

Faculty Senate Minutes
OCNR 363
November 16, 2012

Present: J. Anderson, S. Anderson, Beltz, Bowden, Chambers, Concannon, Engelhardt, Friday, Garcia, Garrett, Giraldo, Griffith, Keys, Larkin, Louis, Lyle, Miller, Spencer, Zimmer

Absent: Baldwin, Klaus, Tejada-Delgado

Ex-Officio Present: Stephanie Arevalo, president of Staff Council (for Basse), Graham, Markwood, Meyer

Guests: Billeaux, Graham, Smart, Mollick, Luis Cifuentes

1. Speaker, Spencer, called the meeting to order at 2:00pm. A quorum was established.
2. The agenda was reviewed. Garcia moved, Griffith seconded, that the agenda be approved as presented. Motion carried.
3. Minutes of the October 19 meeting: moved by J. Anderson, seconded by Garcia to approve the minutes as distributed. Thank you to Tejada-Delgado for taking the minutes.

OLD BUSINESS:

1. Model for faculty salary increases: Chambers presented the model as presented and adjusted after the faculty informational meeting. Friday moved, Bowden seconded, that the model be accepted as presented. The motion carried with 16 for the motion and 3 abstentions.
2. Minor revisions to the Non-Tenure Track Faculty Procedure passed as presented.

NEW BUSINESS:

1. Speaker's Report
Spencer reported that she and Larkin attended the Texas Council of Faculty Senates meeting in Austin, October 26-27, 2012. They surveyed the other universities re: the make-up of their Senate (how inclusive is the membership) and found that our Senate membership is the least inclusive of the represented universities. They also inquired others re: the availability of tuition reimbursement for faculty and staff dependents. They found that there are very varied practices. Spencer and Larkin further reported that other universities are struggling with the same types of issues that we are dealing with here at TAMUCC
2. Dr. Luis Cifuentes presented a proposal for creating a Council of Principal Investigators to provide a mechanism for faculty with grants and contracts to advise the Division of Research, Commercialization and Outreach on issues of importance to principal investigators. Discussion ensued.
3. Rank and promotion document for librarians:
J. Anderson presented the background for the request for a Fixed-Term Professional Faculty Track Status for Librarians of the Mary and Jeff Bell Library at TAMUCC. Discussion ensued.
4. Proposal for reorganization of curricular committees and councils:
With Tejada-Delgado unable to be present, Spencer presented information re: the responsibilities of the Senate to provide members on committees that help to develop, assess and recommend

changes to curricula. Discussion ensued. The Committee on Committees asked that senators take this back to the colleges and be prepared to act at the January 25, 2013, senate meeting.

COMMITTEE REPORTS:

1. Committee on Committees (COC): Tejada-Delgado

No additional report.

2. Academic Affairs (AA): Garrett

- a) The committee reviewed the Proposal for Committees and Councils and recommended one small wording change: eliminating the words “as needed” at the end of the proposal.
- b) The committee will be looking at academic misconduct in online courses. We are at the beginning of this evaluation. If you have questions, issues, comments about problems with academic misconduct and online courses – email them to Sherrye Garrett:

3. Awards, Bylaws & Elections (ABE): Louis

L. Louis, chair of ABE, presented the proposed constitutional amendment for Senate consideration. An amendment was suggested to change the wording from “50% administrative appointment” to “less than 50% administrative appointment.” That change was incorporated and Louis agreed to send the corrected version to all senators in preparation for a vote in the January Faculty Senate meeting.

4. Budget Analysis: Chambers

Senate Budget Committee has 6 goals for the academic year:

- ❖ Get re-invited to **University Strategic Planning and Budget Committee** meetings. **This is done prior to November meeting.**
- ❖ **Summer Pay evaluation** (with Faculty Affairs). Basic evaluation questions were floated for comment, revised, and deployed using Survey Monkey. These results will be forwarded to FS, probably in December. Summer results by college requested of administration.
- ❖ **Pay Equity/Inversion Model** was presented to Senate, the Deans’ Council and a Faculty Forum. It will be voted on at the November meeting.
- ❖ Present more information to faculty. **This is done, including:** NEA article on faculty salaries sent to Senate/COB 8/16/2012, link to the AAUP economic status of the profession/compensation forwarded to Senate/COB 8/16/2012. <http://www.aaup.org/aaup/pubsres/research/compensation.htm>, Graphs on actual University revenues and expenses sent out, Retention graph sent out, and a proposed decompression model was developed.
- ❖ Monitor administrative overhead/ look for possible opportunity costs. **This is done.** Faculty increases are(4.4%) v. non-faculty (4.1%) after correction of one budget category. Large budget variances were analyzed. 0 questions are remaining at this time.
- ❖ **Dependent scholarships** (supporting Faculty Affairs). We continue to support this effort in spirit.

5. Faculty Affairs (FA): S. Anderson

- a) Support for Statement on Fixed-Term Professional Track Faculty Status for Librarians.
- b) Revision to Procedures for non-tenure track faculty positions to include provision for transition for faculty from a non-tenure track faculty position to a tenure track faculty position.

TRANSITION TO TENURE/TENURE-TRACK FACULTY STATUS

For promotion in non-tenure positions under clinical, professional, and research tracks, faculty must follow expected department, college, and university criteria and processes. Faculty may apply for a tenure/tenure-track position based on one's current rank of assistant, associate, or professor level as clinical, professional, or research faculty. Application must be made under standard university and system rules and procedures. Application neither guarantees transition to a tenure/tenure-track position, nor affects one's current non-tenure track position, if an appointment to tenure/tenure track status is not granted. If tenure/tenure track status is granted, consultation with a department's chair, college dean, and provost for faculty rank and years toward tenure/tenure status will be determined.

Chambers moved, Garrett seconded, that the Senate recommend the changes to the procedure for promotion. The motion carried with one abstention.

PROVOST COMMENTS

Markwood reported:

- a) -Partnership with Noel-Levitz to review our policies and procedures that effect recruitment and retention of students. Opportunities to participate will be forthcoming
- b) When looking to approve new construction of a fee based building the Coordinating Board puts an emphasis on student approval. An example: decided that construction of a building at North Texas cannot proceed due to low number of students approving.
- c) Coordinating Board is reviewing low producing programs (those with few graduates)
- d) Will be developing a \$10,000 degree plan for the university Discussion ensued.
- e) Developmental leave has been approved.

ADDITIONAL BUSINESS - none

ADJOURNED at 3:59p

The next meeting will be January 25, 2013.

Respectfully submitted,

Suzanne K. Beltz

Suzanne Beltz
Senate Secretary