

Faculty Senate  
Minutes (Draft)  
January 14, 2022  
2:00 pm – 3:45 pm  
Zoom

*“In a world where perfectionism, pleasing, and proving are used as armor to protect our egos and our feelings, it takes a lot of courage to show up and be all in when we can’t control the outcome... Vulnerability is not weakness. It’s our greatest measure of courage.”*  
-Brené Brown, *Atlas of the Heart*

1. Call to Order: Speaker Pletcher called the meeting to order at 2:02 pm.  
Attendance:

Senators		Senators	
Bernhardt, Ross	X	McNamara, Mark	X
Bippert, Kellie	X	Medrano, Antonio	X
Bonnette, Randy	X	Metcalf, Emily	X
Britt, Sean	X	Murgulet, Valeriu	X
Changchit, Chuleeporn	X	Pattison, Dale	X
Dinkens, Shelly	X	Perez, Miguel	X
Ekici, Celil	X	Pletcher, Bethanie	X
Greene, Pam	X	Rangel, Pablo	X
Hernandez, Patricia	X	Rao, Mohan	X
Hollenbaugh, Michelle	X	Schuchs Carr, Isla	X
Johnson, Philip	X	Waheeduzzaman, Abu	X
Loika, Elizabeth	X	Zhao, Qihong	X
Schneider, Corbin, Faculty Senate/Staff Council Program Assistant			X

Ex-Officio Visitors/Guests	
Clarinda Phillips	Ed Evans
Kelly Bezio	Kevin Houlihan
Robin Carstensen	Joseph Hayden
Brenton Day	Andy Piker

2. Approval of Agenda: Senator Britt made the motion to approve the agenda with one addition. The motion was seconded by Senator Medrano. The motion passed.
3. Approval of December 10 Minutes: Senator Medrano made the motion to approve the minutes as corrected; Senator Pattison seconded the motion. The motion passed.
4. Guest Speaker
- a. Joe Hayen, Director of Disability Services  
Mr. Hayen described the outreach work being done to ensure students’ understanding of the services provided in Disability Services. He indicated the intent to remove barriers to facilitate students’ receiving accommodations. He also indicated willingness to come present to faculty and/or in classes to clarify services and processes in an effort to strengthen partnerships.

## 5. Speaker's Report

- a. New Faculty Senate/Staff Council Program Assistant – Corbin Schnuriger was introduced and welcomed.
- b. Faculty Senate/Staff Council Meet-and-Greet postponed.
- c. Online Program Implementation Team update
  - i. Subcommittee: Faculty Development and Course Development
  - ii. Focus group made up of a variety of faculty members to:
    1. Provide recommendations for faculty incentives (i.e. for part-time faculty: training and/or certifications)
    2. Provide input regarding professional development planning and opportunities (i.e. conferences, lunch & learns)
    3. Make recommendations regarding research and develop parameters for faculty training requirements and related certifications (DLAI training, ACUE, etc.)
    4. Review faculty resources (such as software) and evaluate the effectiveness of current procedures
- d. SGA – student resolution on stopping the spread of Covid-19  
The Speaker will reach out regarding how to support efforts over the next two weeks with the increase in COVID cases as students return to campus.

## 6. Committee Reports

- a. Academic Affairs – Senator Britt
  - i. A new chair needs to be identified for the 22-23 academic year. Senator Britt is available to address any questions interested individuals may have about the role. He indicated his availability to support the next chair and ensure a successful transition.
  - ii. Courseleaf software is expected to be in place by February to manage the new proposals.
  - iii. Senator Britt will reach out to the Interim Assoc. Provost regarding possible changes to the workflow.
- b. Awards, Bylaws, & Elections – Senator Hollenbaugh
  - i. Introduce Constitution and By-Laws changes
    1. Senator Britt made the motion to initiate the process of changing the constitution. Senator Hernandez seconded. There was brief discussion. The motion passed by greater than the 2/3 majority required.
    2. The proposed changes to the constitution were reviewed. These changes will also be sent to all senators for review in preparation for voting at the February meeting of the Faculty Senate.
    3. Proposed changes to the by-laws were reviewed. Questions were raised for clarification. The proposed changes will be sent to all senators for review in preparation for voting at the February meeting of the Faculty Senate.
    4. The committee plans to meet to discuss the process related to Faculty Excellence Awards.

c. Budget Analysis – Senator Ekici

- i. Benchmark Matrix implementation was addressed.
- ii. CIP Funding: Efforts are underway to ensure TAMUCC is taking full advantage of available funds.
- iii. Chancellor Sharp: In follow-up to Chancellor’s visit, there has been an announcement that reimbursement for faculty and staff pursuing doctoral education will be available for use across the universities in the system, not limited to the specific university in the system where faculty/staff are employed.
- iv. Following the December meeting of the Senate, there was an email from Senator Waheeduzzaman. He requested specific documentation of his concerns be documented in the minutes:
 

“Senator Waheeduzzaman mentioned about fixed and variable cost in budgeting. If revenue does not keep up with fixed and variable cost, then we are likely to fall in deficit. Enrollment brings in revenue from tuition and state appropriations. If enrollment decreases and fixed cost remains constant (or increases), then we are likely to go into deficit. We have to address both fixed and variable cost to balance the budget.”
- v. \$350 million has been awarded by the state. There was discussion regarding the follow-up needed to understand what TAMUCC has done to apply for a portion of those funds.
- vi. Online Implementation Team has begun talking with representatives from the COB regarding their strategies resulting in increased enrollment.
- vii. Urgency was expressed regarding the potential implications related directly and indirectly to enrollment numbers and the need to find effective strategies to adapt to the changing trends.

d. Committee on Committees – Senator Hernandez

- i. The Interest Survey will be sent out in March
- ii. There is an initiative at the university level to assess, streamline overall processes related to committees, and promote consistency. This does include the August 1 start date for committees and councils as recommended by the President’s Cabinet. Kevin Houlihan clarified each committee and council sets their own meeting dates. Those with faculty on nine-month contracts would most likely set the meeting dates to coincide with faculty return to campus. There was further discussion.

e. Faculty Affairs – Senator Johnson

The policies introduced below are posted in TEAMS for further review and will be emailed to all senators. These will be prioritized. Senators are strongly encouraged to share with their constituents for input. The policies include:

- i. 08.01.01.C1, Civil Rights Compliance
  1. Revised to align with the updated system regulation
- ii. 08.01.02.C0.02, Accommodations at University Facilities and Events
  1. Revised to include current practices
- iii. 11.10.99.C0.01, Development of Academic Degree Programs
  1. Revised with input from Faculty Senate to remove Senate from the review process since the UCC has Senate representation
- iv. 11.10.99.C0.02, Development of Certificate Programs

1. Revised with input from Faculty Senate to remove Senate from the review process since the UCC has Senate representation
- v. 11.10.99.C0.03, Development of Courses and Catalog Revisions
  1. Revised with input from Faculty Senate to remove Senate from the review process since the UCC has Senate representation
- vi. 11.10.99.C0.04. Distance Education Programs
  1. Revised with input from Faculty Senate to remove Senate from the review process since the UCC has Senate representation
- vii. 12.01.99.C0.02, Academic Freedom
  1. Revising to align with current system policy; no substantive edits
- viii. 12.01.99.C0.03, Responsibilities of Faculty Members
  1. Revising to align with current system policy
  2. Language added to incorporate faculty librarians
- ix. 12.01.99.C0.04, Descriptions of Teaching, Librarianship, Scholarship and Creative Activity, and Service
  1. Revising to align with current system policy
  2. Language added to incorporate faculty librarians
- x. 12.01.99.C0.05, Faculty Dismissals, Administrative Leave, Non-Reappointments, and Terminal Appointments
  1. Revising to align with current system policy
  2. Key issues
    - a. Fixed-term faculty can only file grievances for non-renewal and dismissal for cause (See secs 6 and 7)
    - b. Appeals for tenured/tenure-track faculty can only be filed for 2 reasons now with any discrimination claims being required to follow the Civil Rights process
- xi. 12.01.99.C0.06, Performance Reviews of Full-Time Faculty Members (formerly 33.99.99.C0.02)
  1. Already being revised based on promotion procedure, but going back through the process to review new edits required by 12.01
  2. Key issues
    - a. Renumbered to align with system policy (makes way more sense with these items)
    - b. Reorganized review process (new sec 3) and improvement plan (new sec 4)
    - c. New requirement for a professional development plan tied to annual evals (see section 4)
- xii. 12.01.99.C1, Granting Extension to Tenure Probationary Period
  1. Revising to align with current system policy; no substantive edits
- xiii. 12.07.99.C0.01, Fixed-Term Faculty Members
  1. Revised to based on required edits to 12.01.99.C0.05
  2. Combined non-reappointment and dismissal sections into a single section and referred off to 12.01.99.C0.05 (which now formally covers fixed-term faculty)
- xiv. 13.02.99.C0.01, Student Complaints Regarding Employees
  1. Combining the two student complaint procedures into a single document
- xv. 33.05.01.C0.01, Employee Betterment Program
  1. Revised to ensure alignment with the updated system regulation

Academic Affairs Committee is also reviewing policies and procedures related to:

1. Interim Chair Evaluations
2. Evaluation of Program Coordinators

## 7. New Business

- a. Land Acknowledgement working group – Senator Pattison
  - i. Senator Pattison and Speaker Pletcher will be working with Chris Navia. Senators are asked to reach out to constituents. Those interested in being involved and/or have questions are encouraged to contact Robin Carstensen, Senator Pattison, or Speaker Pletcher. Robin Carstensen was available in the meeting for questions.
- b. Format for the February Senate meeting will be determined closer to the meeting date and an announcement sent.
- c. Advocating for Students related to COVID – Senator Pattison requested a record of concerns from students. He read several emails as examples of those received from students expressing concerns regarding the planned return to campus in the midst of an increase in risk due to the omicron variant of the COVID virus. Speaker Pletcher indicated she would relay concerns to President Miller immediately following the close of the meeting.
- d. Pressing Business: All Senators are asked to check in with their constituents regarding concerns and issues that Faculty Senate needs to address before April.

## 8. Liaison Reports

- a. CPIRA – Senator Ekici: There has been no meeting since the last Faculty Senate meeting, so nothing to report.
- b. Graduate Council – Senator Schuchs Carr: Nothing to report.
- c. IT – Ed Evans:
  - i. Centrally managed classrooms are equipped with wireless microphones and webcams.
  - ii. IT staff are available to faculty to assist as needed for class preparation and other IT needs.
  - iii. Everyone was reminded of the new law, S.B. 475 which requires a review for cloud-hosted services. Time for the review needs factored into planning.
  - iv. LinkedIn Learning has been renewed for another year. The COB is using this.
  - v. If anyone is interested in being involved with the plans for improvement and the use of focus groups, they are invited to let Ed Evans know.
- d. Staff Council – Brenton Day:
  - i. No December meeting.
  - ii. Nominations opened January 10. Faculty can encourage staff to self-nominate.
  - iii. Plans for the annual employee lunch and awards are underway.
- e. AAUP – Kelly Bezio:
  - i. The TAMUCC chapter endorses a remote start to the spring semester to protect the public health.
  - ii. Annual Performance Reviews: Concerns related to promotion and tenure are being brought to AAUP as well as paths to promotion for clinical faculty, especially in nursing. There is a need for alignment with review for promotion and tenure.
  - iii. The Texas State Senate Bill on Critical Race could impact dual credit courses.
  - iv. The TAMUCC chapter meeting will be held by ZOOM in February. Announcements will be forthcoming.
  - v. AAUP would like to make a presentation on shared governance to Faculty Senate this spring.

9. Provost's Comments:

- a. Strengthen Democracy – as an HSI, TAMUCC has a role to play in supporting students' learn about civic engagement. More about opportunities to volunteer will be forthcoming. The Provost responded to questions.
- b. Appreciation was expressed for the timely submission of grades fall semester.
- c. Starfish Course Progress Reports will launch Feb. 21. Jerel Benton will be working with associate deans to refine the language used.
- d. Mid-term grade submission will begin March 9.
- e. Interfolio implementation is underway.
- f. Courseleaf: transition from Curriculog to Courseleaf software is in progress and expected to be more efficient and effective.
- g. Amy Alridge-Sanford, Associate Provost: Last day is January 18. There will be a national search for an Associate Provost. Jill Ratliff will serve as interim spring semester.
- h. Honors Program: The program will move out of CLA to the Associate Provost.
- i. General Education Core: There is work on ensuring online access to the core.

10. For the good of the order

- a. Upcoming University events
  - i. <https://tamucc-staging.lwcal.com/>
- b. Deputy Speaker Hollenbaugh reminded the senators of the availability of training for suicide prevention.

11. Adjourn: Senator Waheeduzzaman made the motion to adjourn at 3:45 pm.

Submitted by Pam Greene  
Secretary, Faculty Senate