

Texas A&M International University
TAMIU Faculty Senate
Friday May 6, 2022
12:00 p.m.– 2:30 p.m.
STC Ballroom

I. The meeting was called to order by the Faculty Senate President, Dr. Lourdes Viloría at 12:06 p.m.

II. *Roll Call:* Dr. Lourdes Viloría, Dr. James Norris, Dr. Marvin Bennett, Ms. Malynda Dalton, Dr. Li-Zheng Brooks, Dr. Deepak Ganta, Dr. Puneet Gill, Dr. Ariadne Gonzalez, Dr. Tatiana Gorbunova, Dr. Kameron Jorgensen, Dr. Hayley Kazen, Dr. Runchang Lin, Dr. Gilberto Martinez, Dr. Mehnaaz Momen, Ms. Angela Moran, Dr. Lola Norris, Dr. Leonel Prieto, Dr. Ruby Ynalvez

III. *Our Guests* were given the floor:

Dr. Pablo Arenaz

Dr. Arenaz announced that he was in College Station last week for the programmatic budget review before the Regents and that the review went smoothly. We built our budget on a 2-3% decrease due to the decrease in enrollment. The State Comptroller did report there is a \$12 billion state budget surplus and there is also a \$12 billion in the rainy day fund. On Monday the Chancellor and Congressman Cuellar will be on campus to announce a new MOU whereby we will get 3 to 5 of our students a year to participate in the Texas Merchant Maritime Academy's summer training on their new research ship based out of Galveston beginning in 2023-24.

Our summer and Fall semester enrollments look good, compared to last year. We are still a little bit behind 2020 enrollment and credit hour production and it is important that we maintain both because this is a budget 'counting' year. Our new freshman enrollment has been down by about 5% the last 2 years, which will directly affect the number of graduating seniors in the near future.

Dr. Arenaz will be attending a Board meeting next week to present the list of faculty that have been recently approved for tenure.

Dr. Thomas Mitchell

Dr. Mitchell began by commending the faculty who served on the many faculty search committees in the past year. We have been very successful in our searches this past year because most of the searches started earlier and identified and brought in the candidates for interviews in a more timely manner.

There are a couple of items for the Faculty Handbook related to promotion of Fixed-term Faculty that will need to be worked on in the Fall semester. Questions have come up as to when they should apply for promotion and how many years do they have to be vested before they can

apply for a higher rank. Also, some discussion has come up concerning the formal process by which Fixed-term Faculty can apply for a tenure-track position.

Dr. Mitchell explained the Regents Professor nomination process. They take nominations at the department level and the department chair makes a recommendation to the dean. The dean then makes a recommendation to the provost. The faculty member submits a dossier to the provost similar to that for promotion and tenure that addresses the criteria that the A&M system have set up for the award. The provost sends that dossier to a committee consisting of the current Regents Professors for their review, their vote and their recommendation to the provost. The provost then submits his recommendation to the president who sends it to a panel of system Regents Professors who then submit their recommendation to the Board for approval.

It was announced that Senator Malynda Dalton will be the Acting Director for the Library until a new director is hired to permanently fill the position.

Dr. Claudia San Miguel

Dr. San Miguel presented a change in the annual PPE rubrics for the Senate's consideration. These rubrics were endorsed by the Faculty Senate in 2011 and can be found here:

<https://www.tamtu.edu/coas/documents/GeneralPPEfor2011Work.pdf>

The problem is that standards for research have changed in the 10 years since these rubrics were created and approved. One problem is that some faculty have been getting a 5 (excellent) score on their annual research evaluations based solely on the number of citations to past research and not on new research that they have generated.

It was requested that the Senate discuss the proposal of removing the following sentence from pages 7 and 9 of the above-linked document:

"Or the faculty demonstrates his/her impact in the field by providing citation counts (e.g., 2-4 citations) published by the Social Science and/or Science Citation Indexes of his/her work."

It was stressed that total citations are important for tenure and promotion considerations, but not for an annual evaluation where no new research was made for that year.

It was suggested that the COAS faculty senators present this proposal for discussion with their respective faculty before bringing it to the Senate for discussion and possible voting.

IV. The minutes for the April 1st Faculty Senate meeting were approved with minor corrections.

V. Acknowledgement of Service on the Faculty Senate by Senator Vioria: Certificates of Service were presented to the Senate, acknowledging their past year of service.

VI. Old Business:

A. University Committees and Faculty Senate Election Results:

Senator Dalton reported that there are only 2 appointments to committees pending and that she will send out the committee lists to all of the senators soon.

B. The provision for lateral movement from fixed-term to tenure-track faculty positions:

Senator Viloría reported that the Faculty Senate Executive Committee met with the President and the Provost and it was agreed that the Senate should draft a document outlining the basic procedure for the lateral movement from fixed-term to tenure-track faculty positions.

C. Regents Professor Nomination Process: see previous notes from the Provost.

D. TAMIU Faculty Senate Statement in support of Texas Council of Faculty Senates in response to Lieutenant Governor Dan Patrick's comments; Senator Viloría - Review Draft; TAMIU Faculty Senate's Resolution - Senator Viloría - Review Draft; TAMIU Faculty Senate's Statement.

Drafts of both the Senate Statement and Resolution were provided for review and approval (see attachment). It was requested that the Senate should review the documents and submit any editorial changes to Senator Viloría by May 12th.

VII. New Business:

A. Technology Issues:

Senator Kazen reported that our email distribution lists are extremely outdated and if you have an old list or want to create a new list you should contact OIT. It was brought up that important emails are being blocked, particularly within Criminal Justice, and if that is happening in other departments please contact IT Security so they can adjust your email filters. It was announced that there will still be weekly updates to university computers throughout the summer. Finally, if you still need to set up your Adobe Acrobat Pro you can contact OIT for assistance and that OIT will also be creating up some video training on setting up and using Acrobat.

It was requested that the TAC ask how long the university will be using Blackboard and if they are even considering switching to a newer platform called Canvas. Also, a similar request was made about the AEFIS system that we are currently using.

B. Course Evaluations:

Senator Viloría announced that we did have an increase in student participation in course evaluations from 39% to 51%. Part of the reason for this increase was that the Faculty Senate worked with the Student Government Association to encourage students to motivate each other

to complete the evaluations. It was asked if we would have more participation if we went back to paper evaluations? The response was it was requested that the university run a pilot program on a few classes to compare the rate of participation between paper and electronic evaluations.

C. Deans' Evaluations:

Senator Ynalvez reported that the Assessment Committee has updated the questions for the Deans' Evaluations at their request (attached). The Senate was asked to review the instrument and send any comments/corrections to Senator Ynalvez by May 12th, when she will forward the revised document to the deans for their approval.

VIII. Committee Reports:

A. The Academic Oversight Committee: see previous report.

B. The Budget and Finance Committee: no report.

C. The University Ethics Committee: no report.

D. The Committee on Creation, Composition, and Responsibilities of Committees:

Senator Dalton expressed her thanks to the Senate for all of their support while she served as our Parliamentarian and Elections Officer and the Chair of the Handbook Committee over the past years.

E. The Awards Committee:

Senator Gill reported that they have all of the award results, both paper and electronic, collated and submitted to the Provost's Office. Whether we continue with both paper and electronic dossiers is left open to the Senate for future discussion.

F. The Faculty Handbook Revision Committee: no report.

G. The Assessment Committee: see previous report.

H. The Distance Education and Instructional Technology Committee: no report.

I. The Technology Advisory Committee: see previous report and attached minutes.

J. Fixed-Term Promotion Committee: no report.

IX. Adjournment of the 2021 – 2022 Faculty Senate: motion was made to adjourn and seconded and approved.

X. Call to Order: 2022 – 2023 Faculty Senate:

Welcome new senators: Kate Houston, Angel Pacheco Paredes, Jason Norris, Jeanette Hatcher and Seong Kwan Cho.

XI. Officer Elections:

Candidates for the Senate Executive Committee were all approved unanimously by the Senate without a vote:

- President: Senator Ruby Ynalvez
- Vice-President: Senator Hayley Kazen
- Secretary: Senator Marvin Bennett
- Elections Officer, and Parliamentarian: Senator Jeanette Hatcher

XII. Adjournment of the 2022-2023 Faculty Senate.

XIII. Faculty Awards: 2021-2022 Faculty Senate Return to Debate and Vote

- A. Outstanding Teacher of the Year Debate and Vote
- B. Distinguished Teacher of the Year Debate and Vote
- C. Distinguished Scholar of the Year Debate and Vote

XIV. The meeting was adjourned at 3:40 p.m.

- 1 (50-59):** Faculty in this category do not have an active research agenda but are current in their fields and are capable of being more productive than they have been. They may attend conferences. Or the faculty member is not as active and regular in practicing in his/her creative specialization/instrument/medium.
- 0 (<50):** Faculty in this category do not have an active research agenda and are not current in their fields. Or the faculty member is inactive in practicing in his/her creative specialization/instrument/medium.

Humanities & Social Sciences

- 5 (90-100):** Faculty must have published 1 or 2 articles in a national/international refereed journal or book chapters. Or a book (monograph). Or editing a book for a recognized academic press. Or several refereed journal articles (as generally defined and whether single or co-authored), or have a grant approved. ~~Or the faculty demonstrates his/her impact in the field by providing citation counts (e.g., 2-4 citations) published by the Social Science and/or Science Citation Indexes of his/her work, by providing published reviews of his/her work, or by other means.~~
- 4 (80-89):** Faculty must have published an article in a refereed journal (as generally defined), and one or more conference papers at major conferences in the field. Or a chapter in a book, published by a recognized academic press Or the faculty member wrote one or more competitive grants that were not funded and made demonstrable progress in his or her own research (e.g., manuscripts, conference papers).
- 3 (70-79):** Faculty must have presented at least one paper at a regional or national conference in his/her own field and have an active research agenda with a goal of publication (as evidenced by manuscripts in draft form, research data, etc.) or publication of one or more book reviews.
- 2 (60-69):** Faculty in this category have an active research agenda but failed to publish, write a grant, or produce evidence of substantial progress toward publication of an article during the year. Such a faculty member, however, has remained current in his or her field and is likely to publish or secure a grant in subsequent years.
- 1 (50-59):** Faculty in this category do not have an active research agenda but are current in their fields and are capable of being more productive than they have been. They may attend conferences.
- 0 (<50):** Faculty in this category do not have an active research agenda and are not current in their fields.

III. Service

- 5 (90-100):** Extraordinary. Uniformly excellent effort and results in important projects; generosity of spirit in volunteering; effective leadership appropriate to rank and position.
- 4 (80-89):** Excellent. Excellent initiative and effort with consistently beneficial results on important projects, appropriate to rank and position at multiple organizational and professional levels.
- 3 (70-79):** Good. Consistently effective service at multiple organizational and professional levels appropriate to rank and seniority; shows initiative; responsive to needs of students and department. It is expected that COAS faculty would rank at this level or above each year.
- 2 (60-69):** Minimal. A minimal level of useful activity, relative to rank and seniority, in serving the Program, Department, College, University or Profession.
- 1 (<60):** Little or no meaningful or useful activity in Department, College, or University. Or, behavior of a professionally unacceptable kind or of a harmful effect.

II. Research

Because research activities vary considerably in nature from discipline to discipline, the faculty committee charged with developing a rubric for evaluating research, scholarly, and creative activities felt it necessary to create criteria appropriate to four basic areas: behavioral sciences ; engineering, mathematics, and biological and physical sciences; fine and performing arts; and humanities and social sciences.

Note to Tenure-Track Faculty: Tenure is not a “sum of the parts.” In the relationship of yearly evaluations and final decisions about tenure and promotion, do not assume that acceptable yearly evaluations add up to tenure. For instance, a faculty member might earn a “3” in research each year because of presenting conference papers, but if at the end of the tenure-track period the faculty member has not published sufficiently, then tenure is almost certainly to be denied.

Note on Co-Authorship: Where a research rubric does not mention co-authorship specifically (e.g., Behavioral Sciences and Humanities and Social Sciences), the assumption is that co-authorship of a publication meets the criteria specified for “publication.” Generally, sole authorship carries greater credit than co-authorship. Also the position of the author’s name in the series of co-authors generally signifies the weight of the author’s contribution to the research or the writing, but the protocols of each discipline vary in how this contribution is signified (e.g., first author as principal researcher or last author as principal researcher or alphabetical equality).

Note on Selectivity/Status of Publication: The faculty member in submitting the PPE should describe to the chair and the dean the nature of his or her contribution to a co-authored publication. The faculty member should also provide to the chair and the dean whatever evidence is available to demonstrate the influence or status or selectivity of the journal or publisher in which the publication appeared.

Behavioral Sciences

- 5 (90-100):** Faculty must have published 1 or 2 articles in a national/international refereed journal or a book, in his/her field of study. Or several refereed journal articles (generally defined), or have a grant approved. ~~Or the faculty demonstrates his/her impact in the field by providing citation counts (e.g., 2-4 citations) published by the Social Science and/or Science Citation Indexes of his/her work.~~
- 4 (80-89):** Faculty must have published an article in a refereed journal (generally defined), and one or more conference papers at major conferences in the field. Or the faculty member wrote one or more competitive grants that were not funded and made demonstrable progress in his or her own research (e.g., manuscripts, conference papers).
- 3 (70-79):** Faculty must have presented at least one paper at a regional or national conference in his/her own field and have an active research agenda (as evidenced by manuscripts in draft form, research data, etc.).
- 2 (60-69):** Faculty in this category have an active research agenda but failed to publish, write a grant, or produce evidence of substantial progress toward publication of an article during the year. Such a faculty member, however, has remained current in his or her field and is likely to publish or secure a grant in subsequent years.
- 1 (50-59):** Faculty in this category do not have an active research agenda but are current in their fields and are capable of being more productive than they have been. They may attend conferences.
- 0 (<50):** Faculty in this category do not have an active research agenda and are not current in their fields.

**Statement in Defense of Tenure and Academic Freedom by the Faculty Senate of Texas
A&M International University**

DRAFT

The Faculty Senate at Texas A&M International University (TAMIU) supports academic freedom and opposes any attempt to weaken tenure. For decades, tenure has been confirmed by faculty and administrators as a protection of academic freedom in the production and sharing of knowledge.

As a small regional Hispanic Serving Institution dedicated to research, teaching, and student support, TAMIU and the communities we serve will be hurt by attacks on tenure and academic freedom. Abolishing tenure will weaken TAMIU's ability to recruit and retain faculty and to establish a reputation as destination for both students and faculty. Academic freedom is essential to teaching and research, as it enables us to help students develop their critical thinking skills and expertise.

The TAMIU Faculty Senate join the Texas Council of Faculty Senates Executive Committee in expressing disappointment related to Lieutenant Governor's Dan Patrick's desire to end tenure for Texas colleges and universities where free expression of ideas in teaching, learning and research are deemed to be associated with critical race theory.

The Texas Council of Faculty Senates (TCFS) is a federation of faculty senates, councils, and assemblies at Texas public colleges and universities that coordinates, supports, and represents Texas faculty governance organizations in matters of professional standards, academic freedom, and shared governance to government and other bodies for the benefit of all higher education stakeholders – students, faculty, staff, administration, governing boards, citizens of Texas, and a free society.

[NOTE: This draft was fashioned borrowing some wording from the TAMUSA statement and Lourdes' draft statement.]

Faculty Senate Resolution on Academic Freedom and Tenure

DRAFT

WHEREAS TAMIU's mission is to "prepare students for leadership roles in an increasingly complex, culturally diverse state, national, and global society" by pursuing "a progressive agenda for global study and understanding across all disciplines;"

WHEREAS the TAMIU Faculty Handbook [link to page 89] and TAMU System Policy 12.1 Sections 1 and 2 [link to policy] affirm the importance of academic freedom to the proper functioning of universities in a manner and language consistent with the American Association of University Professors' 1940 statement of Principles on Academic Freedom and Tenure [link to document];

WHEREAS faculty have responsibility for the curriculum at TAMIU, as stated in the Faculty Handbook and TAMUS System Policy;

WHEREAS the threat to tenure impacts the capacity of educators to explore a wide variety of topics that are crucial to the goals of education and the development of essential critical thinking skills;

WHEREAS TAMIU is one of the largest Hispanic Serving Institution in the United States;

WHEREAS educating about systemic barriers to realizing a multiracial democracy based on race or gender should be understood as central to the active and engage pursuit of knowledge in the 21st century to produce engaged and informed citizens;

WHEREAS TAMIU's Inclusion, Diversity and Equity Committee (TIDE), charged by the Office of the Provost, is committed to the TAMU System's normative principles of diversity, equity, and inclusion, as well as to "advancing the cause of these principles by pursuing cross-cultural exploration, inter-cultural relationship building, and mutual learning and growth;"

THEREFORE BE IT RESOLVED that the TAMIU Faculty Senate resolutely rejects any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority by the legislature or Board of Regents.

BE IT FURTHER RESOLVED that the TAMIU Faculty Senate affirms the Joint Statement on Effort to Restrict Education about Racism [add link] authored by the AAUP, PEN America, the American Historical Association, and the Association of American Colleges & Universities, endorsed by over seventy organizations, and issued on June 16, 2021.

[NOTE: This draft was fashioned based on the Template Academic Senate Resolution sent to us by Sarah Sklaw]

Texas A&M International University/ Technology Advisory Committee

Meeting Agenda

April 28, 2022

2:30 p.m. Virtual

Meeting Facilitator: Dr. Hayley Kazen

Invitees:

San Juanita Hernandez– Faculty Senate Appointee,

Frances Bernat- COAS in attendance

Cynthia L. Piña, COED in attendance

Hugo Garcia –ARSSBA, in attendance

Seong Kwan Cho – CNHS,

Eva Hernandez – KL

Alma Jasso Chavez, UC

President's Appointee, Marvin E. Bennett, III in attendance

Fred Juarez III, VP for Finance & Admissions Appointee,

Ana Gonzalez, VP for IT Appointee in attendance

Cathy Colunga, VP for Institutional Advancement Appointee

Juan Garcia, VP for Student Success Appointee

Miguel Munoa, VP for Informational Technology/CIO, ex-officio in attendance

Tony Ramirez-in attendance

Welcome/ Roll call-

I. Review/Approve March 10, 2022 minutes

II. New Business

1. Linking 3rd party apps

- i. M. Munoa-current approach is that we can only integrate 3rd party apps that we have secured a contract with. Free apps must go through same process. Faculty should reach out to him if they have apps they want to integrate, and it will be decided on a case-by-case basis.

2. Outlook distribution lists

- i. C. Pina asked why Distribution Lists are not connected to current directory. M. Munoa stated that there is not a lot of internal governance when it comes to distribution lists; it is very user driven. If faculty need a DL created or cleaned up, they should submit a work order to OIT.

III. Open Agenda-

1. F. Bernat brought up a concern about emails being blocked because of content or attachments. M. Munoa responded that we have an imperfect filtering system that focuses on key words or patterns of data. It scans for things that meets certain criteria. If emails are getting blocked, please contact IT security, and they will tweak the system so as to accept these types of emails.
2. M. Bennett asked if weekly computer updates would continue in the summer; M. Munoa affirmed.
3. H. Kazen asked about expiration of Adobe Pro. M. Munoa stated that this was probably an older version and that faculty had not finished setting up new Adobe. He will look into both DIY video as training on Adobe as well as more intensive training for faculty who need it.

Meeting adjourned at 3:10 pm

RESULTS SUMMARY

Administrator Evaluation Instrument - DEAN

- 1) The Dean clearly communicates, supports, and promotes the college vision, missions and goals.

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree

- 2) The Dean establishes and communicates clear guidelines to address faculty Evaluation:

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
Insufficient Information to Render an Informed *Decision*

- 3) The Dean establishes and communicates clear guidelines to address faculty promotion:

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
Insufficient Information to Render an Informed *Decision*

- 4) The Dean establishes and communicates clear guidelines to address faculty tenure/post-tenure:

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
Insufficient Information to Render an Informed *Decision*

- 5) The Dean appropriately disburses resources and funds in support of faculty members' teaching, scholarship/research and service:

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
Insufficient Information to Render an Informed *Decision*

Commented [R1]: Originally this statement was divided into three questions- teaching, research and service were separate. Think about it- do we bring it back to 3 separate questions? Another recommendation: revise this question

6) The Dean acts fairly and in accordance with established guidelines when dealing with conflict resolution issues (e.g., involving faculty members and students).

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Insufficient Information to Render an Informed *Decision*

7) The Dean promptly responds to faculty members' concerns.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Insufficient Information to Render an Informed *Decision*

8) The faculty feel comfortable expressing concerns and ideas; ideas can be expressed without prejudice.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Insufficient Information to Render an Informed Opinion *Decision*

9) Additional Comments (optional)