Faculty Senate

Agenda

April 14, 2017

Island Hall 323

**2:00-4:00 p.m.**

Attendance: Senators Acker, Araiza, Ayarzagoitia; Blalock, Bland, Day , Harrel, Katz, Klaus, Kownslar, Kutil, Loveland, Martinez, Mollick, Ozymy, Reinhardt, Spaniol, Starek, Thiyagarajan, Valadez, Watson, Withers

Guests: Kevin Houlihan, Amy Aldridge Sanford, Ted Guffy, Vanessa Crocker, Elizabeth Shope, David Smith, Kelly Quintanilla.

1. Speaker Ozymy called the meeting to order at 2:04.
2. Speaker Ozymy moved to approve the April 2017 agenda; Loveland seconded.
   1. Senator Katz noted a missing item on agenda agreed to by Executive Committee.
   2. Motion passed by a show of hands vote.
3. Approval of March Minutes.
   1. Speaker Ozymy moved to approve the minutes of the March 2017 meeting; Spaniol seconded. The motion passed by a show of hands vote.
4. Speaker’s Report
   1. Recognized Interim President Quintanilla. President Quintanilla thanked the senate for all our hard work this year. She noted tremendous progress on updating 60% of policies reviewed and significant progress on the accuracy of the university catalogs this year.
      1. PAP – She will propose next year that we investigate and have more discussion about differences across units. May be some similarities; one critical piece related to eligibility for raises and other considerations for faculty with master’s degrees. Need to make sure we value work; to include longer-term contracts & pay bumps. PAPs are a huge part of institution and important to mission.
      2. Acknowledged SGA in attendance.
      3. A senator asked if we have commitment to investigating fixed-term contracts. She agreed to meet with each unit to see if there are any commonalities. She also committed to exploring at the unit level.
   2. Speaker’s summary report – see handout.
      1. Achievements include hiring Ombuds and new Admin. Associate; DUGS representation on senate; Revised workload and workload credit rule/procedure (better now); workshops for Guns on Campus;
      2. Academic Affairs – streamlined process for catalog review. Amy especially helpful in that. New programs, major catalog changes, no holdup on programs this year
      3. Faculty Affairs – rights and responsibilities. Kevin Houlihan and Isabel Araiza especially helpful.
      4. COC – completed audit of rules & procedures, compiled faculty interest survey and provided recommendations.
      5. ABE – election process very smooth this year, awards also smooth.
      6. Budget – issues moving forward.
   3. Gifts for faculty senators and selected administrators.
   4. Presidential job search progressing. Regular conference calls. Candidate info in a few weeks. Committee to travel to Houston in May for airport interviews. Hopefully president by July. Multiple faculty on search committee.
   5. Speaker Ozymy noted that he was stepping down from senate this year. He noted that his service as speaker provided an interesting perspective on the university & administration and the relationship between the two. Deputy Speaker Spaniol was very helpful. Ozymy will be taking over the honors program. He met with honors council this week and is looking forward to the move.
5. Guest Speaker: Antonio Sanchez, SGA: *Midterm Grade Act* 
   1. What is the Midterm Act?
      1. Resolution from SGA passed Spring 2016. Asked administration to draft, implement and enforce policy mandating posting of midterm grades.
   2. Why important?
   3. What research?
   4. Cold Hard Facts 71% teaching undergrad course posted midterm grades; 86% of core curriculum instructors posted midterm grades.
   5. Blackboard utilization and midterm act – many faculty that don’t use Blackboard to post grades also don’t post midterm grades.
   6. SGA Requesting Faculty Senate support, also need Deans/Chairs to support.
      1. A Senator noted that there is a policy but it does not require faculty to post midterm grades. Supported the original policy at the time, but would support requirement now. Noted that not all students use Blackboard even when instructors use.
      2. A Senator noted that some faculty post grade information to Blackboard but not to SAIL. Another senator noted that Blackboard is not enforceable and it is simple to export grades from BB to SAIL.
      3. A Senator noted that we have obligation to provide progress information to students. Agreed that it is easy to export grades from Blackboard to SAIL. Educating faculty on simplicity would be helpful.
      4. A Senator asked if this was more of an issue with lower than upper level courses. SGA did not look at data that way.
      5. A Senator noted that the letter grade in SAIL important in nursing. Two failures and student is out of program; withdrawal same as failing.
      6. A Speaker asked if a motion could be put on the agenda. Can be added as emergency item; requires 2/3 majority to add and 3/4 to support motion.
      7. Ozymy moved to add tp agenda, Spaniol seconded. Three senators opposed the motion to add; motion passed by greater than 2/3 majority.
      8. Katz moved to approve some form of the SGA resolution; Spaniol seconded.
         1. Friendly amendment by Katz; requirement applies only to undergraduate classes.
         2. Provost Guffy indicated that university administration supports the policy change.
         3. Discussion of issues including short-term courses.
         4. Katz, modified motion to read: “Faculty senate requests that the administration develop a policy requiring faculty to post midterm grades, and send policy back to Faculty Senate for discussion and approval.”
         5. The motion passed by show of hands vote (unanimous).
6. Old Business: *Fixed Term Faculty Procedure 12.07.99.C0.01*
   1. Araiza for Faculty Affairs: See overview and letter from PAP. FA Committee met several times; issue related to terminal degrees. Checked with administration, compared to system policy. Revised document aligns with system, make explicit what is implicitly permitted in system language; provides programs/departments flexibility to recognize all faculty. Implicit in this is faculty doing heavy teaching.
      1. Proposed language blocked nursing faculty from promotion & extended contracts. Reworded to allow for Master’s faculty but included statement that doctoral degree preferred.
      2. Also noted issues with FYP seminar instructors
      3. See changes in document.
      4. Senator noted that Procedure change helps with what President Quintanilla indicated about review of units. Blanket policy imposed prevented hiring of best qualified because degree counted first, and then provided no ongoing support. 5/5 teaching load. 80/20 evaluation weight. Not treating them fairly. Promote, honor, recognize, heart of faculty senate is to serve faculty.
      5. Speaker Ozymy stated his support. Significant increase in number of fixed term faculty, only issue with document is that he didn’t have time to study it to see if it covers the issues.
      6. Senator asked if it could be tabled and then brought up by next senate. Yes.
      7. Another senator comfortable voting on it at this meeting, others agreed.
      8. Araiza outlined major changes in document since March meeting. Added professor of practice, opened professional and clinical to allow masters degrees (terminal preferred).
         1. Instructors are those teaching labs in support of other faculty. May be defined differently in different colleges. Question about visiting faculty.
         2. Is there a promotion document detailing process. Houlihan said it was coming later.
         3. A Senator expressed concerns that it should require having the professor level be terminal degree required.
         4. Senator indicated hurry up is not necessary; policy will need to go back to deans anyway, won’t be in place by fall.
         5. A senator noted this document isn’t designed to answer all questions about promotion criteria. Noted his area uses same requirements for service and teaching as used for tenure track (no research requirement). All this document is meant to do is establish ranks and minim requirements. Houlihan indicated this is not the document to determine promotion criteria.
         6. A Senator indicated that the FA committee met Wednesday. Committee agreed that top rank does require terminal degree for full professor level.
         7. A Senator asked about need for urgency. FA received before March meeting, tabled to give it more attention. Change in administration motivates speed, new president/provost may not be as favorable to changes FA wants.
         8. Senator identified issues with instructor track. Not comfortable with current document. FA committee members indicated committee was not in agreement about need for instructor rank. Noted that doc will not pass PC, will be kicked back to colleges for discussion. Supports passing to move it to the PC so it can get back to colleges and further refine.
         9. Secretary Loveland moved to extend the meeting to 4:30 PM; Ozymy seconded. Motion passed by show of hands.
         10. A Senator expressed appreciation for work; we are not trying to block, but recognize importance and that it needs more work. Provost Guffy indicated that masters required, terminal preferred not appropriate for some areas. Houlihan indicated that due to significant changes, it would need to go back to deans. Senator asked if it can go back to deans without our approval, Houlihan indicated that was not normal but it has been done before. Would prefer to have approved document from senate before deans review again.
         11. Many FA faculty will return if tabled.
         12. A Senator indicated that she felt Interim President Quintanilla would have better chance of carrying forward if we agreed with document.
         13. Senator Araiza moved to approve w/ edit to eliminate master’s degree option from full professor rank for clinical and professional faculty…terminal degree required.
         14. Motion passed by show of hands vote.
7. New Business: Motion by Senator Katz
   1. Senator Katz read a statement about ongoing issues in the College of Business.
      1. “The 2016-17 Faculty Senate requests that the incoming faculty senate formally investigate governance issues in the College of Business.”
      2. Senator Araiza seconded the motion.
      3. A Senator clarified that the investigation focus on governance, not HR issues. Another Senator noted that while some HR issues are specific to individuals, a pattern of multiple grievances may indicate a governance issue that is the responsibility of senate.
      4. Senator Katz clarified that this is a request, not a requirement.
      5. To motion passed by a show of hands vote (one abstention).
8. Committee Reports
   1. Academic Affairs: Four minor name changes passed unanimously by AA. Approved BA in Music Industry was bounced from system and converted to an emphasis. New language music studies & music industry options for emphasis.
      1. Fourth item, language about makeup time for student athletes, “within two weeks of return to campus”. FA approved.
      2. Senator Kutil moved to approve all four issues. The motion passed by a show of hands vote.
      3. Senator Kutil expressed thanks to the Academic Affairs office support and assistance in keeping issues moving quickly.
   2. Faculty Affairs: Araiza
      1. Faculty senate 12.04.99.C0.01 addition of language related to composition of FS governed by faculty senate. Replaced 2nd paragraph with reference to other policy.
      2. Ozymy moved to extend the meeting to 5:00 PM, Valadez seconded. The motion passed by voice vote.
   3. Committee on Committees: Katz
      1. Interest survey, 1 outstanding survey coming now. Offered to help new COC chair review results.
      2. Working with Houlihan to mesh rules and committees/councils document.
   4. Awards, Bylaws, & Elections: Mollick
      1. Faculty award letters unclear for excellence awards.
      2. DUGS amendment approved. Need changes in bylaws and constitutional language. New AA committee will need to include one senator from DUGS.
   5. Budget Analysis: See earlier report.
9. Provost’s Comments
   1. Moving forward with deans to identify budget cuts.
10. For the good of the order –
    1. Former speaker noted that it is good to have Dr. Guffy back in the role of Provost.
    2. DUGS open house next Friday, stop by and see what they do. First year research conference April 27.
    3. Araiza expressed thank you to FA committee for hard work on numerous policies this year.
    4. Gift for Speaker Ozymy presented by Deputy Speaker Spaniol..
    5. After adjournment, the 2017-18 senate will hold a brief meeting to elect officers and form committees. New secretary will keep minutes for that meeting as a separate document.
11. Speaker Ozymy moved to adjourn the meeting; Senator Araiza seconded. Motion approved by voice vote. The meeting adjourned at 4:37 PM.

Respectfully Submitted

Karen A. Loveland, Faculty Senate Secretary