

## Faculty Senate Meeting 5/7/24 Minutes

In Attendance: Yasemin Atinc, Zachary Palmer, Benton Pierce, Carrie Klypchak, Stephen Starnes, Nikolay Sirakov, Tami Morton, Christian Hempelmann, Carlos Bertulani, Jeanette Vaughan, William Kuracina, Tina Lancaster, Maggie Salem, Jason Davis, Hunkar Gizem Yesilyurt, MaryJo Dondlinger, Rusty Fox, Hongmei Jia, Adam Northam, Brandon Randolph-Seng, Marta Mercado-Sierra, Michael Oldham

Meeting called to order: Dr. Yasemin Atinc 2:03pm

### **Approval of the April meeting minutes.**

Add Josephine Durkin to roster of attendees

Motion to approve as correct Jason Davis ; Josephine Durkin. - Motion carries

### **Dr. Jennifer Schroeder and Dr. Hunter Hayes- DH Policy**

- Co-Chairs of Committee
- Clarifications:
  - Dr. Schroeder - will send out newest version that includes
  - 5 + 5 + 2 under special circumstances was removed - was not meant to set a term limit, but rather a way to set evaluation windows; After 5 years they will be reviewed and
  - faculty will have input into the evaluation process; Evaluated by faculty EVERY year.
  - Questions were asked regarding the 360 Review vs Evaluation - must revise both the instrument and the email ListServ to make sure it gets distributed correctly
  - Dept Heads will have 2 separate evaluations - Faculty and Dean
    - No set percentage of weight given by either
  - No term limits at the will of the Dean
  - How will the changes affect the current Department Heads

- Implementation has not been determined yet to make sure cycles are considered and are consistently applied, e.g., comprehensive vs yearly

- 5 year evaluation stake holders for evaluation has been established

- Instruments will be evaluated during this same process.

- Recommendations of evaluations based on measurement matrices
- Could help with perception of effectiveness in upper leadership positions
- Motion to Approve the Revised Department Head Policy as provided by Dr. Jennifer Schroeder and Dr. Hunter Hayes, by Dr. Zach Palmer; Julia Ballenger 2nd - Motion carries; Dr. Mary Jo Dondlinger and Dr. Carlos Bertulani abstained

### **Dr. Andrea Graham and Dr. Katheryn Dixon- T&P Policy**

- Co-Chairs for T&P Review Committee
- Committee continued the work from the 2022 committee regarding T&P
- Current policy addresses SB17 compliance
- Key areas highlighted

1. Proposal to go to a 4th year review instead of 3rd year - this came from the system recommendations, with non-renewal termination provision for not progressing

2. Current policy - T and P are grouped together; New policy allows for promotion to be separated out from tenure in situations where tenured associate comes in and is evaluated

for promotion only; now from associate to full professor an ad hoc committee is formed to evaluate the promotion, as well as procedures on how the committee is formed;

3. Addition of external reviewers for tenure and promotion evaluation for associate and full professors processes.

- Questions of spring hiring need to be established in the policy were raised by Dr. Maggie Salem
- Questions of external reviewers were presented by Dr. Alexi Sirakov, e.g., qualifications of reviewer, who selects them, collaborators are or are not allowed; Original language was left purposefully vague to allow for input from faculty, Dean's Counsel, Faculty Senate;
- Dr. Zach Palmer brought up the CHESA has used external reviewers and brought suggestion list was produced by the faculty member, with stipulations as to how to choose, then the reviewer was chosen by the unknown methods;
- external reviewer will be judging research and scholarly activity only regarding quality vs quantity;
- Dr. Carrie Klypchak commented on vague statements in the policy on external reviewers, letters of support, timing of letters / reviews that are sent out by DH and received by the DH should not be held against the faculty member;
- Dr. Rusty Fox - why are we considering the external reviewers if it's not been mandated; Dr. Graham replied that the Provost wanted FS to seriously consider it for Associate to Full;
- Question by Dr. Mercado-Sierra indicated that guidelines need to be clearly established where external reviewers have expertise in the area they are evaluating;
- Dr. Gizem Yesilyurt - what weight would be applied to external reviewers? Are reviewers aware of contract requirements and teaching loads; External review may be used as an option to help the faculty member
- Dr. Marta Mercado-Sierra - need to work with some minimum criteria for the reviewers
- Dr. Josephine Durkin - ad hoc committee for associate to full —> is the committee being used INSTEAD of faculty/department committees —> all full professors from the department will be a part of the committee to lend expertise from the department
- Dr. Hongmei Jia - department reviewer may focus too much on research when TAMUC is NOT a research focused institute; only at R1 institutes do strict guidelines exist for the external reviewer exist
- Dr. Carrie Klypchak - ad hoc committee concerns - questioned language of where the ad hoc committee is located, and then how many meetings that committee will have to convene;
- Dr. Katheryn Dixon replied that all ad hoc committees will look the same, e.g., who the external department member is and what department they are in may lead to a situation where they attend several ad hoc meetings; ad hoc committee needs to be fleshed out more explicitly

**Conferral of Degrees for Spring 2024 Graduates**

Motion to confer the degrees of Spring 2024 Graduates offered by Dr. Brandon Randolph-Seng  
Dr. Maggie Salem 2nd - motion carries

**Senator Elections in Respective Departments (Refer to Senate Website)**

New senators have been elected at departments and will give new names of senators to Dr. Yasemin Atinc

**Facilitating Faculty participation in University Missions: Dallas and Enrollment- Dr. Hempelmann**

- Discussions with colleagues here and at Dallas regarding emphasis on teaching in Dallas, funding, and new student enrollments in Dallas is concerning; no faculty were involved in these efforts, but must now deal with the repercussions; part of the concern is with dual credit students; however, again no faculty were actively involved in the project discussion
- This is a much needed effort to help shape how Dallas site progresses, because Dallas site has different problems on all fronts;
- Need to bring in Dallas staff to help report on efforts
- Dallas site progress will be part of DH evaluation now
- Will need to address these questions with the Provost and President

#### **Faculty Senate End of Year Report**

- Please look at the report and notice what FS actually accomplished
- New Ombudsperson work will continue
- T&P work will continue

#### **Faculty Senate Newsletter**

- need input from entire FS and share with departments

#### **Senate Committees and Responsibilities**

- need to make sure committees are active
- Make sure the FS award ceremony is well attended
  - Form new committee for the award ceremony
  - Working on timing / calendar / leadership calendar

#### **Awards Policy Update- Dr. Jason Davis**

- Can bring up the questions Fall 2024

Please share everything with your respective departments!

Motion to adjourn - Dr. Yasemin Atinc

2nd - Dr. Brandon Randolph-Seng

Meeting adjourned at 4:13pmn