

The University of Texas Rio Grande Valley

2016-2017 Faculty Senate Meeting Minutes

HCEBL 1.100, Harlingen Campus

Friday, May 5, 2017

2:00 pm- 4:30 pm

Minutes prepared by Michelle Alvarado, UTRGV Faculty Senate, Secretary

SENATORS PRESENT: Andrew Anabila, Arden Dingle, Aziza Zemrani, Bobbette Morgan, Britt Claude Haraway, Catherine Faver, Christopher Vitek, Don Carlson, Donald J. Lyles, DongYop Oh, Dora Saavedra, Douglas Timmer, Eleftherios Gkioulekas, Ernesto Ramirez, Fidencio Mercado, Frederick Darsow, Jameela Banu, James Boudreau, James Bullard, James Wenzel, John Newman, John Vandenberg, Justin Writer, Kathy (Kathleen) Carter, Kip Austin Hinton, Laura Seligman, Margaret Graham, Maria Romero-Ramirez, Michael Weaver, Michelle Alvarado, Micky (Dumitru) Caruntu, Murat Karabulut, Raquel Estrada, Saara Grizzell, Sanjeev Kumar, Sheila Dooley, Teresa Feria Arroyo, Volker Quetschke, Wendy Innis, Wendy Lawrence-Fowler, Wilma Mealer, Yasar Tasnif

SENATORS ABSENT: Alexander Kazansky, Bailey Wang, Brian Warren, Cory Wimberley, David Anshen, Frank Dirrill, Irasema Gonzalez, Irina Armianu, Irving Levinson, Jacob Neumann, Jasang Yoon, Jeffrey McQuillen, James Whittenberg, Jung-II Oh, Katherine Decker, Lilia A. Fuentes, Mahmoud Quweider, Marguerite Dewitt, Maria "Miriam" Herrera, Michelle Keck, Mohammadali Zolfagharian, Nicolas Pereyra, Ranadhir Roy, Robert Gilbert, Rosalinda Hernandez, Rosalva Resendiz, Sam Sale, Sabin Wu, William Donner

EXCUSED ABSENCES: Jorge Vidal, Yuanbing Mao, Joe Lacher, Cynthia Paccacerqua

FACULTY SENATE OFFICE ASSISTANT III: Vanessa Ceballos

VISITOR(S): Ala Qubbaj, Cynthia Brown, Elise Grizzell, Guy Bailey, Marie Mora, Havidian Rodriguez, Kristin Croyle, Lisa Smith

I. Welcome/Introductions/Overview

President Morgan convened the meeting at 2:01 p.m. She then welcomed senators and guests and provided an overview of the agenda.

II. Guests & Announcements:

Update from UTRGV President Guy Bailey President Bailey provided an update on a few items. In regards to the higher education budget, the Comptroller predicts the House version of the budget will have a 4% budget cut and the Senate version may eliminate "special line items" which will impact the School of Medicine. He believes the School of Medicine will be funded and money will be placed back in the "special line items". There are five members from the House and Senate who sit on the Higher Education Budget Committee, and the Rio Grande Valley has two representatives on the committee, Oscar Longoria and Chuy Hinojosa.

President Bailey stressed it is important to have steady, solid enrollment growth. UTRGV had a problem during Fall 2016 when graduate enrollment fell by 1,000 students. An enrollment plan is needed to promote growth. He also stated that a soft hiring freeze has been

implemented, and it may delay hiring. He is working on private giving and \$28 million have been donated so far.

Update from Provost Havidán Rodríguez

There is massive construction on both campuses. Two new buildings are being constructed on the Edinburg and Brownsville campuses and one for the School of Medicine. Faculty were celebrated and honored at the Faculty Awards Ceremony. The College of Business received accreditation from AACSB. The University received approval from the Texas Higher Education Coordinating Board for a bachelor's program in tourism, a PhD in physics, and we were granted permission to increase the Physician Assistant's program enrollment from 50 students to 100. A Master's for political science is pending approval from the UT System as well as a PhD in physical therapy. We are presenting the UTRGV Strategic Plan to the Board of Regents this month. We are working and communicating with SACS/COC to address the probation issue. We hired 53 new faculty. He announced that adjustments based on the Huron Report & Study will be made in the Fall 2017.

A question was asked if there were any plans for each college to have one commencement. The issue is there is no space available to accommodate the large number of people participating and attending commencement. They have been looking for alternate sites to rent. When Commencement is held at the McAllen Convention Center, graduates have been limited to four tickets per student. A question was asked about how many new faculty were hired for the School of Medicine. New faculty for the SOM were not included in the 53 new faculty hired. The issue was raised that workload has increased for the SOM faculty.

Vice Provost for Faculty Affairs and Diversity, Ala Qubbaj

Dr. Qubbaj announced that the Faculty Excellence Awards were published in what will be a yearly publication. The Center for Teaching Excellence is sponsoring the Teaching and Learning Symposium. Over two hundred and fifty faculty have been given grants for travel.

III. Reports

Blue Ribbon Committee

- A. Members: Bobbette M. Morgan, Dora Saavedra, Marie Mora, Ala Quabbaj, Dean McHatton, Dean Block, Dean Díaz, Dean Grewal
- B. The BRC has reviewed policies to facilitate the cooperative work of the Senate and the Administration

A motion to remove Old Business and move to new business was made by Senator Wittenberg. The motion was seconded, and then passed by the Senate.

Discussion ensued on the following policies.

1. **ADM 06-110: Acceptance of Money from Students** – Senator Quetschke moved to accept the policy as presented, and Senator Vitek seconded the motion. There was no discussion. The motion carried.
2. **ADM 06-207: Academic Program Abandonment** – Senator Caruntu moved to approve this policy as presented, and Senator Banu seconded the motion. There was no discussion. The motion carried.

3. **ADM 06-208: Continuing Education Fees** – Senator Ramirez moved to approve the policy as presented, and Senator Banu seconded the motion. There was no discussion. The motion carried.
4. **ADM 09-100: Acceptable Use of Information Resources** – Senator Karabulut moved to approve the policy as presented, and Senator Caruntu seconded the motion. There was no discussion. The motion carried.
5. **ADM 07-400: Intellectual Property** – Senator Graham made the motion to approve the policy as presented, and Senator Fowler seconded the motion. Discussion ensued. It was noted that policy is closely aligned to the UT System Board of Regents policies. The motion carried and the policy was approved.

IV. Old Business (Action items)

- A. Motion and a second were made to modify the current agenda to include the minutes of the March 31, 2017 Faculty Senate meeting on agenda. The motion carried.
- B. Minutes, Michelle Alvarado, Faculty Senate Secretary
Senator Wenzel moved to approve the minutes of the March 31, 2017 Faculty Senate Meeting. Senator Quetschke seconded the motion. The motion passed.
- C. Blue Ribbon Committee
 1. **ADM 06-502: Annual Faculty Evaluation** - Senator Karabulut moved to approve this policy, and Senator Grizzell seconded the motion. Discussion ensued. Background on the establishment of the Blue Ribbon Committee was provided for the new senators. The purpose of the BRC, which consists of 2 Faculty Senate representatives—Bobbette Morgan and Dora Saavedra; 4 Dean representatives—Dr. Grewal, Dr. Block, Dr. Diaz, and Dr. McHatton; and Dr. Qubbaj and Dr. Mora, is to review policies and try to resolve differences between the Faculty Senate and Administration before they go before they are returned to the Senate and before they go before the Academic Affairs Executive Council. Faculty Senate has established a good working relationship with the Deans and representatives on BRC. The process of reviewing policies is iterative and recursive in that policies go back to the Faculty Senate for review if there are changes that need to be discussed. The theory behind the formation of the BRC is that the BRC work will streamline the process of policy review and adoption. . On the policy at hand, it was noted that in some departments, faculty are divided into two committees, tenure track faculty/tenured faculty (Tenured/TT) and non-tenure track faculty (NTTF). It was also noted there is some confusion regarding the two level of reviews from Department Chair to Dean. In regards to Annual Review and Tenure and Promotion policies, some faculty serve on both committees. Some non-tenured and NTTF faculty feel intimidated to evaluate colleagues (who are tenured). It was stated that people need to be elected to serve on the Annual Review Committee.

An amendment to the policy was raised by Senator Gkioulekas. Senator Quetschke made motion to accept the friendly amendment and Senator Banu seconded the motion. The proposed amendment is described below.

Proposed Amendment to ADM 06-502 – This was in regard to adding an appeal beyond the Dean’s evaluation level. Language needs to be clearer in policy. Deans do not have to provide feedback in annual review evaluation except when issues arise. The issue was raised that people in positions of authority are not following policy. Faculty are afraid to speak up. The question raised was if there should be an appeal beyond the Dean’s level. It was argued that there is a college committee to review appeals and resolve issues at the college level. Faculty also have the option to file a grievance. It was also mentioned that TT faculty can vote and serve on annual review committee.

The Question was called, and the vote for approving the amendment of adding another level of appeal was voted on.

Favor – 8

Oppose – 36

Abstain – 3

The proposed amendment was voted down.

2. **ADM 06-504: Post-Tenure Review** – Senator Caruntu moved, Senator Vitek seconded the motion to approve this policy as presented. Discussion ensued. An amendment to the policy was entertained. It was proposed that to add that “only in the case where the one category rating is unsatisfactory or does not meet expectations, the action plan provision under E. 4. c. may be evoked.” Senator Gkioulekas moved to accept the amendment, and Senator Vitek seconded the motion. A vote was taken with the following results.

Favor – 34

Oppose – 0

Abstain – 11

This amendment to 06-504 was accepted and will be added.

There was further discussion regarding ADM 06-504.

Proposed Amendment #1: An amendment was proposed by Senator Gkioulekas. In section *d* of the policy, there should be a statement that states: “who will make the decisions.” Senator Weaver suggested checking policy ADM 06-111 Grievance Policy about who makes decisions. The question was addressed to Ala Qubbaj who stated that the Provost only reviews PTR faculty dossiers if there are any issues. There are policies in place for faculty to appeal. A concern was expressed that appeals have been routinely turned down on campus. There is a need to insert language to protect faculty.

Proposed Amendment #2. According to E. 4. F, if rating is unsatisfactory, it may go to the Provost. Question was asked, who determines who makes the decision

to send the case to the Provost. Recommendation was presented that it will be a joint decision by Dean and a college committee comprised of faculty that determine decision. Faculty member could request a review by college committee. Refer to Page 5 of resolution (items i & j). Question was raised who appoints the college review committee. This is a concern for faculty. Amendment was proposed to include in section i, page 5 to add, “shall refer the case to the University TNP committee.” President Saavedra motioned to accept amendment and Senator Faver seconded amendment. Discussion ensued.

Senator Quetschke moved to approve the amendment, and the motion was seconded. The motion carried and Amendment #2 to ADM 06-504 passed.

Overall vote on policy 06-504 as amended

Favor – 39

Oppose – 2

Abstain - 3

3. **ADM 06-507: Termination of a Faculty Member During Term of Appointment** – Senator Whittenberg moved, and Senator Ballard seconded the motion to approve the policy. Discussion ensued on the policy regarding page 3. The policy passed as presented.

V. New Business

Senator Fowler moved to adjourn the meeting and convene the first meeting of the 2017-2018 Faculty Senate to conduct the election of officers. Senator Graham seconded the motion. The motion passed. The final meeting of the 2016-2017 Faculty Senate adjourned at 4:29 p.m.