

Faculty Senate Meeting

Dec 8, 2023

UC Bayview 320

1. Meeting was called to order @ 2:04 pm

Attendance: see table

Senator	May 5	Aug 25	Sept 15	Oct 13	Nov 11	Dec 8					Senator	May 5	Aug 25	Sept 15	Oct 13	Nov 11	Dec 8				
Mohamed Ahmed (COS)	x	x	0	x	x	0					Kevin Loeffler (CLA/SAMC))	0	0	x	x	0	0				
Jennifer Anderson (Library)	x	x	x	0	0	x					Aref Mazloum (COE)	0	0	x	0	x	0				
Rosie Banda (COEHD)	0	x	x	0	x	0					Antonio Medrano (COE)	0	x	x	x	x	x				
Jeanne Birdwell (COEHD)	x	x	x	x	0	x					Valeriu Murgulet (COS)	x	x	x	x	x	0				
Jack Clampit (COB)	x	0	x	x	0	0					Dale Pattison (CLA)	x	x	x	x	x	x				
Isla Schuchs Carr (CLA)	x	0	x	x	x	x					Miguel Perez (CONHS)	x	x	x	x	x	x				
Tianxing Chu (COE)	x	x	x	x	x	x					Mohan Rao (COB)	x	0	x	x	x	x				
Deniz Gevrek (COB)	x	x	x	x	x	0					Leigh Shaver (CONHS)	x	x	x	x	x	x				
Catherine Harrel (CONHS)	x	x	x	x	x	x					Brian Shelton (CLA/SAMC)	x	x	x	x	x	x				

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

Other: Kevin Houlihan (IE), Susan Wolfe Murphey, (AA) Aren Karasick (GA), Cynthia Delaine (visiting faculty), Deborah Sibila (ombuds)

2. Agenda:

- a. Motion to approve Agenda by Senator Rao, second by Senator Shelton
- b. Approved: all for approval

3. Guest Speakers (2):

- a. Ahmed Mahdy, Executive VP for Research and Innovation
  - i. Not Interim Provost, part of his duties is to assist president as needed, am currently helping in Provost vacancy, signing things Executive VP on behalf of Academic Affairs
  - ii. Expressed appreciation for Faculty Senate, admin values FS, here to answer questions, please feel free to share any feedback or concerns with Speaker Hollenbaugh and she will bring to President
  - iii. Will there be a rep from Academic Affairs attending Senate meetings? Will look into this, is in support of AA rep
  - iv. What are plans for future? In regard to faculty member not present to serve? If Provost Philips decides not to come back, there will a national search for new Provost with Senate involvement; there is a potential that Dr Philips will continue with system
  - v. Rumors that Provost not returning, asked to leave. Dr. Mahdy reminded us that its normal for folks to have different views, that in Texas, President can fire at will, so if there was a big issue,
- b. Jaclyn Mahlmann, VP for Finance & Administration

- i. Islander Funding: What Can be done to Maximize it
  1. Legislative Process: new funding requests begin year before legislature meets, sill start summer 2024; spring 2025 is next session (odd years)
  2. New requests for funds requested through the LAR process
    - a. Ex. Civil& industrial Engineering was exceptions item in 86t session
    - b. CCAP – Capital Construction Assistant projects – new Arts & Media Building, requested 90 million, got 45 million; thee used to be called TRB
  3. Formula Funding – how the state funds higher ed – by looking at enrollment during set period of time. Makes up about 60% of budget
    - a. Instruction & Operation Formula
      - i. Teacher experience Supplement (lower level course undergrad courses taught by tenure/tenure track faculty get extra 10%)
      - ii. Base period – 12 months of semester credit, summer & fall even years & spring of odd years which determine funding for following two fiscal years
      - iii. Enrollment in summer 2024, fall 2024 & spring 2025 determines FY2026 & 2027 state funding
      - iv. Weighted credit hours: weights to courses to balance cost difference between course levels & course disciplines; use a Funding Matrix & then apply dollar value to weighted SCH
        1. Some nuances/examples: freshman or sophomore taking upper level course, count a slower weight ... or junior or senior takes lower level course – pay lower level; students take course more than 3 times – no funding; student taking excess hours for degree are excluded from formula calculations; dual credit courses not counted in limit and students classified as junior or senior
    - b. Infrastructure Formula
      - i. Small institution supplement – threshold is enrollment 10,000, so we don't qualify
      - ii. Each space assigned a category and utilization; funding based on how we utilize space
    - c. Sources of funding
      - i. Allocated funding: state appropriations, tuition & fees, Univ indirect cost
      - ii. Self supporting: student feeds, auxiliaries, grants
    - d. Matching Revenue projections with expense projections
      - i. Saw increases in TAMU support assessments, utilities, insurance, debt service, contracts, personnel costs (employee portion of health insurance, faculty promotions, 3% merit program)
      - ii. Promotion & PTR salary Adjustment: once portfolios go through process list reviewed by AA to determine salary increase, new salary ranked based on CIP code
    - e. FY 24 Revenue Budget: 275 million: 40% tuition & fees, 30% state; abut 60% expenses are personnel related

- f. Univ budget committee (UBAC) working group; historically started top down, now going to begin with Dept chair level and move process up; chairs provide analysis to ensure support of growing programs
  - g. Other working groups: facilities process & service excellence
  - h. Tuition & Fee Request Process: traditionally submit requests in September, now limited by HEPI with requests including details justification and budget; student fee changes require referendum depending on increase, some are limited by statute
4. Minutes: Motion for Approval of August minutes by Senator Rao; second by Senator McClure
- a. Approved: all for, no abstentions
5. Speaker's Report- Speaker Hollenbaugh
- a. Have met with Pres Miller and Dr Mahdy
  - b. Merit goes into effect this month – will be on Jan paycheck; working towards better communication from dept chairs and admin
  - c. Summer workload issues – activity worked with deans to more effectively plan for summer courses, so communication is better
  - d. CUPA data -they are working to see if can get speaker access to CUPA data, will continue to work on this, goal is greater transparency
  - e. Faculty start date and spring break – unspoken rule that start date is week before semester start & off spring break
  - f. Course release for ombuds in summer – they are working on that
  - g. Organizational chart – things are not settled yet, so not able to give one; working to streamline processes and eliminate duplication.
  - h. Let's actively get feedback from faculty and take to admin – things that are working well or not working well, we need to communicate those
  - i. Exit survey – summary information in folder
  - j. Provost discussion – if, in any event, provost leaving, there would be national search with senate involvement and candidate visits fall 24
  - k. Will need end of semester reports form committee chairs next week
6. Old Business
- a. Exit Surveys
    - i. Still working on getting info
    - ii. Are there questions to be added or changes need for exit survey questions
    - iii. Broad feedback from exit surveys in Teams folders
    - iv. Will continue to work on that data
  - b. Climate Survey
    - i. Put together climate survey, will distribute by Monday; faculty email reviewed; quality project – so no IRB needed; effort to collect information to assist in the improvement
    - ii. In doing research for faculty surveys – some schools do climate survey in fall and COC survey in spring; suggesting COC take this as a regular basis; changing name from Climate survey to Satisfaction survey.
    - iii. Vote to approve distribution on Monday to all faculty that are eligible
7. Committee Meetings: Review & Report on Committee Agendas

- a. Academic Affairs – Senator Johnson, Chair
  - i. Meetings: Dec 15, Feb 5 for reviews
- b. Awards, Bylaws, & Elections (ABE) – Senator Tintera, Chair
  - i. Have received nominations, next step is applications which are due Feb 14
- c. Budget Analysis – Senator Rao, Chair
  - i. Discussed budget committee status and processes
  - ii. Faculty merit & equity committee- initial charge to review process & policies, not given CUPA data, no input into list of peer institutions, trying to get access for faculty on CUPA/cip codes; suggestion to include cip code in annual appointment letter; prior to this process TAMU-CC at 81% of CUP medians, now at 97% - recommending going for 110% of median; access to information still an issue – unable to get data form deans ; still no process for fixed term faculty
- d. Committee on Committees – Senator Pattison,
  - i. Looked at peer institutions to see what they do for COC, most do what we do, some surprised that we get a 50% participation, some don't run committee assignments through FS; lots of variety, take away is our system is working and recommendation is to stick with current process and discuss ways to incentivize participation
  - ii. May consider revising bylaws to include Climate survey under COC
- e. Faculty Affairs – Senator Schuchs Carr, Chair

The Faculty Affairs committee is not bringing any procedures forward for a vote at the December meeting. There are two new procedures ready for introduction and some ongoing revisions to several other procedures. The committee is still reviewing the Sick Leave Procedure (31.03.02.C0.01) opened for review at our last Faculty Senate meeting on November 10th. Early the following week I was told Dean's Council requested we not start our review of the two tenure-related procedures—Tenure (12.01.01.C1) and Promotion of Full-Time Faculty Members (33.99.04.C0.02) both of which were introduced at our November 10<sup>th</sup> meeting and accepted as under review by the Faculty Affairs Committee. I was told that Dean's Council intended to make further revisions and would now like to reincorporate the early tenure sections they previously removed, and that these revised drafts would be ready for full Senate reintroduction by today's meeting. They are not fully ready, but I have placed the updated versions shared with us by Kevin Houlihan in the Senate Teams folder for today's meeting. According to Kevin, the Dean's Council is still working out eligibility and the initial approval to apply for early tenure. He will continue to send updated drafts as they are available, and I will do my best to keep the committee up to date of these changes as they occur. Meanwhile, the Faculty Affairs committee will proceed with their review independently with the goal of getting these to the full Senate by the January meeting. This is not at all ideal, and if we need to push them back to the February 9<sup>th</sup> Senate Meeting, we can, however there are eight procedures related to faculty responsibilities, dismissals, performance review (full list below) that are expected to be introduced in January that will also have the same short review window as these two due to being responses to changes at the system level. *Note from Kevin: only early tenure /portion piece being looked at by deans' council, which meets Tuesday.*

- Expected for January Introduction to Senate
  - 12.01.99.C0.01, Academic Rank Descriptors for Tenured and Tenure-Track Faculty
  - 12.01.99.C0.02, Academic Freedom
  - 12.01.99.C0.03, Responsibilities of Faculty Members

- 12.01.99.C0.04, Descriptions of Teaching, Librarianship, Scholarship and Creative Activity, and Service
- 12.01.99.C0.05, Faculty Dismissals, Administrative Leave, Non-Reappointments, and Terminal Appointments
- 12.01.99.C0.06, Performance Reviews of Full-Time Faculty
- 12.01.99.C1, Granting Extension of Tenure Probationary Period
- 12.06.99.C1, Post-Tenure Review

We also have not received any further information from HR about the Sick Leave Procedure, despite continuing reports from faculty members of issues they are experiencing under the current procedure, so the committee also intends to move forward with reviewing that procedure independently at this time.

I have communicated this information with the committee members, upon learning about it this morning, and we are already working to schedule a meeting.

Today I am introducing the following two procedures to ask Senate to approve their review by the Faculty Affairs committee:

- *13.99.99.C0.03, Incapacitation or Death of a Student*
  - *13.99.99.C0.04, Midterm Grades*
- All approved upcoming review

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

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. CIPRA – per Alexa Hight

- a. Dean McCaleb presentation, working on dashboard to assist grad students to work toward graduation; assistantship & scholarships have increased, though aware that our support of Grad students less than stellar – how do we make this sustainable; impacts recruitment & retention; generators for researchers till an issue; there are some Title 3 grant dollars (small amounts) available for STEM research; if facility issues arise, email CIPRA; looking at bylaws to update representation; shift in travel & pcard going through system – contact cipira; R&I updates – third party evaluation of compliance – Dr Mahdy should receive final report this month and then will share, task force to be created in response to evaluation; discussed software purchase for research purchased

### b. Graduate Council - no report

- a. Meet next week

### d. IT – none

- a. No issues
  - e. Staff Council – no rep
  - f. AAUP -Scott Johnson
    - a. Joint meeting AAUP meeting with del mar & Kingsville few weeks ago
    - b. Continually hearing from faculty on travel, visas
    - c. Still hearing about racist issues occurring in the classroom, trying to develop ways to support
    - d. Will meet twice in the spring – look out for email invitations
    - e. ALT – Affordable Learning Tools
      - a. SGA - Surveying students on textbook costs – 85% respondents struggle with textbook costs and report negative impact
      - b. SGA -Interested in ways to filer courses by textbook costs (zero cost or low cost markers)
9. Provosts Comments – no comments
10. New Business
- a. SGA students have resumed indigenous lands acknowledgement discussions
  - b. Schedule generator – improvements, so try it!
  - c. John LaRue coming in January
11. For the good of the Order
12. Motion for adjournment @ 3:58: Senator Rao, 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
- xli. Kevin Loeffler