Faculty Senate
Meeting Minutes
February 11, 2022
2:00-4:00 pm
https://tamucc.zoom.us/j/95075988899
Meeting ID: 950 7598 8899

I always find the positive...it takes up too much energy being negative.
-Betty White

1. Call to Order: 2:03 by Speaker Pletcher

Attendance:

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<tr>
<th>Senators</th>
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<td>Bernhardt, Ross</td>
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<td>Bippert, Kellie</td>
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<td>Bonnette, Randy</td>
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<td>Britt, Sean</td>
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<td>Changchit, Chuleeporn</td>
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<td>Dinkens, Shelly</td>
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<td>Ekici, Celil</td>
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<td>Gevrek, Deniz</td>
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<td>Greene, Pam</td>
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<td>Hernandez, Patricia</td>
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<td>Hollenbaugh, Michelle</td>
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<td>Johnson, Philip</td>
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<td>Schnuriger, Corbin, Faculty Senate/Staff Council Program Assistant</td>
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Ex-Officio
Visitors/Guests

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<thead>
<tr>
<th>Clarinda Phillips</th>
<th>Ed Evans</th>
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<tr>
<td>Jessica Aleman</td>
<td>Kevin Houlihan</td>
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<td>Kelly Bezo</td>
<td>Timothy Johnson</td>
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<td>Brenton Day</td>
<td>Andy Piker</td>
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<td>Jill Ratliff</td>
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2. Speaking protocols for ZOOM reviewed:
   a. Must be recognized by the Speaker to speak
   b. Speaking limited to 3 minutes – will be times
   c. Must wait to speak again until all others who wish to speak on a specific topic have the opportunity to share
   d. Utilize the chat tool judiciously
   e. Only Senators and ex-officio members may speak at meetings
      i. If you are attending as a visitor, please share comments with one of your Senators
3. Approval of Agenda: Senator Metcalf made a motion to approve the agenda, Senator Johnson seconded. Motion passed.

4. Approval of January 14 meeting minutes: Senator Gevrek made a motion to approve the minutes as corrected, Senator Johnson seconded. Motion passed.

5. Guest Speakers
   a. Denis Gevrek – Faculty Salary Survey
      Senator Gevrek reviewed 1 – 7 of survey cycles completed, starting with 2012-2013. The review included merit and equity adjustments. Sen. Gevrek did ask Faculty Senate to endorse a cycle 8 salary survey. She invited senators to email her with further questions.
   b. Jessica Aleman – Foster Care Liaison – Island Harbor
      Ms. Aleman explained when individuals “age out” of the Foster care system at the age of 18, they are eligible for tuition and fee waivers. Additionally, Island Harbor works to find funding to cover housing, food, and other necessities. She meets weekly with each student in the program. Her contact information: Jessica Aleman, Jessica.aleman@tamucc.edu, and 361-236-7693.

6. Speaker’s Report
   a. Dean searches
      i. COS
         1. Application deadline was February 9
         2. Expecting the first list of candidates for committee review around February 16
         3. Hiring firm mentioned they are seeing diversity within the applicant pool
         4. Targeted emails and recruitment messages have gone to chairs, assistant and associate deans, and current deans
         5. One issue is the location and current political climate in Texas
      ii. COE
         1. Application deadline March 2
   b. Ombuds position
      i. The Speaker sent an announcement to Provost to be sent out to faculty. The Provost indicated the announcement would go out Monday (Feb. 14). Senators were asked to help with recruitment efforts by reaching out to individuals who would be an excellent fit. Materials are due to the Speaker by February 28. The Executive Committee will review applications and present finalists to Senate.
   c. The Speaker received the email (see below). The Speaker reached out to Chris Navia for recommendations and is waiting for a response. The Speaker asked Senators for recommendations.
      i. Email:I am reaching out to obtain your assistance. As a member of the TAMIU Chancellor’s Diversity, Equity, & Inclusion Summit planning committee, I have been asked to reach out to the TAMIU system universities’ faculty senates to request the identification of one faculty member to represent their institution and speak about diversity, equity,
and inclusion, related to faculty recruitment, retention, and support of faculty. We anticipate that this will be done via a panel discussion where each representative will have 10 minutes to highlight their respective university’s efforts.

ii. Faculty Senate will be consulted before a name is submitted.

d. Adjuncts
   i. Provost has sent out a request for deans to respond regarding spaces for adjuncts. The Provost indicated this two-part process is progressing.

e. Covid
   i. Numbers are decreasing
   ii. Provost is in communication with Registrar every day still to look for patterns
   iii. Positive cases still need to be reported

f. Interim chair evaluation
   i. The operating practice is that every chair will be evaluated; however, it depends on their situation in how they are used

g. Associate dean evaluation
   i. These occur every other year

h. Chair training (esp. in the area of evaluating faculty members)
   i. Last chair training was two years ago
   ii. Provost does believe that more training is called for
   iii. There will be a brief discussion at the chair meeting on Feb 11 regarding annual review of faculty and annual review letters
   iv. Discussed the importance of new chair training as well as chair development
   v. Peer to evaluator concerns need to be addressed when there is a transition from faculty role to chair
   vi. David Gurney, Faculty Fellow, will be assisting with the development and training for chairs

i. Budget Think Tank Report and Comprehensive Academic Program Review
   i. Provost and deans are working on a template to look at programs, mainly resource allocation, strategic hiring
   ii. This will be implemented next year
   iii. Provost will send template draft to Senate for review

j. Interfolio
   i. Currently overcoming glitches and putting finishing touches on
   ii. Deadlines for evaluations will be shifting, an email to go out soon
   iii. Annual reviews may be slightly off schedule. Faculty need to make sure everything is correct by a TBD date.

k. President’s strategic planning meeting will be scheduled in March or April
   i. The emphasis will be on supporting student life, growing traditions, and supporting students’ mental and physical health.
   ii. As many faculty as possible are encouraged to participate.

7. Old Business
   a. Land acknowledgement status
8. Committee Reports
   a. Reminder about committees:
      i. Only Senators serve on and participate in committees, per the Faculty Senate By-Laws
      ii. Please share your committees’ work with constituents so that they may communicate through you any feedback they have.
   b. Academic Affairs – Senator Britt
      i. There is one proposal, it is for a baccalaureate degree in early childhood development. This is a new program triggered by changes in the law.
      ii. University Curriculum Committee will meet Feb. 18. The proposal will be brought to Faculty Senate for a vote at the March meeting.
      iii. ECDC will be transitioning to only Pre-K
   c. Awards, Bylaws, & Elections (ABE) – Senator Hollenbaugh
      i. By-Laws changes: Following a review of the proposed changes to the bylaws, Speaker Pletcher made the motion from Faculty Senate Executive Committee to accept the proposed changes. The motion passed.
      ii. Constitution changes: Following a review of the proposed changes to the constitution, Deputy Speaker Hollenbaugh made a motion from ABE to accept the proposed changes. The motion passed.
      iii. Presentation of the election calendar: Commissioners are being identified. The call for nominations will be March 3.
      iv. Members of ABE will meet with Kellie Smith, Center for Faculty Excellence, to discuss possible changes to the processes related to nominating and making recommendations for the Faculty Excellence Awards.
   d. Budget Analysis – Senator Ekici
      i. Concerns are being raised with the University Budget Advisory Committee (BAC):
         1. Overall decrease in enrollment
            a. Are there strategies for increasing enrollment?
            b. Are student success strategies being enhanced?
            c. Are there alternative funding sources?
         2. Template to evaluate program effectiveness – more clarity to come
   e. Committee on Committees – Senator Hernandez
      i. Review of counsels, committees, and other bodies, beginning with counsels is underway. The review will look at various aspects, including, but not limited to:
         1. Is the purpose being met?
         2. Is the membership makeup in alignment with the purpose?
      ii. Faculty Interest Survey will be disseminated in March. Faculty are encouraged to complete the survey. Committee on Committee uses the data to make recommendations to deans.
   f. Faculty Affairs – Senator Johnson
      i. Below is a summary of items the committee wishes to highlight as part of their deliberations.
         1. 08.01.01 Civil right compliance.
            a. The committee had no items to address
2. 08.01.02. Accommodations at University Facilities and Events
   a. The committee had concerns there would be issues if all equipment were not addressed.
   b. If the seating capacity in the assembly area is 50 or less, the minimum number of required receivers is two (2) and the minimum number of receivers required to be hearing-aid compatible is two (2). The same requirements apply for a seating capacity up to 200 people, except that the minimum number of required receivers will be one (1) per 25 seats over 50 seats. Assembly areas should also be equipped with a passive audio system to inject the sound automatically into the receivers and not require an active person mixing or controlling levels of audio.
   c. Experience with assistive listening systems has identified some concerns that not only receivers are needed but also the system in place for the listening receivers to have sound input from the room or venue in a fashion that does not require a person to actively mix or adjust levels. The venues and personnel supplying the receivers should be able to provide receivers to meet requests and not have to manage the system.

3. 11.10.99 c.0.01 Development of Academic Degree Programs
   a. Concern committee identified was item 3.6.5 which says both as needed and 2 meeting each month in Feb, March and April
   b. Holding meetings as needed, with two (2) meetings per month in February, March, and April. (as needed should take priority, why have it also spelled out?)

4. 11.10.99.c 0.02 – 0.04
   a. Language consistent across all procedures relating to development of programs certificates, courses, distance education. That specifies the number of meetings as both (as needed ) and spelled out as (2 meetings per month etc...)
   b. Question on previous items applies to language across all of these documents.

5. 12.01.99c0.03 Responsibility of Faculty Members
   a. question we raised in earlier document regarding training and active periods
   b. 1.5 Complete all training required by the university and the Texas A&M University System by the given date during their active contract of employment.
   c. General question regarding what the procedure would be for requesting the delivery of content when a faculty member is asking for accommodations due to health or other reasons. Where would this be inserted. This came up as a part of Covid consideration and as a request as we
move on to other considerations where faculty can make a request and the procedure spelled out of how to make the request

6. 33.05.01c0.01 Employee Betterment program
   a. The committee recommends faculty look at this document, we didn’t have any issues.
   ii. Each of the above items was reviewed with time for discussion and clarification. Senator Johnson made a motion to approve the proposed items. Senator Britt seconded. The motion passed.
   iii. Senator Johnson provided information for the items to be reviewed at the March meeting of Faculty Senate. He will be distributing actual copies of each item to all senators immediately following the adjournment of the current meeting. He encouraged Senators to share with constituents for input.

9. New Business
   a. Format for March 11 meeting will be Face-to-Face with the option to use the “buddy system” for virtual attendance. There will be a Senate photo.
   b. Composition of ABE Committee
      i. There was a suggestion to change the composition of the ABE committee. Pros and Cons were presented during a robust discussion.

10. Liaison Reports
   a. CPIRA – Senator Rangel
      i. Funding for open access publications has been increased in our Library.
      ii. There will be a Student Research Symposium on Friday April 8.
      iii. There is a search for better communication methods among research faculty better than listservs
      iv. Graduate Student Recruitment and Retention: Great concern about the impact of current graduate students’ compensation which is below other institutions and leads to difficulty recruiting and retaining quality graduate students which, in turn leads to a reduction in research productivity.
      v. A survey will be distributed to faculty regarding the impact of COVID-19 on research.
      vi. Sharmeen Ahmed gave a presentation Intellectual Property and patenting ideas in our university. She is willing to present to other departments.
   b. Graduate Council – Senator Schuchs Carr:
      i. TAMUCC IRB Director Rebecca Ballard, gave a presentation on basic functions of the new iRIS system.
      ii. Bylaws are being updated.
      iii. Approved several applications for graduate faculty status.
   c. IT – Ed Evans: Highlighted recent initiatives, including the identification of 100 Fax devices across campus and evaluating and recommending options.
   d. Staff Council – Brent Day: Plans for the annual employee lunch are underway
   e. AAUP – Kelly Bezio:
      i. Faculty and graduate students are welcome at chapter meetings
      ii. Next meeting is Feb. 18 at 4:30 via Zoom (for Contingent Faculty)
      iii. March 4 – Meeting for all faculty
iv. Focus is on the impact of faculty disengagement and solutions

11. Provost’s Comments
   a. Encouraged faculty to actively engage in self-care
   b. Homecoming Activities – all invited to participate
      i. Student vs. Faculty/Staff basketball game needs faculty participants and supporters
   c. Founders Day – April 1
   d. I-Know initiatives are moving into phase 2 which involves the identification of courses for the program.
   e. Math Pathways – Task Force is addressing the re-alignment of courses and the Summer Bridge Academies
   f. Interfolio
      i. Final adjustments are being made. David Gurney will be available to assist faculty and staff.
   g. Post Tenure – A task force is working toward the use of external review.
   h. Priority Focus for Dr. Navia is faculty recruitment & retention, beginning with recruitment practices including, but not limited to:
      i. Attracting more diverse applicant pools
      ii. Training search committees and the search committee chairs
      iii. Examining hiring practices
   i. Time for Questions & Answers

12. For the good of the order
   a. Upcoming University events
      i. https://tamucc-staging.lwcal.com/
   b. In follow-up to Math Pathways, Dr. Piker offered the reminder the logic class can be an option for students.
   c. Senator Pattison asked about a policy for disruptive students in Face-to-Face and online classes. Faculty Affairs committee will follow up.

13. Adjourn: Senator Johnson made the motion to adjourn at 3:53 p.m.

Pamela K. Greene
Submitted by Pam Greene
Secretary, Faculty Senate