

**Stephen F. Austin State University**  
**Faculty Senate Meeting Minutes**  
**#447**  
**Wednesday, October 11, 2017**

**I. Call to order**

The regular meeting of the Stephen F. Austin State University Faculty Senate was held on October 11, 2017, at 2:33 p.m., at the Math Building, Room 101. It was presided over by Chair Le'Ann Solmonson.

**Attendance:** Dr. Bullard, Provost; Janet Tareilo, Associate Provost; Dr. Peck, Dean of Academic Affairs; Jesse Jenkins, Student Body President; Nikki Woods, Student Body Vice President; Jennifer Perry, Ellen Coplar, Library; Jodene Pappas, Library, Karen Migl, Nursing

**Voting Senators in attendance:** K. Ainsworth, T. Barrios, W. Berg, M.C. Breen, L. Brewer, C. Conn, P. Dutra, D. Gravatt, P. Griffin, A. Jones, K. Jones, S. Kosovich, J.M. Mehaffey, H. Midgley, M. Montgomery, J. Morris, K. Onchoke, J. Reese, B. Uriegas Proxy for K. Roberts, K. Migl Proxy for C. Ryan, H. Samuelson, P. Sandul, L. Solmonson, S. Taaffe Proxy for S. Sosebee, L. King Proxy for L. Stoehr, J. Stovall, J. Weaver, T. Whitehead

**Senators not in attendance:** K. Sheriff

**II. Presentations**

**A. Dr. Steve Bullard, Provost -VPAA**

- a. Meeting Thursday, October 12 2:00 PM, Regents Suite A
- b. Dr. Bullard has been meeting with faculty in departmental meetings
  - i. Encourage Faculty Senate holding Recruiting and Retention Forum
  - ii. Discovered items in strategic plan that have not yet been addressed
  - iii. Review and refocus on strategic plan and vision statement
  - iv. Hold accountable for these intentions and goals
- c. Check with department chairs and see if Dr. Bullard is on their calendar for a meeting with faculty
- d. Still location on website for input. Google "Strategic Plan" on website

**B. Dr. Adam Peck, Dean of Student Affairs**

- a. Campus Climate study: 535 respondents (131 faculty, 178 staff, 254 students, 27 alumni)
- b. 24% disagreed with "respectful of people of different ethnic backgrounds"
- c. 47% disagree that they are "respected for different political backgrounds"
- d. 35% disagree with "respectful of religious beliefs"

- e. Dr. Peck requests “shared governance” on this issue
- f. Proactive ways to teach civility
- g. SFA Way Committee protects free speech up to limits of others feeling unsafe and/or unwelcome, support civility and real dialogue
- h. **See notes on discussion of the proposal in New Business (C. Joint Resolution – SGA) below.**

### **III. Approval of minutes from Meeting #446**

Senator Gravatt moves to approve, Senator Samuelson seconds, all in favor, motion passed. Minutes are approved. Notify Secretary Conn if there are minor edits to be done before they are archived.

### **IV. Officer Reports**

#### **A. Chair – Dr. Le’Ann Solmonson**

- a. Senator Barrios – new Adjunct Faculty Representative, welcome
- b. Needs faculty to speak up and help affect change, use your voices
- c. Has shared feedback with Provost in ways where he knows that we do not feel heard
- d. Preparing the report to the board of regents – please provide to her your messages to the board, she wants to be the voice of the faculty senate
- e. Also share any information you would like to include when Dr. Solmonson meets with Regent Alders about the information he brought to the September meeting
- f. Budgets for past ten years are being analyzed and compared for presentation to board at the October meeting. Why has money been found to support additional administrators but not faculty pay raises while assessment and accreditation duties are still passed down to faculty.
  - i. Representative Taaffe expresses frustration with continued lack of raises, when will vote of no confidence be considered?
  - ii. Senator Weaver expresses her own and her faculty’s frustration and resolve about not getting anything accomplished from above
  - iii. Senator Midgley brings up the possibility of non-financial based rewards and relief from over-assignment of assessment etc... duties
- g. Autonomy, resources to do job, resources to pursue professional growth, these are the things we are needing beyond pay (Daniel Pink)
- h. Show up!! Read Emails!! Be present!!
- i. Senator Brewer confirms that there are very effective strategic committees even though others are not. Recognize areas where no efforts are happening.

#### **B. Chair-Elect – Dr. Jason Reese**

- a. Please consider scheduling meetings with VPs with your faculty
- b. College of business discussing financial forum, recruitment and retention forum, academic affairs committee review student evaluation process
- c. Thanks for serving

**C. Secretary – Carolyn Conn**

- a. Please be sure to sign in on the roster. Indicate if you are here for another senator.

**D. Treasurer - Dr. Dennis Gravatt**

**a. Account balance as of October 11, 2017**

- i. O&M Pool \$1,711.85
- ii. Travel Pool \$168.71
- iii. FY 18 budgeted \$1,100 for travel and \$3,253 for O&M. These funds and those rolling over from FY 17 have not yet posted to our account.
- iv. President Solmonson has some receipts out still

**V. Committee Reports**

**A. External (University) Committees**

**a. Academic Affairs:**

- i. Senator Reese supplied report since Senator Solmonson was traveling
- ii. Core Classes
  - 1. Students had no open core classes to take once registration began for summer orientation sections.
  - 2. After looking at Platinum Analytics, the university decided to add faculty positions in the core so they could increase credit hours. They ended up hiring 16 lectures.
  - 3. Due to adding core sections, credit hour in core up 3000 from the fall 2016 to fall 2017. Total of 10,948 students enrolled in core classes.
    - a. This equated to additional revenue of \$916,212. This netted the university \$122,000.
  - 4. Message from Dr. Bullard to the faculty and Faculty Senate:
    - a. We have to offer faculty positions to support growth (referring to lecturers in core)
    - b. For new faculty positions, and the filling of open positions – Departments need to use Platinum Analytics to prove there is a need based on credit hour generation. It's all about credit hour growth.
    - c. Some open faculty positions will not get refilled because there is no growth. We will likely move lines across university. If a program is declining, their open positions will go to growing programs needing new lines.
    - d. He would be happy to give the Senate an update on core & platinum analytics at a meeting. He wants to be transparent.
      - i. Discussions are important for transparency. He is encouraged to see we are hosting forums.

5. To increase dual enrollment, we are working on model for higher education centers at school districts. This includes the one at Timpson ISD.
- iii. Search for Dean of Graduate School/ORSP –
1. The position will need to be someone with terminal degree.
  2. Research needs a greater voice on campus (Bullard)
  3. The person needs to provide leadership for all research efforts on campus
  4. No ORSP or Grad Council on search committee (however, they will be involved).
    - a. Provost selects committee
    - b. Committee provides pros and cons about each applicant, not a recommendation
    - c. President appoints the candidate
  5. Timeline: This semester. The search will be internal.
  6. The Faculty Senate Representative on this search committee is Jeremy Stovall.
  7. Each finalist candidate will hold a seminar for all faculty/staff to attend
- iv. Board of Regents Meeting
1. Sunday afternoon & Monday morning of Homecoming. There is a possibility of a Friday night meeting.
  2. Faculty will be highlighted in the Board of Regents meeting. There will be a special recognition time during the meeting to highlight the faculty shown in the faculty highlight videos released this past year.
- v. Other Business
1. President may be able to give up to 4 days of administrative leave to staff. Waiting on HR to approve/look into
    - a. Faculty probably won't be a part of this, as it is state law and does not pertain to 9 month contracts.
    - b. The supervisor will likely be given complete flexibility when awarding the days.
    - c. They will be given based on "meritorious service".
- b. **Core Curriculum Assessment:** no report
  - c. **University Assessment Steering Council:** looking at faculty fellows in Office of Institutional Assessment
  - d. **Distance Education:** no report yet
  - e. **Graduate Council:** MA in publishing, graduate enrollment, capstone courses, meeting tomorrow
  - f. **Policy:** Final grade appeals by students. Will email the amended policy for feedback.

- i. Senator Sandul raises concerns about textbook adoption policy statement that “if the deadline is missed the former text will be ordered.”

## **B. Internal (FS) Committees**

- a. **Academic Affairs:** asking for information/feedback from faculty on satisfaction of evaluation process, strengths and weaknesses of system, email feedback to Louise Stoehr.
- b. **Administration and Finance:** Working on a budget forum, concerned about poor attendance from last forum. Will solicit for questions/concerns ahead of time so they can be asked. Please get faculty to attend! What is best time to hold this?
- c. **Communications:** Senator Conn reported that the communications group has learned and documented live stream process and will begin live stream and Panopto recordings at this meeting. Also will continue to look at website clarity. Currently discussing the faculty senate newsletter and will continue submitting it when we get the plan together.
  - i. Suggest highlights of faculty senate accomplishments
  - ii. Please send suggestions for newsletter, website or other clarity to CC Conn
- d. **Elections:** no nominations from Liberal Arts opening
- e. **Ethics:** worked on resolution that will be covered in new business
- f. **Faculty Government and Involvement** – Recruiting and retention forum, share ideas and what is happening across campus, December 1 at 1:30 PM, Math 101
  - Look at bylaws to consider recommendation to change wording from “Adjunct” to “Non-tenure track”
- g. **Professional Welfare:** Met Monday, added Chef Todd to team, discussing Alternative Work Assignment Policy regarding title that reflects work-related responsibilities and professional expertise of “Adjunct” faculty. Chair Solmonson will look into locating that policy.
- h. **Strategic Planning:** Reviewed progress and will continue to revisit to make sure growth is occurring

## **VI. Old Business**

- A. **SFA Way Committee** – statement from Jesse Jenkins requesting clarity and support
  - a. Comment that it is another “top down” idea
  - b. Seems reactive, prefer proactive effort
  - c. Go back to proposal and take to faculty, send feedback to Dr. Peck about the proposal and Chair Solmonson about whether faculty senate should be involved
  - d. Senator Onchoke moves that the faculty senate NOT support the proposal as written. Senator Samuelson seconded. All in favor. None opposed. Motion passes.

## **VII. New Business**

- A. **Library Statement** -

- a. Request for support from senate regarding loss of budget and positions
- b. Senator Brewer asks for clarification of CDS position
- c. Senator Brewer comments that her strategic committee has addressed the needs of the library and will present about that at the meeting on Thursday, October 12
- d. Senator Gravatt suggests this be brought to the budget forum
- e. Senator Brewer raises a question about whether the ways we are accessing our information can be adversely affecting the libraries ability to track what is needed

**B. DACA Resolution** – Ethics committee moves to support DACA resolution, all in favor, motion passes

**C. Joint Resolution – SGA-**

- a. Senator Gravatt asks that Graduate School be represented
  - i. Dr. Peck accepts this amendment
- b. Senator Gravatt asks who the committee is reporting to and asks it to be clarified in resolution
  - i. Jointly appointed by VPs, will advise Dr. Peck
- c. Representative Taaffe asks for clarification that this committee will not be involved in classrooms
- d. Senator Ainsworth asks if issues of sexual harassment are not a part of this proposal
  - i. Dr. Peck clarifies that those issues are covered by title IX and should not be included here
- e. Senator Gravatt asks is this in any way duplicated effort from other committees
  - i. Dr. Peck has checked on this and finds no overlap
- f. Charge of the committee is to regularly assess climate of campus
- g. Dr. Peck asks us to agree to added items and have the group go forward with forming establishment of committee
- h. Senator Ainsworth asks if representative from Library is included
  - i. Dr. Peck is concerned about making too many appointments but is not specifically against an appointment from any specific area
  - ii. There will be a Faculty Senate Representative
- i. Senator asks about difference in “recommend course of action” over “advise course of action”
  - i. Dr. Peck does not see difference in language
- j. Representative Taaffe points out that there is not language exempting this group from getting into classroom.
  - i. Dr. Peck assures that that is part of the operative charge of the committee
  - ii. Dr. Peck suggested adding statement that this group is limited to “non-academic matters”
- k. Senator Gravatt asks how this will affect future policy changes
  - i. Dr. Peck says group will advise of any policy out of date but the same process will be followed through normal channels
- l. Senator Brewer asks what is meant by “educational response”

- i. Dr. Peck re-submits his commitment to teaching civility
- m. Jesse Jenkins clarifies additions
- n. President Solmonson recommends a motion with added language
- o. No motion was made
- p. Senator Ainsworth asks to take this back to faculty for feedback
- q. Senate asks to receive an amended copy to take to faculty for potential motion next meeting
- r. President Solmonson asks for senate to provide feedback and asks if faculty senate wants to be involved
- s. Senator Kosovich raises concerns about making these decisions through committee
- t. Senator Gravatt asks if this is “accurate” feedback
  - i. Dr. Peck calls the finding qualitative rather than quantitative and finds the feedback to be sufficiently relevant
- u. Senator Midgley clarifies policies regarding “free speech area” etc...
  - i. Dr. Peck says it is policy that the entire campus is free speech area and there are very specific policies in place
- v. Guest Perry asks how topics will be brought to the committee
  - i. Dr. Peck has not yet set all methods into place but would include any surveys and/or reported items
- w. Senator Reese asks if it will move forward with or without Faculty Senate approval
  - i. Dr. Peck really wants faculty backing so he supports the faculty senates need to share with their departments
- x. President Solmonson recommends to send feedback on proposal to Dr. Peck, send feedback about faculty senate endorsing to Dr. Solmonson

**D. Elections** – no submissions for open faculty senate seat at this time

### **VIII. Adjournment**

Senator Brewer motions to adjourn, Senator Montgomery seconds, all in favor. The meeting was adjourned at 5:11 p.m. The recording of this meeting can be viewed at <https://sfasu.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=0f46bbd2-3f82-4028-9d40-0a90c70d884e>.

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Le’Ann Solmonson, Chair

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Carolyn Conn, Secretary