

Stephen F. Austin State University
Faculty Senate Agenda – Meeting #478
Wednesday, February 9, 2022
Zoom Meeting
2:30pm

- I. Call to order by Senate Chair Uriegas at 2:30 PM
 a. **Attending Senators:**

Non-Voting Members	Business	PCOE	Fine Arts
<i>Chris McKenna (Chair-Elect)</i>	Rebecca Davis	Sarah Drake	Christina Guenther
<i>Brian Uriegas (Chair)</i>	Rajat Mishra	Amanda Moore	Margaret Leysath
	Rob McDermand (proxy GW Scott beginning at 3:00pm)	Daniel McCleary (proxy Summer Pannell beginning at 4:05pm)	<i>Herbert Midgley (Parliamentarian)</i>
	Pamela Rogers	Heather Olson-Beal	Chris Turner
		<i>Sarah Straub</i>	
		Victoria Wagner-Green	
Forestry & Agriculture	Liberal and Applied Arts	Science and Mathematics	Library
Franta Majs	Steve Cooper (proxy Mark Barringer beginning at 4:00pm)	James Adams	Tina Oswald
Yanli Zhang	George Day	Jeremy Becnel	
	Larry King	Sara Bishop	
	Darrel McDonald (proxy Leslie Cecil)	Michelle Klein	
	<i>Gretchen Patterson (Treasurer)</i>	Jonathan Mitchell	
	Diane Sizemore	Matthew Kwiatkowski (new appointment)	
	Louise Stoehr (proxy Carlos Cuadra)		
	Bailey Thompson		
	Kristin Bailey-Wallace		

- b. **Not Present:** Xiaozhen Han (voting for new appointment at meeting today)

- II. Presentations
 a. Dr. Lorenzo Smith, Provost & VPAA

- i. Presented financial update from independent firm (we have some concerns to manage, but we are not on the “edge of the cliff”)
 - ii. Scheduled to speak at UBC; asked to develop additional budgetary asks beyond what was articulated in previous year based on a provided rubric (categories such as personnel, research support, etc.); currently in process of prioritization
 - iii. Developed a chart for Priorities and Strategies – Referred to doc “AA Strategic Plan v6” (ex: Priority: Sustainable and effective infrastructure promotion Academic Integrity, Matriculation & Retention of students, and job placement for graduates; Strategy 1: Eliminate low performing programs as defined by deans/provost; Strategy 2: Promote High performing programs; Strategy 3: Invest more in advising; Strategy 4: Create Signature Attractions)
 - iv. “Platform for Performance Evaluations of Academic Programs” – open for critiques and feedback regarding this document; contact Sharon to set a meeting; if faculty are concerned, they can also attend the Weekly check ins with Karen Hall
 - v. Requested by Faculty Senate to comment on President Gordon’s email on faculty salaries; referenced Hanover:
 - 1. Link to the Hanover report: <https://graphite.sfasu.edu/protected-docs/faculty-salary-study-2020>
- b. Chief John Fields- UPD
- i. Shared background on what SFA UPD does and information on their certifications; referred to the “Org Chart 2022.docx”
 - ii. Shared that UPD will begin to focus on training opportunities for students and faculty/staff; mental health focus; emergency response, etc.
- c. Human Resources Representative- EAP Benefits (Presented by Lisa Balty)
- i. EAP had been previously explored, but not pursued. President Gordon directly asked HR to open up the conversation on EAP again
 - ii. EAP used to help improve health/wellness and coping with personal/professional problems (in addition to health insurance)
 - iii. EAP services depend on vendor but may include counseling, coaching, referrals for employees and eligible dependents; mental health; conflict management
 - iv. Current status: being reviewed by various representatives across campus
 - v. Confirmation from Chair that this is not an overlap for the ombudsman position at this time.
- d. Dr. Michara Delaney-Fields, Chief Diversity Officer- Campus Climate Survey
- i. Campus Climate Survey – Hanover Research; this survey was different because former surveys were just directed at students; this was faculty/staff/students; 48 questions – this will be happening before spring break; data analysis after spring break! Discussed faculty incentive.
- e. Senate Ad Hoc Committee- Faculty Survey Results Report (University Systems)
- i. 73% Def Yes/Probably Yes; 13% Probably Not/Def Not; 14% Unsure
 - ii. Sample size: 490 people
 - iii. NTT more likely to be hesitant about university system incorporation

- iv. Biggest hope from faculty participants: Salaries, research support
- III. Break (if needed) by Senate Chair Uriegas at 3:51 PM, Reconvened at 3:56 PM
- IV. Special Election to Replace Senator for College of Science and Mathematics
 - a. Matthew Kwiatkowski – nominated
- V. Approval of Minutes from Meeting #477
 - a. Motion to Approve: Senator Wagner-Greene
 - b. Seconded: Senator Oswald
 - c. Motion Passes
- VI. Officer Reports
 - a. Chair – Dr. Brian Uriegas
 - i. Shared Midwestern comments with Faculty Senate
 - ii. Met with Chairperson Gantt – shared concerns with Extended Cabinet meeting; conversation on the SFA/system; positive perception of the conversation
 - iii. Employee Wellness – conversation about taking away non-direct employee benefits because it's not a part of Student Affairs; but this ultimately appears to be a non-issue. It appears it will stay with Student Affairs, but if not, there are places for it to be housed.
 - b. Chair-Elect – Dr. Chris McKenna
 - i. Urged caution and committed time to investigate university systems
 - ii. Chairperson Gantt is reviewing processes for better recognition of faculty
 - iii. UBC meeting postponed until this Friday; UBC will have a website for sharing information moving forward; additional funds rubric; clarifying that they are an advisory committee
 - iv. Graduate Council – program/course proposal reviews; clarifying questions and requests returned to department chairs
 - c. Secretary – Dr. Sarah Straub
 - d. Treasurer – Gretchen Patterson
 - i. Balance: \$1975
 - ii. Expenses: \$25 registration fee TCFS
 - iii. Upcoming: April registration, tentative; \$400 membership due TCFS
- VII. Committee Reports
 - a. External (University) Committees
 - i. Academic Affairs Council (Uriegas)
 - ii. Core Curriculum Assessment Committee (Drake)
 - 1. BIOL 1306 and MUSC ??? (have been added to core)
 - iii. Distance Education (McDonald)
 - 1. Meeting is upcoming
 - iv. Graduate Council (McKenna)
 - v. Policy (Drake)
 - 1. 4 Policies are being reviewed by Professional Welfare Committee with Faculty Senate
 - 2. Faculty Workload Policy at a standstill; appeared to be a miscommunication regarding which committee was supposed to be reviewing it; currently with University Policy Committee; one

section has been sent to LIT committee with the focus to develop language for an opt out clause that allows colleges to make their own policies; Faculty Senators expressed concern about the potential LIT-developed opt out clause

- b. Internal (FS) Committees
 - i. Academic Affairs (Turner)
 - 1. No report
 - 2. Recommendations needed for Latin Honors
 - ii. Administration and Finance (Sizemore)
 - 1. Budget report has discrepancy with other reports
 - 2. Request for input from Senate for additional questions for March meeting
 - iii. Communications (Day)
 - 1. Liaison duties with staff council (Staff council has their own committee to ascertain advantages/disadvantages)
 - 2. Gretchen Patterson will be taking over liaison duties moving forward
 - iv. Elections (Rogers)
 - 1. Upcoming
 - v. Ethics (Klein)
 - 1. No report
 - vi. Faculty Government and Involvement (Adams)
 - 1. No report
 - vii. Professional Welfare (King)
 - 1. Report on workload survey from Senator Olson Beal; shared emergent themes from the qualitative data
 - 2. Recognition that input from a greater number of faculty would be helpful
 - 3. # of responses: n = 184
 - viii. Strategic Planning (Mitchell)
 - 1. No report
- VIII. Old Business
- IX. New Business
 - a. Teaching Excellence Award Nomination
 - i. Faculty Senate was asked to submit a nomination
 - ii. Reviewed by Professional Welfare; transitioned to Strategic Planning
 - iii. Ad Hoc – Bailey-Wallace and Straub will streamline process; send to Strategic Planning; Chair Uriegas requests extension and funding support
 - b. Elections
 - i. Looking to prevent multiple runoffs and to clarify the length of term
 - ii. Change 1: Section 4 specifically refers to tenured and tenure-track who are eligible
 - c. Constitution Changes pages 1-4
 - i. Many changes reviewed
 - ii. Motion to Accept Changes by Senator Oswald
 - iii. Seconded by Senator Davis

- iv. Motion Passes
- d. Admin Evaluation Policies- Recommendations from Professional Welfare Committee
 - i. Senator King shared the committee recommended language for this policy
 - ii. Motion to Vote on Policy recommendation for Dean Evaluation: Senator Olson Beal
 - 1. Seconded: Senator Day
 - 2. Motion Passes
 - iii. Motion to Vote on Policy recommendations for Unit Head Evaluations: Senator King
 - 1. Seconded: Senator Day
 - 2. Motion Passes
- e. Discuss Survey Results
 - i. Motion to share PDF of University System survey by Senator Wagner-Green
 - ii. Seconded by Senator King
 - iii. Motion Passed

Motion to Adjourn: Senator Mitchell
Seconded: Senator Leysath
Motion Passes

Meeting Adjourned at 6:07 PM