

TAMU A&M International University
TAMU Faculty Senate
November Meeting
12:00 p.m.-2:30 p.m.
STC 230

- I. The meeting was called to order by the Faculty Senate President, Dr. Hayley Kazen, at 12:00 p.m.
- II. *Roll Call:* Dr. Hayley Kazen, Dr. Leonel Prieto, Dr. Cynthia Sosa, Dr. Andrew Hazelton, Dr. Deepak Ganta, Dr. Kameron Jorgensen, Dr. James Norris, Dr. Juan Homero Hinojosa, Dr. Li-Zheng Brooks, Dr. Tatiana Gorbunova, Dr. Runchang Lin, Ms. Jeanette Hatcher, Mr. Timothy Rubel.
- III. Our guests were given the floor:

Dr. Pablo Arenaz/Dr. Claudia San Miguel

Concerning Post-Tenure Review: Dr. San Miguel gave the Senate a post-tenure review update. The TAMU Post-Tenure Review committee work is complete. The committee looked at 12.01 to ensure TAMU was in line with state regulations. Comments from the committee included: When we send offer letters to new faculty, we should be able to refer them to the handbook and rules guiding post-tenure review (PTR). The PTR process is in the handbook, but it needs to be a rule (SAP). As Faculty Senate, we can review the rule and make changes and recommendations. All faculty will have a chance to vote, but Dr. Arenaz will have the final say. One comment was that perhaps we should define moral turpitude. Dr. Arenaz added that TAMU has a flexible PTR policy. Dr. San Miguel added when someone goes on PTR there are faculty committees that are put together to suggest an improvement plan which the Provost approves. Senator Sosa asked about what the process looks like for fixed-term faculty (FTF). In the case of FTF, deans or chairs will make a recommendation to the Provost to renew or not renew an appointment. Conversations should happen yearly. If FTF are deficient, the dean/chair should discuss in review process. FTF could have an improvement plan, but it is not the same as PTR. Grievance process is available to both TT and FTT. Senator Houston asked how the PTR rule will be created. Relevant information from handbook will be put into rule. Rule will go to OGC. Senator Houston then asked about moral turpitude. Dr. Arenaz stated that they will know more next week after system meetings. Senator Houston asked if we would lose the ability to define moral turpitude as a result of system policy. Dr. Arenaz stated that he believes system will come up with broad language so that institutions have leeway within the broad language. Senator Houston requested more communication from administration concerning PTR. Dr. San Miguel stated that things are very fluid right now. Once they know what the system will do, they will communicate with faculty. Dr. San Miguel asked Senator Houston how she would define moral turpitude. Senator Houston suggested AAUP definition (must be tied to your job). Senator Rubel suggested defining moral turpitude as well. Senator Houston stated that

faculty are nervous and feel attacked by legislature. A definition would make faculty feel seen and heard. Dr. Arenaz replied that we do need to wait for OGC guidance.

Concerning Books Included: Senator Hazelton stated there were some issues in Humanities with respect to ordering physical copies of books. Follett suggested faculty can order print versions with correct ISBN. Dr. San Miguel follow up. Dr. Arenaz added that we have had some issues with students not getting all their materials. Follett is aware of issues and is trying to sort through. Follett is willing to come to campus to hear from faculty.

Concerning salary inversion (associate level): Dr. San Miguel stated that for public institutions, everything has to be merit based. If we were to do an equity adjustment, it has to be merit based. Dr. Arenaz added that faculty below a certain level of performance do not get merit. Adjustments are often made when moving up in rank.

Dr. Jorgensen asked if federally funded grants were allowed to have optional DEI trainings. Dr. Arenaz replied option sessions that are open to all are allowed; however, paying faculty to attend the trainings is problematic.

Dr. Arenaz shared with the senate that TAMIU was #10 in student growth out of all public institutions in Texas. He also stated that he had shared OGCs response concerning Intellectual Property with Dr. Kazen. The QEP will likely be experiential learning. The SACS report is due 9/1/24 but must be ready by June. Dr. Arenaz also discussed the Labor Day holiday. Staff have 13 days for holidays. Staff gets one day during Spring Break and an extra day at Christmas which is why they do not have off Labor Day. He stated that the biggest reason we don't take Labor Day is because faculty do not want to lose class time, specifically labs.

Ms. Jennipher Ambrose and Ms. Monica Robledo (Green Dot)

Monica Robledo and Jennipher Ambrose are new Green Dot facilitators. First Green Dot training is 11/8 from 1:30-3:30 in AIC 126. They are flexible in providing training. They will provide training if faculty are out (cover class). Green Do cultivates different culture on campus for the prevention of personal violence. Trainings are conducted to help students implement strategies in their daily lives. There are different types of trainings (vary in length). Senator Sosa asked how long training is valid. Ms. Robledo stated that people are welcome to take it as often as they like. They also offer bystander intervention training. There is separate training for students and faculty/staff.

IV. The minutes for the October 6, 2023, meeting were approved with no corrections.

V. New Business

a. INFORMATIONAL: TAMIU email policy- Senator Kazen stated that she has asked in TAC and Executive Council and the email policy will not change.

b. INFORMATIONAL: Salary inversion-Drs. Arenaz and San Miguel explained that across the board increases are not allowed. Senator Jorgensen still had some questions about schools

in Texas that have made adjustments. Senator Hazelton agreed that we need market adjustments.

c. INFORMATIONAL: LMS survey and confidentiality-Senator Kazen stated that Dr. Pat Abrego is the only one who sees the comments about professors. Senator Sosa suggested that the question be revised to exclude faculty comments.

d. INFORMATIONAL: QM Pay and QM Courses for AP-Senator Kazen said QM pay will not increase this year. Should faculty decide not to recertify QM courses that are coming up for renewal, the QM logo will be removed from the master shell. This will not affect AP offering the course. The only issue is new courses. If faculty do not create new courses, this may cause an issue with AP not being able to put it on the carousel.

e. New Technology Advisory Committee Description (vote). Senator Rubel motioned for a vote; Senator Norris seconded. The Senate unanimously approved the changes. The changes were made because the older version mentioned a technology strategic plan which does not exist.

f. Potential Labor Day survey (vote). Senator Hinojosa motioned for a vote; Senator Hazelton seconded. Vote passed 8-6. Any survey sent to faculty needs to say that Labor Day MAY be replaced with the Wednesday before Thanksgiving.

g. Reclassification policy (vote). Senator Sosa explained changes in document. Motion to vote was made by Senator Hinojosa and seconded by Senator Rubel. Vote was unanimous. Document will go to faculty vote.

h. Cost of spousal health care for full-time TAMIU employees. Senator Rubel stated that the cost of spousal healthcare is an issue for some faculty. Handouts were provided Discussion followed about different plans and cost. It was decided Senator Kazen would bring it to TAMUS AFS.

i. +/- grading-Senator Kazen believes that a +/- system puts too much pressure on students and pressure on faculty when students ask for points. Senator Rubel feels there is too much difference between 80 and 89. Senator Bennett agreed that this is not good for students. Senator Jorgensen stated that the disciplines are very different. Senator Hazelton stated that there were pluses and minuses to both systems. Faculty voted to not take the issue further.

j. Internal grants- TABLED UNTIL DECEMBER

k. Books Included (see above) Senators discussed options concerning Follett. Senator Hazelton stated that the Humanities faculty felt they are being overruled by Follett. Physical copies should be allowed if that is what faculty choose. Senate action item-there should be a documented process of how faculty request a physical copy of the book, ordering timelines, process if a faculty leaves after ordering a book, etc. In addition, faculty would like to know when Follett plans to be on campus to answer questions.

l. Teaching effectiveness: Student Evaluations; Observations. There are issues in some departments where observations are not being done. The Senate feels we need better procedure and guidance.

IV. Old Business

a. Updates on CourseLeaf SYL: Senator Kazen updated the Senate. CourseLeaf SYL continues to be developed and will be ready fall 2024.

b. Update on following proper P & T process: Senator Kazen reported that all items have been addressed by Drs. Arenaz and San Miguel.

i. Secret ballot

ii. Promotion to full professor

c. Update on Post-Tenure Review Committee: Addressed by Drs. Arenaz and San Miguel.

V. Committee Reports

a. Academic Oversight: The committee stated that we need to be more thoughtful on teaching effectiveness; might look at CNHS; observers should be cognizant of fear; sometimes observer may not be from same discipline; midterms evaluations not necessary; students should not be given access to faculty evaluations.

b. Budget and Finance: Did not meet this month but are actively requesting information. The committee would also like to make changes to number of courses allowed to be taught in the summer.

- i. May pay: Implemented primarily to help new faculty. Reduces errors in payroll. Recommend we survey for faculty for preference. There are possible TRS issues. Action- should we survey faculty?
Requested CUPA data to conduct market analysis

c. University Ethics: Working on revising the mission statement of University Ethics Committee

d. Committee on Creation, Composition, and Responsibilities of Committees: University Assessment committee will go ad hoc another year.

e. Awards: Email was sent to chair and dean for nominations; video will be created for digital portfolio

f. Faculty Handbook Revision

- i. TAC update: needs to go out to faculty vote
- ii. FS mission statement: needs to go out to faculty vote
- iii. Graduate Council changes: done

g. Assessment: no report

h. Distance Education and Instructional Technology: QM issues have been addressed; Ultra will roll out in the summer; LTW was this week.

i. Technology Advisory: email issues have been addressed, description update

j. Fixed-Term Faculty

- i. Reclassification process will be out to vote; Summer proposal will be addressed at next EC meeting.

VI. Announcements and Other Business

a. Dr. Gonzalez's replacement: Senator Hatcher will set up a vote for her department.

b. Secretary election: Senator Kazen will send out email soliciting nominations. Senator Hatcher will conduct evote. Secretary will be elected before December meeting.

Proposed TAC revision:

The purpose of this committee is to monitor matters related to the development and implementation of technology in learning spaces, pedagogy, and faculty resources as relevant to the University strategic plan. The member appointed from the Faculty Senate will serve as a co-chair of the related University Technology Advisory Committee. Other senators with expertise in Information Technology may also serve as appointed by the Faculty Senate President