Attending: Acker, Bernhardt, Bippert, Boham, Bird, Britt, Changchit, Comparini, Davis, Deis, Dinkens, Frost, Hernandez, Lee, McNamara, Metcalf, Moreno, Murgulet, Pletcher, Silliman, Starek, Waheeduzzaman, Warga.

Ex-Officio and Guests: Amy Aldridge Sanford, Ed Evans, Franklin Harrison, Kevin Houlihan, Clarenda Phillips, Andy Piker, Mahlmann.

1. Call to Order: Miguel Moreno called the meeting to order at 2:00 p.m.
2. Approval of Agenda: Ed Warga moved to approve the agenda and Don Deis seconded. Agenda was approved.
3. Approval of August 2019 Minutes: Chuleepron Changchit brought forth a few corrections and Abu Waheeduzzaman moved to approve the amended minutes. Kyoung Lee seconded. There was 1 abstention. Minutes were approved.
4. Guest Speaker: Jacqueline Mahlmann, Vice President of Finance and Administration gave an overview of budget including: guaranteed tuition rate, formula funding, budget process (incremental budgeting), merit pay (priority). A question and answer session followed including the following topics:
   1. Equity pay security: no concerns.
   2. Headcount versus student credit hours.
   3. Request for numbers: 3-5 years back plus projection.
   4. Faculty wants better understanding of and more input in budget process.
   5. VP Vision: shared governance, faculty and staff involvement.
   6. Review of alternate budget approaches, budgeting tools.
   7. University share of Indirect Costs moneys goes to projects and a small % to support functions.
   8. Distance Education fees: part support the distance Ed office and IT infrastructure, College % goes to colleges.
   9. Legislative education codes: everyone should be informed.
5. Speaker’s Report:
   1. President’s goals and priorities: timely feedback on homework – motivated by SGA. Discussion followed. Recommendation to add statement to syllabi to communicate timelines and shape student’s expectations.
   2. Meeting with Chancellor Hallmark:
      1. Senate Bill 25:
         1. Recommended course sequence for all majors
         2. Meta Majors: collection of programs of study or academic disciplines that share common fundamental skills. Discussion ensued.
      2. House Bill 3217: Education as an academic major for teacher certificate eligibility: removes education courses limit.
   3. Texas Council of Faculty Senates: Stacey Silverman, Deputy Assistant Commissioner of the CB of Higher Education
      1. Enrollment & retention: why are students not returning?
      2. Teresa Sullivan, Interim Provost, Michigan State University: suggests to be involved in the community and advocate for faculty
   4. New Director of Facilities (SSC) willing to meet and hear concerns, open to meet with the Faculty Senate.
   5. Lallah Howard from the Systems Office of Information Technology:
      1. Outreach to address workday issues
      2. Indicated a plan to update and modernize the financial system (FAMIS). Background changes first, then interface.
   6. System Employee Benefits Advisory Committee meets in October. Bring forth any thoughts, concerns, likes and dislikes to relate to the TAMUCC representative, Carmen Oseir.
   7. Appointment letters were delayed but this does not affect employment status or benefits.
   8. Faculty Handbook needs updated. Process for delegation will be determined if decision is made to update vs eliminate. Discussion ensued.
   9. Expressive Activities rule. State Legislature changes require new rule on expressive activity. Feedback to the Expressive Activities Committee chair, Lisa Perez, was due on 9/6/2019. Speaker sent comments after consulting with Sociologist Faculty.
   10. Student Government Association (SGA) representation on Faculty Senate. The FS executive committee decided to invite SGA representative when agenda topics are pertinent to students.
6. Old Business:
   1. Dean search committee: schedule is developing.
   2. Fixed Term Faculty Task Force: reviewing titles, ranks etc.
7. Committee Reports
   1. Academic Affairs (Sean Britt):
      1. Reviewed Business, Education, & Human Development; Science/Engineering; Liberal Arts (tabled 2 items).
      2. New program to be introduced: BLAW proposal; KINE 3312 pre-req change
      3. Courseleaf to replace Curriculog. This software is more user friendly, has additional functions to publish catalogue, easier to collaborate. A demo to come soon.
   2. Faculty Affairs (Lisa Comparini):
      1. The committee moved to approve two procedures that were introduced in October (a) Tuition and Fees and (b) Children and Dependent Adults in the Workplace. No discussion. The motion passed unanimously.
      2. The committee moved to approve a third policy, Tenure, that was introduced in October with the following language change.

“4.4 If the review of the faculty member indicates that they are not progressing adequately **(i.e. the faculty member’s annual evaluations include 2 consecutive ratings of  “unsatisfactory” in either teaching or in scholarship/creative activity in the second and third year reviews)** towards the requirements for tenure, action will be taken to non-renew the appointment of the individual.”

Discussion ensued and included the following points:

1. Faculty understanding of this point is poor.
2. One “rub” the wording “not progressing adequately” is not clearly defined. What does it mean?
3. Sometimes defining a statement like this is not the best avenue, may be too restrictive.
4. Language should not give the power to just one person
5. System Policy is general, college can make it more specific. The general policy is flexible.
6. Pre-tenure review, according to System Policy is NOT formative, though is viewed by many to be so.
7. Historically it was not considered formative at TAMUCC either but around 2015 that changed and many started to view this review to be formative in certain colleges.
8. Annual evaluations should be the formative reviews.

Dorina Murgulet moved to table this recommendation and request input from constituents. Lisa Comarini seconded. The motion carried with one abstention (Liana Davis).

Urgent feedback (by 11/19) is requested.

* + 1. Five policies were introduced:
       1. Faculty Development Leave
       2. Faculty attendance at University Commencement
       3. Required Training for Employees and Affiliates
       4. Responsibilities of Faculty Members
       5. Graduate Assistants
  1. Committee on Committees (Emily Metcalf): Hearing Committee Pool procedure was revised and brought in line with policies.
  2. Awards, Bylaws and Elections (Bethany Pletcher):
     1. Piper award: 1 application was forwarded
     2. Faculty Excellence Awards: deadline is 11/15. Finalists notified on 12/1 all documents due on 2/15.
  3. Budget Analysis (Dorina Murgulet): no additional report

1. Liaison Reports:
   1. Staff Council (Frank Harrison): staff salary analysis was completed, there is a 3-year plan to increase salaries.
   2. CPIRA (Mike Starek): Research week was successful. There is an increased enrollment of grad students.
   3. CBAC
      1. Wellness Grant is funded for 3 more years.
      2. Employee contributions to health insurance is less overall compared to UT and non-higher education state employees.
      3. Requests for proposals:
         1. for TAMUCC health plan to go out soon
         2. for AD&D plans to go out in spring
      4. Diabetic prescriptions pay is 25/month, if through Express Scripts and that is a 3-month supply ($75).
2. Provost’s Comments (Clarinda Phillips):
   1. The Provost voiced appreciation for the Faculty Senate and the work they do. Administration is there to support faculty.
   2. The provost gave a shout out to Nikki and the Student Success Council for their work on Laserfiche.
   3. Civil and Industrial Engineering programs will be launched in the fall of 2020.
   4. There will be a celebration of student scholarship in April and there will need to be representatives of each college.
   5. Provost presented the equity plan and post tenure review process at the Board of Regions Meeting.
   6. The Field of Study is paused due to the change in commissioners. It will be tweaked and improved.
   7. The fixed term faculty workforce is working diligently.
   8. FYI. Information on graduation cords is forth coming. Cords will only be allowed for Academics or Academic Honor Societies. Any other entities can use stoles. There will be an application process for cords and colors cannot be chosen. Active Military and Veterans can still receive the red/white/blue cords.
   9. Freddy records Celebration kicks off. There will be an evening celebration with Tejano music on 12/11.
   10. Liz Sefcik is the Regents Professor nominee.
   11. SACSCOC off site report is expected within 7 days. A response is required. The site visit will be the end of 2/2020
3. For the Good of the Order:
   1. Tamalada is on Thursday December 5, 11-1 pm in the UC Ballroom: door prizes entertainment and ugly sweater competition.
   2. Community of Practice: Open Educational Resources. Thursday December 5th, 1-2 pm UC Copano Room 216
   3. Reading Day Faculty and Staff Social Thursday December 5th, 6-8 pm, Alamo Draft House.
   4. Giving Tuesday: December 3rd.
      1. Target is 50 faculty and has already be exceeded (nearly 60).
      2. Start with light breakfast and group picture at 8 am
      3. Contact Dr. Kelli Smith
   5. Alison Frost: Thanks for awesome new shirts; Shout out to Mark McNamara for Marathon accomplishment; Hamlet opens on Tuesday 11/12.
   6. International Education week kicks off on Monday November 18th.
   7. Islander Lights will be Friday November 22, 5-8 pm followed by the Sound of the Season Holliday Concert.
4. Adjourn: Mark McNamara moved to adjourn Kyoung Lee seconded. Meeting adjourned at 15:59