

Texas A&M International University
TAMIU Faculty Senate
Special Meeting
11:00 a.m. – 12:00 p.m.
Via Microsoft Meetings

- I. Faculty Senators met for a special-called meeting to review and offer suggestions of TAMIU policy in comparison to SB 18's language. At the request of President Arenaz and Provost San Miguel, Faculty Senate was charged with three items to review and offer suggestions:
 - a. Compare SB 18, particularly the language concerning reasons for faculty dismissal, to current policy. Make suggestions, as necessary.
 - b. Examine current process of post-tenure review, particularly concerning due process. Make suggestions, as necessary.
 - c. Suggestions/comments concerning revision of institutional policies 12.01.01 and 12.06, particularly post-tenure review policies as they appear in the Faculty Handbook.

- II. The meeting was called to order by the Faculty Senate President, Dr. Hayley Kazen at 11:02 a.m.

- III. *Roll Call:* Dr. Hayley Kazen, Dr. Maria D. Vilorio, Ms. Jeanette Hatcher, Dr. Ariadne A. Gonzalez, Dr. Seong Kwan Cho, Dr. Deepak Ganta, Dr. Tatiana Gorbunova, Dr. Kameron Jorgensen, Dr. Kate Houston, Dr. Runchang Lin, Dr. James Norris, Dr. Timothy Rubel, and Dr. Cynthia Sosa

- IV. Faculty Senate President, Dr. Hayley Kazen, provided Senators with the following information:
 - a. The Senate was asked to have a suggestions meeting. The Senate will not be voting or making policy changes. This is only a meeting to review and compare SB 18 to TAMU/TAMIU policy and provide suggestions. Deadline to submit revisions is August 22, 2023.
 - b. The American Association of University Professors (AAUP) listed SB 18's areas of concern (reasons faculty can be dismissed). Much of the information listed in SB 18 are addressed in TAMU/TAMIU policy but concerns align with the following:
 - i. Moral turpitude
 - ii. Violated laws or system or institution policies
 - iii. Convicted of a crime
 - iv. Good cause as defined in institution's policies
 - c. There is also a concern for due process in the Post-Tenure Review and Grievance section.
 - i. Much of the information included in SB 18 is in the Faculty Handbook but not in policies.

- V. Senators made the following suggestions:
- a. Concerning due process (in the professional review process), there must be a timeline for steps and in providing timely feedback to faculty.
 - i. This is an opportunity for the Senate to address these changes and formalize the process when a faculty member is deficient. This process is in the Faculty Handbook but not in the Standard Administrative Policies (SAP).
 1. Add policies to the SAP that responsibility is on the institution and not faculty to prove cause of incompetence in Post-Tenure Review.
 - ii. Detailed and clear language including timeline of process added to the 12.01.01 Regulation Summary concerning System Policy 12.06, Post-Tenure Review of Faculty and Teaching Effectiveness (Regulation #2). Once 12.06 is amended, the timeline that follows needs to be addressed in the Faculty Handbook.
 - b. The following suggestions were discussed concerning SB 18's reasons faculty can be dismissed:
 - i. Definitions, especially of "moral turpitude" and "crimes" should be tightened and clearly defined. They are too vague.
 - ii. Policy for faculty dismissal must clearly state conduct/action taking place during employment hours.
 - iii. Senator Kazen explained University Administration is in favor of strengthening language concerning due process in Post-Tenure Review and Grievance.
 - iv. Obscenity should be clearly defined and differentiated from profanity.
 1. Research or teaching materials referencing obscene material should be protected (e.g., sexual trauma, nude models, printed forms of nude art).
 - v. Drs. San Miguel and Arenaz want to form a subcommittee to work on the changes and suggestions.
 1. The subcommittee will be comprised of Senators.
 2. Senators agreed each College should have representation in subcommittee.
 3. Senator Houston suggested Senators can nominate the members to the subcommittee.
- VI. The first 2023-2024 Faculty Senate meeting will be September 1, 2023, and Senator Kazen will send an agenda soon.
- VII. Senator Kazen urged Senators to visit website where minutes, and Deans Council and Executive Council notes will be posted. These items will still be emailed.
- VIII. The meeting was adjourned at 11:26 a.m.

