty Senates:

Select representatives: Alex White, Diego Vacaflores

Texas System Faculty Senate Meeting

Select Representatives: Alex White, Janet Bezner

Naming of award / initiative in honor of Andrew Marks:

NLFC has discussed ways to honor Andrew Marks, who passed away last year. AVP Thorne said there was no established protocol, and she suggested that the senate offer a proposal for this award. Possibilities include the workload release program and part-time teaching award, since he championed these initiatives. There is a way to establish a memorial. The senate was asked if a proposal should be submitted and Senator Bezner said she would consult with the NLF committee.

Summative Review of Chair of Political Science and Philosophy: The date was changed for review in Political Science and Senator Smith is unable to attend. Senator White will substitute. Senator Bezner was unable to make suggested dates for review in Philosophy. Dean Brennan suggested a change in procedure where the senator's business cards were handed out at first meeting. The senate preferred to name a substitute, and Senator Martin agreed to serve as external observer.

Faculty Concerns:

At a meeting of the Full Senate last semester, liaisons expressed various concerns, many related to salary. Some faculty feel stuck; recent lecturers are hired at higher rate. New assistant professors have big start-up packages, which affects research performance. Equity adjustments have been used to adjust salaries, but not in years when there is no funding.

Debbie Thorne, who now handles faculty development, is interested in a cohort model, looking at faculty at certain stages in their careers. Provost and others come to departments to discuss these issues. The university hasn't done a salary market study in a long time. According to VP Algoe, preliminary studies indicate staff salaries are more out of line than faculty salaries are.

The systems chancellor complemented Texas State for saving the state money. Chairs and deans have only a small amount of money to make equity adjustments. Senate will raise the issue as item for PAAG.

Suggested PAAG items:

Investigate degree to which it is an issue.

Senators suggested that Vice President Algeo might visit to discuss staff salaries.

Last year the provost asked deans to submit figures to solve compression issues, in the context of budget priorities. Senate asked if there is enough equity money to make a difference. The provost made available limited amounts to improve worst cases of compression.

If the university has no money, senators questioned the degree to which faculty complaint about these issues are effective. It was mentioned that some administrators believe having faculty leave to teach elsewhere is to our credit.

In Fine Arts, some faculty perceive salary inflation.

Announcements from CAD:

The chair reported on captioning requirements and costs. Law requires that visual presentations be captioned. Any media on the website open to the public needs to be captioned, along with anything on a personal web page or lab page. Stanford was sued for violating these standards. Rather than paying for captions, they took down non-compliant courses. At Texas State, the history department has some concerns. Some senators suggested that video used in a classroom does not have to be captioned until ODS requests, at which time ODS has software that does it automatically through a google feature that does captions. Faculty should send videos to ODS to run through captioning software, which is adequate but not 100% correct. The chair will continue to investigate as to university policy regarding captioning. Public universities have to caption everything, under penalty of forfeiting federal funding.

The chair reported on a storage initiative from Tom Hardy, costing \$200,000 per year per petabyte (one thousand terabytes) of storage. A survey will be sent out to faculty to assess faculty needs for data storage. Currently there is no university system to handle large amounts of data.

The university wants to track people who were admitted to Texas State but chose to attend another university. Texas A & M & UT used to be the top two competitors for Texas State. Texas A & M and UT - San Antonio are now the top two competitors. In a survey of applicants, a larger than desired percentage of respondents indicated that Texas State was not rigorous enough. This is true even though UNT & UTSA are not more rigorous in admissions and Texas State has more grant money. Provost says the discrepancy is caused by a misperception of the quality of Texas State. The university is working with social media sites, counselors, and community colleges to improve the perception of the university.

A senator mentioned Mendez public school's request for a university to act as a helping partner.

Texas State is number three in the country for total amount of financial aid to students. Considering our graduation rate, Texas State is doing more with less, and the university is proud of this record. A senator suggested this fact as a bulletin item. One senator asked if,

philosophically and economically speaking, there is a possible problem with the administration touting the ability to do more with less funding. If Texas State had more funding for certain programs, the institution could do more.

There is a call for part-time teaching award and senate fellow, and senators should encourage and make nominations, since there were no applicants for the Senate Fellow last year.

Art is being donated by Senator Conroy to Jones faculty and staff diner.

Joint meeting of Senate with CAD will be Tuesday, March 20th from 1:30-3:30. Senators are encouraged to suggest items for discussion to be sent to the new Chair of Council of Chairs.

There is a continuing concern with the turnaround time for IRB review research proposals. Senators have experienced a much longer wait than the 7-day average that has been advertised. Dr. Horton will be invited to speak to faculty senate concerning continued problems. Faculty raised concern about pushes for Microsoft office. For these issues, the chair reminded senators to ask faculty to send the form indicating what has been done and what is requested of the senate.

Minutes approval postponed for possible revision.
Senate adjourned at 6:04.