

**Faculty Senate (FS) Minutes**  
**Fall Semester, Meeting #5**  
**Wednesday, October 26, 2022**  
**Hybrid (Russell 100 & Zoom), 3-4:30 PM**

**ATTENDING**

Laura Atchley	Srimal Garusnghe	Matthew Sparacio
Brandon Burnette	Ashley Hampton	Jeri Walker
Randy Clark	Andy Kramer	Doug Wood
Meg-Cotter-Lynch	Chris Moretti	Frank Xu
Steve Csaki	Kate Shannon	Mila Zhu
Amy Gantt	Rob Shauger	

**ABSENCES**

Cody Bogard	Ashley Hampton
Kathleen Boothe	Amy Mills

**GUESTS**

Karl Frinkle	Vance Lewis	Dena Rymel
Theresa Golden	Sondra Petty	Joseph Simmons-Rudolph

- I. Call to Order - 3:00 PM CST
- II. Minutes from October 12, 2022
  - A. **Motion to Approve** the Minutes from October 12, 2022 – Senator Walker
    1. **Second** – Senator Gantt
    2. **Discussion** – n/a
    3. **Vote to Approve** – Yes - 12; No - 0; Abstain - 0; passes unanimously.
- III. Treasurer’s Report
  - A. \$26,600 in account – we owe Chair Shannon for some travel expenses.

#### IV. Committee Reports

##### A. Budget Committee (BC)

1. Met on 10/19 with PPC to discuss the five action points requested by President Newsom.
  - a) Voted to propose to figure of \$57,973 for starting pay for assistant professor with no experience as floor for new hires (this is based on current AAUP numbers for the lowest tenth percentile of M.A. granting institutions).
  - b) To account for experience, an additional .25% to annual COLA increases was suggested, but this is still being discussed.

##### B. Committee on Committees (CoC)

1. Nothing to report.

##### C. Executive Committee (EC)

1. Met on 10/18 and on 10/25 with the president, discussing the following:
  - a) Compensation and the Salary Card Working Group's recommendations from Spring 2022 and how to proceed – FS is tackling this with an ad hoc committee of the BC and PPC engaged to hash out these details.
  - b) Shared with President Newsom that our SGF topic will be compensation.
  - c) Access to Chairs Meeting Notes – requested they be delivered on a more timely basis.
  - d) Updates shared by President Newsom during 10/25 meeting:
    - (1) Announced gift of \$250,000 to endow 2 new positions (one in math and one in computer science). Unknown how these funds exactly will be used.
      - (a) President noted this is connected to a budding partnership with Texas Instruments as it grows its Sherman facility. This will be an automated production site but will need skilled workers (we will fill this need).
      - (b) *CONCERN*: There are policies regarding the creation of endowed chairs and creation/return of electrical science program – this announcement is not following procedure as outlined in APPM 4.2 (page 64).
        - i) Senators are concern that this is not a fleshed-out plan yet.

- (2) A rendering for the use of ARPA funds for the science building is being produced – the total will be a little less than originally announced (\$6.2 million).
  - (a) SE is starting this project with our own funds due to delays at the state level.
- (3) ESPORTs and Rodeo construction projects are progressing.
- (4) The EC and the President and VPAA had a long conversation about microcredentials – did speak about how \*in the future\* micro credentials potentially may be eligible for credit hours. CIDT will develop things internally.
  - (a) For the time being, using Ed2Go through Academic Partnerships to provide the initial batch of microcredential programs.
  - (b) *QUESTION*: what are microcredentials? What is their purpose?
    - i) We are starting with a continuing education focus. We do not know who is going to be teaching these courses. For CIDT, these microcredentials will help with their own professional development for student workers.
- (5) Discussed the most recent Enrollment Snapshot and President shared that we will be a little under what was originally budgeted. However, he is not concerned.

D. Personnel Policies Committee (PPC)

- 1. Same developments as explained in the BC report.

E. Planning Committee (PC)

- 1. Nominated Amy Madewell for state teaching excellence award.
  - a) Have received the notes from Dr. Boothe for guidance.
  - b) Reached out for Dorothy Owens for complete list of faculty and adjuncts for last year – call will be sent out before Thanksgiving.

F. University Affairs Committee (UAC)

- 1. Likely meeting next week. Next charge to address is academic integrity.

## V. Old Business

### A. Quality Initiative – Advising practices

1. Discussions with President and VPAA and the post-SGF concerns were relayed to the President's office.

## VI. New Business

### A. VPAA Golden – Hiring of the AVPAAs

1. Questions regarding AVPAA recent hirings. Key points:
  - a) In the VPAA hiring process, Mark Shields was selected to supervise outreach and advising. We also advertised a dean of undergraduates. We knew that it would be too expensive to bring back every dean for each college. We decided to bring back one for undergraduate studies. Jeremy Blackwood was head of both committees.
    - (1) Received personal feedback regarding dean's search. Much of the feedback was aligned with the school or discipline each candidate was in. Some resistance to the idea of a dean as well. The Committee failed the dean's search.
    - (2) It is OK that we don't have deans with HLC.
    - (3) The VPAA, however, cannot do everything.
  - b) One option under the president's purview is to create a temporary full-time position. The President and VPAA made a joint decision to create an Assistant Vice President of Academic Affairs (AVPAA).
    - (1) A temporary full-time appointment can either be opened back up for applications or deemed for continued retention.
      - (a) *QUESTION*: How long is this term? Typically, temporary full time (TFT) is a year.
      - (b) *QUESTION*: Will there be faculty input on decision to retain position?
      - (c) *QUESTION*: Why are we only hearing about the process now?
        - i) This was not intentional – the search committees took a while. There was no intent to not communicate this decision. Admittedly, this was not normal.

- ii) The hope is that this practice of creating TFT posts does not become habitual.

B. Office Hours policy change – Policy on Policies processes

1. President Newsom asked us to proceed as if this was a PoP change because it will affect students. Students therefore should have the opportunity to provide informed feedback. We will submit the motion to VPAA Golden and ask that SGA consider it for revision to the APPM.

- a) *QUESTION*: Do we need to take additional steps?

(1) Unknown if there is another mechanism to receive online feedback.

C. 3.10.2021 Motion regarding Overload Pay – New Motion

Motion from 3.10.2021 unanimously passed by Faculty Senate: *We recommend that academic chairs provide a Workload/Compensation form to all full-time departmental faculty, prior to each semester. The form will include, for each faculty member:*

- *Contractual workload*
- *Any course reductions (e.g., reassigned time, administrative appointments)*
- *Teaching load for the semester and a list of the courses being taught [added at the meeting].*
- *Total overload hours*
- *Compensation for the overload hours.*
- *The timeline for the dispersal of overload compensation.*

*Academic Affairs will work cooperatively with department chairs to inform faculty about this new practice and to ensure the practice is followed consistently.*

A. **Motion to Approve** the proposed change (in red above) regarding a timeline for dispersal of the overload compensation. It will be included as an amendment to the APPM 4.1. – Chair Shannon

1. **Second** – Senator Sparacio
2. **Discussion** – The HR and payroll policies remain very inconsistent. Chair Shannon met with members from both offices, and they clearly described their process. What was clear was that Chairs are expected to complete the employee transaction forms

and that those need to be submitted in a specific time frame. In some cases that is done in isolation of faculty knowledge. The believed this would be a helpful step.

- a) *QUESTION*: how do we envision for this to work properly? Procedurally there should be an optimal time frame that is understood across campus. The Chair is responsible for filling out the paperwork before the semester, with two copies – one to payroll, the other to faculty member. After approval, Chairs receive a transaction form for each faculty member – we can ask Chairs to forward this paperwork directly. The current obstacle to this is that for every form that is generated, adobe charges an amount. Once faculty have a copy, they can double-check any errors very early in the semester, and disbursement can be completed during the hourly pay schedule (mid-month).
- b) *QUESTION*: Should this be formalized as policy?
- (1) Agreement that this should be codified in the APPM.
- (a) If there are changes to expected compensation, timely communication must occur.

3. **Vote to Approve** – Yes - 14; No - 0; Abstain - 0; passes unanimously.

D. Shared Governance Forum (11.15.2022) Compensation – presented jointly by FS Personnel Policies and Budget Committees

1. Share progress on this front, history of low compensation, and gather input and concern from attendees.

E. Academic Calendar and Shared Governance

1. The current year is the only year that is not up for negotiation. We have until December 1 to provide input for the following academic year (so in this case, 2023-2024). If there are any suggestions or concerns, we must make sure that administration gets these in a timely matter.

XII. Announcements

XIII. Adjournment – 4:02 PM CST

A. **Motion to Adjourn** – Senator Clark

B. **Second** – Senator Walker