

Faculty Senate Meeting

Nov 10, 2023

UC Bayview 320

1. Meeting was called to order @ 2:06 pm

Attendance: see table

Senator	May 5	Aug 25	Sept 15	Oct 13	Nov. 11						Senator	May 5	Aug 25	Sept 15	Oct 13	Nov 11						
Mohamed Ahmed (COS)	x	x	0	x	x						Kevin Loeffler (CLA/SAMC))	0	0	x	x	0						
Jennifer Anderson (Library)	x	x	x	0	0						Aref Mazloum (COE)	0	0	x	0	x						
Rosie Banda (COEHD)	0	x	x	0	x						Antonio Medrano (COE)	0	x	x	x	x						
Jeanne Birdwell (COEHD)	x	x	x	x	0						Valeriu Murgulet (COS)	x	x	x	x	x						
Jack Clampit (COB)	x	0	x	x	0						Dale Pattison (CLA)	x	x	x	x	x						
Isla Schuchs Carr (CLA)	x	0	x	x	x						Miguel Perez (CONHS)	x	x	x	x	x						
Tianxing Chu (COE)	x	x	x	x	x						Mohan Rao (COB)	x	0	x	x	x						
Deniz Gevrek (COB)	x	x	x	x	x						Leigh Shaver (CONHS)	x	x	x	x	x						
Catherine Harrel (CONHS)	x	x	x	x	x						Brian Shelton (CLA/SAMC)	x	x	x	x	x						

Alexa Hight (Library)	x	x	x	x	x					George Tintera (COS)	x	x	x	x	x				
Michelle Hollenbaugh	x	x	x	x	x					Kim Withers (COS)	0	0	0	na	na	na	na	na	na
Robin Johnson (COEHD)	x	x	x	0	0					Rabih Zeidan (COB)	x	x	x	x	0				
Zhaorui Li (COE)	0	x	0	0	x					Amy McClure (CONHS)	0	x	x	x	x				
Scott Johnson (CLA)	na	na	na	x	x					Cherie McCullough (CS)	na	na	na	x	x				
Mara Barbosa (CLA)	na	na	na	x	0					Jilissa Cotton (SAMC)	na	na	na	na	x				
										Thomas Oldham (SAMC)	na	na	na	na	x				

Other: Kevin Houlihan, Susan Wolfe Murphey, Kelly Bezio (AAUP), David Ramcharan (IT), Aren Karasick (GA)

2. Agenda:

- a. Addition of sick leave to new business
- b. Motion to approve Agenda by Senator Shelton, second by Senator Medrano
- c. Approved: all for approval

3. Guest Speaker: Catherine Rudowsky, Brenda Harms, Alexandra Janney- LMS transition

- a. Overview of timeline: Hard launch in summer, concern about training /production in spring, so production site up in spring, LMS has to talk to approx. 30 different programs, many checks and protocols, ; goal is in production spring, Jan 11 & 12 onsite training- capped for 70 so are teaching online/hybrid in summer 24; chairs/IT will notify faculty; DLIA team will attend onsite training and will then do onsite and virtual training. These will be rolled out over the semester start.
- b. Migration: can migrate 5000 courses, estimate 85% migrates correctly about 15% needs tweaking; k16 – purchased 1900 will migrate with clean up. Migration takes 2-3 weeks, K16 takes 4-6 weeks. Prioritizing online and hybrid courses for past two years. Will not migrate face to face courses.
- c. Lose access to BB courses – 1 year overlap which continues to August (have access to BB & Canvas & pay for both; Started September for IT back work))
- d. May 15 – any course that starts will be in Canvas

- e. K16 – they will be doing archiving for course 2 years back. If have a course that is 3 years old, will need to follow instructions that will be sent out.
 - f. Incomplete in spring BB, then need the gradebook need to migrate course and open for student and/or download canvas
 - g. Grade appeals: they will archive last two years, which will include gradebook, there will be more steps than just going back into BB. There will likely be a request system for archiving BB, faculty will not be able to just go in and out
 - h. There was a LMS review team, now have an implementation team, every college and divisions affected were included, faculty and students had a survey for feedback (now loaded on LMS transition site)
 - i. Meeting every other week to address concerns, look at what needs to be migrated, there are very few negative feedback from students. Most of K-12 schools use Canvas, so most students familiar with it
 - j. This was product review. BB learn is being discontinued and will be migrating to BB ultra. Since would have to migrate anyways, review period started to look at other options.
 - k. Looked at sandbox but would have only had 1 month over break to use it and would have delayed production.
 - l. Jan – august – access to both
 - m. Face to face summer course – will have developmental shells that could be created in spring to prepare for summer; will not get actual course shells until assigned by chairs
 - n. Virtual & F2F and video on demand training, DLAI open hours, Champions that will be able to assist
 - o. LMS transitions page will have options, instructions
4. Senator Gevrek - Faculty Salary Study Results
- i. cycle 1 2012/2013 – focused on equity, little merit
 - ii. Cycle 2: merit
 - iii. Cycle 3: 2014/2015 – no raise, instead one time 500 payment, many thought it insulting
 - iv. Cycle 4:2015,2016 3% pool, like
 - v. Cycle 5: (2016/2017)
 - vi. Cycle 6 (2018/2019); 1-2% merit, salary equity year 1/6
 - vii. Cycle 7(2019/2020): ~3%, 1.5% each for merit & equity
 - viii. 2021 covid – no merit possible
 - ix. Cycle 8 (2021/2022): 3% merit pool and year 4/6 of merit to CUPA median
 - x. Cycle 9 (2022/2023): 2% one-time merit pool in December & year 5/6 for CUPA median
 - xi. Cycle 10: (2023/2024) 3% merit pool in December year 6/6 merit CUPA
5. Rao: Course Schedule Template Generator
- a. Presentation on syllabus template with demonstration on how it works
 - b. Just need semester & CRN and excel schedule with all university dates
 - c. Link will be sent to faculty senators

6. Minutes: Motion for Approval of October minutes by Senator McClure second by Senator Mazloum
 - a. Approved: all for, 0 no with one spelling correction
7. Speaker's Report- Speaker Hollenbaugh
 - a. Interviewed candidate at exec for ombuds, will send recommendation over
 - b. Jacquelyn Mahlman visiting in Dec, John LaRue in January
8. Old Business
 - a. Exit Surveys – questions asked are uploaded in the TEAMs folder – please send suggestions or new questions to speaker and she will forward have asked for data with identifying info removed, still pending
9. Committee Meetings: Review & Report on Committee Agendas
 - a. Academic Affairs – Senator Johnson, Chair
 - i. Meetings: Nov 13, then Feb 5 for reviews
 - b. Awards, Bylaws, & Elections (ABE) – Senator Tintera, Chair
 - i. SAMC elections: some roster issues; Thomas Oldham until 2025, then run off that was not decisive, Julissa Cotten chosen by lot, serve through 2024
 - ii. 2 nominations for Minnie Piper Stevens award; one has been pushed forward; may suggest improvement for future
 - iii. Faculty Excellence awards awaiting nominations until Nov 22
 - c. Budget Analysis – Senator Rao, Chair
 - i. 2 new members: Cherie McCoullough & Scott Johnson
 - ii. Met with Andy Benoit to discuss recruitment, enrollment, have designated recruiter for international students
 - iii. Also met with Jacquelyn Mahlman requesting specific information on budget issues; she will present to full senate in December
 - iv. Faculty promotion & tenure merit committee – President Miller will be presentation to the committee next week; will ask for regular updates on CUPA data to Senate
 - d. Committee on Committees – Senator Pattison, Chair
 - i. Researching other institutions procedures for faculty interest surveys, seems from looking at other institutions that we have higher response rates, one school runs climate survey out of COC each year
 - ii. Will discuss with SAMC senators this afternoon what committees they will serve; need to put folks on exec & FA - will send email out to SAMC senators
 - e. Faculty Affairs – Senator Schuchs Carr, Chair
 - i. The Faculty Affairs committee met on 11/06/2023 and reviewed proposed revisions to 31.05.02.C0.01, External Employment. The proposed revisions made by other groups participating in the review process were minor, and the committee did not propose any additional revisions or make additional comments. The procedure was approved by a unanimous committee vote of the five members (out of seven) present.

- ii. Introducing the following two procedures that were recently approved by the Deans' Council in anticipation of the Faculty Affairs committee meeting to review these before the December Faculty Senate meeting: 12.01.01.C1, Tenure, and 33.99.04.C0.02, Promotion of Full-Time Faculty Members. TAMU-CC Academic and Administrative Compliance Manager Kevin Houlihan shared that they are working to update all of the faculty review rules/procedures (post-tenure, tenure, promotion, annual evals) to incorporate all of the Interfolio changes, but only have these two ready for us to review at this time. In the full report to senate, located in the general meeting Teams folder, I have also included the detailed summary of existing edits and revisions already proposed by other groups involved in this review process that Kevin has provided for us. I encourage you all to review these drafts of both procedures and to share them with your faculty members in an attempt to generate as thorough a review as possible. Please direct all questions and comments to me or the other members of the committee as soon as possible, preferably before the end of November, to give us sufficient time to review and weigh them in our review process before bringing them back to the full senate for a vote.

Call for vote on External Employment, all approve

Discussion of early tenure section – initially introduced as way to retain highly qualified, exceptional faculty; comes up every tenure cycle, dangerous because if choose to try for early review and denied, then contract ended. Since optional item (not required by system), recommendation is just to remove it. Should senate ask for it to be reinstated, request is to provide metrics to define exceptional. Discussion that metrics difficult for different colleges. Discussion with dean/chair can be helpful to assist the candidate decide

10. Liaison Reports

- a. CPIRA – Alexa Hight & Michelle Hollenbaugh
 - i. Good speaker last meeting
 - ii. Discuss on faculty awards
 - iii. NCUIRA report will be sent Dec 15
 - iv. research labs need generators
 - v. working with grad studies for Grad students
- b. Graduate Council - Rosie Banda (via email) & Scott Johnson
 - i. Met yesterday, no quorum, not able to vote on anything
 - ii. Ad hoc committee for awards criteria
- c. IT – none
- d. Staff Council – no rep
- e. AAUP
 - i. Reminder for faculty insurance
 - ii. Most recent meeting – info requested on using overload to staff courses

- iii. Foreign employee paperwork now processed at College Station – takes longer
 - iv. AAUP Texas chapter president meeting last night – discussed SB 17 issues as they are now unfolding, deadline for compliance is Jan
 - v. President AAUP anticipates next legislative session will have stronger attacks on higher ed
 - vi. Texas AAP – press release shared re: tenured professor at UT Tyler who was terminated without due process
 - vii. Shared additional concerns about SB 17 in regard to research
 - viii. Discussion about room in policies, code of student conduct regarding racism against faculty & students, hope to continue discussions
- f. TCFS & TAMUS-AFS Isla Schuchs Carr
- i. Next meeting with TCFS & TAMUS-AFS next week –
 - ii. have collected climate survey information from around the state

11. Provosts Comments – provost not here, no comments

12. New Business

- a. Motion made to review Sick leave procedure 31.03.02.C0.01, particularly of sections 4.2-4.5, motion passed

13. For the good of the Order

- a. Spring semester 14 weeks teaching time instead of 15, speaker will reach out to calendar committee
- b. Request into registrar to clarify faculty start date not on academic calendar; Kevin confirms faculty start date is Jan 8, speaker will clarify with registrar's office why date not on academic calendar

14. Motion for adjournment: Senator Hight, 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
- viii. Jilissa Cotten

Academic Affairs

- ix. Robin Johnson– chair
- x. Alexa Hight
- xi. Kevin Loeffler
- xii. CONHS (to complete term of M Benham Hutchins) Amy McClure
- xiii. Val Murgulet
- xiv. Aref Mazloum
- 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
- xxii. Tom Oldham

Budget

- xxiii. Brian Shelton
- xxiv. Mohan Rao – chair
- xxv. Rabi Zeidan
- xxvi. Miguel Perez
- xxvii. Scott Johnson
- xxviii. Cherie McCullough

Committee on Committees

- xxix. Antonio Medrano
- xxx. Val Murgulet
- xxxi. Dale Pattison- chair

Exec Committee

- xxxii. Michelle Hollenbaugh
- xxxiii. Isla Schuchs Carr
- xxxiv. Mohan Rao
- xxxv. Robin Johnson
- xxxvi. Cathy Harrel
- xxxvii. Jennifer Anderson
- xxxviii. Dale Pattison
- xxxix. George Tintera
- xl. Tianxing Chu