

**Stephen F. Austin State University
Faculty Senate Minutes – Meeting #464
Wednesday, February 12, 2020
Forestry Building 117
2:30pm**

Voting Senators in Attendance: James Adams, Kyle Ainsworth, Kristin Bailey-Wallace, Todd Barrios, Wesley Berg, Derek Cegelka, Scott Drury, Donald Gooch, Al Greule, Christina Guenther, Gina Harden, Angela Jones, Dustin Joubert, Larry King, Andrew Lannen, Chris McKenna, Franta Majs, Pushkar Ogale, Heather Olson-Beal, Kefa Onchoke, Brian Oswald, Laurie Rogers, Pamela Rogers, ~~Kathy Sheriff~~ (Proxy did not attend), Jeremy Stovall, Scott Sosebee, Sarah Straub, Brian Uriegas, Jamie Weaver

Excused Senators: Kathy Sheriff, recovering from injury; David Cook resigned due to health.

Guests: Dr. Scott Gordon, President; Dr. Steve Bullard, Provost & VPAA; Dr. Pauline Sampson, Dean of Research and Graduate Studies; Dr. Marc Guidry, Associate Provost (not listed on Agenda).

I. Call to Order

A. Faculty Senate Chair Dr. Jeremy Stovall called the meeting to order at 2:30 P.M. He welcomed the senators to the Forestry building and introduced our guest speakers.

Presentations

Dr. Scott Gordon, President

B. Thanked Faculty

C. Hanover Study – salary- elevate position of salary at this institution; multiple reports reviewed: 2002, 2009, 2014 salary studies; engine of institution is faculty; ways we can ensure faculty are treated fairly and equitably. Looking at comparison; asking for roadmap needed for addressing needs. Faculty senate will feed info as requested. Know by Fall of 2020.

1. Dr. Ainsworth - Library faculty are sometimes listed as Staff – make note
2. Dr. King asked about demographics being a factor of review

D. Forming a new Intercollegiate Athletics Council –Made up of 15 members: Faculty from each college; 2 at-large; Ken Collier as faculty athletics representative; a director of admissions; registrar representative; business affairs representative; Purple Lights Fund representative; 2 student athletes;

1. Structured with three sub committees: academic progress, integrity, and compliance; student-athlete welfare and equity committee; facility planning and fiscal integrity committee
 - a) Purpose – to provide fair and equitable treatment of athletes; ensure sportsmanship; fiscal review
 - b) Meeting 4 times year min.
 - c) Dashboards will be presented
 - d) Website
 - e) Report to President in advisory role
2. QUESTION: What does fiscal review entail? Response - supply financial data to Council.
3. Statement: Athletics spending seems high. Response – Athletics Director Ivy will come speak to FS and answer any questions if invited.
4. QUESTION: How can Senators get additional data and information on spending and other analytics: Response – Ivy come present to FS
5. QUESTION: The HR memo – What does it mean? Response- There are some meetings in progress with HR.
6. QUESTION: What is the SFA percentage of athletic student enrollment compared to sister schools? Response – we are in the middle.

7. QUESTION: Have you ever met with Faculty or Staff without other admin present? Response – yes, and will meet with anybody, including with Faculty Senate w/o admin.
8. QUESTION: SPIES survey – same person could have repeated taking the survey i.e. more than once; this could be a potential integrity problem with results. Response – if that’s been an issue it needs to be addressed; we think it told us what we need to know; was very obvious the strategic plan needs be rebooted/refocused.
9. QUESTION: What is the thought on the fact that in 2019 SFA debt increased by 47% in a year? Response – I’ll have to look into that further, we want to see where our peer institutions are with their debt increase, what is typical; do an analysis. Not all of the data is present in the current report.
10. QUESTION: Can we see some SPIES data per college? Response – we’ll work on that.

Dr. Steve Bullard

- A. November change teaching schedule – Systems opened for registration, students couldn’t get classes and labs as they needed. Social media had negative commentary, including from parents.
 1. Put together a group – LAN-CAT - leadership action now. Deans are members and held responsible. Additional credits are under attack. Total revenue is under attack. We are a business-like enterprise. We do have to generate revenue; state does not provide all funding. Open seats, new sections, different room, finding an adjunct, to provide needed classes. This is why we are attacking this problem immediately. We are trying to meet challenges head on, including financial ones.

B. Scheduling next step – Summer 2020 schedule being worked on right now; Fall schedule under review right after. Will be looking at the design of faculty curriculum. Changing curriculum is not an easy thing. Process has to be very carefully done. Tool has to be developed to examine the complexity of the curriculum to produce a score/map/comparison to other curricula with the surrounding universities (there already exists a tool, but no details were provided).

1. QUESTION: Curriculum scoring tool- scoring is based how? Response – don't know; possibly discreet event simulation, not probability. Dr. Nix has more info.
2. QUESTION: What kind of research are we using to address the semester credit hour problem, such as what percentage of students are seeking outside credits and why? Response – we are not necessarily analyzing the why. We are looking at where we can expand by discipline. Where we can add faculty positions. How to expand lab experiences.
3. QUESTION: The news on enrollment declining and that SFA needs to be more student centered and less faculty centered...How did we counter? Response - Faculty has to drive success. We are student focused, but we have to have faculty who are prepared and capable.
4. QUESTION: What is the Common Core status? Response by Guidry– Fields of Study curricula; looking at general electives vs common core. Possibly the core will be changed. There could be a general core and an academic general core. Meta majors might be a consideration. We tried to align with common core numbering system as well as field of study for approximately 15 hours. Solutions: We need to make the materials as cheap as possible or even free. Make the course as relevant to student life as possible i.e. essential skills related to career.
5. Dual credit – The state considers a good thing for most students. DC students will always be here; we try to build a relationship for future Lumberjacks.
6. Statement – Since 2006 we have same enrollment. Three universities this is happening to; somewhat unique. Are we asking who and where are the data on this? Response – the actions we are taking are helping to fight this challenge. Enrollment being static for a long time...all the conversation is about headcount but the real number is semester credit hours. We are squeezed in the middle. We lose admitted students to Texas State. Financial aid appears main reason. UT Tyler larger city with larger local population.
7. QUESTION – Graduate programs...why not add more? Response – We have a team looking into this to give recommendations on graduate degrees.

8. QUESTION – Where will the “extra effort” come from, as faculty, we are doing the best we can? Response – we need to do an analysis and re-allocate pressure points; feed the programs that are growing.

Dr. Pauline Sampson

- A. Research Enhancement Program (REP) -Internal grants
 1. Comes out of research enhancement policy 8.11
 2. Can non-tenure track (NTT) faculty access those funds? No
 3. Major purpose is to allow faculty to get extra support for research and creative activities in order to earn tenure and promotion. Travel, conferences, research, grant writing.
 4. The council is elected; called the University Research Council
 5. Dr. Sampson no longer sits in meetings so as to not to appear to dictate the decision-making.
 6. Money comes from designated tuition funds. Approximately \$209,000 per year. About \$120,000 of this spent on Faculty Research Grants (large awards).
 7. To change the eligibility to include NTT, policy would need to be changed. Sampson does not recommend policy change due to small amount of funds. It would be spread even thinner if added persons available.
 8. QUESTION: how many NTT ask for REP funds per year? Response- 2 to 3 times a year, not including Graduate students who also ask for research funds.
 9. QUESTION – A NTT faculty with a terminal degree was denied funds; they took on research to complete contractual requirements. Response – it wasn't required, she had a choice. Bullard – new NTT career ladder in place might alter the future access to those REP funds.
 10. STATEMENT – For colleges such as Rusche Business who are meeting AACSB standards, faculty have to accumulate points, including research; i.e. their status depends upon activities such as research. This non-access to REP affects the NTT faculty of this college since they have to still meet research requirements IE AACSB standards.
 11. STATEMENT – Is there competition for the funds among tenure track? Response - Yes
 12. QUESTION – Does grant money affect amount of funds Response - No

II. Break – Committee Breakout Session (3:58 pm – 4:04pm)

III. Election by acclimation of Senator from the College of Sciences and Mathematics-Dr. Sarah Bishop, Nursing. Senator Cook had to resign due to health issues.

IV. Approval of Minutes from Meeting #463

A. Minutes from Meeting #463 were approved.

V. Officer Reports

A. Chair – Dr. Jeremy Stovall – attended Board of Regents.

1. News on SFA under-enrollment was not blamed on faculty in meeting despite media reports.
2. Tuition model change. Formula being arranged with help from budget specialists on campus.
3. SPIES report results - issues with communication and trust.
4. Reorganized College of Education into 4 departments from 5
5. There was an ethics violation at state level – football field being used for profit, and there has been vandalism
 - a) Solution - restricting access policy; further information is to be provided, with details on who may use what athletic facilities/environment and how that will be rolled out and managed.
6. Einstein Bagels is getting larger, taking up some library space.
7. Commencement
 - a) *Currently 4 ceremonies*
 - b) *Construction in August causing issue*
 - (1) Broken into 4 ceremonies and held in SFA grand ballroom.
8. Non-tenure-track email list now in action and available to the two current NTT Faculty Senate representatives to use as needed to inform NTT faculty.
9. Texas Council of Faculty Senates meeting coming up

B. Chair-Elect – Dr. Andrew Lannen – Academic Affairs meeting

1. More effort to reorganize the communication process for admissions contacting potential students via new brochure/handouts
2. Project mgmt. developing process to prioritize requests for IT per criticality
3. Summer planning is in motion, incentivize summer class enrollment, maybe a trimester approach.
4. QUESTION: Graduate programs fees changing? Response – yes; fees are fixing; they will have a new fixed rate for course and lab fees (designated tuition).

- C. Secretary – Dr. Kathy Sheriff
 - 1. Recovering from injury
 - 2. Senator Dr. Laurie Rogers is taking Minutes for February meeting; reminded attendees to sign sign-in log, including any Proxy.
- D. Treasurer – Dr. Brian Uriegas
 - 1. Senate account balance as of February 12, 2020, is \$7543.17.
 - 2. QUESTION – Can FS have a Mentoring program presentation? Response - yes.

VI. Committee Reports

- A. External (University) Committees
 - 1. Academic Affairs (Dr. Stovall)-Optimizing sections using Platinum Analytics – splitting courses not encouraged, instead use release time
 - 2. Core Curriculum Assessment Committee (Dr. Gooch)-No report
 - 3. University Assessment Steering Council (Dr. Oswald)-No Report at this time.
 - 4. Distance Education (Jones, Sheriff, Weaver)-No Report at this time.
 - 5. Graduate Council (Dr. Lannen)-No report
 - 6. Policy (Barrios, Drury, Onchoke)-Nothing to report...workload policy on backburner
 - 7. Ad Hoc Committees:
 - a) Ad Hoc Graduate Student Experience & Enrollment (Berg, Oswald): Project completed; committee closed.
 - b) Reimagining Advising (Guenther, Oswald): Advising survey; Advisor training – will be a one page document; only advisors should fill out the survey
 - c) Director of HR Search (Stovall): candidates coming to campus for interviews; Search failed; Candidate offered job did not take it; currently Interim in position

B. Internal (FS) Committees

1. Academic Affairs (Weaver)
 - a) Continuing to review data relating to the no test option for admission to SFASU.
 - b) Isn't something that any decisions have been made
 - c) Wondering if faculty would be interested in it
 - d) Discovering pros and cons
 - e) Committee will ask FS whether there is interest due to complexity of subject
2. Administration and Finance (Uriegas)
 - a) Responses have been made available to faculty senate
 - b) Contact committee if questions or concerns
3. Communications (Greule)-No Report at this time.
4. Elections (Jones)-Report in New Business
5. Ethics (Gooch)-No Report at this time.
6. Faculty Government and Involvement (Ainsworth)-Report in Old Business
7. Professional Welfare (Berg)-Email went out for NTT faculty awards; data being collected
8. Strategic Planning (Lannen)-No Report at this time.

VII. Old Business

A. Presidential Records (Ainsworth)

The archival of Presidential Records timeline and process is being worked on. Dr. Patillo likely never sent an email; all emails were forwarded; these are being reviewed and archived. Dr. Gordon's office completely clean of former documents/communications. Patillo cabinets have been moved but don't know where they are. There is now a working timeline on emails moving to archive. There has been a recommendation for current process to continue w Dr. Gordon ensuring archival of documents.

No motion was made to un-table the resolution.

VIII. New Business

- A. Amendment on Non-Tenure Track Representation (Stovall)
 - 1. Summary of NTT FS representation survey was shared with FS
 - a) Consistent responses for NTT faculty to elect their own senators
 - b) Recommending that 6 NTT be on senate probably would get passed
 - c) Only 64 TT responded to survey.
 - 2. Comment: Article 1 Section 6 and 7: new language needed.

WE MOVE TO EXECUTIVE SESSION AT 5:01PM

Voting: Amendment on Non-Tenure Track Representation

Call of Question: Scott Sosebee & James Adams second; no opposed

Motion to Approve: Sarah Straub & Jamie Weaver second

21 approved / 2 opposed / 3 abstentions – Amendment passes Senate

- B. Role of tenure in the senate
 - 1. Discussion led to formation of an Ad-Hoc committee to research role of tenure in the senate
 - 2. Chair Heather Olson-Beal, Christina Guenther, Franta Majs, Kyle Ainsworth

5:41PM: Motion to Move Out of Executive Session – Scott Sosebee & Gina Harden Second

Adjournment:

Motion to adjourn – Gina Harden & All Second. Faculty Chair Stovall adjourned the meeting at 5:41PM.