



**2016-2017 Faculty Senate Minutes
February 3, 2017, 2:00-4:30 PM
EDBCX Ballroom, Edinburg Campus**

Minutes prepared by Michelle Alvarado, UTRGV Faculty Senate, Secretary

SENATORS PRESENT: Andrew Anabila, Aziza Zemrani, Bailey Wang, Bobbette Morgan, Brian Warren, Catherine Faver, Cory Wimberly, David Anshen, Don Carlson, Donald J. Lyles, DongYop Oh, Dora Saavedra, Douglas Timers, Eleftherios Gkioulekas, Ernesto Ramirez, Frank Dirrill, Fidencio Mercado, Irasema Gonzalez, Irina Armianu, Jacob Neumann, Jameela Banu, James Boudreau, James Bullard, James Wenzel, James Whittenberg, Jasang Yoon, Jeffrey McQuillen, Jorge Vidal, Joe Lacher, John VandeBerg, Jung-Il Oh, Justin Writer, Kelly Leu, Laura Seligman, Margaret Graham, Maria "Miriam" Herrera, Maria Romero-Ramirez, Michael Weaver, Michelle Alvarado, Micky (Dumitru) Caruntu, Mohammadali Zolfagharian, Robert Gilbert, Rosalinda Hernandez, Rosalva Resendiz, Sam Sale, Saara Grizzell, Sibin Wu, Teresa Feria Arroyo, Wendy Innis, William Donner, Wilma Mealer, Yasar Tasnif, Yuanbing Mao

SENATORS ABSENT: Alexander Kazansky, Arden Dingle, Brent Campney, Christopher Vitek, Douglas Timmer, Frederick Darsow, John Newman, Katherine Decker, Kathy (Kathleen) Carter Kip Austin Hinton, Lilia A. Fuentes, Mahmoud Quweider, Marguerite Dewitt Michelle Keck, Murat Karabulut, Nicolas Pereyra, Ranadhir Roy, Sanjeev Kumar, Sheila Dooley Volker Quetschke, Wendy Lawrence-Fowler

SENATORS ABSENT (EXCUSED): Britt Claude Haraway

FACULTY SENATE OFFICE ASSISTANT III: Vanessa Ceballos

VISITOR(S): Ala Qubbaj, Marie Mora, Cynthia Brown

I. Welcome/Introductions/Overview

- A. President Morgan convened the meeting at 2:02 pm. She welcomed 3 new senators: Frank Dirrill, Maria Romero Rodriguez, and Laura Seligman. Brent Campney has resigned and Irving Levinson has replaced him. She introduced invited speakers: Cynthia Brown, Ala Qubbaj, Marie Mora

II. Presentation-Film "Starving the Beast" (15 min. preview)

- A. The documentary "Starving the Beast" was shown for about 40 minutes. President Morgan will send the link to all faculty to view the documentary. Our UTRGV librarians discovered we can view the documentary at no cost using Canopy. Thank you Senator Leu and librarians.

III. Group Photograph of Senators

The Faculty Senate website is live and up and running. Pictures of current senators will be posted on the website.

IV. Guests/Announcements:

A. Update on SACSCOC Probation and White Paper - Cynthia Brown, Deputy Provost

- i. Cynthia Brown provided an update on SACS probation. Provost Rodriguez, Cynthia Brown, and Janna Arney met with SACS in Georgia. The meeting went well and the SACS committee was impressed that UTRGV was there to discuss the probation issue with the SACS team. Dr. Whelan, President of SACS, was very confident that SACS and UTRGV will work together to resolve the issue. UTRGV will remain on probation until December since SACS only meets twice a year. SACS will make a site visit in October and will need to review our responses to their letter.

Dr. Brown reported that SACS wanted to reassure all parties that this probation has nothing to do with the quality of UTRGV's academic programs. The main issue identified by SACS is in regard to the two transition timelines established to create UTRGV. One timeline that was followed pertained to the partnership of UTB and TSC. TSC had to apply for separate accreditation and was supposed to have done so by December 2014, but did not occur until June 2015. The second timeline referred to the consolidation of UTPA and UTB into UTRGV. The second timeline is the one that was problematic and resulted in the SACS letter.

SACS stated that no other institutions had the complexity of merging like UTRGV did. The integrity violation refers to the repeated misrepresentation of the UTPA and UTB transition into UTRGV. SACS viewed both institutions as separate entities. SACS was concerned with a printed recruiting brochure that featured two campuses and one journey. The one journey refers to the consolidation of UTPA & UTB into UTRGV, but SACS said it was misrepresented because we did not mention the five universities which included UTPA, TSC, UTB, UTRGV, and UTB-TSC. Based on the recommendation by SACS, UTRGV will need to examine and revise its website pages to ensure an accurate representation of the UTRGV consolidation process. Provost Rodriguez, Cynthia Brown, and Janna Arney met with the Faculty Senate Executive Committee to discuss the sanctions and to distribute communication to the university community regarding the SACS probation.

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Discussion ensued regarding the SACS probation. A question was raised regarding TSC's accreditation. Cynthia Brown explained UTB remained in partnership with TSC until they received accreditation; otherwise, TSC would not have been accredited and students would have been at risk losing their financial aid. Another question was: What kind of plans does UTRGV have to restore and to rebuild trust with the campus and external communities due to the miscommunication that led to the SACS probation? The response was: UTRGV will try to be transparent and will re-publish the timeline of the transition and that information will be available to all stakeholders.

Cynthia Brown also reported that Provost Rodriguez is willing to meet with Faculty Senate to discuss the hiring freeze and the "rollout" of the Strategic Plan. The Provost's suggestion to form a Blue Ribbon committee to discuss the issues of the White Paper was mentioned but not discussed.

B. Vice Provost for Faculty Affairs & Diversity- Ala Qubbaj

i. Updates regarding equity salary adjustments were provided. Six colleges are finalized and the last one is College of Health Affairs. Fifty-two faculty salaries have been adjusted (non-gender) in the Colleges of Liberal Arts, Business Administration, and Education, and Science. Twenty-three of the fifty-two adjustments were gender related and the rest were non-gender related.

There are forty-five tenure and promotion cases and the University T and P Committee will start reviewing them. The compression/inversion study has not been started. Eighty-six new faculty submitted their dossiers using the on-line Faculty Portfolio System. In regards to the student course evaluations, UTRGV had 80% response rate which is the highest in the UT system. Eighteen nominations for the Regents award were received, and our campus will submit 6 nominations. This is a change from 15 to 6. For the first time at UTRGV, there will be a retirement reception on May 9th for faculty who are retiring. Received over 100 applications were received for Faculty Support Travel awards. Javier Cavazos, the Director of the Center for Teaching Excellence will be announcing the first teaching symposium at UTRGV.

ii. The Faculty Senate requested the raw data for the Huron Study.

Update on the White Paper – President Morgan

The results from the survey distributed to the Faculty Senators were shared. Because a small number of responses were received, we cannot generalize; however, the results do give some idea of how faculty feel on campus. Most

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faculty are not satisfied with various issues on campus. In regards to compensation, faculty were not very satisfied since other UT system institutions received 2-3% raises but UTRGV did not. Faculty are pretty satisfied with teaching workload. There is a good effort to provide professional development and support for faculty. Opinions varied regarding department leadership. Over sixty percent stated they were okay with the President's leadership and fifty percent said they were okay with the Provost's leadership. Opinions varied among the leadership from Deans. Based on this small sample, there appeared to be some slight progress from a year ago.

C. Other Administrative Updates (if available)

- i. Kristin Croyle- VP for Student Success – was not present at meeting
- ii. Marie Mora- Blue Ribbon Committee

There are four deans, two Faculty Senate representatives, Marie Mora, and Ala Qubbaj serve on the Blue Ribbon Committee (BRC). The committee will review and expedite the HOP policies. In 2014-2015, 189HOP policies were reviewed by a joint HOP committee comprised of UTB and UTPA representatives. The BRC is currently reviewing six policies. The Workload Policy is currently being modified by the UT system and therefore, the BRC will not reviewed it until the UT system approves its new Regents Rule on Workload.

V. Old Business (Action Items)

- A. Minutes from the November 11, 2016, prepared by Wendy Lawrence-Fowler, Past Secretary and Dora Saavedra, President-Elect. President Morgan entertained motion to accept. Senator Weaver moved and Senator Graham seconded the motion to accept the minutes of November 11, 2016. The motion carried.
- B. Status of ADM 06-101: The Faculty Role in Shared Governance
 - a. Update from the UTS Faculty Advisory Council (FAC) was given by Senator Saavedra. The UT system institutions are very pleased with Chancellor McRaven's leadership. He understands the needs of the faculty. UTS FAC will have team visit campus sites to ask for input regarding if or how shared governance is being operationalized. Thirty faculty representatives serve on the UTS FAC and are trying to advocate for shared governance at all our institutions. Executive Vice Chancellor Steven Leslie is overseeing the modifications to the Workload Policy. The policy needs to be defined to support the mission of the university. The UT system is sponsoring a Women's Senior Leadership Initiative.

- C. The minutes from the December 2, 2016, prepared by Michelle Alvarado, Faculty Senate Secretary were presented. Senator Caruntu made a motion to accept the minutes. The motion was seconded by Senator Wenzel. The motion carried.

VI. Blue Ribbon Committee Update

- A. Members: Bobbette M. Morgan, Dora E. Saavedra, Marie Mora, Ala Qubbaj, Dean McHatton, Dean Block, Dean Diaz, Dean Grewal
- B. Policies to be addressed
1. Tenure and Promotion
 2. Annual Review
 3. Grievance
 4. Academic Committees and Councils
 5. Post Tenure Review
 6. Workload

VII. New Business

- A. Faculty Grievances- ADM 06-111

Senator Saavedra and Marie Mora provided an update on the HOP Grievance Policy. They provided a historical background on the faculty senators who reviewed the policy. They also explained the proposed changes to the policy. The purpose of this policy is to increase protection of faculty during the grievance process.

There was discussion on the policy. Recommendations to modify the current policy were discussed.

- i. A faculty member may bring any representative to the informal hearing such as a lawyer or colleague.
- ii. Faculty should be able to bring any representative to serve as a witness at the informal hearing.
- iii. For section E. Procedures (1) Informal Grievance Process (f) – reword or change“ attorneys or representatives” to just “representatives”
- iv. Both parties may select a representative to attend the informal hearing.
- v. With advance notice, each party may be accompanied with a representative of their choice.
- vi. The Grievance committee will select and elect the Chair.
- vii. Provost will review the grievance policy with the committee before the case is heard.
- viii. The university should not release grievance cases to the media. Each grievance must be handled with upmost confidentiality. Confidentiality must be maintained to protect faculty.



B. Academic Committees and Councils- ADM 02-201

VIII. Meetings

- A. Faculty Senate Executive Committee Meetings:** Edinburg Faculty Senate Offices, Library, February 10, 2017 at 2:00 pm.
- B. Faculty Senate Meetings:** February 17, 2017-Harlingen, HCEBL 1.100 Auditorium

IX. Other/Announcements

- A. Volunteers for the textbook adoption focus group requested by Robert Cantu**
 - i. Jim Wenzel
 - ii. Micky Caruntu
 - iii. Irving Levinson
 - iv. Fidencio Mercado
 - v. Aziza Zemrani will recruit someone to serve

X. Closure and Processing

- A. The meeting adjourned at 4:31 p.m.**