

Faculty Senate Meeting

Jan 19, 2024

ECDC 210

1. Meeting was called to order @ 2:05 pm

Attendance: see table

Senator	May 5	Aug 25	Sept 15	Oct 13	Nov 11	Dec 8	Jan 19				Senator	May 5	Aug 25	Sept 15	Oct 13	Nov 11	Dec 8	Jan 19			
Mohamed Ahmed (COS)	x	x	0	x	x	0	x				Kevin Loeffler (CLA/SAMC))	0	0	x	x	0	0	0			
Jennifer Anderson (Library)	x	x	x	0	0	x	x				Aref Mazloum (COE)	0	0	x	0	x	0	x			
Rosie Banda (COEHD)	0	x	x	0	x	0	x				Antonio Medrano (COE)	0	x	x	x	x	x	x			
Jeanne Birdwell (COEHD)	x	x	x	x	0	x	x				Valeriu Murgulet (COS)	x	x	x	x	x	0	x			
Jack Clampit (COB)	x	0	x	x	0	0	0				Dale Pattison (CLA)	x	x	x	x	x	x	x			
Isla Schuchs Carr (CLA)	x	0	x	x	x	x	x				Miguel Perez (CONHS)	x	x	x	x	x	x	0			
Tianxing Chu (COE)	x	x	x	x	x	x	x				Mohan Rao (COB)	x	0	x	x	x	x	x			
Deniz Gevrek (COB)	x	x	x	x	x	0	x				Leigh Shaver (CONHS)	x	x	x	x	x	x	x			
Catherine Harrel (CONHS)	x	x	x	x	x	x	x				Brian Shelton (CLA/SAMC)	x	x	x	x	x	x	x			

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

Other: Kevin Houlihan (IE), Susan Wolfe Murphey (AA), Aren Karasick (GA), Deborah Sibila (ombuds), David Ramcharan (IT), Kelly Bezio (AAUP)

2. Agenda:

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

3. Guest Speaker: John LaRue, Vice President for Institutional Excellence (john.larue@tamucc.edu) – happy to answer questions

- a. SB 17: What is it? “Certain DEI practices are polarizing ad work against the goal of inclusion”.
 - i. Governing board is required to ensure compliance: no DEI office, require enroll or employed her to take DEI training
 - ii. Not covered by SB: Academic core instruction, scholarly research by students or faculty, student organizations registered by institution, sore term guest speakers or performers, programs/activities to enhance academic achievement f, data collection, student recruitment initiatives
 - iii. Continue to highlight work in supporting first gen, low income, traditionally underserved population; continue to certify compliance with state & federal laws, recruitment et testify, requirements for periodic audits, injunctive relief for those required to take training
- b. What have we done?
 - i. Removed references from websites & social media
 - ii. Identified programs, activities and training session related to DEI
 - iii. Relocated personnel & job descriptions

- iv. Updated required training
- v. Ongoing training
- vi. Campus announcement with information
- c. What's next?
 - i. System reviews
 - ii. Develop reporting procedures
 - iii. System website review
 - iv. Responsible parties with liaisons in specific depts
 - v. Use of ethics/compliance
 - vi. Audits
- d. Questions
 - i. Possible that somethings removed form website may be uploaded again/published again after compliance verified
 - ii. Library study guides – waiting on evaluation from system regarding republishing, faculty will be able to share with students as part of course instruction, those that are scholarly resources anticipate republishing
 - iii. Items like Black History Month – previously staff and faculty heavy, should not be major part of job, should give support and let students' organizations take these things on
 - iv. Move of heritage events to ICA, will that affect funding? Not known
 - v. Maybe bring up with SEAS – logistically it will be affected
- e. Role of Chief Ethics & Compliance Officer
 - i. SECO & CECO – system & campus compliance programs – conduct & monitor investigations, reporting, etc.
 - ii. Athletic/NCAA compliance, employee development & compliance, financial conflict oof interest & export control, public information, Ethics point complaint, OGC Liaison, legislative work, collaborate with research compliance
 - 1. New: academic and admin compliance, institutional excellence, UOD, CI, Audit readiness
- 4. Minutes: Motion for Approval of August minutes by Senator Zeidan second by Senator Pattison
 - a. Approved: all for, no abstentions
- 5. Speaker's Report- Speaker Hollenbaugh
 - a. Met with Dr Mahdy - Dr Susan Wolfe Murphy will be liaison with provost office; speaker should be able to get access to CUPA data (in process0, Pres Miller not attending Feb meeting, but will attend March meeting – we will get questions; shirts in – please do groups photo at Feb meeting
- 6. Old Business
 - a. Climate (Faculty Satisfaction) Survey
 - i. 46% faculty completed it – which is good, will have summary data to share at Feb meeting
 - ii. Thank you to all senators for reminding colleagues to complete and continue to encourage colleagues

7. Committee Meetings: Review & Report on Committee Agendas
 - a. Academic Affairs – Senator Johnson, Chair
 - i. Meetings: Monday, Feb 5 - about 65 things to review
 - ii. So far all addressed quickly with few in any concerns
 - b. Awards, Bylaws, & Elections (ABE) – Senator Tintera, Chair
 - i. Satisfaction survey – proposal to include in bylaws; presented language (posted in TEAMS) to include in bylaws, to vote in Feb
 - ii. FEA applications will be reviewed after Feb 14 deadline
 - iii. Upcoming elections – March, will be looking for commissioners to run elections
 - c. Budget Analysis – Senator Rao, Chair
 - i. Faculty merit & equity committee- report is posted in TEAMS folder for all to review, still advocating for faculty to be aware of where they stand in regards to CUPA, also still looking at who peer institutions should/will be (currently comes from system), discussed concern regarding how salary affects recruiting new faculty, concern for lack of equity adjustments for fixed term, change in program zip codes assigned to faculty, review timeframes (could it be sooner than 6 years?)
 - d. Committee on Committees – Senator Pattison,
 - i. Working on faculty interest survey soon
 - e. Affairs – Senator Schuchs Carr, Chair
See TEAMS folder for procedures
The FA Committee met on 01/09/24 and reviewed the following procedures:
 - 13.99.99.C0.03, Incapacitation or Death of a Student
 - 13.99.99.C0.04, Midterm Grades
 - 12.01.01.C1, Tenure
 - 33.99.04.C0.02, Promotion of Full-Time Faculty Members.
 - 31.03.02.C0.01 Sick Leave

The committee voted to approved drafts of all six procedures. Sick leave procedure sent to Jaquelyn Flowers for comment/discussion. Working towards a meeting with her before bringing it to Senate to approve. Some comments on tenure & promotion of fulltime faculty members regarding pre-tenure review. Requesting some information on NOA regarding salary, workload, etc. and questioning whether we even need NOA's. Will be following up on those things.

We are introducing the following eight procedures in the Senate meeting on 01/19/2023:

- 11.03.99.C0.01, Shortened Courses and Credit Hours
- 12.01.99.C0.01, Academic Rank Descriptors for Tenured and Tenure-Track Faculty
- 12.01.99.C0.02, Academic Freedom
- 12.01.99.C1, Granting Extension of Tenure Probationary Period
- 12.06.99.C1, Post-Tenure Review

17.01.01.C0.01, Faculty-Authored Textbooks and Other Educational Materials
31.01.08.C1, Merit Pay (replacing 31.01.08.C1.01)
31.01.08.C1.01, Merit Pay for Faculty (deletion)

(01/12/2023) Michelle was emailed three system rules with a short turnaround time that will need to be reviewed as soon as possible:

13.99.99, Military Leave and Service for Students
12.07, Fixed Term Academic Professional Track Faculty
11.05, Recruitment and Admission of Transfer Students and Consideration of Prior and External Learning Experiences

Discussion on midterm grading options and how midterm grades might affect financial aid. Will reach out to Missy Chapa to address options and drop date options. Call for vote on 4 13.99.99.C0.03, Incapacitation or Death of a Student, 13.99.99.C0.04, Midterm Grades, 12.01.01.C1, Tenure, 33.99.04.C0.02, Promotion of Full-Time Faculty Members. One Abstention, all others approved.

8. Liaison Reports

- a. CPIRA – per Alexa Hight
 - a. Dr Miller guest yesterday, budget was big part of discussion, enrollment flat which affects budget, recruitment & retention important, graduating PhDs important, sometimes DNP/EdD counted/sometimes not; deferred maintenance issue an issue with hurricane impacts; they have gone to system to get money to invest in grad student assistance, we are getting 3 new generators, if need work done go to Scott Meir’s before SCC to streamline process, Dr Mahdy new process to monitor IRB’s; payroll & travel had to be outsourced due to turnover;
 - b. New generators good; looking at how CIPIRA reps defined; still some issues with K Hawkins office in R&I – office understaffed again; external compliance folks submitted report, now taskforce with reps looking at report to see what needs to be prioritized, hope to make report public in March; policy for external faculty fellowship & awards – sometimes results in pay cut which discourages applications, will reach out to FA
- b. Graduate Council - Rosie Banda
 - a. No Jan meeting, but online vote for faculty with grad status
 - b. Next meeting Feb 8
- d. IT –
 - a. Canvas training ongoing, will be monthly sessions upcoming
 - a. Feedback for live help has been received – will be office hours for faculty

- b. Feedback for IT wiring in classrooms
 - e. Staff Council – no rep
 - f. Library OEA monies still available
 - g. Affordable Learning tools – still some stipend for OER left – to develop or review – contact Library
 - h. Ombuds – received first case received, have visited some colleges to speak, contact Deborah if interested in her speaking at college meeting
 - i. AAUP –Kelly Bezio
 - a. AAUP national put out statement on discrimination & equality -full statement on TEAMS- sets out full set of standards & guideposts
 - b. Texas folks meet monthly, are some issues with due process issues, if know of any issues, please share with state folks
 - c. National level- AFT & AUP one organizations – good way to advocate for faculty; discussion to do this at state level
 - d. State conference meeting Sat Feb 24 – if interested contact Kelly
 - e. Chapter meetings being scheduled and will be shared
 - j. TAMU-AFS/TCFS reports
 - a. The next Texas A&M University Association of Faculty Senates (TAMU-AFS) Zoom meeting will be on Monday, January 22nd at 3:30 p.m. and there is an in-person Spring Semester Texas Council of Faculty Senates (TCFS) on February 23-24th in San Antonio, and there will be an in-person TAMU-AFS meeting taking place during that two-day meeting. TAMU-AFS is continuing to work on building a system to more easily share and access policies/procedures across system institutions. At our last TAMU-AFS meeting Vice Chancellor Hallmark let us know they are working on a system-wide shared governance rule.
9. Provosts Comments – none
10. New Business
11. For the good of the Order
- a. Note that short turnaround from exams to grade submission is 3 days instead of usual 5
 - b. Online class size – college specific
 - c. Suggestions for guest for Feb – maybe DLAI or SEAS, maybe guest for land acknowledgement
12. Motion for adjournment @ 3:50: 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
- 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