

Stephen F. Austin State University
Faculty Senate Agenda – Meeting #495
Wednesday, February 14, 2024, 2:30 p.m. CST

BEGIN RECORDING
[February Files for Meeting](#)

- 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		
Hoagland, Ericka (CLAA)	X		
Kennon, Lindsey (PCOE)		X	Heather Olson Beal
Kidd, Rebecca (ATCOFA)		X	Jeremy Stovall
Klein, Michelle (CSM) (Treasurer)	X		
Li, Wenjing (NRCB)	X		
Martynova-Van Kley, Alexandra (CSM)	X		
McCleary, Daniel (PCOE)	X		Barbara Qualls
McDermand, Rob (NRCB)		X	Chris McKenna
Midgley, Herbert (CFA) (Parliamentarian)	X		
Mishra, Rajat (NRCB)	X		
Payne, Emily (ATCOFA)	X		
Sengupta, Bidisha (CSM)		X	Catherine Kwiatkowski
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. Question regarding adjunct (full-time) for additional financial support - No plans in place at this moment
 - 2. Question regarding full-time adjunct as 4 v. 5 classes (which impacts cost of insurance) - Adjunct is 15 TLCs moving forward (default)
 - 3. Concerns raised on policy regarding this
 - 4. \$1,000 is added to base pay
- B. Megan Weatherly and Marc Guidry - Coursera Academy and microcredential initiatives
 - 1. Questions about degree plan alterations
 - 2. Coordination on Coursera courses being embedded into coursework with CTL support (weaving across degree plans could be a conversation of possibility)
 - 3. sair@sfasu.edu - Graduate Earnings Outcomes Dashboard (email for access)
 - 4. mySFA → Employee → Coursera Career Academy
 - 5. More info to be shared following this meeting.
- C. Jonathan Helmke - progress of integrating UT System Library Subscriptions
 - 1. Not present
- D. Brittany Beck, Staff Council
 - 1. Staff Council Awards (Presidents, Retirement, Years of Service) 4/18
 - 2. Translation Network currently in HR stage (volunteer opportunity)

III. Transition to Senate business session (faculty only)¹

IV. Approval of minutes from meetings #494

- A. Request changes to #494: Minutes pass
- B. Motion to accept by [Wagner-Greene]; 2nd [Causin]

V. Officer Reports

- A. Chair (Conn)
 - 1. Report on President's Leadership Meeting
 - a) Ombuds Interim position update
 - b) HOP 01 101 Conversation
 - c) Conversation on salary raise (merit pool + \$1,000)
 - 2. Report on UT Faculty Advisory Council
 - 3. NTT Award -- now with Professional Welfare (Becnel)
 - 4. ad hoc Policy Committee charge -- add to our standing rules (proposal); summer stipend for Faculty Senate to engage in summer work
 - 5. HOP 01 101 Convo about addendum to pause summer policy work, if necessary
 - 6. SFA Presidential Search Update
 - a) High quality candidates - final selection by UT Board of Regents
 - b) 3 of 9 Board of Regents members have been in on the meetings that have been held
 - c) UT System Board meeting set for Friday and 2/21-22/2024
 - d) President will have 18-mos to develop a Strategic Plan from hire date
- B. Chair Elect (Chakravartty)
 - 1. FAC Meeting - Increased involvement is goal for next academic year
 - a) Common theme of concerns re: shared governance
 - b) White Paper in development (shared governance as policy)
 - c) Research - concerted push to create a Research Symposium for UTS universities
 - d) System-wide push for Coursera as well

¹ Public recording terminated at the break

- C. Secretary (Straub)
 - 1. No report
- D. Treasurer (Klein)
 - 1. No report
- E. Committee Reports
 - 1. Internal Committees
 - a) Professional Welfare (Julie Bloxson*, Eden Collins*, Louise Stoehr, Rajat Mishra, Wenjing Li, Alexandra Martynova-Van Kley)
 - (1) Non Tenure Track Award in progress
 - b) Administration & Finance (Rebecca Davis*, Michelle Klein, Lisa Bentley, Leland C. Thompson)
 - (1) McKenna submitted public info request for SFA data on individual, rank, salary
 - (2) Will be evaluated by Senator Davis and compared with publicly available data. Comparing salaries on average by title with schools in the UTS
 - (3) Tenure and Promotion dollar values - currently with Policy ad hoc Committee (per December minutes)
 - (a) Average Asst Prof salary \$72,000
 - (b) Average Assoc Prof salary \$79,000
 - (c) Average Full Prof salary \$90,000
 - (d) 8% figure is better for these averages.
 - (e) Recommendation: at least 8% (Assistant to Associate) or \$7,500, whichever is greater; 10% (Associate to Full) OR \$10,000, whichever is greater; is proposed bump, with it written in with revisit for adjustment every 3-4 years (*this part will be backed into the policy review schedule); request for consideration of clinical/adjunct pay
 - (f) Average Adjunct salary \$5,000 per year
 - (g) Average Clinical Instructor salary \$66,000 per year
 - (h) Average Visiting Instructors/Instructors/Lecturers \$55,000
 - (i) Invite John Wyatt (HR) to next Faculty Senate meeting
 - c) Communication (Bailey Thompson*, Sarah Straub, Ericka Hoagland, Hunter Hampton)
 - (1) Straub attended the meeting in December. Robin Johnson presented on two topics: Updated Branding Guide and Certified Communicator Program (Levels 1-3 Certifications available); HR review (positions that are restructured automatically go through a market equity review; merit raises are at departmental level but we have found that it doesn't happen unless there is a university mandate); continued work on the Translation Network
 - (2) Straub attended the meeting in February. Presentations from Jeremy Higgins on Insurance/Fire Safety and Marc Guidry/Megan Weatherly (PD with Coursera; Texas Credentials for the Future; Belonging Cohort)
 - d) Elections (Mario Ajero*, Rob McDermand, Bidisha Sengupta)
 - (1) No report
 - e) Ethics (Rebecca Kidd*, Daniel McCleary, Tyler Welsh)
 - (1) Ombuds Meeting - 2/21/2024

- (a) No budget for this position. Michara Delaney-Fields will set up office in McKibben as interim position
 - (b) Goal is part time (paid) Ombuds for AY 24-25
 - (i) Professional Org to train Ombuds
 - f) Faculty Government & Involvement (Herb Midgley*, George Day, Sarah Drake)
 - (1) No report
 - g) Professional Welfare (Julie Bloxson*, Eden Collins*, Louise Stoehr, Rajat Mishra, Wenjing Li, Alexandra Martynova-Van Kley)
 - (1) Sample size for fall survey (Workload Policy) - 286 full-time lecturers, NTT, TT (144 untenured; 142 tenured)
 - h) Strategic Planning (Arye Chavravartty*, CC Conn, Jeremy Becnel, Gina Fe Causin, Chris McKenna)
 - (1) No report
 - i) Academic Affairs (Tori Wagner-Greene*, Jake Walburn, Emily Payne, Sarah Straub)
 - (1) Policy (see below)
 - j) ad hoc Unmet Needs
 - (1) Reviewed Unmet Needs document: (a) Provost meeting with committee chair → (b) Committee meeting → (c) Feedback request from Senators → (d) Clarification meeting with Provost and committee → (e) **Blueprint** now in final development to be shared by Provost to ALL faculty
2. University Committees - Reports from Faculty Senate Representative (each report 3 minutes)
- a) Distance Education (Herb Midgley*, Tyler Welsh, Daniel McCleary, Sarah Straub)
 - (1) No report
 - b) Student Wellness Task Force (Sarah Drake*)
 - (1) No report
 - c) Staff Senate Representative
 - (1) Reported above
 - d) Grad Council (Chakravartty, ex officio)
 - (1) No report
 - e) Core Curriculum Assessment (Chakravartty, ex officio)
 - (1) No report
 - f) Ad Hoc Policy (HOP) Committee (Jason Bruck*, Tori Wagner-Greene, Sarah Straub, Emily Payne, Jake Walburn, Perry Moon, George Day)
 - (1) Faculty Senate vote requested on amended HOP 01-101 for policy
 - (2) Motion to move Document C forward (Provost Changes to HOP)
 - (a) Motion to accept by [Wagner-Greene]; 2nd [Stoehr]
 - (b) Motion Passes Unanimously
 - (3) Discussion of Provisional Policy in HOP 01-101 (Document D)
 - (4) Motion to accept tracked changes in H. Provisional Policy in HOP 01-101 (Document D)
 - (a) Motion to accept by [McKenna]; 2nd [Causin]
 - (b) Motion Passes Unanimously
 - (5) Motion to remove Failure to Comply portion of Children in the Workplace Policy and submit to Hopper

- (a) Motion to accept by [Stoehr]; 2nd [Collins]
 - (b) Motion Passes Unanimously
 - (6) Motion to request that *all* policy be reviewed on a 60 day window rather than 30 day window and this be brought to Provost
 - (a) Motion to accept by [Wagner-Greene]; 2nd [Day]
 - (b) Motion Passes Unanimously
 - (7) Request for clarification from Lorenzo to be included in all Athletics Policy Reviews (CC to request this meeting)
- VI. Old Business
 - A. Vote on amended 01-101- See above.
- VII. New Business
 - A. Departmental concerns expressed regarding “collegiality.” Is this a matter to be examined? (Conn)
 - 1. Tabled to next meeting: *discussion* of possibility for removal/revision of collegiality in guidelines/policy; congeniality ≠ collegiality;
 - B. Ombuds Office Town Hall - February 21 at 4PM, BUS 133
- VIII. Adjournment
 - A. Motion: 1st [Wagner-Greene], 2nd [Davis]
 - B. Motion passes