

Faculty Senate meeting, November 5, 2024

Senators present: Brandon Randolph-Seng, Tami Morton, Rusty Fox, Jason Lee Davis, Julia Ballanger, Josephine Durkin, Kelly Featherston, Carlos Bertulani, Hunkar Gizem Yesilyurt, Omar El Ariss, Julee Walker, William Kuracina, Stephen Starnes, Nikolay Sirakov

Senators online: Jeanette Vaughan, Carrie Klypchak, Adam Northam, Stephen Furlich, Zachary Palmer, Yasemin Atinc, Hongmei Jia, Kriss Kemp-Graham

Stephen Starnes opened the meeting at 2:00pm

Meeting corrections sent via email (1) were discussed.

Motion was made to approve minutes with 1 correction, motion was made by Dr. Ballenger, 2nd by Dr. Davis, minutes approved.

Dr. Sharonda Pruitt talked about Investing in You. Support initiative to encourage and assist junior faculty, optimize talent, and offer another layer of support. The goal is to assist faculty as they go through the tenure and promotion process.

November 19th, noon BA 343 Junior Faculty networking and grants event.

Yasemin Atinc shared communication issues, some departments are not hearing back from Senators related to discussions from the Faculty Senate meetings. She urged Senators to let department colleagues know what is happening at regular meetings. For example. Tenure/Promotion document was worked on and discussed in the spring but some departments were not aware of this process. **Senator follow-up**

Dr. Starnes asked the process for the T/P policy review. Dr. Atinc said we would bring feedback to the December meeting.

Dr. Sirakov asked how the faculty has time to review T/P procedures while they are focused on teaching and research. Can administration assist with this? Dr. Bertulani agreed and asked to clarify if the T/P document was final or draft? Many confirmed that this is a draft. What is the next step for this document? Dean's Council then provost. Dr. Starnes clarified the process. Discussions occurred related to our responsibility and our level of involvement in the changes to this document.

Dr. Palmer shared that he is on his department's T/P committee and felt like external reviews can be helpful. Dr. Kemp-Graham agreed that external reviewers help prevent bias. Dr. Sirakov shared various examples of the negatives of having external reviewers on the committee (time, lack of interest).

Dr. Starnes said to table the T/P policy until December and bring feedback from departments.

Dr. Fox asked if the T/P policy could have longer time in the December meeting.

Questions/Discussions for December meeting around this process:

- Why is there a separate process for T/P related to different levels of promotion.
- Further clarity of the appeals process
- Compare with other universities (ex: College Station)

- What should the focus be or locus of control (college or university level)?
- 3rd to 4th year, changes from the A&M system: this may highly impact junior faculty.
- Components should be integrated into the annual review (soft review).
- Clarify how long the D2L T/P shell will be available for candidates.

Tina Livingston will speak at the December meeting, Dr. Klypchak asked to confirm what the focus should be? Yasemin shared that Judy Sackfield will also be present at the December meeting. Dr. Atinc shared that Judy will speak for a short time and the rest of the time could be for T/P. Dr. Klypchak offered to reschedule Tina Livingston to the Spring meeting, Dr. Starnes suggested that we will move Tina Livingston and the budget discussion to a spring meeting.

Faculty Senators should collect budget questions from departmental faculty that can be asked of Tina Livingston (Dr. Klypchak will send out a link to comment/contribute). **Senator follow-up**

Student Success Council will have a rotating candidate representative from the Senate. Dr. Featherston shared that the campus police shared stories and video footage related to increased fighting and violence around campus. Discussions occurred related to steps that faculty senate could do to assist with prevention and awareness (connect and build relationships with students).

A&M System Focus group, Dr. Atinc shared her experience as part of the focus group (name change discussions), questions included: How do you feel about the name change? Discussions included budget and marketing practices. Many faculty were skeptical about the name change.

Coffee and Pie with Dr. Rudin was cancelled due to the weather. Dr. Atinc asked that meetings be attended as they are often difficult to get scheduled (pending emergencies)
The next coffee and pie is scheduled for December 4th 3:00pm

Faculty workload policy was discussed by Dr. Starnes. He shared that only 4-6 departments have specific policies related to workload. Dr. Vaughan shared that the nursing policy exceeds the TAMUC policy, can be perceived differently (related to clinical and contact hours). Departments with PhD programs have more clear instructions. Dr. Morton shared that her department has an ad hoc policy.

Dr. Atinc shared that administration does want a revision related to workload policy and a clear policy for each department.

Dr. Fox asked about consistency across campuses. Dr. Starnes shared that if you have significant research you can get a teaching reduction. Standard is 12 hours but you can get a reduction based on research and service.

Dr. Vaughan asked for clarity and Dr. Starnes outlined the followed:

4:4 = 12 credit hours (4, 3 hour classes in spring and fall)

Non tenure track is 5:5 (15 hours) – no service.

Overload requests/approval can be made.

Dr. Starnes encourages each department to outline the policy, what does significant research activity look like? Or the university may develop one for them. Overloads should be optional but if there is not a policy, it cannot be enforced.

Senators should go back to department heads and recommend the development of a policy (History, Political Science have good examples). Once developed, the Dean should be approved (i.e., overload can be refused). Dr. Starnes asked that each Senator should meet with their department faculty to draft a workload policy. **Senator follow-up**

Dr. Fox recommended that Faculty Senate write a 'good policy' statement related to workload policy.

Coursera: Dr. Atinc asked if anyone has heard of its use. Dr. Morton said she has heard of it, but it is not in use here. College of Business has some use with it and is encouraging its use. Dr. Klypchak shared that it may be used for Investing in Us and said it is being used by the College of Business.

Dr. Jia shared that Dr. Tami Morton was selected as the university's nominee for the Piper award (her application will go to the President for approval and then on to the Piper Foundation for consideration). Nominations for the rest of the awards are due November 15th. Dr. Davis motioned to approve, Dr. Ballenger 2nd. All approved.

Meeting was adjourned at 3:40.