

Meeting: Faculty Senate  
 Date: November 7, 2018  
 Time: 2:01 p.m.  
 Location: BA 290  
 Adjournment: 3:45 p.m.

# Minutes

Members present: Hongmei Jia, Robert Williams (for Curtis Jones), Annette Taggart, Gerard Huber, Johanna Delgado-Acevedo, Stephen Starnes, Bilal Abu-Bakr, Gil Naizer (for Juan Araujo), Greg Lubiani, Julia Ballenger, Vipa Bernhardt, Eddie Oh (for Jason Davis), Susan Stewart, Guclu Atinc (for Brandon Randolph-Seng), Yelin Ou, Daniel Kelly, Debra Mahoney, Kurtis Williams, Chad King, Benton Pierce, Vivian Dorsett

Members absent: Vivian Dorsett, LaVelle Hendricks, Dimitra Smith

Issue/Topic	Summary of Discussion	Decision/Action
	October, 2, 2018, Senate minutes were approved with minor modifications	President Starnes stated that the minutes were approved as amended
<b>Invited Speaker: Dr. Mark Rudin, President and CEO, Texas A&amp;M University- Commerce</b>	<p>The meeting opened at 2:01 p.m. President Starnes introduced the first invited speaker, Dr. Mark Rudin.</p> <p>Dr. Rudin shared the following information with the faculty senators:</p> <p><b>Topic: Enrollment &amp; Budget</b></p> <ul style="list-style-type: none"> <li>• Enrollment is down for Spring 2019</li> <li>• We have a \$3.7 million dollar shortfall</li> <li>• Will hold academic side of the university harmless in making cuts</li> <li>• We found \$2.1 million in hard money and found another 1.6 million in other monies (Total: \$3.7 million)</li> <li>• If we can grow enrollment, the tuition fees will help out</li> <li>• We will schedule Budget Open Forums</li> <li>• We needed a strategic discussion about the budget several years ago</li> </ul> <p><b>Topic: Strategic Enrollment</b></p> <ul style="list-style-type: none"> <li>• Dr. Lee Young, Interim V. P. for Enrollment, is the contact person to go to for recruiting and enrollment.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Dr. Thomas Newson, Dean of Students, will work with Dr. Young to develop a strategic enrollment plan.</li> <li>• The university needs to become involved with the Dallas Promise Network, Dallas County Community Colleges, Dallas Independent School District and Northeast Texas entities.</li> <li>• We need faculty to help with recruiting.</li> <li>• A tremendous amount of good can come when faculty members are in the face of students.</li> <li>• Senator Kelly shared with President Rudin that the Music faculty is out in the field.</li> <li>• Another Senator reported that we have an Art Day in the fall. Students are invited to campus during Art day.</li> </ul> <p><b>Topic: Diversity and Inclusion</b></p> <ul style="list-style-type: none"> <li>• The Chief of Diversity and Inclusion Officer- not a lot going on</li> <li>• Established a Diversity and Inclusion Committee</li> <li>• Will have a student government summit on diversity and inclusion</li> <li>• We want mentors</li> <li>• The university is a safe place.</li> <li>• The university should be a healthy inclusive environment for all students.</li> </ul> <p><b>Topic: Student Readiness for the Job</b></p> <ul style="list-style-type: none"> <li>• Need to break the cycle of generational poverty</li> <li>• Create elective course to include personal and job-related skills</li> <li>• We need to better develop our students' employability</li> <li>• Some students report they do not know what the future holds for them.</li> </ul> <p>Need to focus on student career advisement and counseling</p> <p><b>Topic: Administrator Assessment</b></p> <ol style="list-style-type: none"> <li>1. The College of Business is piloting a 360 evaluation pilot</li> <li>2. The voice of faculty should be at every level in the assessment of administrators</li> </ol>	
<b>Communications</b>	<p>President Starnes shared with the Senate the following information:</p> <ol style="list-style-type: none"> <li>1. Dr. Rudin met with the Senate EC October 16. There were four main topics that he wanted to discuss. Those topics were:</li> </ol>	

	<ol style="list-style-type: none"> <li>a. What do faculty think about a faculty workload policy that would be set by the departments; research active faculty could have 3-3 loads (for example) with non-research active faculty having higher loads. Department heads would be responsible to work with their faculty to determine these loads. The University needs to utilize resources to provide teaching relief to faculty who have concrete plans for increasing their scholarly activities.</li> <li>b. Enrollment issues, significant interest placed on those units responsible for recruitment and retention – which in some fashion involves all of us at A&amp;M-Commerce. Where should A&amp;M-Commerce focus its resources?</li> <li>c. Economic development. There is a need to tap into Dallas markets. Dr. Rudin wants feedback on creating a VP of Economic Development who would be stationed in Dallas. He is interested in finding a way to remain budget neutral if possible. This person would have no staff and would be a liaison to companies with efforts geared towards workforce development and economic development.</li> <li>d. Dr. Rudin is also interested in new programs and directions that would impact the economic stability of the university.</li> </ol> <ol style="list-style-type: none"> <li>2. Dean Villanueva-Russell requests Faculty Senators to please share with their department colleagues the call for new Signature Courses. She encourages more faculty to develop and teach a Signature Course.</li> <li>3. Provost Humphreys requests the Senate’s help in describing what role the Senate can play on University budget matters. Along these lines, the Senate needs to revise the mission of the Senate budget committee.</li> <li>4. Provost Humphreys requests the Senate’s help with program reviews, to decide what programs need to stay, what programs need to be revised and what programs need to be eliminated.</li> <li>5. Dean Newsom requests information regarding how Student Services can help faculty.</li> <li>6. News from the A&amp;M-System Senate Presidents meeting with Vice Chancellor Hallmark: <ol style="list-style-type: none"> <li>a. Eight of the presidents were in attendance</li> <li>b. A&amp;M-Commerce was the only Senate with two year President terms – the others thought this was a good</li> </ol> </li> </ol>	
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	<p>idea in order to help with continuity and ultimately to be more productive year to year.</p> <ul style="list-style-type: none"> <li>c. The other A&amp;M-System Senates also primarily serve an advise and consult role, similar to our Senate. Their Senates control the curriculum but nothing else. Some do have control over instructional equipment.</li> <li>d. There is no System policy regarding the regular evaluation of administrators by their subordinates. The Board of Regents is interested in a method to determine how effective an administrator is and how effective tenured faculty are. Some system Universities have regular evaluations of administrators (Tarleton does, faculty build the survey, sends it out, etc. – Qualtrics surveys). Texas A&amp;M-Kingsville has had no administration evaluation since 2013. General problems of faculty not being trusting of the data, how it is disaggregated, what is it used for. President Starnes handed out the A&amp;M-Corpus Christi policy for Performance Reviews of Academic Administrators.</li> <li>e. State law says that faculty must have 15 hour workloads per semester, but the system does not have a policy on what those 15 hours must look like. A&amp;M-San Antonio have some faculty with 2/2 loads, some 3/3 loads (flexible workload policy). Every year department heads evaluate their faculty achievements to set the workload for each faculty the following year.</li> <li>f. Some system universities have term limits for their department heads (Tarleton has 5 year terms) some have no term limits. TAMU department faculty vote for department heads. A&amp;M-CC conduct searches for new heads. If there is no way to get a head out of the position, could become ineffective.</li> <li>g. Vice Chancellor Hallmark discussed the Texas Statute related to Field of Study Curricula (A Field of Study Curriculum (FOSC) is a set of courses that fulfill lower-division (freshman and sophomore) requirements for a specific major/degree plan in addition to the core curriculum. FOSCs are guaranteed to transfer to any public college or university in Texas. Once you have successfully completed the set of courses that makes up the FOSC, those courses are also guaranteed to apply to the appropriate bachelor's-level degree plans</li> </ul>	
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	<p>corresponding to the field of study. Receiving colleges and universities are not allowed to require incoming transfer students to repeat courses with the same content as FOSC courses to satisfy requirements for the academic major. Twelve university faculty and twelve community college faculty are supposed to get together to decide on what courses at community colleges will transfer. Higher Education has been beat up in the legislature for accepting hours but not applying them to degrees at 4 year universities. Of the 25 most transferred degrees, only 5-6 FOSC had been completed by spring 2018.</p> <p>*The problem: the Coordinating Board is picking and choosing faculty to serve on these panels to get the result they desire. SACS is not satisfied with how the process is working. Some problems have been identified by SACS 1. Faculty on the panels are not representative of the degree program. 2. Public comment has been ignored by the coordinating board</p> <p><a href="http://www.thecb.state.tx.us/index.cfm?objectid=7D02BA60-18B8-11E8-A6640050560100A9">http://www.thecb.state.tx.us/index.cfm?objectid=7D02BA60-18B8-11E8-A6640050560100A9</a></p> <ul style="list-style-type: none"> <li>h. Vice Chancellor Hallmark does not think performance based funding will go anywhere. Too many winners and losers, if no formula funding is taken away there are not enough legislators that will be willing to increase the budget for additional PBF and nothing is going to be done to decrease funding to the biggest universities in Texas. But administrators are under a lot of pressure to increase retention.</li> <li>i. Admission of students who are not qualified is a problem and must be taken more seriously. If poorly qualified students are admitted, then the University must work harder to help them succeed. Don't admit students, let them acquire debt and then fail out with no degree to get a good job to pay off that debt. What is A&amp;M-Commerce normal admit rate versus special admit rate?</li> <li>j. Each A&amp;M System University needs to move on Open Educational Resources (OER). Vice Chancellor Hallmark wants to know what the system needs to do to make significant progress on this. Some Senate Presidents suggested that the</li> </ul>	
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	<p>system needs to provide incentives for faculty to use or develop OER. Senators from our College of Business noted that this could create issues with accreditation.</p> <p>k. There was a lot of discussion over faculty salary compression issues, which is built into the system with assistant professors coming in making comparable or better salary than associate and full professors. A&amp;M-Corpus Christi has a new plan in place to resolve the issue. President Starnes provided a handout detailing the A&amp;M-CC plan. In summary, when a professor is granted tenure or promotes to full professor the professor can choose a \$5,000 raise (Associate) or a \$7,000 raise (Full) or the medium salary of CUPA for professors in the same field. Further, the same applies to all tenured faculty at the time of their 6-year post tenure review. This has proven to be a workable solution since the University is only impacted by salary increases for 35-50 faculty a year. The model awards performance. If a professor chooses not to promote and do the things that would lead to promotion then that professor would only ever obtain merit pay increases when they happen.</p> <p>7. News from the Texas Council of Faculty Senates (TCFS) meeting (October 26-27, 2018):</p> <ul style="list-style-type: none"> <li>a. Texas is way ahead of other states in organizing senates at the state level. TCFS is working to form a national council of faculty senates.</li> <li>b. There was a session over professional track faculty. Currently, about ½ - ¾ of faculty are no longer tenure track (includes both full-time PT, part-time, graduate students, adjuncts). There is a need to identify the problem/reasons for moving to fewer TT positions and try to stop it. The conditions for PT faculty needs to be improved, suggestions for improvement include: <ul style="list-style-type: none"> <li>i. Advance notice (1-2 years) for termination needed</li> <li>ii. After 6 years, need to be offered multi-term contracts</li> <li>iii. Full voting rights (except on T&amp;P matters)</li> <li>iv. Should be considered for all rewards</li> <li>v. Should be allowed to serve on search committees</li> </ul> </li> </ul>	
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	<ul style="list-style-type: none"> <li>vi. Respect shown by title given (Academic Professionals)</li> <li>vii. Use same standards for promotion as TT but measured based on their % RST</li> <li>viii. If FWLP goes flexible, will it go flexible for PT faculty as well?</li> <li>ix. Want those who are significant proportion teachers to become master teachers – what resources are provided for their professional development?</li> <li>x. If full time PT are being hired only by department heads, this is not good. A search committee should be in place for PT hires.</li> <li>xi. Don't hire less than FT (9 hours?) just to save on benefits</li> </ul>	
<b>Committee Reports</b>	<ul style="list-style-type: none"> <li>• <b>Academic Life:</b> nothing to report</li> <li>• <b>Academic Practice:</b> The committee is studying several university administrator assessments</li> <li>• <b>Admission and Retention:</b> The committee will find out what the A&amp;M-Commerce normal admission rate versus special admission rate is and will also find out the graduation rate of special admissions compared to students of normal admission.</li> <li>• <b>Curriculum:</b> Reviews in CoursLeaf are underway</li> <li>• <b>Budget:</b> nothing to report</li> <li>• <b>Faculty Senate Awards:</b> Senator Abu-Bakr discussed the Piper Award nominee for A&amp;M University-Commerce. After a brief discussion, Senator Anderson made a motion to accept the nominee, Dr. Tara Tietjen-Smith. Senator Ballenger seconded the motion.</li> <li>• <b>Organization of the Senate:</b> nothing to report</li> <li>• <b>Scheduling and Facilities:</b> nothing to report</li> </ul>	
<b>Unfinished Business</b>	<ul style="list-style-type: none"> <li>▪ Those with blue parking stickers (B) are issued to faculty and staff who can park in blue, purple and green lots. White permits are issued to disabled persons (D), contractual workers (C), and frequent visitors to the University (V). White parking stickers, coded C, can park in blue and green lots. This information is found in Traffic and Parking Rules and Regulations Articles IV and X. <ul style="list-style-type: none"> <li>○ The issue remains however – it is not known to whom Blue permits coded C are issued or where they can park.</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>▪ Senators are encouraged to visit the Senate website – if we do not have a picture of you posted, please send Annette a picture to post or direct us to a website to obtain a picture.</li> <li>▪ There is a retirement reception scheduled for Professor R.N. Singh November 27, 2018, 3-5 pm, in the Alumni Center. The Faculty Senate has been requested to have a representative speak at the event and to present Professor Singh with something to acknowledge his many years of service to the Senate.</li> </ul>	
<b>New Business</b>	<ul style="list-style-type: none"> <li>• A question was raised whether A&amp;M-Commerce would support tuition benefits for dependents. It was noted that this is not common practice in Texas. A&amp;M-Commerce has some scholarship funds for dependents but gaining support for greater tuition benefits is unlikely.</li> <li>• A question was raised whether faculty hires expected from the increase in the student athletic fee was actually happening according to the proposed plan. Will the revenue generated from the fee be used to fill any budget shortfall?</li> </ul>	
	<b>Adjournment</b> at 3:45 p.m.	