

Faculty Senate

Minutes: (WebEx) Meeting October 9, 2020

(Votes were managed using the electronic polling feature.)

2:00-4:00 p.m.

1. Call to Order: called to order by Speaker Moreno 2:01 p.m.

ATTENDANCE: Faculty Senate

Senator		Senator	
Ross Bernhardt	X	Kyoung (Kellie) Lee	O
Kelli Bippert	X	Elizabeth Loika	X
Randy Bonnette	O	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	O	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

ExOfficio	Visitors/Guests	
Clarinda Phillips	Kevin Houlihan	Cate Rudowsky
Amy Aldridge Sanford	Ed Evans	Kelly Bezio
Andrew Piker	Alexa Hight	Robin Carstensen
	Timothy Johnson	Jared Wieke
	Sharmeen Ahmed	

2. Approval of Agenda

A motion was made by Senator Greene to add an item of New Business: Annual Evaluations of Senior Faculty by Junior Faculty.

A motion was made by Senator Bernhardt to add an item of New Business: COVID-Specific Standards for Annual Evaluations

The agenda was approved with two additional New Business items.

3. Approval of September 11, Minutes

Motion to approve the minutes was made by Senator McNamara. One change was made.

Motion to approve the minutes as amended passed.

Submitted by Pam Greene
Secretary, Faculty Senate
October , 2020

4. Guest Speakers: Dr. Cate Rudowsky, Dean of University Libraries and Alexa Hight, Scholarly Communication Librarian were introduced by Speaker Moreno. They presented on the Texas Library Coalition for United Action. There are 41 institutions in the coalition, and a 42nd soon to join. The coalition represents 618,000 students and 42,000 faculty. The goals of the coalition are related to improving access, cut costs, and advocate for faculty ownership. Dr. Rudowsky is part of the steering committee. The presentation included information related to the market share and profit margins, expansions up and down stream, and the reasons for joining the coalition. Being part of the coalition provides more power in negotiations. Negotiations are currently with Elsevier. Examples from California and Europe were provided.

Scenarios were provided if negotiations are completed by December 2020 and if the negotiations go beyond December 2020. At no time will access be lost. Faculty patience was requested in the event there are delays in access during the process of negotiations. Impact by other publishers was outlined.

The presenters encouraged questions be directed to them.

5. Speaker's Report

Merit Pay

President Miller has assured the Speaker meritorious work by faculty will not be forgotten. Her plan is to recognize meritorious work that could not be rewarded this year at some time in the future when funds allow.

Monitored Metrics for Mitigation

Provost Phillips shared an excel file that lists many of the metrics that are being monitored as administration continues to track the progress of the pandemic. The Speaker will send the information to all full-time faculty. There have been repeated attempts to identify specific criteria that would raise concerns among the metrics. There has been a reluctance for more specificity due, in part to the metrics reviewed in aggregate.

Izzy

Speaker Moreno sent an email to a Pacific Islander organization (the Office of Hawaiian Affairs) to help get a perspective of the TAMUCC mascot and other adopted/borrowed gestures (e.g., the shaka greeting and leis at graduation) in regards to its sensitivity to and respect of the Pacific Islander culture. As a Hispanic Serving Institution, it is important to ensure respect of other cultures as we would hope others are respectful of ours. President Miller was supportive of this effort and informed the Speaker that Jon Palumbo, TAMUCC Director of Athletics, has raised the same concern. President Miller suggested a coordination of efforts in the process gathering information and exploring alternatives if necessary.

Senator Murgulet entered a *chat* message indicating interest in the tarpon as a replacement for Izzy.

CONHS Dean Search

The first candidate interviewed on campus October 5. Two other candidates are scheduled.

Plans for CLA/SAMC Dean

Dean Hartlaub announced his plans to step down as the CLA/SAMC dean at the end of this academic year. President Miller indicated the current plan is to have a search this semester so the new dean can start by Fall 2021.

Online Core Curriculum Task Force

There is an interest in putting the core curriculum online. This move would help move some of our undergraduate degrees fully online. One concern is the lack of a core curriculum committee to help identify concerns and to help develop solutions. While there is an undergraduate curriculum committee and undergraduate counsel, members may not be sensitive to issues that have the potential to lead to a transition that may not provide students with the best possible experience. One suggestion is form a task force for the specific purpose of assisting and making recommendations to help open an online path through our core curriculum and first-year seminars as seamlessly as possible. President Miller had a supportive response to the suggestion of a temporary group to facilitate this move.

Senator Britt spoke from the perspective of working closely with the Learning Communities which have received national recognition. There is a concern the transition to online could impact the strength of the Learning Communities.

Amy Aldridge-Sanford spoke to the decision to put courses on-line. This decision is made within each college.

The Provost added one consideration would be having a representative to the Undergraduate Committee from faculty involved with the Learning Community.

AAUP Chapter at TAMUCC

Information: An AAUP chapter is being formed on campus.

6. Old Business: None

7. Committee Reports

a. Academic Affairs (A A) – Sean Britt (Chair)

- i. Expedited Review for submissions from COEHD; CLA; & UC had few changes. A complete table was submitted to Faculty Senate by Senator Britt with the recommendation for approval. A course Sports Medicine course had previously been approved, thus was removed from the list. After brief discussion, there was a vote and the motion for approval passed.
- ii. One course from the COB was submitted without a syllabus. A syllabus has been requested and will be reviewed at the next UCC meeting then expected to be added to the next list being introduced.

- b. Faculty Affairs (FA) – Lisa Comparini (Chair)
 - i. Designated Administrator: FA met with the Provost and Kevin Houlihan to review and clarify “Designated Administrator” in *32.01.01.C0.01 Complaint and Appeal Process for Faculty Members*. More information will be forthcoming.
 - ii. No additional polices in review.
- c. Awards, Bylaws, & Elections – Bethanie Pletcher (Chair)
 - i. First Year Advocate Award nomination was sent.
 - ii. Minnie Stevens Piper Professor Award Applications are due October 15.
 - iii. The first announcement for University Excellence Awards to go out next week.
- d. Budget Analysis (BA) – Dorina Murgulet
 - i. The BA committee met to discuss results from the Think Tank Survey and provide feedback to the Speaker.
 - ii. The committee met with Jaclyn Mahlman. The focus of the meeting was the enrollment and connection to the budget. Undergraduate enrollment has dropped, but graduate student enrollment has increased and helps offset the budget impact from the decrease in undergraduate enrollment.
 - iii. Jaclyn Mahlman will attend the next Faculty Senate meeting with an interest in receiving guidance about what Faculty Senate would like from her, the Vice President of Finance. Ideas are encouraged and may be sent to Senator Murgulet
- e. Committee on Committees – Emily Metcalf

The committee met and want to ensure all committee chairs communicate minutes efficiently.

8. New Business

- a. Annual Evaluations of Senior faculty by Junior Faculty – Senator Greene
 - i. Faculty have sent concerns related to inaccurate, unfair performance evaluations and inappropriate course assignments stemming from a junior, non-tenured faculty in the role of chair, evaluating a senior faculty member. Concerns extend to potential issues with the promotion and tenure review process.
Related policies include, but are not limited to:
33.99.99.C0.03, Academic Department Chairs
33.99.99.C0.02, Performance Reviews of Full-Time Faculty Members (P&T policies “model” a process that could be considered for use when a college does not have faculty of sufficient rank to serve on P&T committees.)
Senator Greene made the motion to have Faculty Affairs assess related policies to determine whether there are indications for recommendations.
Senator Rao seconded. After further discussion, the motion passed.

b. COVID-Specific Standards for Annual Evaluation – Senator Bernhardt

Senator Bernhardt expressed concerns regarding the current Promotion and Tenure standards and the need to have them account for the impact of the pandemic. This impact extends to increases in time with teaching online and hybrid courses, barriers to research, closure of performance opportunities, inability to access archives, travel restrictions, etc.

Kelly Bezio, faculty in attendance was invited to speak on this issue. She emphasized how faculty on this campus are doing the job that is being asked of them, and they cannot be punished later for not doing a job that disappeared with the emergence of the virus in March and the response of the U.S to it. If we (TAMUCC) don't adapt our standards of evaluation, we will be doing just that.

A motion to have Faculty Senate gather information regarding current processes for evaluations and what would be fair in the context of the current pandemic was made by Senator Bernhardt and seconded by Senator Comparini. The motion passed.

c. Workload allocated for teaching – Senator McNamara

Senator McNamara made a motion to have increases in the percent of time allocated for teaching reflected in annual performance evaluations. Senator Murgulet seconded. Discussion followed. It was acknowledged, deans and chairs would need to agree. Annual performance evaluations are part of the promotion and tenure portfolios and need to accurately reflect percentages assigned for teaching and increases in teaching could impact the other areas evaluated. The motion passed.

9. Liaison Reports

a. Ed Evans – Information Technology

- i. IT is focused on keeping the campus “connected,” working to ensure academic continuity.
- ii. There is a link for students to see the recommended technology. There is no preference for vendor.
- iii. For employees, the focus is ensuring each person has the technology needed for work.
- iv. Plans for Higher Education Assistance Funds (HEAF) include a centralized location with a process for the replacement of equipment. This planned process will be distributed.

- v. Software: The Instructional Technology and Distance Educational Committee (ITDEC) is reviewing learning management systems, proctoring options, and web conference tools.
- vi. IT is auditing equipment – when anyone is on campus, they are requested to turn computers on for the audit.

b. Sharmeen Ahmed – Staff Council

- i. The Charitable Campaign will be underway until the end of October. A fund for TAMUCC has been added.
- ii. Staff Council is having a fund raiser and requests support. More information will be distributed campus wide.

10. Provost's Comments

- a. STARFISH: Those who submitted in the spring were given a thank-you gift card. Fall surpassed spring with 84% submitting. The CONHS & COB were at 100%. CASA is clearing the “flags.” Faculty will be notified of outreach attempts. Advisors reach out as well. These efforts are important, especially to the first-and second-year students. During the pandemic, the first-and second-year students struggle to connect, to make friends and engage in campus life.
- b. There will be a graduation celebration. Details will be forthcoming.
- c. Administration is providing funds for open access publication. Senator Metcalf verified the current amount allocated for open access is \$30,000 (through the library).

11. For the good of the order

- a. International Student Recruitment (ISR): Senator Murgulet asked Amy Aldridge Sanford about the status of recruitment of ISR. Dr. Aldridge-Sanford explained challenges related to obtaining visas and the limited control from the campus perspective. Different countries are more challenging than others. Students can begin course work online. Faculty are encouraged to connect and encourage these students.
- b. Faculty Development Leave applications are due Oct. 16
- c. Regents Faculty Award Recipient Dr. Elizabeth (Liz) Sefcik will be recognized in a celebration Oct. 29
- d. Adjunct Faculty Awards Nominations: Oct. 15-Nov. 15

- e. Pandemic Pedagogy focusing on WebEx Breakout rooms will be offered on Oct. 30 through the Center for Faculty Excellence (CFE).

12. Adjourn – Senator McNamara made the motion for adjournment at 4:01 p.m.