

**Stephen F. Austin State University
Faculty Senate Minutes – Meeting #479
Wednesday, March 2, 2022
Zoom Meeting
2:30pm**

I. Call to Order
a. **Present:**

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

b. **Not Present:**

II. Presentations

- a. Dr. Lorenzo Smith, Provost & VPAA- VPFA Search, UBC Budget Process, Hiring Processes, Space Management Process
 - i. PPEAP process is NOT being used in this moment. What is being used is APS data
 - ii. Reviewed Academic Affairs Action Plan (Eliminate/Merge Low Degree-Awarding, Promote High Growth Potential Programs, Invest More in Advising, Create Signature Learning Experiences, Develop Improved Processes)
 - iii. Dialogue about Merit Pay verse Cost of Living Adjustment
 1. Larry referenced this Texas policy:
https://fmx.cpa.texas.gov/fm/pubs/paypol/hied_provisions/index.php?section=salary&page=salary
 2. Then shared this: Eighty-sixth Legislature General Appropriations Act for the 2022-23 Biennium; Article III-256, sec. 4. Merit Authorization. “It is expressly provided that institutional

administrators may grant merit salary increases to employees whose job performance and productivity is consistently above that normally expected or required”. Sec. 5 -Merit Requirement for Faculty and Faculty Equivalent Employees of Institutions and Agencies of Higher Education. “Notwithstanding any other provisions of this Act, salary increases for faculty or faculty equivalent employees of institutions of higher education shall be awarded on the basis of merit and performance in accepted activities. This shall not be interpreted so as to preclude salary adjustment designed to avoid salary inequities”.

- iv. VPFA Search: Goal is end of semester, but unlikely. Search has opened and will be open for 30 days.
 - b. Clare Fite, Director of Counseling Services- Suicide Prevention and QPR Training
 - i. QPR Program: 90-minute presentation for suicide prevention
 - 1. Training Link for Student:
<https://www.sfasu.edu/counselingservices/>
 - 2. Faculty Training (March 23, 2-3:30 p.m.) registration link:
<https://forms.office.com/Pages/ResponsePage.aspx?id=y67YrkMV Mki-gps9PqYMoHBofUQBDhKtGP4EOAPc7JUNTBQU05NT0pIR09KUVhBU0hPWtMyRFBuVC4u>
 - ii. Lumberjack Wellness Network: Will launch in the fall
- III. Break (if needed)
- a. Resumes 3:38 PM
- IV. Approval of Minutes from Meeting #478
- a. Motion to Approve: Oswald
 - b. Seconded: Wagner-Greene
 - c. Motion Passes
- V. Officer Reports
- a. Chair – Dr. Brian Uriegas
 - i. Expanded Cabinet:
 - 1. Questions regarding elimination/reduction LEAP; this is NOT true for faculty; potentially for graduate assistants, though
 - 2. Employee Wellness: Brandon Frye shared that Fall 2022-Spring 2023, President’s Budget would cover; after, potentially covered by HR
 - ii. VPFA Search:
 - 1. Concern about turnaround time (closes March 22) and search committee composition
 - iii. Salary Conversation:
 - 1. AA #1 Priority: Faculty Salaries
 - 2. Chair Gantt and President Gordon acknowledged this high priority, too (in the “quick future”)
 - 3. Request for 3-5 plan for compensation rather than a 1-off raise
 - iv. University Systems discussion

1. Request from President Gordon to Chair Gantt to review the system issue (information gathering)
 - b. Chair-Elect – Dr. Chris Mckenna
 - i. UBC: Meetings to vet/prioritize view on requests for new spending from various divisions (reviewed finance/admin, athletics, and an upcoming meeting)
 - ii. Beginning leadership transition conversation with Dr. Smith
 - c. Secretary – Dr. Sarah Straub
 - i. No report
 - d. Treasurer – Dr. Gretchen Patterson
 - i. \$1,975 in Treasury
 - ii. Waiting on \$425 deductions to process
 - iii. AA will pay for the NTT Faculty Senate Teaching Excellence Award
- VI. Committee Reports
- a. External (University) Committees
 - i. Academic Affairs Council (Uriegas)
 - ii. Core Curriculum Assessment Committee (Drake)
 1. Reviewed 3 applications (1 passed, 2 rejected)
 2. Constitutional Changes will be voted on by all faculty
 - iii. Distance Education (McDonald)
 1. Policy 7.9 – you *may* be entitled for compensation for development of online courses (not necessarily re-development)
 2. Clarification: Asynchronous, online (85%+ asynchronous)
 3. Should there be required re-review and approval of courses?
 4. What criteria would be used to determine “substantial redevelopment”? How should compensation be calculated?
 - a. Could aesthetic redesign be compensated to a lesser degree?
 5. What is appropriate compensation?
 6. How is the opportunity for redevelopment determined?
 - iv. Graduate Council (McKenna)
 1. Applications for Change requests have been completed but the bulk of this committee’s work is completed
 - v. Policy (Drake)
 1. Policy revisions suggested at last FS meeting were given to University Policy committee and will be brought to Chairs and Dean’s forum
 2. 3 Policies – Emeritus, Regents Scholar, and Academic Freedom are currently being reviewed in Professional Welfare (FS);
 3. Push to keep class size minimums as it was and to table this conversation (5 undergrad, 10 grad – is being sent to chairs and deans next); reconciliation day is 5 business days (not 5 calendar days) before start of the semester
 - b. Internal (FS) Committees
 - i. Academic Affairs (Turner)

1. Recommendation concerning Latin Honors will be shared at next meeting
- ii. Administration and Finance (Sizemore)
 1. Shared Budget Question responses (JFK responses 2.22.22) to be shared in Teams
 2. Request for feedback
- iii. Communications (Day)
 1. Staff Council confirmed about wages and salaries as well
 2. Staff Council was told “not yet” for any increases
 3. Staff Council webpage: www.sfasu.edu/staff-council
- iv. Elections (Rogers)
 1. No report
- v. Ethics (Klein)
 1. No report
- vi. Faculty Government and Involvement (Adams)
 1. No report
- vii. Professional Welfare (King)
 1. Reviewed Emeritus, Regents Scholar
 - a. Engaged in conversation about faculty development leave committee
 - b. Engaged in conversation about Teaching Excellence committee
 - c. Discussed possibility of condensing these multiple committees into ONE university committee
 2. Academic Freedom (on deck)
- viii. Strategic Planning (Mitchell)
 1. Reviewing 8 candidates for NTT Award
 2. Will meet the deadline for Friday

VII. Old Business

VIII. New Business

- a. Senator Becnel - Drop Date; Drop date was moved from mid-semester to last week of classes. Issue with advising. Discussion on if this was an issue. Mixed opinions.
- b. Online Course Re-Development Request for Input
 - i. What approach do we want to take? Ad Hoc? Whole group? Survey to the faculty? Recommend this for 4SP?
 1. Motion: Create an ad hoc committee comprised of online faculty members from each college and at least one non-online faculty member to have recommendations by March 25
 2. Seconded: Turner
 3. Passed
 - a. Committee: Herb (Fine Arts), Mandi (Ed), Bailey (LAA), Wagner-Greene (Ed), Jonathan (Science and Math), Becky (Business)

Motion to Adjourn: Senator Olson Beal

Seconded: Senator Wagner-Greene
Motion Passes

Meeting Adjourned at 5:11 PM