

Meeting: Faculty Senate
 Date: September 3, 2019
 Time: 2:01 p.m.
 Location: BA 290
 Adjournment: 3:58 p.m.

Minutes

Members present: Hongmei Jia, Annette Taggart, Gerard Huber, Johanna Delgado-Acevedo, Stephen Starnes, Laura Isbell, Julia Ballenger, Vipa Bernhardt, Dimitra Smith, John Smith, Jason Davis, Sandy Hayes, Susan Stewart, Yasemin Atinc, Brandon Randolph-Seng, Thomas Boucher, Brock Johnson, Cheri Davis (for Matt Wood), Robert Rodriguez, Benton Pierce, Gracie Brownell, Vivian Dorsett, Andrea Williams

Members absent: Bob Williams, Bilal Abu-Bakr, LaVelle Hendricks, Debra Mahoney

Issue/Topic	Summary of Discussion	Decision/Action
<p>Invited Speaker:</p> <p>Dr. Alex Williams, Associate Professor, Management, Faculty Athletics Representative for A&M-Commerce.</p>	<p>The meeting opened at 2:01 p.m.</p> <p>Senators introduced themselves. There are eight new Senators this year (Bob Williams, Laura Isbell, Sandy Hayes, Thomas Boucher, Brock Johnson, Matt Wood, Robert Rodriguez, Andrea Williams).</p> <p>President Starnes introduced the invited speakers. Dr. Williams discussed his role as Faculty Athletics Representative (FAR) for A&M-Commerce.</p> <ol style="list-style-type: none"> 1. As FAR, he works to help maintain a positive relationship between students, directors and faculty. 2. The NCAA emphasizes life in balance for student athletes which includes a balance between athletics, academics and community. 3. The 450 student athletes have recently maintained a 3.08 overall GPA. 4. The student athletes have recently logged approximately 3000 hours of community service. They have logged the most community service hours in the conference. 5. Faculty can talk to Dr. Williams or Judy Sackfield if there are problems with athletes in the classroom. 6. No special treatment should be given to student athletes. For example, extra credit that is available to a student athlete should be available to all students. 7. Faculty commented that the athletic department has recently not notified faculty of upcoming student athlete absences in a timely manner. 	<p>Decision/Action</p> <p>Motioned by Senator John Smith, seconded by Senator Davis.</p>

Dr. John Humphreys,
Provost & Vice
President for Academic
Affairs

- Dr. Humphreys shared with the faculty the following:
1. The College of Innovation & Design (CID) was stood up August 1, 2019. The BAAS, BGS and competency-based programs are now based in CID.
 2. Administration hopes to see significant growth in CID programs, as an example it is hoped that Organizational Leadership will soon have 500+ students enrolled.
 3. CID may end up being housed in the library or Education North.
 4. The College of Humanities, Social Sciences & Arts needs space for the Dean's office. It may eventually be housed in the old nursing building once the new Nursing building is opened.
 5. CID is focused on boosting enrollment in completer programs right now. New initiatives should be faculty driven.
 6. Senator Stewart commented that directors of programs are not getting the financial support they need to grow programs, such as funds for recruiting activities.
 7. Dr. Humphreys indicated that Dr. Schroeder is working to change the approach the graduate school uses to recruit new students. Dr. Humphreys has some funding to help directors in their recruiting initiatives. Dr. Humphreys is more interested in how faculty can retain students.
 8. Dr. Humphreys wants Senate input on the development of a College of Health & Human Services (which is not the official name of the proposed College). Departments with a human services focus do not get the attention that they deserve. Which departments should move to the College if created? Health & Human Performance, Nursing, Social Work? Counseling and/or Psychology? This would require a new Dean. Dr. Humphreys stressed that he has eliminated several administrator positions (such as two Associate Provost positions) which would offset new administrator costs. The School of Nursing & Health Sciences has been approved in the past but was never acted upon and no director was named. If there is interest in this, administration will start to have discussions with those departments most affected. One benefit of a new college would be the ability to place more focus on those departments within the college. The A&M-Commerce foster care program has been nationally highlighted for example but it could benefit from even greater attention.
 9. Administrator evaluations have been completed. The results are housed in the administrator personnel files in Human Resources. Current policy states that evaluations should be done every four years, but this will be changed to every two years. Dr. Humphreys would like the Senate to

<p>Dr. Mark Rudin, President and CEO, Texas A&M University-Commerce</p>	<p>improve the survey instrument – to shorten it but collect the same data. Because of this effort, Staff Council is now working to develop a 360 survey instrument for staff administrators outside of Academic Affairs. Dr. Rudin was not included in the recent round of evaluations since he was new to the University but he will be included next time. The results of the recent evaluations was reviewed during a recent Deans retreat. Dr. Humphreys has asked Deans and Department Heads to talk with their faculty regarding what they learned from the results. Department Heads should discuss holistic results with their faculty. Deans should discuss their results with their Department Heads.</p> <ol style="list-style-type: none"> 10. If departments want Dr. Humphreys to visit their departments, invite him. 11. Senator Taggart commented that it is difficult to determine what faculty are tenure-track versus professional track or another title. It would be beneficial for non-tenure track faculty to know who the tenure-track faculty are so that they know who to go to for help that could be better provided by a tenured faculty member. 12. Policies and procedures on campus do not clearly define the different faculty titles (professional track, clinical, lecturer, etc.) and what constitutes one’s qualifications for one title over the other. Dr. Humphreys requested that the Senate look into condensing the number of titles used and better define the qualifications and roles of each type of faculty member. <p>Dr. Rudin shared with the faculty the following:</p> <ol style="list-style-type: none"> 1. The University should consider adding to its ranks Research Faculty, who would be fully supported with external money. 2. With the elimination of the BRDC, how would the Faculty Senate like to participate in the University’s budget process and budget making decisions? Dr. Starnes pointed out that he met recently, at the request of Dr. Humphreys, with Tina Livingston and Alicia Curan, where it was decided that the Senate’s budget committee would start meeting once a month with Tina Livingston; this will provide the opportunity for the Senate to ask questions related to the budget and will provide the opportunity for Tina to share with the Senate information related to the utilization of University resources. The Senate budget committee chair will report to the Senate each month a summary of those discussions. 3. Dr. Rudin stressed that he wants to see administrators discussing with faculty the results of the recent administrator evaluations. He wants to see that it had an 	
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	<p>impact. Dr. Starnes pointed out that Dr. Dan Su (Institutional Effectiveness and Research) will visit the Senate next month to share data regarding the response rate.</p> <ol style="list-style-type: none"> 4. The Teaching Academy will initially place its emphasis on new faculty and graduate student teaching assistants. Going forward at some point it will be open to all faculty. Dr. Rudin would like to see a portfolio of different offerings – content related to flipped classrooms, online instruction, disciplined based approaches, etc. Will faculty need an incentive to participate? Dr. Rudin would like to see the Senate be a champion of continuing improvement – the Senate knows the people who can help with this initiative. Support (rooms and resources) is needed to make this a success. Dr. Rudin requested that the Senate invite Jennifer Dyer to a Senate meeting to discuss the academy. 5. Dr. Rudin commented that he needs to communicate his efforts more. How would this best be accomplished? Through monthly memos? open forums? focus groups? office hours with the president? a newsletter of some sort? Feedback is welcomed and needed. 6. Dr. Rudin discussed the need for a civility discussion on campus. What constitutes civility? There will be several training sessions over the next few months with faculty and staff mixed training sessions to foster discussion. Training will also be available for some students. 	
Communications	<p>Dr. Starnes shared the following with the Senate:</p> <ol style="list-style-type: none"> 1. Dr. Starnes has been appointed to a summer planning taskforce. The committee has not met yet. One aspect of the committee will be to examine the summer compensation model. Dr. Starnes will keep the Senate updated regarding the work of this committee. 	
Committee Reports	<p>Academic Life: Senator Hendricks reported that the Texas Association of Black Professors in Higher Education, with Faculty Senate support, have selected several junior faculty members for awards due to their achievements in research, teaching or service. The awards will be presented at a ceremony October 8, 2019.</p> <p>Academic Practice: Senator Ballenger reported that the committee will examine the different faculty titles and qualifications that are utilized on campus to see if the number of titles used can be reduced and better descriptions of qualifications and roles can be provided.</p> <p>Admission and Retention of Students: Senator Bob Williams will chair this committee. Nothing to report.</p> <p>Budget: nothing report. This committee needs a chair.</p>	

	<p>Curriculum: Senator Pierce will continue to chair this committee. Nothing to report.</p> <p>Faculty Awards: nothing report. This committee needs a chair.</p> <p>Organization of the Senate: Senator John Smith will chair this committee. Nothing to report.</p> <p>Scheduling and Facilities: nothing report. This committee needs a chair.</p>	
Unfinished Business	<ol style="list-style-type: none"> 1. Election of Secretary. Senator Andrea Williams indicated that she might be willing to serve as secretary. Dr. Starnes will provide her with more information before she makes a decision. 2. T&P Policy: The Deans want to eliminate the 2nd, 4th and 5th year review and only keep the full 3rd year and 6th year review for tenure track probationary faculty. The 2nd, 4th and 5th year tenure review would wrap onto an annual report instead of the usual full review process. Thus, the 2nd, 4th and 5th year review would stop at the department level. Senators expressed a desire to know more regarding why administration would like to eliminate these reviews. Dr. Starnes will follow-up with the Deans for more information. 	
New Business	<p>No new business was discussed.</p> <p>The meeting adjourned at 3:58pm.</p>	