

TAMIU Faculty Senate Meeting

September 6, 2019; WHTC Rm 126

- I. The meeting was called to order by the Faculty Senate President, Dr. Lola Norris at 1:01 p.m.
- II. *Roll Call:* Dr. Lola Norris, Dr. Lourdes Viloría, Dr. Marvin Bennett, Ms. Malynda Dalton, Dr. Puneet Gill, Dr. Ariadne Gonzalez, Mr. Jose Gutierrez, Dr. Runchang Lin, Dr. Diana Linn, Dr. Abby Lloyd, Dr. Neal McReynolds, Ms. Angela Moran, Dr. James Norris, Ms. Kimber Palmer, Dr. Leonel Prieto, Dr. Kenneth Tobin, Dr. Lourdes Viloría
- III. *Our Guests* were given the floor.

Dr. Pablo Arenaz

Dr. Arenaz announced that we have changed some annual events this year. The State of the University Report will now be presented as part of the new University Convocation that will be held September 26th at 1:00 until 2:30 p.m. in the Recital Hall. During this time the Distinguished Teacher, Distinguished Scholar and the Senator Judith Zaffirini Medal Award winners will be announced. A new award will also be given to those community people who have had an impact on higher education, with the first award winner being Senator Judith Zaffirini. The theme for this first University Convocation is how "transformational" TAMIU has been for our community and for this region.

We are going to have a formal Presidential Dinner this October in order to honor our three largest donors; the Killam family, the Lamar Bruni Vergara Trust and Mr. Tony Sánchez. All three of whom have given well over \$10 M each to our University.

'Coffee with the President' will continue this year, with 3 monthly meetings in the Fall and 3 in the Spring. These are open Q & A forums with no set agenda.

Dr. Arenaz also announced that there is a conceptual plan now for the new tennis courts and that both TAMIU and the City of Laredo Parks and Recreational Division have approved this plan. Ground-breaking may commence in late Fall or early Winter and it will take 12 to 15 months to complete.

Dr. Tom Mitchell

Dr. Mitchell began by congratulating Ms. Kimber Palmer for receiving the Outstanding Teacher of the Year Award and Dr. Puneet Gill for receiving the Distinguished Teacher of the Year Award.

One big goal for this year is to get new faculty searches started and get on-campus visitations by potential new faculty started as soon as possible. That way we can make offers to these people more quickly and get more of our first choices from the candidates. Another goal is to get items to the Curriculum Committees as early as possible so that we might one day have a catalog ready before registration begins.

A draft was requested of a new academic calendar with the Faculty Assembly commencing the first Monday after August 15th. Faculty would then be asked to be on campus from August 16th (or so) and ending May 15th, instead of May 31st. The hope is that after the Monday Assembly faculty could use the rest of the week for Colleges and Departments to meet and do a lot of the committee work, program assessment work, submit curriculum changes and form new faculty search committees prior to

classes starting. Once a draft of the calendar has been prepared it will be presented to the Senate for review.

Ms. Roseanne Palacios

Announced that the Faculty & Staff Giving Campaign is now at 84% of it's goal, with 26 days remaining. The goal is to get 50% of the faculty and staff to participate. We are at \$48,498 so far in total giving. This is important in that it shows outside donors and potential donors that we invest in ourselves. A new website and new software was also demonstrated to the Senate for giving through the Office of Institutional Advancement. The campaign ends on October 2nd and there will be a celebration and an announcement of the results on that day.

Dr. Catheryn Weitman

Dr. Weitman presented the Senate with an informational brochure about the new Bachelor of Arts in Multidisciplinary Studies. This program is for students who are interested in majoring in more than one area or those who have accumulated a number of hours in various fields and want to complete their degree.

IV. The Senate was recessed for a few minutes in order to take a group picture for the website.

V. The minutes of the May 3, 2019 Senate meeting were approved without corrections.

VI. Old Business

1. Update on Fixed Term Promotion Guidelines from the A. R. Sanchez School of Business.

Dean Sears will be meeting with the Fixed Term Faculty next week to discuss changes to this document as suggested by Dr. Mitchell.

VII. New Business

1. Update to Required Handbook Revisions.

The Office of Compliance has given the Senate an update to the section in the Faculty Handbook (on page 35) related to "Anti-Discrimination/Title IX" and "Improper Consensual Relationships" (see attached document). After a brief discussion this change was voted on by the Senate and approved unanimously.

2. Populating the Faculty Senate Committees.

Dr. Lola Norris passed around a provisional list of committee members for Senate Committees for the approval of the Senate and to give Senate Members a chance to make any changes. The various

committees were requested to meet in the upcoming month and report back who was selected as the committee chair in the October Senate meeting.

3. Faculty Awards: Use of Rubric by University College.

The University College has asked the Senate if they can use the class observation rubric the Senate uses for its Outstanding Teacher/Distinguished Teacher for their individual University College faculty peer evaluations. This was brought up for a vote and unanimously approved by the Senate.

4. Student Evaluations Task Force.

Dr. Mitchell requested that the Senate create a Student Evaluations Task Force to look into ways of improving the number of students who complete course evaluations. Dr. Ken Tobin, Mr. Jose Gutierrez and Ms. Kimber Palmer volunteered to be members on this Task Force.

5. Ongoing Technology and Distance Education Issues.

There are problems now with some people in using the Adobe Cloud software as it is now requiring some faculty to sign into their Adobe account every time they try to use an Adobe program. It seems that changes made to software in computer labs are also affecting faculty's individual accounts and their ability to access the programs.

There was also concern that we just started using the archival software 'Simplicity' and now they are switching everything over to Microsoft Cloud.

VIII. Committee Reports

1. Academic Oversight Committee: did not meet.
2. Budget and Finance Committee: did not meet.
3. The University Ethics Committee: did not meet.
4. The Committee on Creation, Composition, and Responsibilities of Committees: no report.
5. The Awards Committee: did not meet.
6. The Handbook Committee: met over the summer, see previous notes.
7. The Assessment Committee: did not meet.
8. The Distance Education and Instructional Technology Committee: did not meet.
9. The Technology Advisory Committee: will meet September 27th at 9:00 a.m.
10. Fixed-Term Promotion Committee: did not meet.

IX. Other Business

1. A question was asked that if the University is changing the dates of our contracts, will the dates when we get paid change accordingly? This is something to ask our President and Provost.

2. A concern was brought up that our Bookstore has changed management again and the new management seems to be lacking in customer care, especially in regards to acquiring textbooks in a timely manner.

3. It was announced that for the Multidisciplinary degrees the concentrations are listed on student transcripts.

4. For the seven week summer school courses in the College of Education they are getting shorted in the time needed to give final exams for their students.

X. The meeting was adjourned at 2:48 p.m.

“Anti-Discrimination/Title IX” and “Improper Consensual Relationships.”

Civil Rights / Title IX

Texas A&M International University (TAMIU) does not discriminate or permit harassment against any individual on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, or gender identity in admissions, educational programs, or employment.

Title IX of the Education Amendments of 1972 specifically prohibits discrimination based on sex in educational programs and activities. As such, TAMIU strictly prohibits all forms of sex discrimination, sexual harassment, and related retaliation. Any person (student, faculty, administrator, staff, or guest) who believes that discriminatory practices have been engaged in based on sex may discuss their concerns and file a complaint of possible violations of Title IX with the TAMIU Title IX Coordinator (contact information below) or with the Office of Civil Rights (Dallas Office), U.S. Department of Education, 1999 Bryan Street, Suite 1620, Dallas, TX 75201-6810, (214) 661-9600.

YOUR RESPONSIBILITY TO REPORT: All TAMIU employees and students are responsible for ensuring their work and educational environments are free from sex discrimination, sexual harassment, and related retaliation. When alleged or suspected sex discrimination, sexual harassment, or related retaliation is experienced by, observed by, or made known to an employee, the employee is required to promptly report that information. More information is available in System Policy 08.01, *Civil Rights Protections and Compliance* and System Regulation 08.01.01, *Civil Rights Compliance*.

IF ALLEGED OFFENDER IS:	REPORT INCIDENT TO:
Student, Student Athlete, Employee (staff, administrator, student worker) or Third Party	Lorissa M. Cortez Director of Equal Opportunity & Diversity Title IX Coordinator KLM 159B Report It: www.tamiau.edu/reportit (956) 326-2857 TitleIX@tamiau.edu
Faculty Member	Dr. Kevin Lindberg Associate Provost Title IX Deputy Coordinator KLM 332B (956) 326-2601 klindberg@tamiau.edu

Consensual Relationships

In accordance with [System Regulation 07.05.01, *Consensual Relationships*](#), TAMIU is committed to maintaining work and educational environments that are free from conflicts of interest, favoritism, and abuse of authority. The following explains requirements regarding consensual relationships. If you have questions or need assistance regarding consensual relationships, please call the Compliance Office at 326-2855.

Employee and Undergraduate Student Relationships – As stipulated in Section 3 of the Regulation, full-time and part-time employees (**see note), including graduate assistants, are prohibited from pursuing or having a consensual relationship with an undergraduate student. (**NOTE: Student workers are excluded. “Student worker” is defined as a part-time employee who is also a currently-enrolled student.) Exemptions may be granted in exceptional circumstances and only by the President. Written documentation is required and is placed in HR file. A consensual relationship in violation of Section 3 may result in disciplinary action against the employee, up to and including dismissal.

Individuals Under Employee’s Authority or Supervision – As stipulated in Section 4 of the Regulation, a consensual relationship is prohibited between an employee and other individual (graduate student, staff, administrator, faculty, third party) who is under the employee’s authority or supervision. Authority or supervision means “authority over any term or condition of the other individual’s employment or academic status; job duties making the employee directly or indirectly responsible for the other individual’s hiring, supervising, evaluating, teaching, coaching, grading, advising, mentoring, or providing benefits to or obtaining benefits from the other individual, including employment.” The employee with the authority or supervision must notify their immediate supervisor to discuss alternate arrangements. The immediate supervisor must report the alternative arrangements to the President. Written documentation is required and is placed in HR file. An employee’s failure to promptly self-report a consensual relationship or to remedy through approved alternative arrangements may result in disciplinary action, up to and including dismissal.