

2021-2022 Faculty Senate Annual Report

Dr. Bethanie Pletcher, Speaker

Dr. Michelle Hollenbaugh, Deputy Speaker

Dr. Pamela Greene, Secretary

I. Noteworthy Accomplishments

- a. Began a possible tradition of meeting regularly with the Provost and President regarding shared governance on our campus
- b. A committee worked on a resolution on tenure and academic freedom
- c. Advocated for research privileges at the Early Childhood Development Center
- d. Communicated with AAUP leadership to plan ways of working together
- e. Advocated for more chair (evaluation) and dean (policy knowledge) training
- f. Recommended new Ombudsperson
- g. Continued to work through pandemic concerns
- h. Committee from Senate worked with committee from CPIRA to develop a COVID impact on scholarship survey
- i. Hosted guest speakers (Vice President of SEAS, salary survey representative, Harbor House Liaison, IKNOW Director, HR rep to discuss Dual Career Program, Dean of College of Graduate Studies, Chief Gutierrez, Counseling Center representative, Chief Diversity Officer, Director of Disability Services)
- j. Executive committee met with Chancellor Sharp to discuss issues at the University
- k. Advocated for improved working conditions for adjunct instructors
- l. Hired new Program Specialist for Faculty Senate and Staff Council
- m. Worked with the newly formed land acknowledgement committee

II. Academic Affairs Committee – Mr. Sean Britt, Chair

- a. **Committee Members:** Randy Bonette (CoEHD), Pam Greene (CoNHS, Emily Metcalf (LIB), Mohan Rao/Deniz Gevrek (CoB), Pablo Rangel (CoSE), Isla Schuchs-Carr (CLA)
- b. The Academic Affairs Committee will begin to use CourseLeaf software for the 2022-2023 review process. A new workflow was created to allow review to happen within the academic year and allow the subsequent catalog publication to include those changes. Removed extraneous steps in approval process to further expedite curricular change. A total of 336 course additions, course deletions, program changes, new programs, and course changes were approved during 2021-2022, with one additional program set to be voted on by the UCC in May. All members of Academic Affairs served on the University Curriculum Committee, chaired by the Academic Affairs Committee Chair. The UCC addressed proposals by particular colleges at each of 2 meetings in the Fall, then met or will meet twice for new program proposals in the Spring.
- c. Recommendations from the committee for the upcoming year include the following:

- i. Continuing to evaluate the new workflow and determine how to make department and college deadlines suitable.
- ii. Work with Jenny Vela to ensure success with new CourseLeaf software.
- iii. Work with Office of Academic Affairs to formalize protocols for communication with relevant faculty and administrators in the workflow.
- iv. Formalize and/or review policy regarding changes that can bypass the approval process, such as changes for state compliance, etc.

College	Course Deletions	New Programs	Course Additions	Program Changes	Course Changes
COB – Undergraduate Programs	-	-	-	6	1
COB – Graduate Programs	-	-	-	2	1
COEHD – Undergraduate Programs	-	3 (with 1 more pending)	-	3	51
COEHD – Graduate Programs	-	-	8	18	89
COLA – Undergraduate Programs	1	-	14	20	18
COLA – Graduate Programs	-	-	2	3	12
CONHS – Undergraduate Programs	-	-	-	-	-
CONHS – Graduate Programs	-	-	-	-	-
COSE – Undergraduate Programs	3	2	9	11	20
COSE – Graduate Programs	1	-	8	10	14
Honors	-	-	3	1	4
TOTALS	5	3(+1)	44	74	210

III. Faculty Affairs Committee – Dr. Philip Johnson, Chair

- a. **Committee Members:** Kelli Bippert (CoEHD), Chris Bird/Valeriu Murgulet (CoSE), Patricia Hernandez (LIB), Elizabeth Loika (CoNHS), Mark McNamara (CLA), Qihong Zhao (CoB)
- b. Worked on 30 policies this year, including:
 - i. 11.99.99.c0.02 Co-curricular services to minors
 - ii. 12.01.99.c0.01 Academic rank descriptors
 - iii. 12.01.99.c0.02 Academic freedom

- iv. 12.01.99.c0.05 Faculty dismissals and administrative leave
- v. 12.01.99.c0.06 Performance reviews of faculty members
- vi. 12.01.99.c1 Granting extension of tenure probationary period
- vii. 12.06.99.c0.01 Post-tenure review
- viii. 12.07.99.c0.01 Student complaints regarding employees
- ix. 15.99.06.c1 Use of biohazards in research teaching and testing
- x. 15.99.07.c1 Use of vertebrate animals in research teaching and testing
- xi. 26.01.99.c0.01 Tuition and fees
- xii. 32.01.01.c0.01 Complaint and appeal process for faculty members
- xiii. 33.05.02.c0.02 Required training for employees and affiliates
- xiv. 33.99.03.c0.02 Performance reviews of academic administrators
- xv. 33.99.04.c0.02 Promotion of faculty members
- xvi. 33.99. 04.c0.01 Student employment
- xvii. 33.99.08.c0.02 Graduate assistants
- xviii. 33.99. 08.c0.03 Student internships
- xix. 33.99.99.c0.02 Performance reviews of faculty members
- xx. 61.99.99.c0.02 Web presence
- xxi. 11.99.99.c0.04 Academic calendar approval
- xxii. 2.01.99.c0.04 Descriptions of teaching, librarianship, scholarship and creative activity, and service

IV. Committee on Committees – Ms. Patricia Hernandez, Chair

- a. **Committee Members:** Nikki Changchit (CoB), Emily Metalf (LIB)
- b. The annual Faculty Councils and Committees Interest survey was distributed this year to 427 faculty, including those with administrative appointments, such as the President and Provost. Of the 235 respondents, 91% (n=215) completed 100% of the survey. This means that 50% of all 427 faculty fully completed the survey. These responses will be used to help make recommendations for the approximately 135 openings on campus committees. These openings include the total number of vacancies and ending terms of faculty. It should be noted that some faculty members may want to renew their service on a committee for another term while others require an election for appointment, meaning the survey responses will not be used to find a replacement for all 135 openings.

V. Awards/Bylaws/Elections – Dr. Michelle Hollenbaugh, Chair

- a. **Committee Members:** Nikki Changchit (CoB), Shelley Dinkens (CoNHS), Dale Pattison (CLA), Abu Waheeduzzaman (CoB)
- b. Awards
 - i. Made announcements, collected applications, and ranked candidates for awards (Regents Professor, Faculty Excellence Awards, Minnie Stevens Piper, Outstanding First Year Advocate) and made recommendations to the Provost and President.

- ii. Revised Faculty Excellence Awards dates- discussed possible adjustments to award process and removal of nomination phase.
 - iii. Adjusted due date (to ABE) for Regents Professor Award. Included short timeframe for an extended deadline if needed.
- c. Bylaws & Constitution
 - i. Provided guidance to the Senate officers, and members to make sure that senate actions and procedures followed the senate constitution and bylaws.
 - ii. Made changes in Bylaws and constitution to reflect the removal of the University College and wording regarding ex-officios.
- d. Elections
 - i. Conducted Senate elections according to the constitution and bylaws using Qualtrics.

VI. Budget Analysis – Dr. Celil Ekici, Chair

- a. **Members:** Celil Ekici (CoSE), Abu Waheeduzzaman (CoB), Davey Edwards/Antonio Medrano (CoSE), Ross Bernhardt (CLA), Miguel Perez (CoNHS), Mohan Rao (CoB)
 - The FS Budget Committee brought concerns and questions of faculty related to university finances and budgets to, University Budget Advisory Committee, led by Mrs. Jaclyn Mahlmann, Vice President for Finance & Administration
 - Chair Ekici and Dr. Rao participated in UBAC meetings and discussed the agenda and actions with the Budget Analysis Committee and the Senate. University Budget Advisory Committee (UBAC) meetings provided President’s Cabinet with ongoing advice and recommendations related to budget efficiencies, planning, and assessment and is comprised of faculty, staff, students, and administrators who aim to assist the University in achieving and communicating its strategic goals. UBAC continued the work initially started by the Budget Think Tank providing recommendations on opportunities for budget reductions, resource reallocation based on strategic initiatives, and opportunities for increased revenue.
 - Engaged in budgetary analysis through providing an evaluation of suggestions by the Budget Think Tank, and followed up the commitments and their implementation during the 2021-2022 calendar year.
 - *On benchmarking metrics relating to faculty salaries.* Using CUPA benchmarking data, we are currently on Year 4 on the faculty salary adjustment process after the market analysis. A six-year commitment was made to follow that process in order to get faculty salaries adjusted appropriately. As we move closer to that six-year mark, we will begin to look at where we go from here.
 - *Commitments on existing academic programs:* Working with PAIRS, Provost Office identified data to analyze in determining productivity and efficiency and overall program effectiveness. PAIRS has worked on a dashboard so that data set is easily accessible. Process is developed where deans, department chairs and

faculty will access that data and provide a narrative/template about their programs and opportunities for growth and strengthening. A list of metrics from Dr. Phillips on data that AA wants to measure for program productivity/effectiveness

- *On decreasing student enrollment overall for the University:* Maximize our formula funding, beginning in Fall 2018, we began to flex enrollment. One of the opportunities we have as an institution is we offer courses that are in the later half of the traditional semesters, we can flex those 7-week courses to the next semester
- Investigated strategies to increase enrollment and support student success and continuous enrollment.
- *Impact of CIP codes on funding:* Dr. Aldridge-Sanford has been very involved with faculty who have brought forward a desire to either make curriculum modification so that the CIP code applies or even just inquire with the Coordinating Board about whether this discipline/curriculum would be appropriate for a CIP code change. Providing faculty get training on CIP codes to maximize funding. This is an opportunity for PAIRS to partner with Academic Affairs (CFE) on CIP codes training. CFE could provide training on what they should be looking for as a faculty member, who to reach out to for any questions, etc.
- **Impact of teaching experience funding :** the teaching experience adds an additional 10% just for the undergraduate courses if taught by tenure/tenure track faculty, not for graduate courses. Strategically plan what their faculty is teaching in those courses so they can maximize funding.
- Investigating ideas or changes to make to your curriculum to make it more marketable and attractive to lead to increased enrollment, administration is open to those types of conversations.
- Ongoing and pending work
 - Current and projected enrollments for the planning of the 2023 looking into face-to-face and online programs
 - Fundings to boost the salaries of graduate students to make TAMUCC competitive to recruit graduate students
 - Inquiry into the budgetary implications of the updated Strategic Plan
 - Aligned initiatives supported with their current and projected allocations
 - Efficiency and evaluation metrics of new programs and initiatives
 - The budgetary implications of low enrollment courses during the year and summer for undergraduate and graduate programs.
 - Effective budgetary management of degree programs with low student enrollments during a calendar year, impacting the year to graduate
 - **Budgeting practices for faculty compensation** for low enrollment courses. How is this issue being managed and

addressed in different colleges, departments with their low enrollments to run the degree programs

- Its impact on the strategic plan retaining R2 status with strong graduate enrollments and programs
 - Pending analysis of the updated strategic plan for strategic budgetary support the programs and faculty for the growth and sustainability of programs making TAMUCC an R2 institution.
 - Planning to seek input from department chairs, faculty, deans and admins to effective budgetary support of small yet critical degree programs aligning with strategic goals.