

Faculty Senate - Tarleton State University

11 October 2021 Minutes | Zoom | 2:30p-4:30p

Ryan D. Foster – President
 George Mollick – Past President
 Kimberly Guay – President-elect

Nina Rogers – Secretary-Treasurer
 Charlie Howard – Parliamentarian

Attendance

Karl Aho	Bowen Brawner	Samantha Pehl	Misty Smith	Bailee Sawyer
Lynal Albert	Anna Fox	Russell Pfau	Brian Walker	Haitham Abu Ghazaleh
Matt Bagwell	Rusty Freed	Brant Poe	Joshua Wallace	
Jeanelle Barrett	Patrick Funciello	Jarrod Schenewark	Andrew Wolfe	
Jonali Baruah	Chun Kai Hsu	Thomas Schwertner	Jennifer Yeager	
Don Beach	Arthur Low	Tara Shelley	1 phone...0082	

Standing Items

Agenda Item	Notes	Action Items
1.1 Approval of Minutes from September	Don Beach motion to approve. Charles Howard seconded. Minutes approved.	
1.2 President Hurley Remarks	Chancellor communicated with President Hurley after meeting with Senate. Provost search will include representation from Faculty Senate. (Drs. Foster, Guay, Smith) Still looking for balance between research as an R2 school and teaching. Response to cleanliness of facility concern: Met with SSC and it is being addressed. Q: Will all professors move to 3/3 by 2025? A: Try to increase number to 3/3, but no deadline. Probably have some who prefer 4/4, they are valuable. \$3+ million to move P&T faculty to 3/3 Q: If faculty did not move to 3/3, then lose tenure and go to 5/5	

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	<p>A: No, have not heard or will not support this. Everyone should work on strengths. President will schedule a college tour to talk directly to colleges. Faculty are asked to participate in surveys and provide feedback</p>	
<p>1.3 Aimee Shouse, AVP Remarks and Q&A</p>	<p>Strategic plan: Would like to share ideas with Faculty Senate. E.g. OER 90% of class. Faculty Development: 18 month 3/3 pilot on external funding until Spring '23. Research continuing. Q: Does the P&T committee/Admin review committee understand the difference between research & external funding? A: Funding will be temporary if not successful. Did not address P&T impact in Faculty development pilot. Comments: Faculty research changes in 2019. Increased research without workload changes. Standards should be developed. P&T voting results not shared. Explain why denied? Colleges should not pass forward someone who is denied by Admin. The development pilot makes it muddier. A: No one should not understand going into their tenure year where they are standing. Q: 3/3 direct and indirect funding? A: Funding covers the cost of the program. Q: Wording of expectation for those on the 3/3 pilot program was uncomfortable. Very vague explanation in writing. Deans and funding cycle changes. Would like more clarity.</p>	

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	<p>A: Understanding is that funding is not tied to tenure if you are not participating. Not fully clarified yet.</p> <p>Q: There are indirect costs to those not offered the opportunity. No adjuncts for upper-level/graduate classes. Other faculty must fill-in.</p> <p>A. 2nd part is 'grow your own'. Load picked-up by qualified graduate student.</p> <p>Working on development program for graduate students.</p> <p>Faculty comments: Not all departments have qualified grad students.</p> <p>Some faculty may have to adjust to change workload of others.</p> <p>Large grants should not be requirement for promotion.</p> <p>Overloads also need to be accounted in process.</p> <p>Min load, but no maximum stated.</p> <p>Class size not included.</p> <p>Report A tracked faculty workload, but no longer utilized.</p> <p>3/3 comment: College of technology, no adjunct pool. Instructors cannot teach upper levels. Rest of faculty needs to add new preps. Impact evaluation, which affects merit increase.</p> <p>Q: Perceived as a tiered system. Revision of evaluation next? Eg. Funding process fails, how does that affect evaluation?</p> <p>A: No intent for two tiers.</p> <p>Comment: Different disciplines do not have access to external funds. Some full professors' promotions require more funds than available.</p> <p>Untouchable: service + teaching requirements.</p> <p>Does the 3/3 service requirement drop? Will 4/4s have to pick-up the needed service?</p>	
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	<p>A: Not sure how it will work yet. Need to work on details. Comment: Secrecy seems to be around this process.</p>	
<p>1.4 Presidential Advisory Council Updates</p>	<p>Dr. Foster + VPs + Deans + others. Reports from each group. Part of the communication strategic goal.</p>	
<p>1.5 Provost's Office/Faculty Senate Exec Committee Meeting Updates</p>	<p>Senate reps on Provost search. 2 Dean searches (HHS & Engineering) and a Faculty senator selected for each. Travel: Any travel guidelines? Money available? Does the conference have any COVID 19 guidelines? Are conference participants covering each other in case of COVID 19 outbreak? Subjective decision by Dean. Comment: conferences are starting back to F2F. Good to have a protocol for conference approval. Grant for only virtual conferences (registration only). Letters on Merit on SSO No clarity on how the merit is applied. Profile in Workday may show change. Booster shots available when Moderna has a booster approved.</p>	<p>Here are the best steps in order to see your merit raise:</p> <ol style="list-style-type: none"> 1. Log into Workday through https://sso.tamus.edu 2. Click on the "cloud" icon in the upper right and select "View Profile" 3. On the left side of the screen, select "Compensation" 4. Select the tab at the top of the compensation page that says "Pay Change History" 5. There you'll see your salary history. To figure out your merit percentage, divide the total base pay as of 10/1/2021 by the base pay immediately prior to that date. Then subtract 1.00 from that quotient and multiply the result by 100. This will give you the merit raise percentage. <ol style="list-style-type: none"> a. For example, suppose your base pay for 10/1/2021 is \$49,488, and the base pay before that was \$48,000. Then dividing 49488/48000 yields 1.031. Subtract 1.00 – this

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		gives 0.031. Finally, multiply by 100 – this will give you 3.1%.
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Old Business

Agenda Item	Notes	Action Items
2.1 COVID19 Mitigation Task Force	University committee still active, but no update.	
2.2 University Committees Representation	Kent Styron in charge; so far no list and no assignments.	
2.3 Faculty Senate Representation on Academic Affairs Searches	See above	
2.4 Bylaws Revisions – Establishment of Committee, Review of Senate Feedback, Establishment of Rules Process (George Mollick)	Presented feedback from Wufu regarding Bylaw changes.	Vote on process and rules next meeting. Begin discussion on subcommittees
2.5 OER Grant Committee (Karl Aho)	Still looking for volunteer for Spring work. Funded by President.	
2.6 Proposed Revision Process for Promotion and Tenure	Committee developed a draft that was presented to Provost. Draft to be submitted to Deans in November by Provost Eventually back to Senate to vote.	

New Business

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3.1 Strategic Plan Implementation Process – Credence Baker	Co-chair: implementation of strategic plan, Kim Guay is our Faculty Rep Specific tasks & academic/admin units are determining how to support the 5 goals Representation from all divisions, not all colleges, 2 year staggered terms List of committee members will be posted. Q: How is the faculty to be included? A: Bring it up to the Deans.	
3.2 Chancellor Sharp Visit Summary	Compression and pay equity study created.	

Additional Business

Agenda Item	Notes	Action Items
Next meeting 2025 ACUE training	Charles: motion to adjourn. George: seconded Adjourned at 5:03pm.	

Regular Meeting Dates for the Academic Year:

- September 13, 2021 ~~2:30p-4:30p~~
- October 11, 2021 2:30p-4:30p
- November 8, 2021 2:30p-4:30p
- December 6, 2021 2:30p-4:30p
- January 24, 2022 2:30p-4:30p
- February 14, 2022 2:30p-4:30p
- March 14, 2022 2:30p-4:30p
- April 11, 2022 2:30p-4:30p
- May 9, 2022 2:30p-4:30p