

Faculty Senate Meeting Minutes

October 14, 2022

1:30-3:00pm

UC 251 (zoom option available)

Invitees: Dr. Emily Cutrer (absent), Dr. Melinda Arnold, Dr. Corrine Hinton, Dr. Brian Matthews, Dr. Craig Nakashian, Dr. Brian Billings, Dr. Vikram Bhaduria, Dr. Joy Cooper, Dr. Rebeca Cooper (Zoom), Dr. Kelly Cordray (Zoom), Dr. Sheila Moore (Zoom), Dr. Lisa Myers (Zoom), Dr. James Nguyen (Zoom), Dr. Godpower Okereke, Dr. Sebastian Schmidl (Zoom), Dr. Kevin Williams (absent), Dr. Faycal Znidi, Dr. Joe Burzynski, Ms. Jana Boatright (Zoom)

- I. Call to Order at 1:38 pm.....Dr. Corrine Hinton
- II. President’s Report.....Dr. Emily Cutrer
 - No report
- III. Provost and VPAA’s Report.....Dr. Melinda Arnold
 - Kathy Dunn is training with Norma McCormick to take over as Provost Executive Assistant
 - Hyflex workshops were held over the last couple of days; recordings will be made available for those who could not attend
 - Meetings with academic departments are being scheduled; these will be informal chats with no formalized agenda
- IV. DEIB Director’s Report.....Ms. Kathryn Montgomery
 - (via email)- Thanks to all of the faculty members who submitted applications for the new Diversity, Equity, Inclusion and Belonging Committee. The application period closed yesterday on 10/13. I received 47 applications from students, faculty and staff. Since so many students expressed interest in joining the committee, I have decided to appoint 4 students to the formal DEIB Committee and also form a DEIB committee for students and focused only on student related issues and opportunities related to Diversity and Inclusion. I plan to announce the new committee members in the upcoming week and kick off our first meeting in November.

If you have questions or concerns about the Committee or other DEIB issues, please feel free to contact me or just stop by my office in UC 330B.
- V. Approval of Minutes from 09/9/2022.....Dr. Corrine Hinton
 - Dr. Billings moved, seconded by Dr. Matthews. Minutes approved 13-0-0.
- VI. President of Faculty Senate Report.....Dr. Corrine Hinton (see attachment)
 - a. “Between Meeting” Business

- b. Report from University Leadership Team meeting
- c. Report from Texas Council of Faculty Senates meeting
- d. Other Items & Reminders

VII. Old Business

- a. Drop/Withdrawal Proposal from the Registrar’s Office (see attachment).....Ms. Jana Boatright
 - The Registrar’s Office wants to move to an automated system whereby students could drop a course automatically without faculty approval. The Registrar and Provost raised concerns that faculty are not always responsive to drop requests in a timely manner.
 - Faculty raised concerns that being out of the loop will prevent them from intervening with better solutions for students than a drop, and students may not appreciate the ramifications of dropping a course without discussion.
 - To respond to faculty concerns, the Registrar agreed to customize the process in Banner to include a button to the drop request form where the student attests that they have discussed dropping the course with their instructor, to collect the student's self-reported reasons for dropping, and to include an immediate electronic notification (within 24 hours of the drop) to faculty.
 - Motion to approve by Dr. Billings, seconded by Dr. Okereke. Motion carried 8-2-1.
- b. Faculty Senate involvement in Developmental Education (see attachment).....Dr. Joe Burzynski
 - Dr. Burzynski has asked Faculty Senate to consider a larger, more formalized role in oversight of Developmental Education.
 - Discussion ensued about whether Faculty Senate has oversight over Developmental Education relative to its general curricular oversight.
 - Proposal remanded to Curriculum Committee without opposition.
- c. IS 1100 Update.....Dr. Corrine Hinton
 - Dr. Hinton will convene stakeholders to discuss formalizing oversight of IS 1100; currently oversight takes place in the Curriculum Committee as part of its purview over university-wide curriculum.

VIII. Committee Reports & Business Items

- a. Curriculum Committee..... Dr. Godpower Okereke
 - Dr. Okereke proposed that EL designations for Experiential Learning courses be approved through the Curriculum Committee as the QEP committee is defunct.
- b. Academic Standards.....Dr. Lisa Myers
 - No report
- c. Core Curriculum Assessment.....Dr. Kelly Cordray

- Meeting was held September 27 to establish committee; no substantive report
- d. Educational Technology.....Dr. Faycal Znidi
- No report
- e. Academic Rules & Procedures.....Dr. Craig Nakashian
- i. Recommendation for revisions to UR 12.01.99.H1 (*Extension of the Tenure Probationary Period*) (see attached)
 - ii. Recommendation for revisions to UR 12.01.99.H2 (*Academic Freedom and Responsibility*) (see attached)
 - iii. Recommendation for revisions to UP 32.01.01.H0.01 (*Complaint and Appeal Procedures for Faculty Members*) (see attached)
- All approved on consent agenda
- f. Faculty Welfare.....Dr. Joy Cooper
- No report
- g. FRED.....Dr. Rebeca Cooper
- Meeting was held to discuss timelines for FRED submissions
- h. Budget Committee.....Dr. James Nguyen
- No report
- IX. Ad hoc Committee Reports
- a. OTAFA.....Dr. Corrine Hinton
- October 25th meeting will be held to discuss Spring funding for OTAFA
- b. Course Evaluation Review.....Dr. Vikram Bhadauria
- No report
- X. New Business
- a. Faculty Morale Survey Revision and Redistribution (Faculty Welfare Committee).....Dr. Corrine Hinton
- Discussion on whether another morale survey was warranted, and if so, how often and regularly?
 - Discussion on ideal platform to use- SurveyMonkey or Qualtrics.
 - A suggestion was made to ensure that questions be more inclusive.
 - Remanded to Faculty Welfare Committee
- b. Recommendation to develop *No Confidence Vote* procedures as part of the Senate's Constitution.....Dr. Corrine Hinton
- Discussion on whether to formalize the procedures for votes of confidence, censure, and no confidence in the Faculty Senate constitution.

- Dr. Okereke suggested that an *ad hoc* committee be formed to draft a proposal to be review by the Rules and Procedures committee, then Faculty Senate. The proposal was accepted; Dr. Matthews appointed as chair. Membership forthcoming.

- c. Dr. Nakashian suggested that the evaluations of deans previously overseen by Faculty Senate should be revived; will look at System school examples for models. Will also research department chair evaluations.

XI. Meeting adjourned at 2:38 pm

XII. Next Regular Meeting – Friday, November 11, 2022 at 1:30pm in UC 251 (or by Zoom) *Special Senate meeting on Tuesday, October 25th at 3pm in Eagle Hall

FACULTY SENATE PRESIDENT REPORT

Dr. Corrine Hinton

10.14.2022

I. “Between Meeting” Business

- A. As a follow-up to the 9/9/2022 meeting, a faculty representative for the Student Fee Advisory Committee was selected through the following process (finalist name was due to Toney Favors by Monday, Sept 12):
- i. All-call to Faculty was sent via email on September 9, 2022
 - ii. Volunteers were collected via email between September 9 and September 12 (8 people)
 - iii. Executive Committee discussed the list of volunteers via email and ultimately selected Dr. David Yells to serve because (1) he does not currently serve on Senate and (2) has intimate familiarity with student fees through his previous role as Provost.
- B. Senate Committee Membership Changes (approved by the Executive Committee and distributed to Senate via email on September 20)

Curriculum Committee: Godpower Okereke, Chair

- Joe Burzynski (CASE)
- Dana Leighton (CASE)
- Craig Nakashian (CASE)
- Gary Stading (CBET)
- Joy Cooper (CBET)
- Remove Hye Jung Kang (by her request)
- Add Laura Alford (CBET)

Academic Standards Committee: Lisa Myers, Chair

- Joe Burzynski (CASE)
- Mary Beth Womack (CASE)
- Nelson Irizzary (CBET)
- Sean Bailey (CBET)
- Add Brian Billings (CASE)
- Add Kenny Irizzary (CBET, clinical)

Core Curriculum Assessment: Kelly Cordray, Chair

(no changes from 9/9)

- Mary Beth Womack (CASE)
- Doug Julien (CASE)
- Sean Bailey (CBET)
- Selena Jefferies (CBET, clinical)
- Hye Jung Kang (CBET)

Faculty Welfare: Joy Cooper, Chair

(no changes from 9/9)

- Brian Billings (CASE)
- Craig Nakashian (CASE)

- Kenny Irizarry (CBET, Clinical)
- WY Chan (CBET)
- La Tonya Noel-Wilburn (CASE)

FRED: Rebeca Cooper, Chair

- Abdallah Farraj (CBET)
- Md Kalam (CASE)
- Dana Leighton (CASE)
- Brian Matthews (CBET)
- Ram Neupane (CBET)
- Remove Jing Chen (CASE) and make him alternate
- Add Shihui Chen (CASE)

Educational Technology: Faycal Znidi, Chair

- Larry Davis (CBET)
- Jim Nguyen (CBET)
- Hye Jung Kang (CBET)
- Drew Morton (CASE)
- Sebastian Schmidl (CASE)
- Add Sheila Moore (CASE)

Academic Rules & Procedures: Craig Nakashian, Chair

- Patricia Humphrey (CBET)
- Nelson Irizarry (CBET)
- Kim Murray (CASE)
- Sara Lawrence (CASE)
- Add Sheila Moore (CASE)
- Add Alan Blaylock (CBET)

Budget Committee: Jim Nguyen, Chair

(no changes from 9/9)

- Kevin Ells (CASE)
- Kim Murray (CASE)
- Yusun Jung (CBET)
- Faycal Znidi (CBET)
- Greg Hogan (CASE)

C. AABC – Academic Affairs Budget Advisory Council

- i. Faculty Senate representative
Senate voted to send the Faculty Senate President as its representative, in an electronic vote taken Sept 19-Sept 23 (58% for President to serve)
- ii. Faculty selected and terms
 - Faculty Senate first voted on the term structure and selection procedures for faculty representatives (11/14 Senators voting “aye” by Sept 23). This includes the following parameters:

Because we envision the AABC will continue its work annually, Senate recommended College representatives serve staggered two-year terms (so we always have experienced voices alongside new voices).

Therefore, the names and service terms are designated in the list below (terms were randomly assigned). For representatives who have been appointed to an initial one-year term, Senate will launch the same process next year for the two new CASE faculty and one new CBET faculty. *If a faculty requires a replacement prior to the end of the term for which they are serving, the replacement faculty only serves to complete the remaining time of the term being filled. Please contact the sitting Faculty Senate President if this occurs.*

- Senate then needed to vote among four education faculty and two CBET faculty from the same departments for final representation. Final faculty selected and terms include:
 - CASE Faculty
 - Grace Fant (AY22-23, AY23-24)
 - Kevin Ells (AY22-23)
 - Angie Sikorski (AY 22-23, AY23-24)
 - Luz Mary Rincon (AY 22-23)
 - CBET Faculty
 - Fred Norton (AY 22-23)
 - Nelson Irizarry (AY 22-23, AY23-24)

D. Ad Hoc Committee for Course Evaluation Questions review

Senate was tasked with creating a group of faculty to review and recommend any updates to the course evaluation questions, because we are transitioning to a new evaluation application (AEFIS). Additionally, because AEFIS only allows for electronic evaluations, the committee was tasked with generating ideas for how to promote course evaluation completion. Because the task touches more than one standing Senate committee (Faculty Welfare and Rules & Procedures), an ad hoc committee was formed. Initially, the timeline on this task was about 3 weeks, but after determining that we could not change course evaluation methods once one set of evaluations were delivered (first 8-week courses in fall), the timeline was extended until spring. The committee has been given a deadline of February 28, 2023 for recommendations for the Senate to take up at the March 10, 2023 meeting.

Chair: Vikram Bhadauria (Senator, CBET)

Members: Brian Billings (representing Faculty Welfare, CASE)
Nelson Irizarry (representing Rules & Procedures, CBET)
Deanna Robinson (CASE)
Dana Leighton (CASE)
Jan Murdock (CASE)
James Harbin (CBET)

II. Report from University Leadership Team

Faculty Senate was not permitted to join the President's Advisory Council. Instead, the President created the University Leadership Team, including the members of PAC, plus Faculty Senate President, Staff Council President, SGA President, and the Director of Athletics. This group met for the first time on Tuesday, September 27th (the group will meet the 4th Tuesday of every month). The agenda included:

- Introductions to all members
- Sharing amendments to System policy 33.06.01, *Flexible Work Arrangements*
- Emergency preparedness exercise on October 7, presented by Chief Serrano with Heather Vogt (Safety Officer) [most of the meeting time was devoted to running through the various aspects and components of this emergency exercise, problem-solving particular issues {such as evacuating people without transportation off campus, the addition of print signage to the buildings to increase awareness}]
- What values will guide the group members in their work together

III. Report from Texas Council of Faculty Senates meeting

- A. Senate President, Corrine Hinton, and Vice-President/President Elect, Brian Matthews attended the TCFS meeting held in San Antonio on October 7 and 8
- B. Friday included a lunch meeting with A&M System attendees and Vice Chancellor, James Hallmark. Issues/comments of note include:
 - i. Vice Chancellor Hallmark is supportive of the current effort to create a Texas A&M System Assembly of Faculty Senates while also supporting each individual system member Senate to create leadership structures, terms, and bylaws that work for those institutions
 - ii. Using the term ‘reassigned time’ versus ‘release time’ when identifying other kinds of work faculty perform
 - iii. Senates should be part of the discussions at the highest levels of university decision making rather than on the receiving end reacting to a decision
 - iv. In a discussion about faculty salary concerns, one member institution put a monetary reward for a successful post-tenure review, to reward continued excellence of tenured faculty and address salary compression that can occur with senior faculty
 - v. In a discussion about student verbal harassment, disruptions, and general bad behavior, nothing at the System level addresses how to handle this. Issue is that students are protected by the first amendment. Vice Chancellor Hallmark is going to set up a webinar with legal counsel for our guidance.
 - vi. In a discussion about the role of course evaluations in faculty performance reviews and merit raises, there was general consensus that the culture needs to change among the degree to which senior administrators place importance on course evaluations as the primary or even most significant indicator of teaching effectiveness. Senate can be part of the solution in engaging administrators in conversations about more effective and robust mechanisms for evaluating teaching excellence.
- C. At the formal meeting of TCFS, the following were issues of note:
 - i. An update on attacks on academic freedom and tenure in Texas (expected that Lt Gov Patrick will introduce a bill to ban tenure for all new faculty hires and then a separate bill making the teaching of Critical Race Theory a fireable offense). Discussion then proceeded on the efforts AAUP,

TACT, and others are making to try and educate state lawmakers on academic freedom and tenure.

- ii. Discussion of post-tenure review and its intent to be developmental, not a cause for dismissal.
- iii. Major themes from the institutional roundup reports included strategic planning, educating faculty on their role in institutional governance, budget and salary issues, ombuds, post-tenure review, top-down programmatic and curricular decisions, no confidence votes, and searching/hiring of Presidents and Provosts

IV. Other Items of Note:

- A. TAMUT paid its FY22-23 dues as part of Texas Council of Faculty Senates (\$400 annually), covered through the Faculty Senate budget.
- B. Special Senate meeting on Faculty Salaries scheduled for Tuesday, October 25th at 3pm
- C. Reminder to faculty that fall 2022 grades must be submitted no later than 8am on Monday December 19th to ensure the Registrar and Financial Aid have enough time to complete end-of-term processing ahead of the Christmas holiday