

Texas A&M International University
Minutes of Faculty Senate Meeting

May 4, 2018

- I. The meeting was called to order by the Faculty Senate President, Dr. Tobin at 12:03 pm
- II. *Roll call:* Present: Dr. Kenneth J. Tobin, Dr. Marvin E. Bennett III, Dr. Ruby A. Ynalvez, Dr. Frances G. Rhodes, Dr. George R. Clarke, Ms. Malynda M. Dalton, Dr. Puneet S. Gill, Ms. Vivian Garcia, Dr. Ariadne A. Gonzalez, Dr. Diana Linn, Dr. David K. Milovich Jr., Ms. Marcela Moran, Dr. James A. Norris, Dr. Jason Norris, Dr. Lola O. Norris, Dr. Leonel Prieto, Dr. Philip S. Roberson, Dr. Maria D. Vilorio, Dr. Marivic Torregosa and Dr. Oswaldo A. Zapata
Not present: Ms. Destine D. Holmgreen (represented by Joe Gutierrez)
- III. Dr. Arenaz was the guest of honor in this meeting and he discussed the following:
 - For the spring 2018 graduation it was decided that only students will march in and the faculty will already be seated. This will cut 10-15 minutes of time. George P. Bush will be the commencement speaker. The estimated duration of graduation will be 2-2.5 hrs.
 - At the Council of Presidents and Chancellors, the chairman of the coordinating board was there and made a presentation about their budget requests. They are requesting an 8% increase over the current biennium and this will cover inflation and student growth. They are also requesting \$116 million (M) over the biennium; which is above the 8% increase request. This is performance based funding. For each graduate, the university will get \$500 or \$1,000 for each graduate who is at risk. With TAMIU, about 85% of our graduates are at risk. If TAMIU averages 1,500 graduates/year, this will be an additional \$1.2 M to TAMIU's budget. Another presentation was by the head of North Texas Coalition (NTC). NTC is a group of business people and educators. The presentation was about what might happen in the next legislation session. Most people in Higher Education found this to be a scary scenario since Higher Education is the only place left with discretionary funding. In this regard, Dr. Arenaz emphasized the need for us to start talking about the impact of our university in our community and this region. We have to make a statement that as an institution of higher education, TAMIU has a huge impact as a university in this region. Dr. Arenaz further discussed examples of TAMIU's impact.
 - Dr. Arenaz was excited about plans that are underway to focus on and further improve students' success and how we plan for credit hour production in a base period. This will include addressing the following: (a) how do we get back students who dropped out of school to come back to school (b) how we retain students and increase graduation rates (c) how do we serve students in the junior and senior levels.
 - In response to the outcomes of Hurricane Harvey, the Chancellor committed \$30 M for "emergency" scholarships over 10-year period across the system. There is a \$3 M per year allotment and TAMIU is getting \$282,000 out of this \$3 M. This was based on percentage of the overall Pell grant that TAMIU spent. This money is for emergency purposes only. Money to be used to fix a broken car that a student uses to be able to go to school can be an example of emergency money. There are requirements to qualify for

emergency scholarship i.e. student must be a full time and degree seeking and the student has \$60,000-100,000 family income. International students are not qualified under this emergency fund.

- Dr. Arenaz opened the floor for questions. There was one question raised: “How will you figure out the loss of students at the junior level?”

Dr. Arenaz’s response: According to the studies that were done, some students transferred, some students drop out due to family crisis e.g. sick parents. The reasons of the drop outs in our university were not different from other schools. There are a number of students from semester to semester that do not re-enroll. TAMIU has an average of 500-600 students that do not re-enroll.

- Dr. Arenaz thanked the Faculty Senate (FS) members for the work that they do. On the other hand, Drs. Bennett and Tobin in behalf of the FS also thanked Dr. Arenaz’s for his support.

IV. Approval of the April Minutes

The minutes was approved and seconded.

V. Old Business

- Dr. Rhodes reported results of the election for Handbook changes. There were 35 faculty members out of 180 members who voted. For proposition 1, 24 voted for the change and for proposition 2, 31 voted for the change.
- Recommendations from the Ad Hoc Fixed-Term Committee
 - Dr. Roberson discussed lingering issues with regards to fixed-term faculty. These were summarized in Hand-out, Fixed-term Faculty: Lingering Issues¹ (attached). Issues included hiring and promotion. Dr. Roberson emphasized that the FS should encourage the administration to draft a recruitment, retention, and promotion policy for proposal to the Provost. He had also added that survey among fixed-terms revealed that the morale of fixed-term faculty is really low. Some issues relate to discrepancy in loads, ranks and titles, expectations i.e. assessing fixed-term faculty based on all 3 categories teaching, research and service, who are instructors are they fixed-term or not. (More details are in Hand-out 1, Fixed-term Faculty: Lingering Issues)
 - Dr. Linn added that faculty senate must work with the administration, an example will be to send out the document (hand-out 1) to our respective college deans as these concerns are pervasive across campus. Therefore, working with the deans and upwards will be helpful. Dr. Roberson further elaborated on the issues.

VI. Committee Reports

The Academic Oversight: nothing to report

The Budget and Finance: nothing to report

University Ethics: nothing to report

Creation, Composition, and Responsibilities of Committees: Dr. Rhodes talked with the Deans (face-to face talks except with A.R. Sanchez School of Business' Dean which was done over the phone). The purpose of the talk was to discuss what is still needed for the committees. Dr. Rhodes reported that the committee list is almost complete. Dr. Rhodes already mentioned to the Deans, that if she did not hear from them then these positions (Dean's appointees to the committees and other positions) will be unfilled; and thus these positions will be unrepresented.

Faculty Work Place and Morale: did not meet. Dr. Ynalvez mentioned that all senators got to review all portfolios of all the nominees for the different university awards.

Distance Education and Instructional Technology: Dr. Tobin shared that Distance Ed had developed a website that highlights open source resources.

Technology Advisor: TAC met yesterday and there were 3 highlights reported by Dr. Vioria Lourdes. (1) Dr. Gaskin is trying to meet with Drs. Arenaz and Mitchell to expedite the admin rights process. During the TAC meeting Workflow, hard copy forms/documents to become on-line documents (the access to document was raised by the committee) were also discussed. (2) Also brought up in the meeting was about an initiative for faculty to bring their own device to teach with in the classroom, and more details were requested in this regard. Another highlight, (3) buying a system for a data server.

- Dr. Bennett added that Dr. Gaskin mentioned that classroom monitors are to be replaced by a 23-inch planar monitor, high resolution, and touch-screen monitors.

Ad Hoc: did not meet

- Dr. Tobin reported that the College Arts and Sciences had a retreat. In the retreat, the rubric for teaching, research and service was discussed. During the retreat there was an open discussion among the faculty members.

VII. Adjournment of the 2017-2018 Faculty Senate

- All were in favor to the adjournment of the 2017-2018 Faculty Senate.
- 2018-2019 Faculty Senate was reconvened. Dr. Tobin welcomed Dr. Marivic Torregosa from the College of Nursing and Health Sciences. The other new members but not in the meeting yet at this time were Drs. Neal McReynolds and Jacob Makaya. (Dr. McReynolds later came by to the meeting and was briefly introduced to the Faculty Senate)

VIII. 2018-2019 Faculty Senate Officer Elections

- For President: Ken Tobin was nominated and accepted
- For Vice-President: Lola Norris was nominated and accepted
- For Secretary Marvin Bennett was nominated and accepted
- Frances Rhodes was nominated for Elections Officer and Parliamentarian and accepted

IX. Adjournment of the 2018-2019 Faculty Senate

X. Re-opening of the 2017-2018 Faculty Senate for Faculty Awards

- The floor was opened for discussions of the nominees for the Outstanding Teacher of the Year. The discussions were done for the following nominees:

- (a) Kimber Palmer (A.R. Sanchez School of Business)
- (b) Linda Villareal (Education)
- (c) Julien Carriere (Arts and Sciences)
- (d) Belva Gonzalez (Nursing and Health Sciences)
- (e) Haley Kazen (University College)

Faculty Senate members voted for Outstanding Teacher of the Year. A secret ballot was employed. The votes were counted by Drs. L. Norris, K. Tobin and F. Rhodes.

- The floor was opened for discussions of the nominees for the Distinguished Scholar of the Year. The discussions were done for the following nominees:

- (a) Elizabeth Terrazas (Arts and Sciences)
- (b) Jacqueline Mayfield (A.R. Sanchez School of Business)
- (c) Marivic Torregosa (Nursing and Health Sciences)
- (d) Kyu-Shung Park (Education)
- (e) David Milovich (Arts and Sciences)

Faculty Senate members voted for Distinguished Scholar of the Year. A secret ballot was employed. The votes were counted by Drs. L. Norris, K. Tobin and F. Rhodes.

- The floor was opened for discussions of the nominees for the Distinguished Teacher of the Year. The discussions were done for the following nominees:

- (a) Lola Norris (Arts and Sciences)
- (b) Puneet Gill (Education)
- (c) George Clarke (Business)
- (d) Kate Houston (Arts and Sciences)

Faculty Senate members voted for Distinguished Teacher of the Year. A secret ballot was employed. The votes were counted by Drs. K. Tobin and F. Rhodes.

XI. The meeting was adjourned by Dr. Tobin at 1:45 pm.

Fixed-Term Faculty: Lingering Issues

Ranks (TAMU SAP 12.07)

12.07.2.

Assistant Professional

Associate Professional

Senior Professional

Faculty Handbook (2017)

"Fixed-term faculty are defined in TAMUS Policy 12.07. The policy leaves many details up to the university, including ~~the titles and ranks~~ of fixed-term faculty, their specific responsibilities and how they are evaluated, and their rights and prerogatives compared to tenure-track and tenured faculty." (2017, pp. 24-25)

Titles

12.07.2.2.4 "System academic institutions may adopt ~~titles~~ that vary from those listed above as long as they are differentiated from tenure track faculty titles."

Based on TAMU SAP 12.07, only alternate fixed-term ~~titles~~ may be adopted by institutions; three fixed-term ranks are specified.

Expectations for Fixed-Term Faculty

12.07.1.1. "...and, while system academic institutions are able to recognize the contributions that these individuals make, it is also essential that recognition be given to faculty whose interest, excellence or discipline ~~does not include all three areas required for tenure.~~"

12.07.1.2. The creation of the non-tenure track of Assistant Professional Track Faculty, Associate Professional Track Faculty, and Senior Professional Track Faculty provides a means of securing and retaining faculty who bring to the system academic institution excellence in ~~teaching, research or service.~~

Faculty status is defined in the Faculty Handbook beginning on page 19. Instructors, Assistant Professors, Associate Professors, and Full Professors are initially defined (19-21). Assistant, Associate, and Full Librarians are defined on pages 22 and 23. Others are defined on pages 24-25. "Other" titles include Lecturer, Adjunct, Emeritus, Special Appointment, Visiting, Administrators with Faculty Rank, and Fixed-Term. The Instructor definition (19) designates an expectation for teaching, service, ~~and~~ scholarship, as do the definitions for librarians (22-23).

It appears that Instructors and librarians of all ranks are currently covered with faculty handbook language, and are not, based on this language, "fixed-term." However, both the library and the nursing school policy have approved fixed-term policy documents accommodating librarians and "clinical faculty" without doctorates.

We recommend that the Faculty Senate draft a recruitment, retention, and promotion policy for proposal to the Provost, regarding faculty in other noted categories (Lecturer, Adjunct, Emeritus, Special Appointment, and Visiting). Currently, there seems to be no policy document for faculty in these

categories. For these, I suggest no option for promotion, and an approach to evaluation for retention/renewal based on their annual appointment letter.

Also necessary is for the Senate to debate and determine whether TAMU 12/07 allows for faculty evaluation of teaching, service, AND scholarship. Keep in mind as well that the TAMU policy is up for ten-year review (Fall, 2018) this fall and some dialog with other system institutions might be in order to impact the system-wide review process.

Options for instructors and clinical faculty are to either accommodate them under fixed-term policy(ies) or create a unique policy document for them and not have fixed-term policy cover them. Also, needed, it seems, is clarity on the several faculty titles that do not fit with current handbook language. Below is a list of current titles:

Instructor, Instructor-No Tenure (2), Senior Instructor (1) 23 (3 Dr.)
Senior Lecturer 1 (Dr.)
Clinical Faculty 11 (1 Dr.)
Clinical Assistant Professor 6 MSN (1 Dr.)
Clinical Associate Professor 1
Assistant Professional 13
Associate Professional 6
Senior Professional 0

Nursing Fixed-Term Policy

College of Nursing policy does not require a doctorate for Clinical Assistant Professor of Nursing or Clinical Associate Professor of Nursing. Clinical Professors of Nursing does require a doctorate. Are the eleven "Clinical Faculty" in the College fixed-term or not?

Library Fixed-Term Policy

Assistant Professional Track Librarians, Associate Professional Track Librarians, and Senior Professional Track Librarians do not require a doctorate. None of these titles/ranks are reflected among the current library staff.

University College Fixed-Term Policy

Assistant Professionals, Associate Professionals, and Senior Professionals in the University College required a terminal degree and are evaluated on teaching, service, and scholarship.