Faculty Senate Meeting

December 6, 2024

2:00 -4:00 p.m.

UC Oso 221

1. Meeting was called to order @ 2:03 pm

Attendance: see table

Senator	May 10	Aug 23	Sept 20	Oct 11	Nov. 8	Dec 6				
Jennifer Anderson (Library)	X	x	x	x	0	x				
Jeanne Birdwell (COEHD)	X	x	x	x	0	x/z				
Mara Barbosa (CLA)	X	x	x	x	x	x				
Isla Schuchs Carr (CLA)	X	x	x	x	x	x				
Tianxing Chu (COE)	0	x	x	x	0	x/z				
Susan DeGhize (SAMC)	X	x	x	x	0	x				
Alihan Hadimlioglu (COE)	X	x	x	x	x	x				
Catherine Harrel (CONHS)	X	x	x	x	x	x				
Yu-Shan Huang (COB)	0	x	x	x/Z	0	x/z				
James Ikonomopoulos (COEHD)	X	0	x	x	x	x				
Taoran Ji (COE)	X	x	x	x/Z	x	x/z				
Timothy Johnson (CLA)	X	x	x	0	x	x				
Ahmed Kamara (COB)	X	x	x	x	x	x				
Zhaorui Li (COE)	0	x	x	x	0	x/z				
Kevin Loeffler (SAMC)	0	x	0	0	x	xx				
Cherie McCullough (COS)	X	0	0	0	0	0				
Judy Metcalf (COS)	X	0	x	x	0	x				

Valeriu Murgulet (COS)	X	x	x	x	x	x			
Thomas Oldham (SAMC)	X	x	x	x	x	x			
Felix Omoruyi (CONHS)	X	x	x	x	x	0			
Dale Pattison (CLA)	X	x	x	x	x	x			
Miguel Perez (CONHS)	X	0	x	x	x	x			
Robin Pizzitola (COEHD)	X	x	x	x/Z	z	x/z			
Lori Podolsky (Library)	X	x	x	x	x	x			
Ed Proffitt (COS)	X	0	0	0	0	0			
Ric Ricard (COEHD)	X	x	x	x/Z	x	x			
Leigh Shaver (CONHS)	X	x	0	x	x/z	x			
Brian Shelton (CLA)	X	x	x	x	x	0			
Matthew Starliper (COB)	X	x	x	x	x	x			
Rabih Zeidan (COB)	x	x	x	x/Z	0	x/z			

Other: Cate Rudowsky (provost), Kevin Houlihan, Susan Wolf Murphy, Kelly Bezio & Ariel Kelly (AAUP), David Ramcharan, Shay Lee (Senate admin support), Deborah Sibila (Ombuds), Michelle Hollenbaugh (Past speaker)

2. Agenda: Motion to approve Agenda by Senator Johnson second by Senator Anderson
   a. Approved unanimously, with addition of Budget analysis committee report added

3. Guest Speakers: President Miller
   a. Duo and Tik Tok – waiting for confirmation from system on current DUO process, we have same as Texas State; will be moving to Microsoft for authentication & phone systems; can utilize token in the meantime; campus announcement will come soon
   b. Strategic Goals – Islander Impact 2030, 4 points we are focusing; number 1 is maximizing revenue since it drives the budget
      i. External benchmarking and internal review – enrollment, budget analysis underway, massive internal reviews, we do everything we are supposed to do for reporting but its difficult to examine for usability, so are reigning in some of the codes to try to get more usable data; from external review – personnel costs rose greater than tuition, no tuition and fee increases since 2021, flat this year, probably no increases next 4 year so growth and retention becomes important
      ii. Faculty equity plan – will stay, trying to expand, no money for adjuncts yet, hoping for money for GA's, hit 6-year mark for equity plan and did some review for plan

1. Procedure should be look at: CIP codes always been Banner, CP in Interfolio have been unhidden, deans now have CUPA data so faculty can get that data; CIP codes will be added to NOA
2. Clinical and professional track have a path forward, continue to increase at 5,000 & 7,000
3. Will incorporate internal salary equity reviews this year for TT, TT faculty who successfully complete pre-tenure or third year reviews
4. Selection of peer institutions should reflect – we already do this, but will align the reviewing of the peer and aspirational groups, so a review this spring will occur
5. Updating median – we are approaching median, we can't move higher right now but will look at using higher number for full doing PTR as budget allows

   iii. Auxiliaries – have not been creating revenue as we could in these areas, looking at increasing that: housing, parking, Chartwells, bookstore, ticket sales (PAC & athletics), trademark/royalty revenue

   iv. Plant & maintenance – flat which is a concern for deferred maintenance given inflation, HEF (higher ed funding) under 10 year review this session, Pres Miller already working on increases Austin with TAMUS, A&MCC initiated the sightlines deferred maintenance review

   v. Fundraising performance – have been increasing since 2021, focus on how to continue this

   vi. Savings – SSC & phones - trying to reduce escalation, currently reworking entire budget process, F&A doing pilot, PC moving to quarterly fiscal request cycle

c. Campus leadership
   i. Some great hiring successes, some that have not been long term, making a change with increased requirement for personnel supervision (dept chair or equivalent) to ensure dean candidates have experience, better & repeated instruction to and training for search committee members
   ii. WK is expensive, what would it look like if no more search companies? They help get broad list of candidates, eliminate bias
   iii. Leadership training launched this spring, initially the certified public manager program as well as nuts and bolts training; feedback welcome (share with speaker), training for conducting annual evaluations generally ad importance of service specifically

d. Fellowships
   i. No additional salary; come with reassigned time, are for fixed term, can support new initiatives &/or leadership transitions, leadership transitions fellowship are budget neutral

e. Moving to R1– yeah we reached 50 Million, which is the hardest thing to do
   i. TUF (Texas University Fund) – lots of dollars there, notification has been made on our behalf, research threshold is 20M – we are at 50M, threshold for PhD & EdD grads – 45 over 3 years (we are at 37)
   ii. R1 threshold – 50 M research & 70 PhD & EdD over 3 years
   iii. Center for undergrad research – to keep undergrads engaged, undergrad essential to build a university

f. Advising – getting ready for some overhaul, encourage chairs to frequently seek input from advising; looking for partnerships where we can look at data to help improve student retention

g. Faculty Senate – coming up in next legislative session, history of partnerships between admin & Senate for faculty promotion & equity, ombuds, 360 evals, Hurricane Harvey, covid; possible

partnerships for code of conduct, role of AI, recognition of service, standard for course design, standards for students success, faculty support and retention

   i. Currently to support & retention: support &programming via DRI, CTE, Wellness program, Increased enrollment management support, academic leadership evaluation processes

   ii. Let admin know if they are missing something or you have an idea for another partnership

   iii. International – restructure support, overhauling international student recruitment, international students comprise 5.1% (581) of student body, working to bring passport office and western Union, may be drop with change in US policy

4. Approval of November minutes
   a. Motion to approve minutes by Senator Anderson, Second by Senator Pattison
   b. Approved unanimously with three abstentions

5. Speakers Report: Speaker Schuchs Carr
   Speakers Report for Faculty Senate Meeting 12/06/2024

   - Today we are trying out this OWL 360 camera courtesy of the English Department, if the sound works well—we will move forward with purchasing one for Senate.

   - We will keep the April 18th meeting as scheduled—12 said they were not affected, 4 said they would prefer to keep it and attend via Zoom, and only one person preferred to move the meeting date.

   - CIP codes are now available in Interfolio! Look for the recent campus announcement for directions on how to access it. It shows up as an option under your profile, and I can confirm mine was there and correct!

   - EPIC feedback—was it is a timing issue (busy time of the semester) or a lack of interest issue? Would the end of October (after midterms) or first week of November have worked better? Are there any other suggested times of the year? When I joined the university in 2018, we used to have a Digital Strategies Symposium, at least once it was mid-October and another year it was early December. Some of the EPIC presentation slides are available on the EPIC website: https://www.tamucc.edu/institutional-excellence/compliance/edcs/training-development/employee-development-week/index.php.

   - Update on the Prohibited Technology issue: There is a process to request a USB Security Key/Authentication device from the IT Service Desk as a general IT Request in the portal. The one I received in 2018 is a Yubico Security Key - Two Factor Authentication USB Security Key and I have no issues with it.

     Please read the list of prohibited software carefully, you may not use We Chat or TikTok, but CamScanner is also on the prohibited list. Deputy Speaker and Assistant Professor of History has shared some information and resources for other scanning options you can use instead such as the Google Drive document scanner, the "notes" app document scanner for that have iphones, and he uses the app GeniusScan for archival work, which has free and premium versions. (I use the free one.) It allows me to save an image as either a pdf or image. You can also scan multiple images in a batch to put together a multi-page pdf in the app itself.

   - Ongoing calendar issues/discussions. It seems the time between the final exams and when grades are due has been shortened over the past few years. For example, just a few years ago it was noon on Tuesday (with

the last finals being the prior Thursday), last semester it was 5 p.m. on a Monday, and now it is noon on a Monday.

I am going to use my own personal example, although several others have reached out to me to complain about this. Until this last year I always had a Thursday evening final exam slot (the very last final exam of the schedule). If a faculty member has exams or final papers on a Thursday afternoon/evening like we are expected to do in following the exam schedule, it is difficult to get those graded and in by noon on Monday. There are many hooding and pinning ceremonies that take place on the Friday, then we are working Saturday graduations (at least one of the two traditional semesters). This leaves us either a Sunday (usually Mothers' Day in the Spring and various religious holidays often in December) to grade papers, essay exams, anything that is not a multiple-choice test (which we are discouraged from using in upper-level and graduate courses).

The second concern that was brought to my attention is that on Thursday, Dec 12, there is an exam block for classes that normally meet MW. This is causing problems for students with work schedules set according to their semester class schedule. It's out of the ordinary and not something the students or faculty members involved were likely to expect.

Registrar Missy Chapa has responded that she is looking to push back the deadline for final grade submissions till midnight instead of noon starting next semester, but that the reason they shortened it was that faculty are still on contract until the deadline for final grades. She is still looking into the second issue, about the final exam schedule.

6. Committee Reports
   a. Academic Affairs – Senator Pizzitola (on zoom)
      i. Met Nov 19 – large number of items that were approved; there is spreadsheet and minutes if you want to see what was approved, 37 course additions, 17 course changes, 16 program changes
      ii. Meeting Friday, Dec 13
      iii. Report accepted
   b. Awards, Bylaws, & Elections – Senator Oldham
      i. Faculty Teaching Excellence deadline passed, committee narrowing down the finalists to submit additional materials
      ii. Report accepted
   c. Budget Analysis – Senator Perez
      i. Zero response from finance office, President who informed finance office being reorganized
      ii. Hoping spring will bring opportunity for collaboration and input
      iii. Report accepted
   d. Committee on Committees – Senators Pattison/Ricard
      i. The Faculty Satisfaction survey closed, 180 surveys completed, committee planning to have report ready by Jan/Feb
      ii. Report accepted
   e. Faculty Affairs – Senator Hadimlioglu
      We are introducing a new rule in the Senate meeting on 12/6/2024:
      • ***15.05.04.C1, High-Risk Global Engagements and International Collaborations***
      • *Edits made to align with the updated system regulation*

- *Key edits*
- *Added prohibitions for malign foreign talent recruitment & Confucius institutes (sec 1.2)*
- *Details about System review of proposals (sec 3.6-3.8 and sec 4)*
- *Added reporting (sec 5)*
- *Added appeal process (sec 6)*
- *Added internal monitoring/non-compliance process (sec 7)*

This rule is placed in the General Senate Teams folder for the December 6 meeting under the subfolder "Rule to Introduce."

The Faculty Affairs Committee completed the review of the following rules and procedures:
1. 09.02.01.C1, Official Non-Emergency University Messaging
2. 12.03.99.C1, Faculty Workload
3. 12.03.99.C1.01, Assignment of Faculty Workload

Upon review, the committee provided specific comments regarding language, consistency, and ambiguities. These issues were corrected.

For Faculty Workload rule, there were several questions to clarify the wording regarding the credits. Earlier version of the document, the sentence reads: "Full-time tenured/tenure-track faculty are expected to accrue 24 workload credits over the academic year". This has changed into, "All full-time faculty are expected to accrue 30 workload credits over the academic year". Later on it continues with the expanded expectation of the research component: "Tenured/tenure-track faculty accrue 12 credits for instruction each long semester and 3 credits for research, scholarship, and creative activity (RSCA) to stay current in their field plus an expectation of service. Additional workload credit for RSCA may be granted". Dr. Rudowsky underlined that this is not a workload increase but rather a clarification of research expectation.

Upon clarification regarding the workload and administrative assignments, the committee has approved the rules and procedures.

This concludes my report, and I would now like to call for a vote to approve the procedures presented by the Faculty Affairs Committee.

Report accepted.

Discussion included clarification of 30 workload credits and ability to extend credit beyond 6 for roles that need additional credit with justification

Report given and certified by Faculty Affairs Committee Chair Dr. Alihan Hadimlioglu
Faculty Affairs Committee Members:
Alihan Hadimlioglu (College of Engineering and Computer Science, Chair), Susan DeGhize (School of Arts, Media, & Communication), Zhaorui Li (College of Engineering and Computer Science), Mara Barbosa (College of Liberal Arts), Jennifer Anderson (Mary and Jeff Bell Library), Sandy Huang (College of Business), Cathy Harrel (College of Nursing and Health Science), Ric Ricard (College of Education and Human Development), Judy Metcalf (College of Science)

7. Liaison Reports
    a. CPIRA
        a. Still funds left in OER funds, faculty can still apply
        b. Discussion to reduce complexities for international travel

        c.   Discussion for back up strategies for positions
- b. Graduate Council
   - a. No report
- c. AAUP (Kelly Bezio)
   - a. Center for Defense of Academic Freedom – part of national AAUP organization, partially funded by Mellon foundation, hosts some online events, next event is Feb 5
   - b. AAUP is resource for faculty
- d. Expressive Activities Committee (Jennifer Anderson)
   - a. No report
- e. University Committee on Committees
   - a. No report
- f. Staff Council Liaison Report
   - No update
8. Ex Officio Reports
   - a. Provost Cate Rudowsky
      - a. Grade sync between Canvas and SAIL not functional for this semester, programming done and now testing, hopeful will be available by spring midterm. Approx 30% faculty push grades form LMS to Banner. Reminder that SAIL times out after 15 minutes, so submit frequently
      - b. Annual scheduling – meeting with chairs and program coordinators next week, beneficial for students, will not have faculty or rooms assigned, but will lay out options for year for students and help with degree progression
      - c. Mandate from system for regional schools to look at low producing minors and certificates, set standards and process for these by Jan 31, list of these low producing minors and certificates by May 1. Taskforce to do this being formed
      - d. Student retention taskforce being formed
   - b. Motion to extend for 15 minutes to complete reports, motion accepted
   - c. Ombuds Deborah Sibilia (ombuds)
      - a. Met with dept chair council to introduce role, met with associate deans council – who are concerned having ombuds visit college meetings will stimulate visits; Speaker will include services in Senate report
      - b. Will finalize year report, currently double contacts from previous year, close 10 100 visits
   - d. Staff Council Vice President Stephaine Long
      - a. No report
   - e. Chief Information Officer David Ramcharan
      - a. No updates
9. Old Business
   - a. none
10. New Business
   - a. No updates
11. For the good of the order

   - a. none

12. Motion to adjourn Senator <mark>Oldham</mark>, second by Senator <mark>Omoruyi,</mark> all approve
   - a. Meeting adjourned @ <mark>3:53</mark>

Senate Committees (*Committee Chair(s))

Academic Affairs
Kevin Loeffler (SAMC)
Lori Podolsky (MJBL)
Scott Johnson (CLA)
Ahmed Kamara (COB)
Felix Omoruyi (CNHS)
Robin Pissitola-Chair (COEHD)
James Ikonomopoulos (COEHD)
Val Murgulet (COS)
Zhaorui Li (COECS)

ABE
Tom Oldham (SAMC)*
Tianxing Chu (COECS)
Matthew Starliper (COB)
Leigh Shaver (CNHS)
Jeanine Birdwell (COEHD)

COC
Dale Pattison (Fall)*
Taoran Ji (COECS)
Ed Proffitt (COS)
Ric Ricard (COEHD) (Spring)*

Budget
Brian Shelton (SAMC)
Miguel Perez (CNHS)*
Rabih Zeidan (COB)
Ahmed Kamara (COB)
Cherie McCollough (COS)

Faculty Affairs
Susan DeGhizé (SAMC)
Zhaorui Li (COECS)

Alihan Hadimlioglu (COECS)*
Jennifer Anderson (MJBL)
Mara Barbosa (CLA)
Sandy Huang (COB)
Cathy Harrel (CNHS)
Ric Ricard (COEHD)
Judy Metcalf (COS)

Executive committee

Senator	academic unit	position
Isla Schuchs Carr	CLA	Speaker
Timothy Scott Johnson	CLA	Deputy Speaker
Cathy Harrel	CNHS	Secretary
Judy Metcalf	COS	Parliamentarian
Robin Johnson	COEHD	Chair of Academic Affairs Committee
Tom Oldham	SAMC	Chair ABE
Dale Pattison	CLA	Co-Chair of Committee on Committees (Fall only)
Ric Ricard	COEHD	Co-Chair of Committee on Committees (Spring only)
Miguel Perez	CNHS	Co-Chair of Budget Committee
Alihan Hadimlioglu	COECS	Chair of Faculty Affairs Committee
Jennifer Anderson	MJBL	representative

University committee assignments for FS:

Campus Wellness Committee	Judy Metcalf	Voting Member
Committee on Committees	Dale Pattison	Ex-Officio (voting)
Council of Principal Investigators and Research Administrators (CPIRA)	Taoran Ji	Non-Voting Member
Ethics and Compliance Committee	Isla Schuchs Carr	Ex-Officio (voting)
Expressive Activity Committee	Jennifer Anderson	Voting Member
Graduate Council	Ed Proffitt	Non-Voting Member
Honorary Degree Recommendation Panel	Isla Schuchs Carr	Ex-Officio (voting)
Institutional Effectiveness Committee for Academic Units	Isla Schuchs Carr	Ex-Officio (voting)
Staff Council	Isla Schuchs Carr	Ex-Officio (non-voting)
Strategic Planning Council	Isla Schuchs Carr	Ex-Officio (voting)

| Student Success Council | Jeanine Birdwell | Voting Member |
| Transportation Advisory Committee | | Voting Member |

Submitted by Cathy Harrel

Secretary Faculty Senate