

Faculty Senate Minutes

February 24, 2012

Attendance: J. Anderson, S. Anderson, Beltz, Benibo, Garcia, Garrett, Katz, Larkin, Li, Louis, Loveland, Miller, Moody, Picou, Ridley, Sefcik, Spencer, Tejada-Delgado.

Guests: Billeaux, Bonds, Graham, Markwood, Meyer, Shope

1. Approval of minutes
 - 1.1. November 18, 2011 – Larkin moved, Ridley seconded, approved.
 - 1.2. December 2, 2011 – Ridley moved, Miller seconded, approved.
 - 1.3. January 10, 2012 – Louis moved, Tejada-Delgado seconded, approved.
 - 1.4. January 20, 2012 – Louis moved, J. Anderson seconded, approved.
2. Welcome and Introductions
3. Speaker's Report.
 - 3.1. TCFS
 - 3.1.1. Gaines West employment lawyer -- gave an interesting talk about the weak position of faculty in the state. He said that people being fired in Texas are dealt with according to a standard playbook the first rule of which is to make the life of the person being fired miserable. Recommended keeping a backup of important papers and computer files on your own personal computer at home (make sure student records are secure).
 - 3.1.2. Catherine Parineault THECB
 - 3.1.3. "There is seismic activity in higher ed."
 - 3.1.4. Anytime there is this kind of change, the CB hopes faculty can take charge of the curriculum.
 - 3.1.5. The new core meets the statutory requirement for a statewide core curriculum. The requirements have been in place since the 1980's.
 - 3.1.6. This is her third time in the core revision process. She called this revision a "transformative change."
 - 3.1.7. UEAC (Undergraduate Education Advisory Committee) is made up of colleagues. Advisory committees are limited to 24. Must have one non-voting student. Three year term but can be extended. Meets 5 to six times a year. Billeaux noted that he was a member.
 - 3.1.8. Katz will locate and distribute her PowerPoint presentation.
 - 3.1.9. Thirty-day comment period for the new core ends March 4.
 - 3.1.10. "42 hour core will happen," says McGregor Stevenson.
(<http://www.thecb.state.tx.us/corecurriculum2014>)
 - 3.2. Susan Albertine, Office of Engagement, Inclusion and Success (from AACU)
 - 3.2.1. The gap in educational attainment rich to poor is increasing.
 - 3.2.2. Discussed LEAP High impact practices. Katz recommends inviting her to campus for input prior to revising syllabi related to new core.
 - 3.2.3. AACU has a summer camp and regional meetings. It would perhaps be good to send someone.
 - 3.2.4. AACU has rubrics for critical thinking type of outcomes.
 - 3.3. Round up reports
 - 3.3.1. Beaumont -- Lower summer pay affecting morale.
 - 3.3.2. Alpine -- consolidation of programs because of small program mandates resulting in some

- improvements because of collaboration.
- 3.3.3.College Station -- Some faculty are leaving because of pay.
 - 3.3.4.Commerce – growing rapidly. Looking for accounting professors at \$110K for a 9 month (asst. prof. with paid research releases the first two years). Librarians gained faculty status.
 - 3.3.5.TAMU International librarians lost faculty status for new librarians (new hires).
 - 3.3.6.University of Houston – new policy that talks about all the hours a faculty puts in (workload) as a marketing device. Community conference between UH and the city, not just the president’s and city council but faculty with the working part of the city.
 - 3.3.7.UH-Clearlake -- downward expansion..... will this affect our recruitment?
 - 3.3.8.UH Victoria -- Fired president and ran off provost. New President is amenable to faculty governance. Ran off deans and a chair and then promoted them to vice president positions.
 - 3.3.9.UNT – President and provost new, good people, “stable” faculty representation on decision making bodies. New LEED certified platinum stadium. They are looking at rules that value simplicity in faculty lives.
 - 3.3.10. UT Austin -- post tenure review has been opposed. Banning camping on campus. If we have camping during football why not for democracy says faculty. UT Austin faculty will NOT support any new programs that have not significantly been through faculty in dept. and college.
 - 3.3.11. UT Dallas – Online student evaluations response rate is 60%. They have a drawing for a single iPad. They had the same rolling contract problem for librarians that we did. They were told that it was because of pressure from the governor's office.
 - 3.3.12. UT Dallas President --
 - 3.3.12.1. Consolidating and eliminating departments to position units to compete.
 - 3.3.12.2. “Rational and reasonable decisions are not impossible from faculty senate”.
 - 3.3.12.3. “As president if my idea cannot be persuasive to senate is it really a good idea?”.
 - 3.3.12.4. Senate meetings start with a Q and A period.
 - 3.3.12.5. Faculty need to write and develop policy with administration. Part of the reason that senate should write policy is that then senate becomes good policy writers.
 - 3.3.12.6. Key role of committees -- if things are working well they get thrashed out in committee. Need effective committees.
 - 3.3.12.7. Senate executive committee meets with president monthly.
 - 3.3.12.8. Asked how would you get Vice Presidents on board for shared governance -- "Get on board or you are out".
 - 3.3.12.9. UTD budget councils make salary recommendations.
 - 3.3.12.10. "Hire good faculty and the rest is simple."
 - 3.3.12.11. After his talk The following came up.
 - 3.4. Development Leave – College station had 65 developmental leaves approved. More from provost later.
 - 3.5. Summer Pay – rumblings from college of education and business coming to Katz. Not all deans were given input on process. Markwood noted that he and Kathy met with all the deans about the policy and that a new FAQ page will be created to address upcoming issues.
 - 3.5.1.A senator noted that the shortage numbers the COE has been given vary widely (from \$16K to \$160K). Numerous concerns about ability to offer Master’s and Doctoral courses that students need.
 - 3.5.2.Another senator noted a concern that the new policy allows faculty to game the numbers.
 - 3.5.3.Katz noted that some faculty may be facing cuts of 20-30%.

- 3.5.4. This policy puts more pressure on colleges that have faculty with higher salaries than it does on colleges with lower salaries.
- 3.5.5. Markwood noted that the policy was approved by the president at the last cabinet meeting.
- 3.6. Senate elections coming up. We need people to serve. Question about term limits – a senator must sit out at least one year. Elections after spring break.
- 4. Promotion Policy – FA committee has met with deans to discuss comments and proposed changes. We don't have the final copy...deans still need to review.
 - 4.1. Will vote at next meeting.
- 5. University Studies Degree –
 - 5.1. A senator asked how we account for “work-related experience”. Meyer noted that there is a national standard available through an accrediting group. Markwood noted that the President's Cabinet agenda includes creation of a joint task force to review with Del Mar. Credit usually involves use of a student-developed portfolio. Still need to work out the details.
 - 5.2. A senator noted a minor concern about the name university studies instead of general studies. Meyer noted that it is called university studies at TAMU.
 - 5.3. Katz expressed concerns about the composition of the joint task force. Markwood noted that he intends to have a large faculty component.
 - 5.4. Katz also expressed concerns about growing contingent of students who aren't paying tuition. Markwood noted that legislative action may be required to ensure non-military/first-responder students aren't paying for the education of “millions” of other students.
 - 5.5. A senator expressed concerns about the marketability/employability of these students. Meyer said that he would like to track these students closely. Noted that Stanford has a similar program.
 - 5.6. Sefcik moved to approve the degree, Spencer seconded.
 - 5.6.1. Spencer asked who is responsible for these students. Meyer said it would be housed in Liberal Arts.
 - 5.6.2. Sefcik called the question, Spencer seconded, passed. The original motion to approve passed unanimously.
- 6. Full-time Non-Tenure Track Faculty Positions Document
 - 6.1. Larkin moved to approve, Miller seconded.
 - 6.1.1.2.3 Requires faculty to hold at least a master's degree or be appropriately credentialed. Discussion about the “or” which appears to allow non-credentialed faculty to teach. Provost agreed to revise into two sentences to make it clear that appropriate credentials are required for everyone and a Master's degree, while preferred, can be waived for appropriate credentials acceptable to SACS.
 - 6.1.2. A senator asked about the teaching load of 15 hours and noted that such a load isn't appropriate or feasible for some disciplines. Markwood noted that deans still retain power to grant workload releases. Another senator expressed concerns about the impact of a 15-hour load on clinical faculty in nursing (currently teaching 12 hours).
 - 6.1.3. A senator noted a concern that evaluation was limited to chairs. If we want non-tenure track faculty to be given similar status to tenure-track faculty, then peer review is necessary.
 - 6.1.4. Spencer moved to table, Tejada-Delgado seconds. Motion carried.
- 7. Statement on Textbooks – provost asked for endorsement and explained why it is important.
 - 7.1. Garcia moved to endorse, J. Anderson seconded.
 - 7.2. Benibo moved to extend meeting to 5:00, Moody seconded. Motion passed.
 - 7.3. The motion to endorse the statement on textbooks passed.

8. Provost
 - 8.1. Learning Outcomes Taskforce (Markwood) – see PowerPoint linked to February agenda on Senate Web site.
 - 8.1.1. Regents taskforces: Student Success Metrics (Meyer represents), P-16 (Sherwood represents), and Learning Outcomes (Markwood represents).
 - 8.1.1.1. Learning Outcomes – critical thinking, problem solving, globalization and cultural diversity, ethical decision making and social responsibility, communication, discipline-specific knowledge, and integration of broad knowledge (see slides).
 - 8.1.1.2. Strong links between outcomes and new core. (slide 13)
 - 8.1.1.2.1. Objectives and outcomes becoming very specific. Markwood wants to discuss with us to see how we feel about the level of specificity.
 - 8.1.1.3. Aligns with LEAP objectives. (slide 14)
 - 8.1.1.4. Markwood’s question: How do we want to guide this process to satisfy objectives for Regents without complicating faculty lives or increasing costs without increasing benefits to university community?
 - 8.1.1.5. A senator expressed concerns about the possibility of using this process to pit schools against each other. Meyer noted that they are already doing this with performance-based funding.
 - 8.1.1.6. Markwood also said we need to consider what happens if new rubrics are imposed that conflict with existing assessments systems (e.g., those related to accrediting bodies).
 - 8.2. Doctoral Program Working Group Report and Recommendations (DRAFT) – review and comments to Katz and Markwood.
 - 8.3. Dean’s evaluation document (discussion)
 - 8.3.1. Several senators expressed concerns about the lack of objective measures. Markwood noted that he had never found such information useful and that he viewed the process as developmental. Explained how he used the faculty input in his evaluation of deans. Markwood agreed to consider addition of an objective section.
 - 8.3.2. Katz noted that while senate has not been asked to approve the document, we have voted on some past documents.
 9. Senate Committee Reports
 - 9.1. Academic Affairs Committee (Garrett reporting)
 - 9.1.1. Student evaluations – looking for college-specific questions. Collecting models and examples from other institutions.
 - 9.2. ABE Committee
 - 9.2.1. Thanks to Provost for increasing award amounts this year. The number of applications has doubled.
 - 9.2.2. Reviewing applications for university excellence awards.
 - 9.2.3. Case Professor Award and Regents Award deadlines coming soon. Please encourage colleagues to apply.
 - 9.3. Budget Committee – no report
 - 9.4. Committee on Committees – currently working on updating interest survey.
 - 9.5. Faculty Affairs – Reviewing one nomination for emeritus status. Expecting to receive one more this term.
 10. Developmental Leave Policy (Emergency Item)
 - 10.1. President has agreed to reinstate developmental leave assuming some changes to policy.

- 10.2. Markwood presented first draft. Noted that the revision requires applicants to have tenure AND at least two years of service. Policy also includes changes in review requirements.
- 10.3. Review for discussion at next meeting.
11. A senator from nursing expressed thanks to the Provost and the senate for their efforts in creating new handicapped parking spaces behind building.
12. Katz adjourned the meeting at 5:36 PM