

Stephen F. Austin State University
Faculty Senate Agenda – Meeting #491
Wednesday, September 12, 2023, 2:30 p.m. CST

- I. Call to Order (Conn)
 A. Present
 B. Absent (no proxy):

Senator	Present	Absent	Proxy
Ajero, Mario (CFA)	X		
Becnel, Jeremy (CSM)	X		
Bentley, Lisa (CLAA)	X		
Bloxson, Julie (CSM)	X		
Bruck, Jason (CSM)	X		
Causin, Gina Fe (PCOE)	X		
Chakravartty, Arye (CLAA) (Chair-elect)	X		
Collins, Eden (CFA)	X		
Conn, CC (CFA) (Chair; non-voting member)	X		
Davis, Rebecca (NRCB)	X		
Day, George (CLAA)	X		
Drake, Sarah (PCOE)	X		
Hampton, Hunter (CLAA)		X	Court Carney
Hoagland, Ericka (CLAA)		X	Leslie Cecil
Kennon, Lindsey (PCOE)	X		
Kidd, Rebecca (ATCOFA)	X		
Klein, Michelle (CSM) (Treasurer)	X		
Li, Wenjing (NRCB)	X		
Martynova-Van Kley, Alexandra (CSM)	X		
McCleary, Daniel (PCOE)	X		
McDermid, Rob (NRCB)	X		
Midgley, Herbert (CFA) (Parliamentarian)	X		
Mishra, Rajat (NRCB)	X		
Payne, Emily (ATCOFA)	X		
Sengupta, Bidisha (CSM)	X		
Stoehr, Louise (CLAA)	X		
Straub, Sarah (PCOE) (Secretary)	X		
Thompson, Bailey (CLAA)	X		
Thompson, Leland (ATCOFA)	X		
Wagner-Greene, Victoria (PCOE)	X		
Walburn, Jake (CFA)	X		
Welsh, Tyler (CLAA)	X		

II. Presentations

A. Dr. Lorenzo Smith, Provost/Executive VP for Academic Affairs

1. Survey results - re: Workload Policy, Tenure/Promotion
2. Conversation continuation from Connect with the Provost
 - a) Budget (re)allocation, \$2M in salary savings (questions about this money being swept), remains in AA; most has been allocated back to the Colleges
 - b) Promotion increases conversation of possibility (Assistant to Associate, Associate to Full). This was on the agenda at the last Dean's Council.
3. Update request on Library Journal Subscriptions - directed to Jonathan Helmke if more information is needed; Subscription amounts have increased with UTS transition. Request for this plan to be shared with Faculty Senate, request to host JH at next meeting
4. Academic Affairs Policy Committee updates have reduced the number of faculty representatives. Brought up that a rotation was not considered successful, but this was not something that was brought up to the Faculty Senate representatives. Further issue is the reduced number of representatives. Rotation is not a possibility per Provost.
5. Merit-based salary increase based on enrollment, with flat enrollment this looks like we will not be receiving this merit increase
6. What can we do as a Faculty Senate to advocate for what was promised by UTS? Explicit reference to faculty in all UTS communication that was disregarded. Our Chair will invite Interim President Oglesbee to our next meeting to address this
7. Minni Stevens Piper Foundation - Unclear on due dates. Offered ad hoc. Unsure what next steps are here.

III. Session break and transition to Senate business session (faculty only)¹

IV. Approval of minutes from meetings #489 and #490 (Special Session)

- A. Request changes to #489:
- B. Motion to accept by [Causin]; 2nd [Stoehr]
- C. Request changes to #490:
- D. Motion to accept by [Stoehr]; 2nd [Wagner-Greene]

V. Officer Reports

A. Chair

1. Provost requested faculty survey on Teaching, Research, Service percentage allotments
2. Interim President Request for Action (Promotion increases, Ombuds, push for midyear raises)

¹ Public recording terminated at the break

3. Identifying deepest faculty concerns (survey)
 - a) Additional lobbying and advocacy to improve faculty compensation
 - b) Development (collection) of college-specific work-load policies (tie)
 - c) Increasing distribution of funds to Academic Affairs (tie)
4. Additional items of concern (Full list of concerns in a separate document)
 - a) Ombuds - (Michara Delaney-Fields, potential location for this future position) - ended last spring with hope of a resource document/summary to be provided to Provost of how similar institutions work through it
 - b) Clarifying voting procedures of non-TT in standing rules
 - (1) Request for committee to review standing rules
 - c) Discussion of loss of library representation in the Senate (Do we want to somehow maintain this position) - Transition to Staff Council for Librarians is considered appropriate by Faculty Senate
 - d) Clarity on mid-year raises, "Our commitment includes \$22 million to SFA to address faculty and staff salary equity issues" – email dated 8/24
 - e) Raising the amount of money that comes with promotion from faculty rank (current 3k/5k). Request for clinical faculty to also be included in this advocacy effort.
 - f) Insurance expenses increasing, this deductible will be this fall AND in January
 - g) Library resources are more costly now (addressed with Provost)
- B. Chair Elect (Chakravartty)
 1. ORGS Dean ongoing, link for survey is not working and Senators request Chakravartty to let parties know
- C. Secretary (Straub)
 1. Faculty Senate Website (please peruse and respond with any relevant changes by 9/15 EOD)
- D. Treasurer (Klein)
 1. Current balance: \$2,000.00
 2. Expected/outstanding debits/credits: No report
 3. Faculty Senate meeting in October with UTS to be attended by Conn and Chakravartty

VI. Committee Reports

- A. Internal Committees (suggested by chair in consultation with survey)
 1. Administration & Finance (Michelle Klein, Rebecca Davis*, Lisa Bentley, Leland C. Thompson)

- a) This committee shall provide faculty interpretation of, respond to, and advice concerning university administrative and financial procedures. The committee's responsibility includes, but is not limited to, university expenditure and revenue policies relative to fund allocation, salary equalization, budget development, and financial planning.
 - b) Focus: Salaries/Promotion, Staff Evaluations, Academic Affairs Allocation (UTRGV, UT-Tyler, SFA)
- 2. Communication (Sarah Straub, Ericka Hoagland, Bailey Thompson*, Hunter Hampton)
 - a) This committee shall be responsible for working with the chair to disseminate information about Senate activities to the faculty as a whole and to encourage input from the faculty. Chair of the Communication Committee will serve as Staff Council liaison
 - (1) Midgley will work to get this amended at the next meeting
- 3. Elections (Mario Ajero*, Rob McDermid, Bidisha Sengupta)
 - a) This committee shall organize and conduct all senatorial elections and any other elections which the Senate is asked to conduct for the University.
- 4. Ethics (Rebecca Kidd*, Daniel McCleary, Tyler Welsh)
 - a) This committee shall be concerned with all matters which involve the faculty's professional and moral judgments and activities in the University environment.
- 5. Faculty Government & Involvement (Herb Midgley, George Day*, Sarah Drake)
 - a) This committee shall deal with matters pertaining to the relationship between the faculty and the administration and with matters concerning the Senate as the representative body of the faculty. The committee shall be concerned with interpretation of the constitution, preparation of amendments, position of the Senate in the organizational structure of the University, reapportionment of representation, review of the Faculty Handbook, policies and procedures for election of administrative officers, and other such matters of concern to the faculty and administration.
 - b) Midgley needs to work to remove language related to the Board of Regents/librarians, etc.
- 6. Professional Welfare (Louise Stoeck, Eden Collins, Julie Bloxson, *Rajat Mishra, Arye Chakravartty, Wenjing Li, Alexandra Martynova-Van Kley)
 - a) This committee shall be concerned with all university policies and procedures which affect the professional life of the faculty. In

particular, the committee shall review policies relating to tenure, academic freedom, salary, promotions, employment practices, dismissal of faculty, evaluation of faculty, faculty workloads, fringe benefits, retirement, and any other such item about which faculty members are concerned. *In addition, the Committee will oversee the selection for the University Adjunct Teaching Excellence Award recipient.*

- b) Rebecca Kidd, Daniel McCleary, Tyler Welsh contribute here, as needed
- c) Chair TBD
- d) Insurance?
- 7. Strategic Planning (CC Conn, Arye Chavravartty*, Jeremy Becnel, Gina Fe Causin, Chris McKenna)
 - a) The Chair-Elect is the chair of this Committee. In addition, the Committee will consist of the Chair, immediate past Chair, and two other members appointed by the Chair of Faculty Senate. This committee shall monitor institutional, state and national faculty issues and trends, set goals parallel to institutional planning, and assess the progress of these goals from a faculty perspective.
- 8. Academic Affairs (Jake Walburn, Jason Bruck, Emily Payne, Tori Wagner-Greene*, Sarah Straub)
 - a) This committee shall deal with matters pertaining to academic standards and the academic relationships between faculty and students. The committee's responsibility includes, but is not limited to, curriculum, degree requirements, admission policies, standards of academic performance, types of degrees offered, and new programs.
- 9. Ombuds proposal (ad hoc; Davis)
 - a) Moved to Professional Welfare Committee
- B. University Committees - Reports from Faculty Senate Representative
 - 1. Distance Education (Tyler Welsh, Herb Midgley*, Daniel McCleary, Sarah Straub)
 - 2. Policy (Jake Walburn, Jason Bruck*, Emily Payne, Tori Wagner-Greene, Sarah Straub)
 - 3. Student Wellness Task Force (1) Sarah Drake*
 - 4. Staff Senate Representative (from the Communication Committee?)
 - a) Meetings
 - (1) Oct 9, Nov 13, Dec 11, Feb 12, March 18*, April 8, May 13, June 10, July 8, Aug 5
- C. Grad Council (Chakravartty, ex officio)

- D. Core Curriculum Assessment (Chakravartty, ex officio)
 - E. Staff Council update (Brittany Beck)
- VII. Old Business
- VIII. New Business
 - A. Ad Hoc/Committees to take on concerns listed in Chair's Report?
 - 1. Addressed in standing committee reports
- IX. Adjournment
 - A. Motion: 1st [Wagner-Greene], 2nd [Causin]