



ALAMO
COLLEGES
DISTRICT

FACULTY SENATE

FRIDAY, SEPTEMBER 18, 2026

1:30 PM

ALAMO COLLEGES DISTRICT

Dr. Bruce Leslie Board and Community Room

2222 N. Alamo St.

San Antonio, TX 78215

AGENDA

1. Roll Call
2. Faculty Senate Officer Report Out
3. College Updates
 - St. Philip's College
 - San Antonio College
 - Northwest Vista College
 - Palo Alto College
 - Northeast Lakeview College
4. Update District Policy D.8.2.1 (Procedure) Promotion Process
5. Faculty Senate Committee Members
 - Shared Governance
 - Faculty Compensation
 - Workflow Efficiencies
6. Review of Action Items from August 2026 Meeting
 - Addressing Faculty Concerns: Process and Procedures
 - Questions for the Chancellor/District Leadership
7. New Items
 - Discussion and Possible Action on Faculty Handbook Process
 - Smart Talent Compensation Adjustments
8. Upcoming Events/Reminders
9. Next Meeting: October 23, 2026 at 1:30 PM
10. 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/>
2:30 PM ON THIS 11th DAY OF SEPTEMBER 2026



Faculty Senate Meeting
September 17, 2026



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D.8.2.1 Promotion Process and D.5.3.1 Policy & Procedure Advisory Council (PPAC)

Linda Boyer-Owens, SPHR, SHRM-SCP
Vice Chancellor for Talent, Organization, & Policy



Faculty Senate | August 2026

QUESTIONS

1. What updates are needed to Procedure **D.8.2.1 Promotion Process**?
 - such as adjustments for SB37
 - such as updates to promotion criteria
2. What is the process for recommending policy and procedure updates ?
 - such as the Policy and Procedure Advisory Council (PPAC) and B.5.3.1
 - how do faculty have opportunity for input?
 - what is the role of the Faculty Senate?

B.5.3 Board Policy | Establishes Input Process

Policy B.5.3 | ADOPTION, AMENDMENT AND DELETION

... The Chancellor will consider legal and additional college, administration, faculty, and staff input as the Chancellor may deem appropriate under the circumstances, including a standard procedure and process which the Chancellor will establish, publish and adapt **to solicit stakeholder advisory input through stakeholder representative members of the College District's standing Policy and Procedure Advisory Committee.**

Policy and Procedure Advisory Council | PPAC

PROCEDURE B.5.3.1 District Policy and Procedure Advisory Council (PPAC)

- Established 1-25-2022
- **Developed by the Alamo Colleges District Executive Faculty Council**
- **Faculty Senate Presiding Officer is a member**
- PPAC shall review proposed new or amended Policies and Procedures for consideration and advisory recommendations and shall solicit Stakeholder Advisory Input
- Individual stakeholder groups are defined as Student, Faculty, and Staff

Stakeholder Input

PROCEDURE B.5.3.1 | District Policy and Procedure Advisory Council Routing

- Stakeholder representative (Students, Faculty, or Staff) members of PPAC shall apply a District-approved rubric to determine whether and how to collect more detailed Stakeholder Advisory Input.
- The Ethics, Compliance, and Policy office shall route drafts of new or revised policies or procedures to PPAC members allowing at least five (5) days to obtain stakeholder group advisory input before the PPAC meeting.
- Each PPAC stakeholder representative of Students, Faculty, or Staff will present any Stakeholder Advisory Input at the scheduled PPAC meeting for consideration

PPAC Faculty Input Rubric

PROCEDURE B.5.3.1 Exhibit A

- The following policies and procedures are designated for PPAC advisory input by PPAC Student, Faculty and Staff stakeholder representatives, who may gather input from the stakeholders they represent for consideration by PPAC and the owner of the policy or procedure.
- **Faculty Input Rubric**
 - (i) teaching
 - (ii) faculty advising and mentoring
 - (iii) the facilitation of learning, such as modes of delivery, curriculum
 - (iv) the role of faculty in student success & campus life
 - (v) use of technology required by faculty
 - (vi) faculty assignments
 - (vii) faculty development
 - (viii) faculty advancement

FACULTY Rubric Item	Policy/ Procedure	No.	Name
(i) teaching	Procedure	D.04.10	Faculty Code of Professional Ethics
(i) teaching	Procedure	D.04.10.01	Faculty Code of Professional Ethics
(ii) faculty advising/mentoring	Policy	D.04.06	Prevention & Reporting of Workplace Violence & Abuse of Minors
(iii) facilitation of learning, such as modes of delivery, curriculum	Policy	D.03.05	Academic Freedom and Responsibilities
(iii) facilitation of learning, such as modes of delivery, curriculum	Procedure	D.03.05.01	Academic Freedom Procedure
(iv) role in student success/campus life			
(v) use of technology	Policy	C.01.09	Appropriate use of Information Technology Resources
(v) use of technology	Procedure	C.01.09.01	Appropriate use of Information Technology Resources
(vi) faculty assignments	Procedure	D.05.01.02	Faculty Teaching Loads
(vi) faculty assignments	Policy	D.07.01	Employee Evaluations
(vi) faculty assignments	Procedure	D.07.01.01	Employee Evaluations
(vi) faculty assignments	Policy	C.01.08	Intellectual Property
(vi) faculty assignments	Procedure	C.01.08.01	Intellectual Property
(vii) faculty development	Policy	D.06.01	Professional Development
(vii) faculty development	Procedure	D.06.01.01	Professional Development
(vii) faculty development	Procedure	D.06.01.02	Required Training
(viii) faculty advancement	Policy	D.08.02	Promotion and Demotion
(viii) faculty advancement	Procedure	D.08.02.01	Promotion Process

Recommending Updates

PROCEDURE B.5.3.1 | Review Recommendations

- Stakeholder advisory recommendations shall be presented to PPAC and the document owner.
- PPAC will make final advisory recommendations as a group, to be incorporated by the document owner.
- PPAC recommendations will be presented to SLT for final review and recommendations before submission to the Chancellor and/or Board of Trustees for approval.

Publishing Results

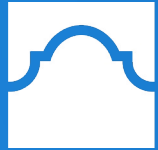
PROCEDURE B.5.3.1 | Final Reports

- The Director of Ethics, Compliance, & Policy will publish the final version of new or revised policies and procedures to all employees.
- If after receiving stakeholder feedback under this procedure about a new or revised policy referred, a new or revised procedure does not address significant stakeholder advisory concerns, a formal written response may be made by the PPAC stakeholder representative to the Chancellor.

D.8.2.1 Promotions Process | Example

PATHWAY TO PPAC FOR STAKEHOLDER INPUT

1. Responsible Department document owner provides draft recommended updates to PPAC Stakeholder Representatives (redline)
2. **Stakeholder Rep solicits & synthesize stakeholder recommendations**
3. Stakeholder Rep presents stakeholder input at PPAC for consideration
4. PPAC considers and reaches agreement on recommended updates
5. PPAC recommended version goes forward for further review and consideration (SLT and Chancellor/Board)



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THANK YOU

