

**Faculty Senate Minutes**  
**November 2, 2018**  
**11:30 a.m. – 1:00 p.m.**  
**Room: Madla 134**

**In Attendance:** Matthew Mangum, Rebekah Piper, Claire Nolasco, Scott Peters, Kevin Barton, Jeremy Zuni, Amy Porter, Sukho Lee, Marina Narvaez, Caroline O’Quinn, Young Rae Kim, Rodolfo Valdez, Andrew Sanders, Douglas Carter, Jimena Guerra, Joseph Simpson, Cynthia Teniente-Matson, Keming Li, Gilbert Barrera, Alan Daniel.

**Guests In Attendance:** Deirdre McDonald, Bill Griffenberg, Corina Ross, Tim Gritten, Dolph Briscoe, Lionel Casing.

**Meeting called to order:** 11: 31 AM

**Approval of Minutes:**

Joseph Simpson made a motion to approve the minutes  
Scot Peters seconded the motion to approve the minutes

**Administrative Updates:**

**Dr. Matson Detailed Campus Reports:**

**Technology:**

- Bill Griffenberg – Chief Information Officer – addressed the Refresh Program. Detailed that there is a budget for Computer Refresh to date 73 computers in the library have been replaced, faculty computers in colleges have been replaced: 16 CoA&S, 15 COB, 6 COEHD. IT is working to order the computers (oldest computers will be replaced first) and roll out the computers to campus members over a four year cycle.
- He also addressed Administrative Rights – there is a process in place to get Admin Rights. Form is available on the IT website. You need your machine name to complete the form.
- Rodolfo requested to have a conversation around the process to streamline the administrative rights to conduct research. Mr. Griffenberg committed to moving this process forward.
- Joseph brought topics of challenges for program/software (STATA) access for students, IT responsiveness, access. Mr. Griffenberg will meet with Joseph to address challenges.
- Dr. Matson has asked to revisit the IT Strategic Plan to address the work needed in this area.

### **Campus Updates:**

- Dream Makers Annual Luncheon – 1 Million Dollar Pledge to support university
- We welcomed Vice President for Enrollment Management – Brandy McLelland
- Opportunity to engage at system level – preparing reports for the next legislative session
- Elected Officials will have opportunity to secure an office in Patriots Casa.
- PCOE – Monday, November 5<sup>th</sup> 11:30 – 1:00 – Digital Divide across San Antonio.
- Dr. Matson and Brandy McLelland are meeting with Area Superintendents to discuss student preparedness as they enter the university.

### **Executive Update:**

- Texas Council of Faculty Senates – President Nolasco’s reported that the Texas Council of Faculty Senate. In the interest of time, she informed the faculty senate that a full detailed report will be uploaded on the Faculty Senate website (see attached report).

### **Old Business:**

#### **Promotion & Tenure Guidelines:**

The review of the Promotion & Tenure guidelines was completed.

Discussion of the term Department or Discipline P&T Committee was held. Agreement of “**Department**” to be used in guidelines.

President Nolasco detailed the guidelines to include a summary of the revisions completed per October Faculty Senate meeting. Guidelines were presented line by line and revisions were discussed and agreed upon as a whole.

Discussion with Dr. O’Brien suggested that Pre-Tenure Review will occur during the third-year and not the fourth year.

#### **Next Steps in Promotion & Tenure Guidelines:**

- Senate will vote on the P&T Guidelines
- Solicit feedback from faculty
- Submit final version to Dr. O’Brien
- Revised Tenure and Promotion Guidelines

Scott Peters motioned to approve the revised P&T Guidelines as presented

Vote: 17 members in favor – 0 opposed – 1 abstained

Robert Vinaja seconded the motion to approve the revised P&T Guidelines

Joseph Simpson presented the Revised Table of Contents

He provided more detail on the Course Evaluation Report – If possible an automated report would be beneficial for submission of materials.

Rodolfo motioned to approve the Table of Contents as presented.

Vote: 17 In favor – 0 opposed – 1 abstained

Scott Peters seconded the motion to approve the Table of Contents

### **New Business:**

- Spousal Hire Policies: Andrew provided detailed documentation for faculty senate to review. The proposal was scheduled for further discussion during the December meeting.
- Bike Policy: Rodolfo requested an authorization to review the current policy. Can faculty put their bike in their offices and students place their bikes in their dorms? Joseph detailed that possible bike lockers will be an option. Rodolfo addressed the need for attention to this matter. Rodolfo will follow up with Dr. Bill Spindle.
- Claire presented two Amendments to Faculty Senate. The two amendments were: (1) Proposal Procedure for Runoff Elections; and, (2) and Provisions for Course Reassignment for Faculty Senate President. On motion duly presented and seconded, the two amendments were voted on and approved for the first time during the November 2<sup>nd</sup> meeting. The faculty senate agreed to vote on the two proposals again during the December meeting as required by the Faculty Senate Constitution.
- Post Tenure Review Process – Rodolfo addressed the need for further details regarding Post Tenure Review – to be added to December agenda.
- Institutional Repository for Academic Works – Claire presented the idea of an institutional repository for published faculty works. She informed the faculty senate that many universities have institutional repositories to make faculty research more widely accessible (which can increase readership and citations). The copyright agreements for faculty members' published journal articles allow posting to institutional repositories, but not to other forums (e.g., Research Gate, etc.). If faculty were able to post their published journal articles in an institutional repository, then those publications would show up with full text versions available in Google Scholar searches. This will likely increase readership and citation of these publications. Starting an institutional repository would require the library to devote some resources to this. She contacted Emily Bliss-Zaks, Arts & Sciences Librarian who referred her to Tim Gritten, the Executive Director of the Library. Tim and Deirdre will give a more detailed presentation during the December meeting.

**Meeting Adjourned: 1:01 PM**

Other Comments:

**TEXAS COUNCIL OF FACULTY SENATES (AUSTIN, TEXAS- OCTOBER 26-27, 2018)**  
**Prepared by Dr. Claire Nolasco, Faculty Senate President, Texas A&M-San Antonio**

**SUMMARY OF MEETING**

**A. ISSUES AND CONCERNS AMONG FACULTY SENATES WITHIN THE TEXAS A&M-SYSTEM**

1. Workload policy- Commerce and Central Texas had problems with faculty handling overloads without being paid. Kingsville has a system of banking of overloads, not getting payment for overload.
2. Role of the Faculty Senate in the university system- is it advisory or does it have full control over certain issues?- College Station stated that Faculty Senate has full control over curriculum matters and advisory role in other areas. An example given is system policy that does not allow voting of Faculty and Faculty Senate in searches of Dean and Department Chairs. Input is allowed but not determinative votes.
3. Evaluation of deans and chairs and their terms. Commerce and Kingsville have four year terms for their chairs.
4. Open access resources- Texas A&M Vice Chancellor of Academic Affairs James Hallmark initiated discussion on how to encourage faculty to use more open access resources in their classes. College Station suggested creating a separate award for new course development that emphasized open access resources.
5. Field study- A&M and UT issued joint resolution criticizing implementation of field study as violative of the principles of shared governance
6. Enrollment growth
7. Performance based budget
8. Salary compression issues-
  - a. Corpus Christi passed a Faculty Senate resolution authorizing:
    - i. \$5,000 increase for promotion to Associate Professor and \$7,000 for promotion to full professor or the median of the new rank based on available data;
    - ii. Equity increase for salary compression: \$2,000 for Assoc. Prof and \$4,000 for full Prof.
    - iii. Post-tenure review (successful assessments)- \$2,000 stipend for Assoc. Prof. and \$5,000 for full prof.

**B. TALKS GIVEN**

1. Robert Wilson; Untangling Donor Influence: The Koch Network in Higher Education
  - a. Florida State University economic department: Koch brothers could veto faculty hires and cut funding; Koch chose chair of department and gave a \$105,000

incentive); graduate donor grants for students depend on support for free market ideas

b. Top schools in Texas receiving Koch donations in 2016: Texas Tech; UT Austin, Southern Methodist; Texas A&M; Baylor; Stephen Austin

2. Lynn Tatum (Associate Director of Middle Eastern Studies, Baylor University); Heather Wilkinson (Associate Dean of Faculties, Texas A&M); Mark Clark (Associate Provost, University of Houston): The State of Non-Tenure Track Faculty in Higher Education

**a. Recommendations:**

- i. Look at faculty composition in Texas A&M-San Antonio (tenured, tenure track, full time non-tenure track/academic professional track, part time non-tenure track/academic professional track, lecturer).
- ii. Encourage appreciation for all faculty, whether tenure track or contingent faculty.
- iii. Make employment conditions of contingent faculty better... know what exactly their conditions are and improve their conditions of employment.

**C. ISSUES AND CONCERNS AMONG FACULTY SENATES OF MEMBER UNIVERSITIES IN TEXAS**

1. Health insurance issues: some universities such as University of Houston switched insurance policies that have worse coverage;
2. HB 2504 on public posting of syllabi and course evaluation of graduate classes;
3. Field of study program;
4. Student and administrative evaluations;
5. Student enrollment and retention;
6. Administrative turn-over;
7. Campus climate;
8. Salary issues, including salary compression;
9. Workload policy.