

FACULTY SENATE MEETING AGENDA – April 2024

Attendees:

Ozum Yesiltas, Zachary Palmer, Benton Pierce, Tina Lancaster, Stephen Starnes, Maggie Salem, Nikolay Sirakov, Tami Morton, Julia Ballenger, Eric Branscome, Carlos Bertulani, Christian Hempelmann, Carrie Klypchak, Jason Davis, Jeanette Vaughan, William Kuracina, Hunkar Gizem Yesilyurt, MaryJo Dondlinger, Adam Northam, Rusty Fox, Brandon Randolph-Seng, Hongmei Jia, Josephine Durkin

Date: 04/02/2024

Meeting called to order 2:01pm by Dr. Yasemin Atinc

Approval of the April meeting minutes. Corrections will be noted and addressed. Misspelled Dr. Vacha-Haase; add comments regarding student with varied background were lower standard than in the past - Dr. Rudin answered yes.

Motion by Dr. Jeanette Vaughan, Dr. Tina Lancaster 2nd; motion to approve carries

Updates from Dr. Tammi Vacha-Haase

- Thank you and congratulations for SACSOC evaluation team; outline of needs was sent to faculty and staff; only 5 areas of insufficiency, although none were in the core area, in which 3 were in the QEP area; site visit team was excited and pleased with the progress; the other 2 areas have not been able to be factually checked and responded to by TAMUC staff; 1) - faculty credentials - ensured that faculty are credentialed and teaching in their appropriate areas; 2) - full time faculty numbers - site visitors indicate we have sufficient numbers of full time faculty, however what the requirement to be full time (60% of all classes taught by full time faculty); SACSOC needed justification why the 60% was established. SACSOC indicated that the 60% was an arbitrary number and encouraged TAMUC not to give a certain % requirement. Encouraged to keep in mind the goals of programs and departments when identifying standards for full time faculty.
- Addressed salary questions that Faculty Senate posed to Dr. Rudin
 - a third party vendor has been secured to evaluate salaries by discipline and level, and compare them to peers across several metrics and standards; will possibly occur this summer and potentially discussed this fall;
 - issues of identifying permanent funding streams to address salaries is of prime concern of senior leadership staffs
 - the process of evaluation of salaries will be an ongoing effort, including methods of disbursement
- Searches are ongoing and TVH was impressed with the number of candidates for searches; CASNR search has been extended; as a university we try not to fail a search and don't want to settle; CHSSA and Honor's College searches are nearing the end or have been announced; V Provost search application date closed 4/1

- End of semester thoughts - university space audit will occur; TAMUC has a surplus of space, but lacks funds to renovate buildings; we have surplus of offices that are not being used or being misused and complaints are being received by TVH; Academic affairs may not be using space as wisely as possible. We have no data to support this hypothesis however. Question posed to FS: Do we have faculty in substandard conditions? Some offices are being shared. "Hoteling" offices may be an option for visiting / adjunct faculty; Dallas site is being utilized but disjointed there. Faculty should not share offices nor use storage spaces as offices. TVH will look at space audit for space utilization and storage as well, additionally address concerns of "ownership" of space - mixed messages of university ownership / control vs department ownership / control - Owners? Users? Renters? We need clarity to give to deans, department chairs, and faculty; and how can we share with other; Academic Affairs has the majority of space
- HEF fund focus for 2024-2025 - remodeling labs and offices
- Workgroups in the Fall: (T&P workgroup model worked well due to size and functionality); would like to start this summer, but understand the reality of university tempo
 - Merit:
 - Workload:
- Dr. Nikolay Sirakov brought up issues of teaching load vs salary that may be addressed in the audit as well; Objections to the audit were proposed by Dr. Carlos Bertulani as a waste of time and funds as it will not solve the issue of wage gaps and administrative raises. Dr. Carrie Klypchak addressed the need for action based on the salary audit;

Department Head Policy discussion and voting

- Dr. Yasemin Atinc addressed rumors of a "rotational nature" of the new policy and assured the FS that this is not the case; most of the policies were in existence prior to the revision: 1) every year the DH should be evaluated, even though the evaluation is not great, through the first 5 years; 2) after 5 years there will be an extensive evaluation to assess continuation in the position; if the incumbent is not retained, then an internal search committee including faculty will be formed to fill the position. The Deans are now required to write out their feedback regarding the DH from the department, and should address the issues of continual negative feedback while the DH retains their position. Josephine Durkin brought up issues of whether the 5 year model might not fit all department models. Dr. Gizem Yesilyurt expressed questions of using the evaluation metric to truly bring issues with the department head forward, where the evaluation metric may not sufficient and may not avoid bias. Dr. Carrie Klypchak asked questions regarding 1) how the new policy affects current DH who have had extensive time in the position? Under 5 years then you continue to your 5 year for evaluation, however if the DH has been in the position over 5 years then it has not been resolved as to how to address it. May need to address this policy prior to voting. 2) Internal vs external searches should be communicated by the Dean as to why there will be a difference, and additionally terminology needs changing from internal to university. External searches bring in an outside tenured faculty member. Dr. Zach Palmer addressed issues of keeping evaluations anonymous and free from retaliation. Dr. Hongmei Jia addressed issues of qualifications requirements of DH, and issues of interim DH procedures of appointment and immediate needs of the department. Dr.

Julia Ballenger brought issues of personal nature of appointing DH versus operating as a group for professionals. FS will call committee members together to address the issues presented and questions.

- T&P discussion and voting
 - Dr. Tami Morton - evaluation timeline is not clearly delineated
 - Dr. Maggie Salem - Timeline of clear communication
 - Dr. Jeanette Vaughan - issues of DH not knowing the T&P deadlines and procedures
 - Department Heads should be the one communicating those deadlines
 - Dr. Marta Mercado-Sierra - faculty are unaware of standards, dates, and submission guidelines
 - Dr. Benton Pierce - the committee that will vote on recommending of full professors consists of full professors and full professors from each of the departments in the college; what if the DH is not a full professor? The DH will meet with the committee but will not lead the committee. An ad-hoc committee will be formed instead to address these issues, and will address issues of abstention, instead of the department committee and then college (ONLY for full professors).
 - Dr. Carrie Klypchak. - 1) creates a one and done system? Faculty then have a year to find a new position. What if you go up early? Same policy applies. 2) Provost has power to not grant raises for promotion? Can the faculty member go up to try to get the raise? May only apply to promotion. 3) practicality of ad-hoc committee may not be efficient in utilization of our full professors - a single committee is formed to evaluate all full professors going up at the same time (will change as different members go up from departments)
 - Dr. Ozum Yesiltas - from 2.4 the 3rd year review will now be the 4th and 5th. No more 3rd year.
 - Dr. Jason Davis - evaluations from faculty that are not in your area to aid in lending expert perspective will be in place; faculty member may submit a list of reviewers
 - Will revisit next meeting

- Senate Award recipients voting
 - Dr. Hongmei Jia - list has been communicated to FS
 - Motion - Dr. Jason Davis move to accept the slate of awardees as identified
 - Dr. Tami Morton 2nd
 - Motion carries

- Upcoming Spring Convocation
 - Attend and communicate to faculty

- Upcoming Senate Awards Reception on April 24.
 - Speaker has been engaged for meeting - Shared Governance Part 2
 - Let faculty know about the schedule and the day - schedule will be posted by Dr. Atinc soon
 - Lunch will be covered by FH and TAHFE

- Expected attendance - 125
- Senators' terms ending
 - If your term is ending, please notify Dr. Atinc

Senate Committee Reports

Tabled to next meeting

Motion to adjourn by Dr. Carrie Klypchak

2nd Dr. Jason Davis

Meeting adjourned at 4:08pm