

Faculty Senate Meeting

Oct 13, 2023

UC Bayview 320

1. Meeting was called to order @ 2:03 pm

Attendance: see table

Senator	May 5	Aug 25	Sept 15	Oct 13							Senator	May 5	Aug 25	Sept 15	Oct 13						
Mohamed Ahmed (COS)	x	x	0	x							Kevin Loeffler (CLA)	0	0	x	x						
Jennifer Anderson (Library)	x	x	x	0							Aref Mazloum (COE)	0	0	x	0						
Rosie Banda (COEHD)	0	x	x	0							Antonio Medrano (COE)	0	x	x	x						
Jeanne Birdwell (COEHD)	x	x	x	0							Valeriu Murgulet (COS)	x	x	x	x						
Jack Clampit (COB)	x	0	x	x							Dale Pattison (CLA)	x	x	x	x						
Isla Schuchs Carr (CLA)	x	0	x	x							Miguel Perez (CONHS)	x	x	x	x						
Tianxing Chu (COE)	x	x	x	x							Mohan Rao (COB)	x	0	x	x						
Deniz Gevrek (COB)	x	x	x	x							Leigh Shaver (CONHS)	x	x	x	x						
Catherine Harrel (CONHS)	x	x	x	x							Brian Shelton (CLA)	x	x	x	x						
Alexa Hight (Library)	x	x	x	x							George Tintera (COS)	x	x	x	x						

Michelle Hollenbaugh	x	x	x	x							Kim Withers (COS)	0	0	0	na	na	na	na	na	na	ba
Robin Johnson (COEHD)	x	x	x	x							Rabih Zeidan (COB)	x	x	x	x						
Zhaorui Li (COE)	0	x	0	0							Amy McClure (CONHS)	0	x	x	x						
Scott Johnson (CLA)	na	na	na	x							Cherie McCullough (CS)	na	na	na	x						
Mara Barbosa (CLA)	na	na	na	x																	

Other: Provost Philips, Kevin Houlihan, Kelly Bezio (AAUP), David Ramcharan (IT)

2. Agenda: Motion to approve Agenda by Senator Gevrek, second by Senator Pattison
  - a. Approved: all for approval
3. I- Speak reps
  - a. Resources, knowledge, education, participation, outreach
  - b. Menal Health Spooktacular info shared
4. Minutes: Motion for Approval of August minutes with a few spelling corrections by Senator Ryan second by Senator Rao
  - a. Approved: all for, 0 no
5. Speaker's Report- Speaker Hollenbaugh
 

President Miller felt that the changes we need to make on campus related to SB 17 would be minimal. We don't have a DEI committee and did not rehire a DEI officer. Mainly, activities need to be open to everyone, and all groups need access to funds. Community conversation with the provost will be co-hosted by Faculty Senate, 10/20 at 11AM. She really wants this to be an open discussion where faculty can express concerns and ask questions.

No applications for ombuds yet. Extension for applications has been extended to Nov 1

Aleyda is coming to our meeting next month.

Discussion with Susan Wolff Murphy regarding roster issues. She will be following up with us later this month.

CLA dean search has commenced. Timeline has candidates on campus in Feb

Draft Academic calendar in Teams folder, reach out to Kevin Loffler if have any concerns

Reached out to Jacquelyn Flowers to get exit interview information regarding why faculty are leaving

Faculty travel issues – all travel for smaller campuses being handled by TAMU, has been issues for CONHS study abroad and also with CIPIRA, also had reporting discrepancies between college, university, system practices – speaker will pass on info & follow up

6. Old Business

- a. SB 17 continues to be a concern
- b. ACUE training in relation to SB 17– system guidance has been that we can participate in any system training as long as DEI not sole purpose of training, must give folks option to pullout, some questions module on Inclusive learning – faculty could opt out of that that module

7. Committee Meetings : Review & Report on Committee Agendas

- a. New Senate members need to be placed on committees, so think about where interest is and report to Senator Pattison
- b. Academic Affairs – Senator Johnson, Chair , report by M Hollenbaugh
  - i. Meetings: Oct 23, then Nov 13, then Feb 5 for reviews
- c. Awards, Bylaws, & Elections (ABE) – Senator Tintera, Chair
  - i. Confirmed results for special elections and those names have been announced
    1. Cherie McCullough – COS
    2. Scott Johnson & Mara Barbosa - CLA
  - ii. Full faculty vote for amendment approved 89-10; senator elections SAMC, nomination periods will run through next Friday, then election the following week, terms will be staggered; Kevin Loeffler will be election commissioner for that election. Will validate results after this meeting
  - iii. Minnie Piper Stevens applications are coming in
  - iv. Need to update constitution & bylaws for web site– Aren (GA) will work on this
- d. Budget Analysis – Senator Rao, Chair

**The Faculty Promotion and Equity Review Committee** met on September 28. This committee’s task is to review the current Faculty Promotion and Equity procedure and recommend if any changes need to be made. I am a member of this committee representing the Faculty Senate and the College of Business. Dr. Frank Spaniol is the chair of the committee. Jaclyn Mahlmann, VP for Finance and administration, and Bea Blomquist, Academic Affairs, are also members of the committee. The policy of raising faculty salaries to the CUPA median was implemented about 5 years ago. In order to assess the procedure objectively we need actual data, which includes CUPA salary data from peer institutions with CIP codes and the salary data of our faculty for the past six years or so with their CIP codes. When I asked for this data, I saw some resistance. So, I emailed the committee chair to formally request the administration to provide the data. Further, for the sake of efficiency, I requested a presentation by a representative from the administration showing the procedure they followed to raise the salaries with examples. The committee chair said he was going to talk to the administration.

- Multiple situation/suggestions discussed – please forward those suggestions to Mohan so he can take them to committee

**The University Budget Advisory Committee** met on October 11. President Miller and Jaclyn Mahlmann made a presentation on enrollment and budget. The overall budget increased despite lower enrollment. Faculty salaries increased by 2% and non-faculty salaries increased by 7%. They created 3 subcommittees: 1. Budget requests; 2. Service excellence/continuous improvement reviews; and 3. Project initiation request links and AdminOps website.

**My Zoom Meeting with Jaclyn Mahlmann on October 5.** The Budget Analysis Committee has not been successful in getting the data. I believe it is different now. I had a very fruitful meeting with her. I gave a detailed and specific list of data that we wanted. She asked me for what purpose we need that data. I explained to her. She was very receptive. Apparently, the data that we asked for should come from different divisions. So, she forwarded the requests to them, and I am getting positive responses.

- e. Committee on Committees – Senator Pattison, Chair
  - i. Currently of fseason, doing research on other institutions
  - ii. Working to place new Senators on Senate committees
- f. Faculty Affairs – Senator Schuchs Carr, Chair

The Faculty Affairs committee met on 10/02/2023 to review three new procedures introduced in the September Faculty Senate general meeting and three scholarship procedures reintroduced to Faculty Senate in August 2023. These last three procedures were reintroduced after extensive external revisions following comments and concerns provided by Faculty Affairs in an earlier review during the Spring 2023. As part of the committee’s review process, minor revisions were made, or comments added. These revisions and comments were approved by a unanimous committee vote on 10/05/2023 and documented in a document included in the Faculty Affairs folder named: “10-06-2023 Synopsis of Changes and Discussion FA Committee”. The committee intends to call for a vote on the following six procedures for full Faculty Senate approval at the October 13<sup>th</sup> meeting:

- 13.03.99.C0.01, Donor-Funded Scholarships
- 13.03.99.C0.02, Athletic Scholarships
- 13.03.99.C0.03, Institutional Scholarships
- 12.07.99.C0.01, Fixed-Term Faculty Members
- 13.02.99.C0.04, Student Academic Misconduct
- 15.01.01.C0.01, Administration of the Research Enhancement Program

We also entertained discussion on language changes to the anonymous link and recommend the removal of the “service excellence” term from the Qualtrics survey language:

- Language from Faculty Senate website:
  - Please use this anonymous link to share feedback, questions, concerns, and/or celebrations with Faculty Senate: [Submit your feedback here!](#)
- Language inside the Qualtrics anonymous survey:
  - Please use this anonymous link to share questions, concerns, or celebrations you would like to communicate with Faculty Senate to assist us in identifying service excellence issues and strengths at TAMU-CC.

There have been no new comments submitted since mid-May 2023.

Additionally, the committees intends to introduce the following procedure (also included in the Faculty Affairs folder in Teams) at the October 13th Senate Meeting in anticipation of the Faculty Affairs committee meeting to review it before the November Faculty Senate meeting:

*31.05.02.C0.01, External Employment.*

*Report given and certified by Faculty Affairs Committee Chair Dr. Isla A. Schuchs Carr*

**6 procedures up for vote, 1 procedure introduced: brought forward by FA, no discussion, Approved 21 for, 2 abstentions from new senators**

Discussion regarding External employment process length is taking too long, Senator Schuchs Carr will follow up

Faculty Affairs Committee Members:

Dr. Mohamed Ahmed (College of Science), Ms. Jennifer Anderson (Library), Dr. Rosie Banda (College of Education and Human Development), Ms. Cathy Harrel (College of Nursing and Health Science), Dr. Li Zhaorui (College of Engineering), Dr. Rabih Zeidan (College of Business), and Dr. Isla Schuchs Carr (Chair, College of Liberal Arts).

## 8. Liaison Reports

- a. CPIRA – Senator Hollenbaugh reports - Incur visit, getting feedback from those meetings, will be going to Zotera, One notes seemed to disappear – but its actually not lost – call help desk, there is another meeting next meeting next week; CONHS poverty sim
- b. Graduate Council - Rosie Banda (via email) & Scott Johnson
  - a. 10.12.23-Graduate Council Meeting-1:00-3:00pm
  - b. Dr. Steve Seidel is the primary liaison for Graduate Council
- c. IT – goal to expedite/improve software needs processes – it takes time, so make requests early; TEAMS – would we like students to be able to make teams? Canvas does have collaborative tools; discussion on Turn it IN – flawed system – if there are recommendations for better software send it to Aleyda, Trent Gannon is very accessible to faculty via TEAMS
- d. Staff Council – no rep
- a. Break in the day
  - e. AAUP – Kelly Bezio, president & Scott; Johnson, vice president
    - a. Professional liability insurance information distributed – many resources out there, 2 listed

- b. Chapter meeting – requesting info on faculty exits from CLA, foreign employee paperwork centralized at TAMU – some back ups and slow downs in visa; Texas AAUP met recently – good info shared survey results regarding faculty concerns in Texas institutions – the slide show is in the Teams folder; shared story of racism in classroom – there is a need for dialogue & support regarding this issue, particularly for new faculty -suggestion to add to Nov agenda as new business
- c. Next chapter meeting Oct 20 @ BUS
- f. TCFS & TAMUS-AFS - Isla Schuchs Carr –
  - a. TCFS - reps from public & private institutions, some community colleges providing bachelor degrees; individual & written reports for top issues, top 6 issues identified for further discussion – salary & compensation, reorg & restructuring, turnover, faculty shared governance, see report in TEAMS folder
  - b. TAMUS-AFS – minute meeting minutes included in TEAMS folder, ombuds discussion, faculty teaching contracts, multi year contracts, ways for promotion for fixed term faculty. Working on ways to distribute information related to salary, senate roles; have discussed climate survey and how to implement that information, hope to have instrument by end of November
- g. ALC – Affordable Learning – met sept 23, discussed faculty recognition for developing OER, today was deadline for converting class to 0 cost – deadline is being extended to end of October, there is a link on Linked In to pursue OER for your course
- h. Ombuds report is in teams folder, # of cases steady, recommended to look at summer pay
- i. University COC – developing best practices for minutes and agendas

#### 9. Provosts Comments

- a. Cosponsored open event – trying to increase community communication
- b. Mandatory academic advising Phase I has been implemented – students less than 45 hours need to see academic advisor prior to registration; will move to phase II – all students at 75% of degree completion later- emphasis on
- c. Congrats for Starfish reporting (1000, 2000, high DFW course) – we have set record -89% faculty who were asked to submit starfish reporting responded, 92% of courses reported
- d. Midterm grading begins Oct 18-Nov 1 – ALL undergrad courses/students need midterm grades
- e. 24/7 online tutoring is available, covers most subjects, has writing component – flyers distributed
- f. Provost aware of instructor/adjunct & GA compensation issues, is advocating for it, is working on it and hoping to make progress

#### 10. New Business

- a. Student evals maybe open too late? Feedback is they open 2 weeks prior to end of semester for full semester. Want to ensure students don't access after they receive final grades so that does not skew results and there is no bias. Need better communication on accessing results. There was change in title to student feedback – that came from committee feedback last year. Susan Wolfe Murphey discussed pro/cons of moving

surveys earlier in semester. Are there questions regarding course materials being effective for learning? Discussion getting external reviewer for online classes.

b. Kevin Houlihan reports there are two forms for external employment – important to complete correct form , contact Kevin if you have questions

11. For the good of the Order

a. Library Open Access event Oct 25, flyer distributed

b. CONHS poverty sim Nov 1

12. Motion for adjournment: Senator Medrano, all approved. Meeting adjourned

Submitted by Cathy Harrel

Secretary Faculty Senate

University committee assignments for FS:

Affordable Learning Tools Committee	Deniz Gevrek
Campus Wellness Committee	Cathy Harrel
CPIRA	Mohamed Ahmed
Expressive Activities Committee	Dale Pattison
Graduate Council	Rosie Banda
Student Success Council	Brian Shelton
Undergraduate Council	Robin Johnson
University Technology Council	Jack Clampit
UNIVERSITY TECHNOLOGY COUNCIL, INSTRUCTIONAL TECHNOLOGY COMMITTEE	Rabih Zeidan

Faculty Affairs

- i. Isla Schuchs Carr- chair
- ii. Mohammed Ahmed
- iii. Rosie Banda
- iv. Jennifer Anderson

- v. Rabe Zeidan -
- vi. Cathy Harrel
- vii. Zhaorui Li

Academic Affairs

- viii. Robin Johnson– chair
- ix. Alexa Hight
- x. Kevin Loeffler
- xi. CONHS (to complete term of M Benham Hutchins) Amy McClure
- xii. Val Murgulet
- xiii. Aref Mazloum
- xiv. Kim Withers
- xv. Denise Gevrek

Awards, Bylaws & Elections

- xvi. George Tintera – chair
- xvii. Tianxing Chu
- xviii. Brian Shelton
- xix. Leigh Shaver
- xx. Jeannine Birdwell
- xxi. Jack Clampit

Budget

- xxii. Brian Shelton
- xxiii. Mohan Rao – chair
- xxiv. Rabi Zeidan
- xxv. Miguel Perez

Committee on Committees

- xxvi. Antonio Medrano
- xxvii. Val Murgulet
- xxviii. Dale Pattison- chair

Exec Committee

- xxix. Michelle Hollenbaugh
- xxx. Isla Schuchs Carr
- xxxi. Mohan Rao
- xxxii. Robin Johnson
- xxxiii. Cathy Harrel



- xxxiv. Jennifer Anderson
- xxxv. Dale Pattison
- xxxvi. George Tintera