



ALAMO  
COLLEGES  
DISTRICT

## FACULTY SENATE

FRIDAY, MARCH 27, 2026  
1:00 PM

ALAMO COLLEGES DISTRICT  
Dr. Bruce H. Leslie Boardroom  
2222 N. Alamo St.  
San Antonio, TX 78215

## AGENDA

1. Roll Call
2. College Updates
  - St. Philip's College
  - San Antonio College
  - Northwest Vista College
  - Palo Alto College
  - Northeast Lakeview College
3. Discussion of Faculty Senate Charter and Bylaws
  - Committee Updates
4. Discussion and Adoption of Faculty Senate Priorities for 2026-2027
  - Priorities Poll Results
5. New Items
6. Next Meeting
7. Adjournment

POSTED AT THE  
ALAMO COMMUNITY COLLEGE DISTRICT WEBSITE

<https://www.alamo.edu/about-us/leadership/board-of-trustees/board-meetings/>  
<https://www.alamo.edu/about-us/leadership/shared-governance/faculty-senate/>

11:00 AM ON THIS 20th DAY OF MARCH 2026

**ALAMO COLLEGES DISTRICT**

**FACULTY SENATE CONSTITUTION & BYLAWS**

**PREAMBLE**

The faculty of the Alamo Colleges District establish this Constitution to create a districtwide Faculty Senate that provides an organized forum through which faculty may participate in shared governance and advise institutional leadership on matters affecting academic programs, faculty welfare, and student success.

The Faculty Senate operates as an **advisory body**, consistent with Alamo Colleges District policy and Texas Education Code requirements.

**ARTICLE I**

**Name**

The name of this organization shall be the **Alamo Colleges District Faculty Senate (ACD Faculty Senate)**.

**ARTICLE II**

**Authority and Legal Alignment**

The Faculty Senate operates in accordance with:

- **Texas Education Code §51.3522** governing faculty councils and senates
- **Senete Bill 37** related to governance of higher education institutions
- **Alamo Colleges District Policy B.2.1** regarding shared governance and advisory participation
- Applicable Board of Trustees policies and administrative procedures.

The Senate ~~functions~~function is advisory only and may not be delegated the final decision-making authority on any matter. A faculty council or senate shall represent the entire faculty of the institution of higher education and advise the institution administration and any system administration regarding matters related to the general welfare of the institution. A faculty council or senate may not issue any statement or publish a report using the institution's official seal, trademark, or resources funded by the institution on any matter not directly related to the council's or senate's duties to

~~advise the institution administration solely in an advisory capacity and does not possess administrative or governing authority.~~

The **Board of Trustees and institutional administration retain final decision-making authority** regarding all matters addressed by the Senate.

### ARTICLE III

#### Purpose

The Faculty Senate exists to:

1. Represent the collective voice of faculty across the Alamo Colleges District.
2. Provide advice and recommendations to the Chancellor, Presidents, and Board of Trustees on matters affecting:
  - o curriculum and academic standards
  - o faculty development
  - o academic quality
  - o teaching and learning
  - o institutional policy impacting faculty
  - o or any other matters that may arise
3. Facilitate communication between faculty and district leadership.
4. Promote collaboration among faculty across the colleges of the District.
5. Provide input to Ssupport the strategic directions of **AlamoFORWARD**.

### ARTICLE IV

#### Composition

The Faculty Senate shall include faculty representatives from each college of the Alamo Colleges District.

Membership shall include:

- Members must be faculty members
- **Six elected faculty members from each college**

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~~- One faculty member appointed by the college president~~

~~- Remaining members elected by a vote of the faculty of the member's respective college or school.~~

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This structure ensures representation across all colleges.

Total membership shall reflect equitable representation while remaining consistent with applicable state law.

## ARTICLE V

### Eligibility

Members must:

- Be full-time faculty employed by the Alamo Colleges District
- Be in good standing with the institution
- Not hold administrative positions above department chair level

Service on the faculty council or senate is an additional duty of the faculty member's employment. Members of the faculty council or senate are not entitled to compensation or reimbursement of expenses for their role as members of the faculty council or senate unless the expense is on behalf of and approved by the institution of higher education.

~~Service on the Faculty Senate is considered part of faculty service responsibilities and does not include additional compensation.~~

## ARTICLE VI

### Terms of Service

1. A member of the faculty council or senate appointed by the president or chief executive officer of the institution of higher education in accordance with Subsection (b)(3)(A) may serve up to six consecutive one-year terms and then may only be reappointed after the second anniversary of the last day of the member's most recent term. A member of the faculty council or senate elected by a vote of the faculty of the member's respective college or school serves a two-year term, staggered in a manner that allows approximately one-half of the elected members to be elected each year, and may only be reelected after the second anniversary of the last day of the member's most recent term.~~Senators serve one-year terms.~~

2. ~~A faculty member serving on the faculty council or senate may be immediately removed from the council or senate for failing to conduct the member's responsibilities within the council's or senate's parameters, failing to attend council or senate meetings, or engaging in other similar misconduct. A member of a faculty council or senate may be removed on recommendation of the institution's provost and approval by the institution's president or chief executive officer. Members may not serve consecutive terms and may serve again only after four years have elapsed, consistent with state law.~~

3. Vacancies shall be filled by the respective college through the same process used for the original appointment or election.

## ARTICLE VII

### Officers

The Faculty Senate shall include the following officers:

- Presiding Officer
- Associate Presiding Officer
- Secretary

~~The president or chief executive officer of the institution of higher education shall appoint a presiding officer, associate presiding officer, and secretary from the members of the faculty council or senate. In accordance with Texas Education Code requirements, officers are:~~

~~• appointed by the College President with advice and consent of the Board of Trustees~~

### Officer Duties

#### Presiding Officer

The Presiding Officer shall:

- ~~The presiding officer appointed shall preside over meetings of the faculty council or senate and represent the council or senate in official communications with the institution administration and any system administration. Preside over meetings of the Faculty Senate~~
- Serve as the official representative of the Senate

• Assist Faculty Senate standing committees as necessary

- Coordinate communication with the Chancellor and Board
- Guide the Senate agenda and priorities

#### **Associate Presiding Officer**

The Associate Presiding Officer shall:

- Assist the Presiding Officer
- Preside in the absence of the Presiding Officer
- Act as liaison to Faculty Senate standing committees. Coordinate Senate committee work

#### **Secretary**

The Secretary shall:

- Maintain official records and meeting minutes
- Document attendance
- Maintain official Senate communications and archives
- Collaborate with Faculty Senate President and Vice President in all Faculty Senate matters
- Be available to step in when Faculty Senate President and Vice President are not available to perform certain responsibilities.

### **ARTICLE VIII**

#### **Meetings**

The Faculty Senate shall:

- conduct meetings at which a quorum (50% of members in attendance) is present in a manner that is open to the public and in accordance with procedures prescribed by the president or chief executive officer of the institution of higher education.
- Meet regularly during the academic year

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- Hold meetings in compliance with **Texas Open Meetings laws**

- The following shall be made available to the public on the institution of higher education's Internet website not later than the seventh day before a meeting of the faculty council or senate:

(1) an agenda for the meeting with sufficient detail to indicate the items that are to be discussed or that will be subject to a vote; and

(2) any curriculum proposals reviewed by the council or senate that will be discussed or voted on at the meeting.

- The names of the members in attendance must be recorded at a meeting in which the faculty council or senate conducts business related to:

(1) a vote of no confidence regarding an institution or system administrator; or

(2) policies related to curriculum and academic standards.

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**Provide public agendas at least seven days prior to meetings**

- Maintain publicly accessible meeting records

The faculty council or senate shall broadcast over the Internet live video and audio, as applicable, of each open meeting of the council or senate if more than 50 percent of the members of the council or senate are in attendance.

Meetings may be conducted in person or through video conference technology:

If more than 50% of members are present, meetings shall be **broadcast online** when required by law:

## **ARTICLE IX**

### **Quorum**

A quorum shall consist of **a majority of the seated members** of the Faculty Senate **over 50% of members in attendance.**

### **Executive Sessions**

The Presiding Officer of the Faculty Senate has the authority to call the Faculty Senate into an executive session in order to discuss issues of a sensitive nature. Non-Faculty Senate members may attend an executive session if approved by a majority of members present.

## ARTICLE X

### Committees

The Faculty Senate may establish standing or ad hoc committees to address matters including:

- Academic Affairs
- Faculty Development
- Policy Review
- Shared Governance
- Strategic Priorities
- and other matters as defined by the senate body in accordance with the law.

Committees operate in an advisory capacity. ~~and report recommendations to the full Senate.~~

## ARTICLE XI

### Transparency

To ensure transparency and compliance with state law, the Faculty Senate shall:

- Post meeting agendas publicly
- Record attendance and votes when required
- Maintain minutes and documentation of Senate proceedings

## ARTICLE XII

### Relationship to District Governance

The Faculty Senate:

- Serves as a **formal advisory body**
- Provides recommendations to the Chancellor, Presidents, and Board of Trustees
- Does not implement policy or administrative decisions

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~~All recommendations may be reviewed, modified, or declined by institutional leadership.~~

## **ARTICLE XIII**

### **Amendments**

This Constitution may be amended by:

1. A two-thirds vote of the Faculty Senate
2. Approval by the Chancellor
3. Approval by the Board of Trustees

## **ALAMO COLLEGES DISTRICT**

### **FACULTY SENATE BYLAWS**

#### **ARTICLE I**

##### **Elections**

~~Each college shall determine the process for electing its faculty representatives, consistent with district policy.~~

~~Elections should:~~

- ~~• Be transparent~~
- ~~• Ensure representation across academic disciplines when possible~~
- ~~• Be conducted annually prior to the start of the new academic year.~~

#### **ARTICLE II**

##### **Attendance**

~~Members are expected to attend all meetings.~~

~~Members missing **three meetings within an academic year** may be replaced by their college.~~

#### **ARTICLE III**

##### **Agenda Development**

The Presiding Officer and Associate Presiding Officer shall prepare meeting agendas.  
Faculty may submit agenda items through their representatives.

#### **ARTICLE IV**

##### **Voting**

Each Senator has one vote.

Votes are determined by simple majority unless otherwise specified.

#### **ARTICLE V**

##### **Committees**

Committee members are appointed by the Presiding Officer.

Committees provide recommendations but do not take official action on behalf of the Senate.

#### **ARTICLE VI**

##### **Records**

The Secretary shall maintain:

- ◆ meeting minutes
- ◆ attendance records
  
- ◆ official documents
- ◆ Senate communications

Records shall be maintained in accordance with district policy.

#### **ARTICLE VII**

##### **Amendment of Bylaws**

Bylaws may be amended by a majority vote of the Faculty Senate and approval by the Chancellor.

**Optional (Recommended Addition for SB37 Compliance)**

Many institutions are adding a "**Scope of Senate Activity**" clause because SB37 restricts activity outside academic mission areas:

Example language:

~~The Faculty Senate shall limit its activities to matters directly related to academic programs, teaching and learning, curriculum, faculty professional development, and institutional effectiveness.~~

# ACCD Faculty Senate Priorities Survey

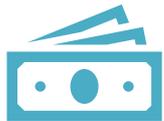
Summary & Recommendations

March 2026

# Overview

- The Faculty Senate distributed a districtwide survey to identify priority areas aligned with:
  - Faculty compensation
  - Shared governance
  - Administrative workflows
  - Faculty evaluation, promotion, and development
- The goal is to inform **2026 Faculty Senate priorities** and provide **actionable recommendations to leadership.**

# Top Findings



Compensation =  
highest priority



Shared governance =  
Weak Perception



Administrative  
workflows = High  
Friction Area



Promotion &  
Evaluation = Moderate  
Concern

# Faculty Compensation = Strongest Priority

## What the data shows:

### Highest-rated items (across responses):

- Adjunct pay increases
- Full-time salary competitiveness
- Workforce/industry pay alignment

### Additional themes from comments:

- Pay compression concerns
- Lack of compensation for leadership/program roles
- Adjunct inequity and retention challenges

## Interpretation:

Compensation is clearly the **top “Talent” issue** and a major driver of:  
recruitment  
retention  
program sustainability

# Priority 2: Shared Governance

## Data insight:

- Average rating  $\approx 2.1 / 5$   
→ Between *“ineffective”* and *“somewhat ineffective”*
- **Common themes:**
- Faculty feel **decisions are made without sufficient input**
- Lack of visibility into **how decisions are made**
- Desire for involvement in:
  - curriculum
  - strategic planning
  - institutional initiatives

## Interpretation:

- There is a **significant gap between governance structure and lived experience**

# Priority 3: Administrative Workflow

- **Qualitative trends:**
  - Most cited burdens:
    - Reporting/documentation requirements
    - Hiring processes
    - Curriculum approvals
    - System inefficiencies
- **Comments indicate:**
  - Redundant systems
  - Time-consuming processes
  - Inconsistent practices across colleges
- **Interpretation:**
  - This is a **“Performance Excellence”** issue directly impacting:
    - faculty productivity
    - morale
    - time available for teaching

# Faculty Evaluation & Promotion

## Data insight:

- Promotion effectiveness  $\approx 2.5 / 5$   
→ Between “*slightly effective*” and “*moderate*”

## Key themes:

- Lack of clarity in evaluation criteria
- Inconsistent expectations across colleges
- Desire for:
  - structured development pathways
  - mentoring
  - leadership development
  - sabbaticals / growth opportunities

## Interpretation:

- Not the top urgency, but a **critical long-term talent development issue**

# Cross-Cutting Themes from Open Responses

## Consistency Across Colleges

- Policies and practices vary widely
- Faculty want more **standardization**

## Communication Transparency

- Need for clearer communication from administration
- Desire to see how input leads to action

## Distance Learning / Technology

- Concerns about quality, support, and oversight
- Need for clearer standards and support systems

# RECOMMENDED 2026 FACULTY SENATE PRIORITIES

Based on the data, the Faculty Senate should focus on **3 high-impact priorities:**

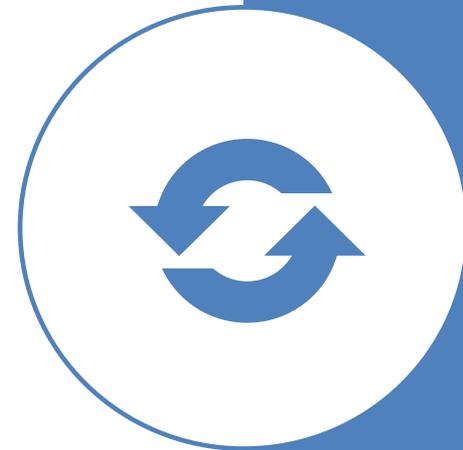
# Priority 1: Faculty & Adjunct Compensation (Talent)

- **Recommendation:**
  - Formally advocate for:
    - Adjunct pay increases (top priority)
    - Market adjustment for full-time faculty salaries
    - Workforce-aligned compensation (industry comparison)
    - Expanded stipends/release time for program leadership
    - Continued expansion of tuition assistance
- **Action Steps:**
  - Partner with HR/Finance to review compensation models
  - Use existing compensation study momentum (memo reference)
  - Develop a **Faculty Senate compensation recommendation brief**

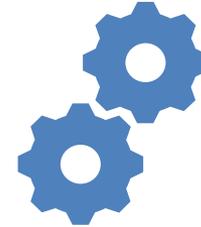
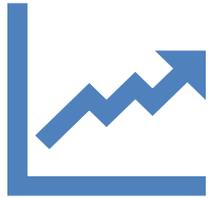


## Priority 2: Strengthening Shared Governance (Performance Excellence)

- **Recommendation:**
  - Improve **faculty voice integration into decision-making**
- **Action Steps:**
  - Define **clear governance pathways**
  - Establish **formal feedback loops:**
    - Senate → Leadership → Response
  - Ensure Faculty Senate representation on:
    - strategic initiatives
    - district committees
  - Create **“you said / we did” reporting structure**



# Priority 3: Faculty Administrative Workflow Reform (Performance Excellence)



## Recommendation:

Reduce administrative burden and improve efficiency

## Action Steps:

Identify **top 3–5 high-friction processes**

Partner with IT / Operations to:

- streamline workflows
- eliminate redundancies

Pilot improvements in:

- hiring processes
- curriculum approval timelines
- reporting/documentation systems

These priorities align directly with  
**AlamoFORWARD:**

**PRIORITY**

**STRATEGIC ALIGNMENT**

**Compensation**

Talent

**Shared Governance**

Performance Excellence

**Workflow Efficiency**

Performance Excellence

**Faculty Development**

Talent + Learners

# Key Message

1

Be paid  
competitively

2

Be meaningfully  
included in  
decisions

3

Reduce  
administrative  
burden so they can  
focus on teaching