

Faculty Senate Meeting

Dec. 11, 2020

[Microsoft Teams Meeting](#)

Voting was accomplished electronically

2:00-4:15p.m.

1. Call to Order: 4:02 p.m.
 - a. Notice was made to all in attendance: Private chats are not an available option in Microsoft Teams so anything posted in the chat can be seen by all in attendance.

ATTENDANCE: Faculty Senate

Senator		Senator	
Ross Bernhardt	X	Kyoung (Kellie) Lee	X
Kelli Bippert	X	Elizabeth Loika	X
Randy Bonnette	X	Mark McNamara	X
Sean Britt	X	Emily Metcalf	X
Chuleeporn (Nikki) Changchit	X	Miguel Moreno	X
Lisa Comparini	X	Dorina Murgulet	X
Liana Davis	X	Bethanie Pletcher	X
Shelley Dinkens	X	Pablo Rangel	X
Dave Edwards	X	Mohan Rao	X
Pam Greene	X	Michael Starek	X
Patricia Hernandez	X	Abu Waheeduzzaman	X
Philip Johnson	X	Quihong Zhao	X
LaNiece Tucker: Administrative Assistant			X

Ex-Officio	Visitors/Guests	
Clarinda Phillips	Sharmeen Ahmed	Kelly Bezio
Amy Aldridge Sanford	Ed Evans	Robin Carstensen
Andrew Piker	Alexa Hight	Timothy Johnson
	Kevin Houlihan	

2. Approval of Agenda – approved
3. Approval of November 13, Minutes – approved as amended
4. Speaker's Report
 - a. Speaker Marion extended his appreciation to Ed Evans and his team (Jonathan Payne and Kaylyn Mireles) for helping with the exploration and implementation of Microsoft Teams as an alternative platform for the Faculty Senate (FS) meeting. This alternative was explored in response to comments raised during the last meeting of the FS. Anyone experiencing difficulties with Teams should notify Mrs. Tucker or the Speaker.

In addition to a platform for virtual meetings, Teams has a number of tools that will be considered for more efficient communication among FS members and to facilitate review of documents.

Submitted by Pam Greene Secretary,
Faculty Senate
December 17, 2020

- b. Plans for CLS/SAMC Dean search
 - i. Discussions in the Search Committee and the College emphasized the importance of diversity.
 - ii. Search Committee members received a draft of the leadership profile and given an opportunity for input.
 - c. COVID-19 reporting form
 - i. Vice President J. Mahlmann made changes to the online form for reporting COVID-19 on campus.
 - ii. There is still no clear language indicating that faculty are expected to complete the form in response to students who inform them that they have been exposed.
 - d. Faculty Start Date
 - i. During the Speaker's meeting with President Miller on December 10, the president indicated the start date for Spring 2021 semester for faculty will be January 19th, 2020.
5. Old Business
- a. Mascot concerns
 - i. Present Miller's email

Dear Miguel,

Following up on our conversations yesterday, the plan regarding the "unmasking" of the mascot is as follows. At the start of the spring 2021 semester a committee will be formed to review the feedback received and begin discussions on design. This committee will include students from SGA and members of the Alumni Association, as well as faculty and staff members with specialization or experiences (costuming, marketing, graphic design, service on IAC, etc.) that will inform the process. If one clear concept emerges, the committee will work through the design process. If multiple concepts emerge, additional feedback will be sought from the larger A&M-CC community via survey. During this transition period, the utilization of the current image will be greatly reduced. Existing merchandise and recruitment materials that have already been purchased and contain the image will still be used, but the image will be redesigned moving forward. Additionally, the current version of Izzy will not be utilized on the new website which will aid in this transition. When Izzy is unmasked, we will run a story discussing decisions around the new image, which will be a better reflection of our region and culture. Of course, the feedback from the Office of Hawaiian Affairs will be discussed/included as part of that story. The current plan is to unmask Izzy when the mask ordinance is lifted. If the vaccination process takes longer than anticipated, we will adjust the timeline and make the reveal/change sooner. Thank you for your work on this issue.

- ii. Mascot Feedback Survey: Thursday's Campus Announcement
 - 1. Concerns were raised regarding the 100-word limit to express concerns in the survey
 - a. The limit was due to concerns with the amount of feedback the committee would have to shift through.
 - b. President Miller will raise the word limit to 250.
 - 2. Concerns were raised regarding the name requirement

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December 17, 2020

- a. The requirement for identification was to allow follow-up and to ensure feedback was from valid islander community members (students, faculty, staff, and alumni)
 - b. President Miller is open to considering alternatives that will accomplish the same goal.
 - 3. Discussion regarding mascot situation: Senators engaged in a robust discussion related to the use of the current mascot. Concerns were expressed regarding the seriousness of continuing the use of the current mascot. The Speaker did share the overall message received from the *Office of Hawaiian Affairs*. The appropriation of cultural symbols and rituals were identified as unacceptable and disrespectful. While it was acknowledged that moving too quickly to make changes could be problematic insuring constituents are well informed regarding the concerns for the current mascot was seen as important. There is a desire for stakeholder involvement in the process of determining what changes are indicated and how those changes are implemented. The need for the university to be proactive was identified as a proactive stance in relationship to the media. President Miller's need to consider multiple perspectives and contributing factors was acknowledged.
- b. Complaint follow-up: Designated Administrator Recommendation
 - i. In the Speaker's December 10th meeting with President Miller, the president clearly indicated that instead of eliminating the senior administrator interpretation of a designated administrator in cases of faculty complaints and appeals, she urged Faculty Senate to present language that would specify situations (e.g., summer and administrator to administrator) when a senior administrator would be appropriate, and an investigative panel of peers would be the default. The Speaker conveyed his understanding of the conversation to be that President Miller desires faculty complaints and appeals be adjudicated by a group of peers and that the policy reflect that. The Speaker asked the Faculty Affairs Committee to follow up with the Office of the Provost and develop language that would reflect President Miller's stance.
- c. Data related to Pandemic influence on Teaching, Research/Creative Activities/ Service.
 - i. No new developments on this goal yet. The intent is to have consideration for adaptations to annual evaluations, based on data. Data are needed regarding the impact of the pandemic and the challenges encountered by faculty in the areas of research/creative activities, teaching, and service. The goal for FS is to help gather information and coordinate with CPIRA, Chairs, and Deans Council. This data would be shared with upper administration. Robin Carstensen raised a question about what deans do with information about the pandemic impact on faculty. Provost Phillips indicated evaluations are managed at the department/college level and each college is different as are departments and disciplines. She did state, Deans are looking at the annual evaluation process as well as the promotion and tenure processes. The Provost further indicated there is

no intent to change expectations, however, it is important for faculty to speak to the effects of COVID-19 and the overall impact. Individuals need to discuss their own circumstances with their chairs and deans.

6. Committee Reports

a. Academic Affairs – Senator Britt

No updates.

b. Faculty Affairs – Senator Comparini

- a. A motion was brought forward by the Faculty Affairs Committee to approve each of the two policy/procedures posted in the I-drive for review:
 - i. *15.01.01.C0.02, Administration of Sponsored Agreements* – Motion to approve passed
 - ii. *34.07.02.C0.01, Academic Continuity Planning* – Motion to approve passed
- b. Update on two policies continuing to be reviewed:
 - i. *15.01.01.C0.01, Administration of the Research Enhancement Program* needs further review. Discrepancies have been noted and the application form appears to be outdated.
 - ii. The policy related to junior faculty in the role of chair (*33.99.99.C0.03, Academic Department Chairs*) continues to be under consideration. Different options for recommendation are being explored. Senator Comparini explained one possibility is recommend the removal of or change wording. Another option would be to recommend the addition of viable procedures (at the college level) for select tasks to be performed by others. Overall, the committee is thoughtfully weighing the complex issues associated with this policy.
- b. Introduction of New Policies:
 - iii. *Political Campaign Events at University Facilities*
 - iv. *31.02.13.C0.01 Wellness Release Time*
 - v. *Drug and Alcohol Abuse and Rehabilitation Programs*

These three policies will be reviewed by the Faculty Affairs Committee and recommendations will be presented at the next FS meeting.

- Note: The *Teams* platform with tiered access to documents will promote efficiencies with fluid transfer from limited view (committee members only) to all (faculty senators).
- The Speaker acknowledged the work of the Faculty Affairs committee under the leadership of Senator Comparini. The committee has addressed a number of issues pro-actively, providing evaluation, making recommendations, and contributing overall as advocates for faculty.

c. Awards, Bylaws, & Elections – Senator Pletcher

Nothing to report at this time.

d. Budget Analysis – Senator Murgulet

The aim of this committee next semester is to meet with the Jaclyn Mahlmann VP of Finance and Administration to clarify how FS can be involved with the budget process.

Senator Murgulet provided an overall update from Dr. John Dawson, Associate VP for Operations regarding air quality efforts indicating many, commonly used buildings.

Table previously shared with the FS Executive Committee:

Planned and status <i>UV Lighting</i>	Already accomplished by AMERESCO <i>Bipolar Ionization</i>
Dr. R.R.F.Eng. (90%) Bay Hall (100%) University Center (100%) Dugan Wellness Ctr (100%) Island Hall (100%) O'Connor Building (100%) Harte Research Inst. (100%)	Student Services Center Corpus Christi Hall Mary & Jeff Bell Library Center for Sciences Center for Arts Performing Arts Center

Tidal Hall currently does not have either bipolar or UV disinfecting capabilities in the HVAC air handling system. This is an indication of the administration's commitment to having a safe environment.

e. Committee on Committees – Senator Metcalf

The committee is getting organized, insuring current information is in place in preparation for the spring survey.

7. New Business –

a. Emergency Action Item: Resolution for support for Mary and Jeff Bell Library (draft of resolution shared with FS)

i. Understanding the Coalition

1. Coalition currently consists of 43 members

- a. Represent roughly 6% of all U.S. research published in Elsevier
- b. Faculty from member institutions occupy roughly 1,500 advisory and editorial board positions

2. All A&M schools with Science Direct subscriptions are members of the coalition

3. To date, two A&M schools (College Station and Kingsville) have passed resolutions in support of the Coalition

4. Coalition has started with Elsevier but hopes to influence scholarly communication practices more broadly, and with other publishing partners in the future

ii. Why the need to influence scholarly communication / publisher practices

1. At the same time academic institutions are paying for access to journals, their employees are providing labor to journals for free, in terms of authorship as well as serving as reviewers and editors.

2. Research funding often comes from government agencies (by way of taxpayers). Yet members of the public cannot read the published research resulting from the research funding.

3. Basically, institutions, taxpayers, and authors themselves have to pay for research twice. Once to conduct the research and publish it and once to access and read it or share it.

4. There is a big gap between the philosophies/goals of extreme profit for-profit publishers and the philosophies/goals of public taxpayer funded research institutions. We are hoping to reconcile those differences to some extent.

iii. Understanding Elsevier

1. Largest publisher of scholarly journals, with more than 2,600 titles, roughly 28% of the market share of peer-reviewed journals.
 2. Other large publishers include Taylor & Francis, Springer, and Wiley.
 3. Elsevier U.S. revenue in 2019 was \$9.8 billion compared to T&F at \$3.6 billion. Elsevier revenue grew by 28% from 2015 to 2019.
 4. Elsevier's profit margin is roughly 37.2%. Other for-profit industries lag far behind this, including Apple (24.5%), Walmart (4.3%), Amazon (5.2%), and Google (19%).
 5. Elsevier no longer describes itself as a publishing company, but rather, "a global information analytics business."
 6. Elsevier, unlike other publishers, will not publish price lists for their journals and, like other publishers, have strict Non-Disclosure Agreements (NDAs). This means that TAMU-CC and TAMU-K or TAMU and UT may pay drastically different prices for journals. Elsevier then bases current pricing on past pricing. The inequitable pricing models that have come to exist over the past decades cannot be undone and the gap widens.
- iv. Coalition's Priorities in Negotiating include,
1. Greater ownership by faculty of their publications in Elsevier journals;
 - a. Elsevier retains most of the rights to the work once an author publishes in an Elsevier journals. While Elsevier has granted authors more rights in the past year or two, the rights are still limited and apply to the individual author. Their changes have been due to industry demand, such as the Coalition.
 2. A more open and sustainable scholarly publishing system;
 - a. Published prices, less strict NDAs, pricing models that are reasonable, and prices based on FTE (like almost all other publishers) rather than historic pricing, that has no discernable reason to it.
 3. A mutually beneficial partnership of strength and mutual contribution;
 4. Meaningful reduction in costs.
- v. How a resolution helps
1. Demonstrates solidarity and faculty support to Elsevier.
 2. Informs faculty of a unified position, expecting Elsevier to begin reaching out to individual faculty to work around the Coalition.
- vi. What the Coalition and a resolution don't do...
1. Ban folks from publishing in Elsevier journals. This is still perfectly acceptable.
 2. Ban folks from serving as advisors, editors, or reviewers. This is also still perfectly acceptable.
 - a. This is not about discontinuing a relationship with Elsevier but about finding a more sustainable one that recognizes that institutions provide the labor and value for the product yet then have to buy the product back at unreasonable prices increasing at unsustainable rates. It also hopes to recognize that we are mostly non-profit entities embarking on taxpayer funded research, and that our research philosophies do not align with their business philosophies. We cannot solve the world's biggest

problems and we cannot advance research if we price research results for the elite and the few.

- vii. Alex Hight, Scholarly Communication Librarian
Request for recognition of Ms. Hight was made by Senator Metcalf. Ms. Hight expanded on the points outlined above. She further addressed related details and questions/comments made by senators. She explained how the coalition provides leverage at the negotiation table. One point of clarification: There could be Loss of convenience, but NOT loss of access even if negotiations fail.

Senator Metcalf brought forward the motion to vote on the approval of the resolution. The motion passed.

8. Liaison Reports

- a. Ed Evans, Sr. Associate VP for Information Technology:
 - i. Mr. Evans complimented FS for embracing *Teams* as a platform for meetings and beyond.
 - ii. Distance education strategic planning has been underway, using a consultant. A report will be provided to the President's Cabinet and Steering Committee. Three undergraduate and three master's degrees that are well positioned fully online delivery have been identified and meetings with respective departments have occurred. Recommendations for course development to enhance quality, faculty training and development, and the need for a policy review related to intellectual property are included within the strategic plan. Next steps involve prioritization.
 - iii. Per Academic Affairs, courses will open on Bb January 19, 2021. Faculty may allow for select content to be open to students or closed. ODELT Instructional Designer assistance is available.
 - iv. Classes for Spring Semester start January 25, 2021. All students must complete COIVD-19 training prior to this date (date set by A&M system) in order to have access to Bb.
 - v. Course Deletion from Bb: January 31, 2021, courses that were offered before January 1, 2018 will be deleted from Bb. This allows more storage in the Learning Management System, resulting in cost savings.
 - vi. Audit: All who have university desktops are asked to leave computers on in order to receive patches in preparation for the audit process.
 - vii. VPN connection: All who are working from home are asked to connect to VPN (Cisco AnyConnect) regularly for at least 3 hours to insure there is connectivity to campus for software updates.
 - viii. Screen Savers will lock for security after 15 minutes; classroom computers are exempt from this.
 - i. Technology Management Program: Through the President's Cabinet, Funds will be set aside for computer upgrades. There will be an inventory to identify who has what equipment, the age of the equipment etc. to determine a clear plan for upgrades. More information will be made available in Spring semester.
- b. Staff Council President: Sharmeen Ahmed, the new President of Staff Council was welcomed to FS by Speaker Marino. She replaced Franklin Harrison who has gone to work for SSE.

9. Provost's Comments

- a. Appreciation was expressed for the quality of education provided during the pandemic.

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- b. Attention is being given to ways to better engage students in 2021 to support students in the completion of their degrees. Faculty may require students' participation and that includes the use of webcams. The expectations should be included in the syllabus. In the event a student is unable to meet the requirements, they are expected to communicate their individual circumstances to the course faculty.
 - c. Tuesday, January 19, 2021 is the spring semester start date for faculty. Because the MLK holiday is January 18, there may be college committee meetings the week before the official start date for faculty. Faculty are asked to take the steps necessary to be prepared for the start of the semester.
 - d. Academic Affairs has a COVID-19 page on the website to serve as a quick reference for resources and updates.
 - e. Enrollment: Enrollment for first and second year students is down. Fall 2019, the first year enrollment was 1900. For fall 2020, the first year enrollment was 1400. That decline means has a lasting impact going forward through the next several years. The online MBA program enrollment has increased, but not enough to off set the overall decrease. Fewer students means less revenue from tuition and less from formula funding. The decline in enrollment will mean a decline in the need for the number of sections for certain courses. COVID-19 impact is at all levels.
 - f. Faculty Searches: The University has Affirmative Action Goals. The Provost indicated she is actively involved in the selection process, evaluating final candidates related to the qualities stated in the advertisement for the position but not slowing the hiring process.
 - g. Faculty Job Impact: The Speaker raised questions related to the pattern of enrollment, reduced revenue, and concerns by FS for the impact on faculty jobs, including adjunct positions. The Provost indicated the adjunct budget is based on student credit hours by program. ARGOS reports are used in the determination.
- *4:00 p.m.: Senator Britt made a motion to extend the FS meeting time by 15 minutes. Senator Comparini seconded the motion. The motion passed.*

Concerns related to hiring select adjuncts were expressed by the Speaker. The Provost indicated the decisions are made at the college/department/program level regarding which individual adjuncts are hired. In the discussion, it was acknowledged there are select adjuncts who attract students to their courses. Senator Murgulet asked about essential hires and concerns about existing positions. The Provost explained there is a "flexible hiring freeze." This means every hiring request is reviewed by the Provost.

Considerations include the mission of the university and the needs. When looking at courses and sections of courses, whether the course is an elective vs. necessary to a degree within a program also has to be taken into account.

- h. Dean College of Business (COB) Job Description: Senator Waheeduzzaman raised the question as to who would be preparing the job description for the Dean of the COB. The Provost explained the process of using a survey that goes to all COB faculty & staff. Each person has the opportunity to provide input about challenges and opportunities as well as what they see as necessary characteristics for the next dean. The search firm will use that input and draft a leadership profile, phrased to recruit the best possible candidates. The search firm is familiar with TAMUCC and has information that helps in constructing the profile. The search committee will receive the profile draft from the search firm and add, edit etc. The search committee members are encouraged to consult with others in the COB. The aim is to generate interest by possible candidates.

10. For the good of the order

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a. Re-Imagine and Innovate Community of Practice

The Center for Faculty Excellence invites faculty to apply for the Spring 2021 Re-Imagine and Innovate Community of Practice. Participants will embrace the concept of innovation, including integrating high impact practices to engage and prepare learners of today with skills they will need for the future. This Community of Practice will be facilitated by Dr. Heather DeGrande. Watch for more information and course objectives.

b. Open Educational Resources Community of Practice

The Center for Faculty Excellence invites faculty to apply for the Spring 2021 OER Community of Practice, which will focus on the redesign of at least one identified content unit for a specified course to incorporate open educational resources, other no-cost educational materials, or open educational practices. The Community of Practice will be co-facilitated by Lisa Louis and Jennifer Epley-Sanders. Watch for more information and course objectives.

11. Adjourn. Senator Britt moved to adjourn at 4:15 p.m.