

Faculty Advisory Council Meeting

Sept 26, 2025

2:00 -4:00 p.m.

1. Meeting was called to order @ 2:03 pm

Attendance: see table

	Aug 29	Sept 26									
Mohammad Alhamad (Library)	x	x/z									
Mara Barbosa (CLA)	0										
Kelly Bezio (CLA)	x	x									
Fereshteh (Farri) Billot (COS)	x	x									
Susan DeGhize (SAMC)	x	x									
Luis Espinoza (CONHS)	x	x									
Alihan Hadimlioglu (COE)	x	x/z									
Catherine Harrel (CONHS)	x	x									
Yu-Shan (Sandy) Huang (COB)	x/z	x/z									
James Ikonomopoulos (COEHD)	x	x/z									
Taoran Ji (COE)	0	0									
Dimitrios Koutmas (COB)	x/z	0									
Timothy Scott Johnson (CLA)	x	x									
Ahmed Kamara (COB)	?										
Scott King (COE)	x	x/z									
Denise Lara (COEHD)	x	x									
Melissa Leal (CONHS)	x	x									

Kevin Loeffler (SAMC)	x	x									
Seth McKnight (SAMC)	x	x									
Judy Metcalf (COS)	x	x									
Oliver Cruz-Milan (COB)	x	x									
Joseph Mollick (COB)	x	x									
Miguel Moreno (CLA)	0	x									
Thomas Oldham (SAMC)	x	x									
Felix Omoruyi (CONHS)	x	x									
Dale Pattison (CLA)	x	0									
Ingo Pecher (COS)	x	x									
Bethanie Pletcher (COEHD)	x	0									
Lori Podolsky (Library)	x	x									
Ric Ricard (COEHD)	x	x/z									
Habib Senot (COS)	x	x									
Brian Shelton (CLA)	0	0									
M-Emad Tahtamouni (COS)	x										

Other: Cate Rudowsky, Kevin Houlihan, Susan Wolf Murphy, John LaRue, ~~Joseph Deane (Staff Council)~~, Ariel Kelly (AAUP), Ben Soto, Deborah Sibilia (ombuds), Isla Schuchs Carr (past speaker), Shay Lee (admin support)

2. Agenda: Motion to approve Agenda by Rep Podolsky second by Rep Metcalf
 - a. Approved unanimously without abstentions
3. Guest Speaker: President Miller

Dr. Miller expressed thanks for proactive work done by group so we could comply with SB 37 changes. We have had good support from Board of Regents & Chancellor and Vice Chancellor. We are in the process of revising procedures. Look for similar approach as used before for selecting presidential appointees.

Thank you to all who participated in Waves of Welcome - 16,408 students participated, some in multiple events. Over 2,000 students at Beach Bash. Very effective in increasing student engagement.

Thanks for support of TUF, got our numbers in from last year – need 51 PhD students to graduate this academic year to make it (100 in pipeline that could potentially graduate). We are excited about increased research, also want to maintain teaching excellence. Will be reaching out for teaching development and support to be sure that excellence continues. May be some resources that come from system for research.

Happy to have hosted P&T dinner last night to celebrate that important milestone.

11,365 students; have already done drops. This is a more accurate number to mirror what we will see at the end of year. Had a big graduating class last year. Total undergrad increased 9.6% since covid. Decrease in grad students: MBA stabilizing although still decreased, biggest decrease in international students (213). Most continuing students stayed with up. SCH up by 4.5%.

Looking at the budget, hoping to be able to do merit raises.

Overarching strategies for state and federal changes affecting Higher Ed.

Don't overreact to headlines – learn facts and implications, trying to provide group information, individual support (ex. Individual travel), workshops on HB 412 for admin to be able to support faculty and staff, H1

Recent survey: 70% believe college good investment, most believe degree will improve life.

Pres Miller values input from FAC and faculty, appreciates all the wonderful work done for students.

4. Approval of August minutes
 - a. Motion to approve minutes by Rep Espinoza, second by Rep Omoruyi
 - i. Approved with corrections
5. Speakers Report: Speaker Johnson

Speaker's Report

Timothy Scott Johnson, Speaker, TAMU-CC FAC

First and foremost, I am happy to note that the changes to our Constitution passed with over 90% approval among the voting faculty. 293 faculty members voted on the changes. This represents approximately 1/3 of all faculty on campus, including tenure track, non-tenure track, and adjunct faculty. Thank you to everyone's hard work, especially the members of the executive committee for helping me with this process during the summer. And thank you to our administration for their support throughout this process. Our revised constitution is now available on the FAC website. If you have older versions of the Senate website bookmarked, note that you will need to update your bookmarks. At some point since our last meeting, our website was migrated to a new URL that more accurately reflects our FAC name change. Links to the agendas of each meeting, minutes for previous meetings, and links to the livestream of meetings are available on the FAC website.

As regards streaming, this is our first use of the zoom webinar function. Thank you to CIO Ben Soto for helping arrange this. We'll see how it works. An alternative way to stream would be to send the live feed of our regular zoom meeting to a YouTube channel. Logistically, this would be much easier to set up for each meeting than the webinars. However, we will need to discuss this option with MARCOM if we choose to explore it, since a dedicated YouTube channel (and the required gmail account attached to it) would

need to be vetted by their office.

Since August, I have attended statewide meetings of representatives from the A&M System (in College Station and Austin) as well as the Texas Council of Faculty Senates (in Austin). Those meetings mostly focused on sharing knowledge about compliance with SB37. Relative to other schools in the system as well as other schools throughout the state, I am proud to report that we're ahead of the curve. Throughout all of these meetings, no one in A&M System has questioned our purpose or value. While at times it might seem like we're jumping through a lot of hoops, and believe me I feel that as well, my impression is that this is to ensure we can continue to operate and contribute to the mission of shared governance. Other topics discussed included the new telework legislation (SB 2615) and the revisions to the penal code (SB 412). Regarding the latter, the refrain from both system meetings and TCFS was that no one should change content of their courses if that content is valid and necessary for the course.

In Austin, system members addressed the question of course audits throughout the A&M System. As of now, there is no audit in progress. The System does plan to review courses, but the system first wants to set up clear guidelines and expectations for this review. No programs, departments, or colleges should be MacGuyvering their own reviews without this guidance.

Since our last meeting, I have fielded faculty concerns relating to 3 buckets:

1. Concerns over curriculum decisions
2. Ethical concerns over faculty decisions (in 3 different colleges)
3. New H1B visa requirements and the potential impact on students as well as faculty Recruitment

In outlining each of these, I am going to be deliberately circumspect, in part to give each party necessary cover should they not want the identifying details broadcast. Many of these concerns came to me through our anonymous Qualtrics survey link, so the information I have is limited by that initial anonymity. These three buckets likely are not exhaustive of all concerns.

Regarding bucket 1: These concerns are, I think, to some extent, predictable. One concern is the status of interdisciplinary programs, and which faculty have a controlling say over how and when that curriculum changes. The office of the provost is currently working on reviewing policies to address the issue. The other concern has to do with the types of assignments a specific program should or should not include in their courses. The program in question rightly asserts control over their curricular decisions. The underlying concern from administrators has to do with student success in the program's courses. I am trying to make sure that the program faculty are given the relevant data to have productive conversations with those administrators so that administrator concerns are accurately represented, and faculty are given the tools to address those concerns while maintaining control over their courses.

Related to the above, many colleagues reached out via the Qualtrics link to express their dismay at the guidance offered covering SB412, while one faculty member lauded the new legislation. It is my understanding that this is the only guidance we should expect from A&M System on this matter. Again, I would like to reiterate that faculty should not feel compelled to alter the content of their course materials if that content is necessary for properly teaching the course.

Bucket 2: In one college, there are concerns about standards for awards being clearly articulated to the faculty awards committee so that the purpose of the award aligns with the awardee and so that the process involved in

selection is transparent and clearly conveyed. I have relayed these concerns to the provost's office and hope that the college in question can review their policies to help the process in the future. In a different college, a faculty member has expressed their frustration over changes to the awarding of emeritus status for faculty. In particular, previously a now retired faculty member's emeritus status was voted down by that retiree's peers. Under rules that appear to have been revised to this retiree's benefit, the emeritus application has been resubmitted and members considering this application are told that they cannot consider the factors that led to the retiree's initial denial of emeritus status. The following is taken verbatim from a Qualtrics submission: "Many colleagues expressed serious concerns and shared their experiences working with [the retired faculty member]. However, after that vote, the administration changed the rules so that emeritus status no longer requires faculty approval. This undermines shared governance and sidelines faculty voices. This round, the awards committee was instructed to evaluate solely on the contents of the candidate's packet, which by design excludes the testimony and concerns raised by faculty... The Texas A&M System's emeritus policy (Section 2, first paragraph) explicitly states that ethical conduct is a requirement for emeritus status... That minimization is unacceptable. Ethical conduct is not about whether someone has a "clean record" on paper; it also concerns the climate they create for students and colleagues." This is a very recent matter—the Qualtrics submission just appeared today—so I have not been able to have any discussion with administrators about this issue. However, any situation in which faculty are cut out of a decision is contrary to the spirit of shared governance. And any scenario where faculty members feel administrators are requiring them to ignore serious ethical concerns in their decision-making processes is contrary to TAMU System Policy.

In a third college, I received word there was a meeting where one senior faculty member made repeated sexist and misogynistic remarks directed at a colleague. The target of those remarks were then advised to *not* file official harassment complaints against the colleague. Whether a faculty member decides to file a complaint is of course their own decision. However, it is inappropriate for a supervisor to actively discourage a faculty member from making such a complaint. This is the sort of scenario where unacceptable behavior can thrive continuously without any formal documentation or redress. I would like to remind everyone that the system ethics point hotline is available should they feel there is a situation where these sorts of ethical issues are raised. If your peers in your units find themselves in a situation that they feel is ethically compromising, then please remind them of the ethics point resource.

Bucket 3: There is uncertainty about President Trump's recent executive order over \$100,00 fees associated with new H1B visa applications. Faculty have expressed concern about their own visa status (since there are many categories and stages involved in obtaining and maintaining visas) as well as concern over the university's ability to recruit and retain future faculty members.

Finally, the Provost's Office is currently reviewing the questions asked in the 360 evaluations of chairs, associate deans, and deans. In a subfolder in Teams (in this meeting's folder), I have uploaded the current text of those evaluations. If you have suggestions on alternative questions, wording, etc., please review those documents and send me your recommendations ahead of our next meeting in October. I will compile those suggestions and send them to the Provost.

Comment by John LaRue – system policy prohibits these violations and requires anyone that is aware to report it. John LaRue is available to speak to anyone.

6. Committee Reports

a. Academic Affairs – Reps Metcalf & Podolsky

- i. First unofficial meeting Sept, Meet Oct 30
- b. Awards, Bylaws, & Elections – Rep Oldham
 - i. Now officially accepting applications for Minnie Stevens Piper award, deadline in Oct
- c. Budget Analysis – Rep Pecher & King
 - i. Assist FAC to establish budgeting priorities, need to access appropriate information, have reached out to CFO
- d. Committee on Committees – Rep Ricard (via zoom webinar)
 - i. **Call for Nominations (Coming Soon)**

Two (2) Faculty Advisory Council Representatives are needed for a new subcommittee of the Transportation Advisory Council for reviewing Parking Appeals (1 primary and 1 back up)

Parking Appeals were formerly housed out of SGA, but that was not in compliance with state law, which requires representation across the university.

Here are some additional details that will be relevant to whoever is nominated:
There are currently 325 backlogged appeals which need to be resolved asap

Meetings will take place once per week until back-logged appeals are resolved

Following that, meetings will take place once per month

- e. Faculty Affairs – Rep Hadimlioglu (via zoom webinar)

Faculty Affairs Report for Faculty Advisory Council Meeting 9/26/2025

This month, we are introducing one rule and one procedure for review:

- **11.09.99.C0.01, Low-Producing Minors and Certificates** ◦ Revised by Provost to align with updated policy ◦

Key edits

- Annual review with biennial reports to Board (Summary)
- Justifications must include industry data (sec 3.2)
- **12.04.99.C1, Faculty Advisory Council (Emergency Item — Voting Today)**
 - Revised by Academic Affairs to align with updated policy
 - Reviewed by FAC Speaker to ensure revisions to their bylaws and constitution align with new requirements
 - Key edits
 - Renumbered to a rule
 - Added required language on memberships (sec 2)
 - Added required language on leadership (sec 3)
 - Added required language on meetings (sec 4)
 - Added required language on roles (sec 5) These documents are placed in the General Advisory Council Teams folder for the September 26 meeting under the subfolder “Procedures to Introduce.”

The Faculty Affairs Committee has completed the review of the following rules and procedures:

- 11.99.02.C0.01, Conduct Requirements for Admissions Applications and Transcripts
- 11.99.99.C0.01, Academic Minors
- 12.06.99.C1, Post-Tenure Review

- 12.99.01.C0.01, Faculty Development Leave
- 13.99.99.C1, Military Service Absences and Readmission Rights for Students

The committee reviewed the documents and offered comments on language, consistency, and ambiguities. We addressed issues concerning the readability of several sections, which have now been corrected. After clarification, the committee approved the procedures. The changes and communication regarding the documents are included in our meeting folder. This concludes my report, and I would now like to call for a vote to approve the procedures presented by the Faculty Affairs Committee.

Call for vote; Motion from FA, Second from Kelly Bezio

Discussion on requirements for minors. Discussion on 5.1 & 5.2 in **12.04.99.C1, Faculty Advisory Council, items not removed from document, just moved within document**

Vote for all documents: approved unanimously

Report given and certified by Faculty Affairs Committee Chair Dr. Alihan Hadimlioglu Faculty Affairs Committee Members: *Alihan Hadimlioglu (College of Engineering and Computer Science, Chair), Susan DeGhize (School of Arts, Media, & Communication), Kelly Bezio (College of Liberal Arts), Mohammad Alhamad (Mary and Jeff Bell Library), Sandy Huang (College of Business), Luis Espinosa (College of Nursing and Health Science), Bethanie Pletcher (College of Education and Human Development), M-Emad Tahtamouni (College of Science)*

7. Liaison Reports

- CPIRA - Rep Cruz-Milan
 - Sept 18 meeting – discussion regarding how to attract graduate students
- Undergrad Council – Rep Metcalf
 - Discussion regarding unifying incompletes
- Graduate Council - Rep Podolsky
 - Next meeting Oct
 - New SAIL available, faculty no longer have access to transcripts, need to utilize Argos, training upcoming
- AAUP (Ariel Kelly/Kelly Bezio)
 - Topics at AAUP meetings -handout on helpful tips for social media
 - Social media increasingly being used against faculty, distributed ways to check your digital footprint, be sure to check privacy settings, check other things like venmo, Instagram, etc; if you make comments online be sure you are not speaking as an employee, avoid using attack tone, discuss topics not specific individuals
 - Encouraged to join AAUP before there are legal issues regarding your employment
 - Next meeting, all faculty is Oct 10 at BUS
- Expressive Activities Committee (Kelly Bezio)
 - Sept 10 meeting, many new members; responsible for monitoring and responding to expressive activities on campus
 - New law SB 2972 – expressive activities on campus, we will need to update rule, there are discussions regarding law so are waiting on updates, will upload law to teams folder for faculty review and let Kelly know if you have any concerns
 - Students are trained on expressive activities on Canvas module – at meeting 85% completion rate; committee working on best way to get information to faculty, appreciate input.

- d. New advisor for campus newspaper
- 8. Ex Officio Reports
 - a. Provost Cate Rudowsky
 - a. Received some questions
 - a. Have reached out to OGC for information on recording in classrooms; Texas is one party consent state for recording
 - b. Random people entering classrooms – no written policies regarding this, looking at adding some guidance. Looking to give faculty ability to request someone to leave classroom depending on faculty judgement, or allow as well (for instance minor children of students)
 - c. Discussion regarding volunteers in lab, may need to reach out To HR for guidance
 - d. HSI designation, Trio grants (McNair & Upward Bound, SSS all renewed, Title V not renewed)
 - e. SB 412 – getting a lot of questions, working on administrative training. Definition for harmful material – all 3 elements (nudity with a prurient interest) must be met to be defined as harmful material. Definition has not changed. This is a criminal code, to be arrested the police would need to agree you violated all 3 elements, then go through appropriate channels (DA, grand jury) to have someone arrested
 - b. Ombuds Deborah Sibilila (ombuds)
 - a. Issues raised regarding awards and lack of specific guidance by certain colleges
 - b. Are reports that some deans have told faculty not to go to Ombuds, Provost Rudowsky states deans should not be instructing faculty not to go to Ombuds
 - c. Staff Council – Joseph Doan (via zoom webinar)
 - a. Halloween Break in the Day Oct 31, 11-1
 - b. Rising Tide Ceremony in collaboration with SEAS
 - c. In process of revising bylaws
 - d. Continue to investigate centralized event location
 - d. Chief Information Officer Ben Soto
 - a. Banner 9 upgrade complete
 - b. AI update – waiting on College Station for faculty tools
- 9. Old Business
 - a. none
- 10. New Business
 - a. none
- 11. For the good of the order
 - a. Women’s Wellness Webinars coming – Oct 2,16
 - b. Purple Door Sexual Assault training – 4 Saturdays in October (virtually) – Dr Sibilila can share information
- 12. Motion to adjourn
 - a. Senator Espinoza, Second Senator Leal; all approve
 - b. Meeting adjourned @ 3:50 pm

Submitted by Cathy Harrel

Secretary Faculty Advisory Council