



Brownsville, Edinburg, Harlingen

2024-2025 Faculty Senate Meeting Minutes

Tuesday, November 12, 2024, 3:00–5:00 pm CST Via Zoom

Senators Present:

Folake Adelakun, Punit Ahluwalia, Mataz Alcoutlabi, Michelle Alvarado, Elvia Ardalani, Bruno Arthur, Abdurrahman Atesin, Norma Beardwood-Roper, Mounir Ben Ghalia, Erica Buchberger, Brent Campney, Ruth Crutchfield, Laurie De Leon, Fuat First, Christopher Gabler, Liliana Galindo, Alexandre Couture Gagnon, Joel Garza, Suad Ghaddar, James Gleason, Cynthia Lopez Guerrero, Jose Gutierrez, Marcela Hebbard, Servando Hinojosa, Wanrong Hou, Joseph Hovey, Krista Jobson, Ulku Karabulut, Megan Keniry, Marisa Knox, Lisa Longoria, Denise Longoria, Gladys Maestre, Salma Mahmood, Pedro Martinez, Ferenc Moldovanyi, Randall Monty, Robert Moreira, Mohamadhossein Noruzoliaee, Noushin Nouri, Jung-IL Oh, Tamer Oraby, Edna Orozco, Cynthia Paccacerqua, George Padilla, Maysam Pournik, Mahmoud Quweider, Monika Rabarison, Genaro Ramirez Correa, Ignacio Rodriguez, Margaret Rubi, Jack Ruelas, Igor Ryabov, Laura Seligman, Andrew Smith, Silvia Solis, Hooman Tabatabai-Mir, Mohammed Uddin, Vejoya Viren, Sarah Williams-Blangero, Cory Wimberley, Haiyan Zhou, Christian Zuniga

Guests Present:

Marzieh Ayati, Khalid Benamar, Chelsea Chang, Katherine Christoffersen, Salvador Contreras, Robert Dearth, Sylvia Gonzalez-Gorman, Jolly Jaison, Michael Lehker, Jose Campo Maldonado, Gerardo Munoz-Monaco, Gina Gwen Palacios, Ala Qubbaj, Padmanabhan Rengasamy, Sara Reyna, Alma Rodriguez, Cinthya Saavedra, Dora Saavedra, Can Saygin, Jean-Baptiste Tondji, Maria Luisa Trinidad, Nitin Vishwakarma, Jeff Ward, Shirley Wells

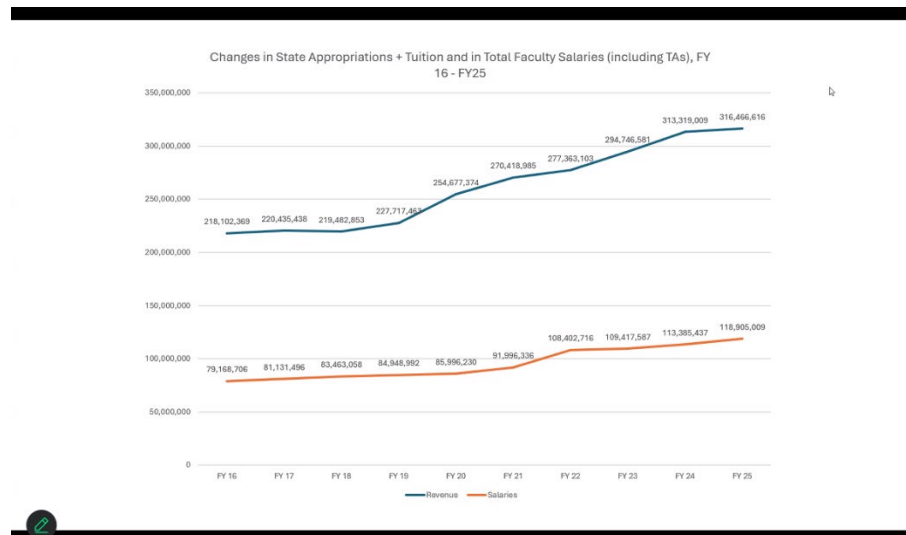
Senators Absent:

George Atisa, Veronica Castro, Sonia Chapa, Marcus Farris, Elizabeth Deven Hernandez, Jeong Kim, Kye-Hwan Lee, Donald J. Lyles, Belinda Rivas, Erwin Suazo, Ahmed Touhami

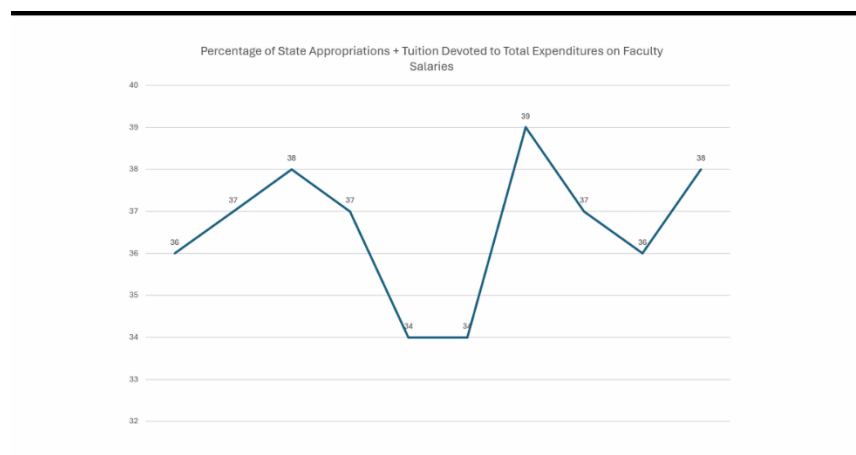
Meeting called to order at 3:02 PM

- a. Senator Solis welcomed all and reminded all about:
- b. Robert's Rules
- c. Limit of speaking to two occasions during the meeting
2. Senator Crutchfield, Interim Secretary –
 - a. Presented corrected minutes.

- b. Senator Smith motion and Senator Gabler seconded.
 - c. Motion passed.
 - d. All in favor
 - e. No abstentions.
3. President Gabler update
- a. Priorities
 - b. Departmental Reorganization Policy
 - c. Financial Exigency Policy
 - d. Faculty salary- October meeting: President Gabler presented facts and numbers. Dr. Bailey was present and asked for the presentation to be shared. The faculty salary report was also shared by Dr. Gabler. President Bailey reviewed the presentation and responded and provided analysis. Impromptu discussion was had with President Bailey. A formal meeting has been requested to complete this discussion that will take place in early December.



- i. Critical distinction needs to be made between the total budgets and the revenues spent on salary. The salary line is in orange including medical school. \$118,905,009. FY16- FY 25. The salary has gone 50%. The total budget that could be spent on salaries was 45%.



- ii. Appears there may be a possible consistent use of percentage of income for salary.
 - iii. President Bailey did preface that he recognized that salaries needed to increase.
- e. Workload Policy- President Gabler has been meeting with Dr Saavedra to work on this policy. Policy Impact statement has been submitted and is under review by the HOP committee. The Senate will see this document and be able to discuss the changes soon.



Policy Impact Statement

Instructions: This Policy Impact Statement form informs the HOP Committee about the need for a new or amended policy. The Policy Owner (person authoring the policy) should fill out and submit this form to the Policy Coordinator at the following points in time during the policy development process:

- For a **new** policy: submit the completed Policy Impact Statement before starting to draft the policy. The HOP Committee will review this form, determine whether the policy is needed, and which division should have responsibility.
- For an **amended** policy: submit the completed Policy Impact Statement before starting to amend the policy. The HOP Committee will review this form and mark the policy as under amendment.
- For both **new** and **amended** policies: once the Policy Owner has completed a policy draft ready for submission to the HOP Committee for review, submit the Policy Impact Statement form along with the policy draft.

Please submit form to HOP Committee Policy Coordinator, Dr. Janna Arney, in care of Angie Coronado, at Angie.Coronado@utrgv.edu.

Policy Title: Faculty Workload Policy

Is this a request to publish a new HOP policy or amend an existing HOP policy? New: ☐ Amendment: ☒

Policy Number (if amendment of existing policy; leave blank for new policies): 06-501

Policy Owner (name and title of person primarily responsible for authoring the policy draft):

Maggie Cronn, Assistant Vice Provost for Faculty Affairs

Policy Owner Email: maggie.cronn@utrgv.edu

Policy Owner Phone Number: 5-7899

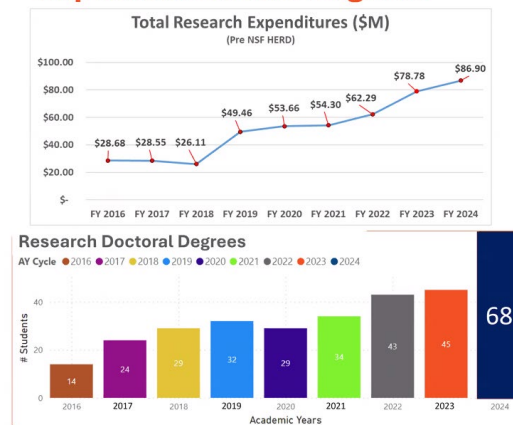
Responsible Executive (name of division with primary responsibility for developing policy):

Cynthia Saavedra, Vice Provost for Faculty Affairs (Academic Affairs)

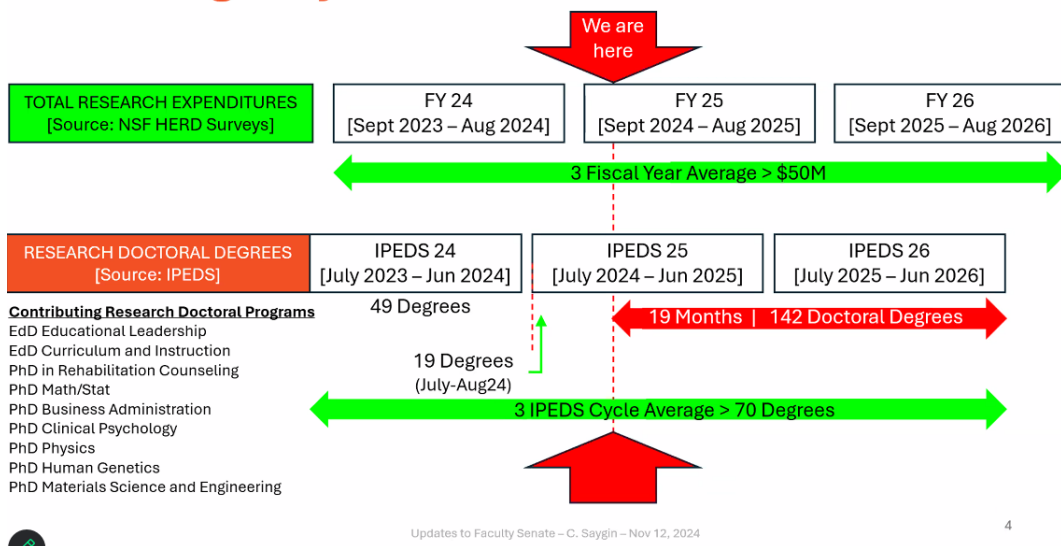
- f. Grievar
 - i. Faculty Ombuds person call is open and has a closing date of 11.22.24. FS potential new committee. Faculty led independent group but formally recognized as part of the process. Charge of FS to work on faculty rules and committee.
- g. Departmental reorganization policy
 - i. Members of the college of science can now be involved in revisions to the chemistry curriculum.
 - ii. Faculty with relevant expertise can now mentor graduate students in any program regardless of unit membership.
- h. Remove research Barriers.

- i. Workload reform to provide research time underway.
 - ii. The research policy committee worked on this last year.
 - 1. Committee, please provide a report for the next meeting.
 - 2. The primary charge for this year is to focus on identifying the barriers and ways to find solutions.
 - i. Financial exigency policy
 - i. We have learned what it takes to get a new policy placed in the HOP.
 - ii. Models from peer institutions.
 - j. Dr. Gabler shared a video regarding higher education and the comments provided by newly elected President of the U.S.
- 4. Senator Blangero- Website will be updated to the most recent update that UTRGV will be using. Senators will be updated as the website is completed.
- 5. Dr. Can Saygin – Last update from Dr. Saygin was 9.10.24. Updates.
 - a. Carnegie R1: status, initiatives, and R1 Culture

AY/FY24 -- Expenditures and Degrees



1 Carnegie Cycle 2028



b. R1 Culture

1 R1 Culture - What does it mean?

1. High Volume of Research “Activity”
2. Pursuit of Excellence in Research & Scholarly Activities
3. Interdisciplinary Collaboration to Solve Complex Problems
4. Graduate and Postdoctoral Focus (research/mentoring/career)
5. Funding and Grants
6. High Expectations for Faculty
7. Visible Impact and Outreach
8. International Collaboration
9. Rigorous Peer Review
10. Communicating “societal impact” rather than “expenditure metrics”

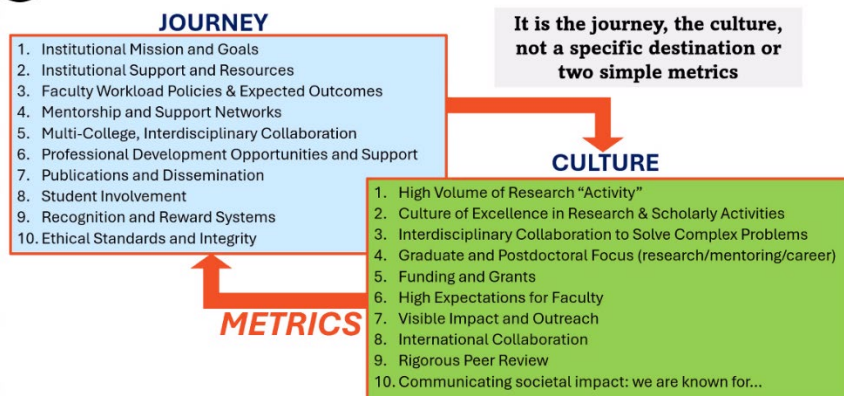
The Culture at Carnegie R1 institutions is characterized by a strong emphasis on research excellence, interdisciplinary collaboration, significant funding, and a high level of support for graduate and postdoctoral research. This environment fosters innovation and contributes to the advancement of knowledge across various disciplines.

Updates to Faculty Senate – C. Saygin – Nov 12, 2024

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c. R1 Journey

1 R1 Journey ... it is all about “transition over time”



Updates to Faculty Senate – C. Saygin – Nov 12, 2024

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- d. Working on a new HOP Policy: Graduate Faculty
 - i. The purpose of this policy is to provide guidelines on appointments to graduate faculty.
 - ii. Categories of graduate faculty and eligibility.
 - iii. Doctoral hooding ceremony- 12.11.24, Wednesday at 6:30 PM in Brownsville. We are invited to support.
 - iv. Faculty award for maximizing expenditures. Sponsored projects expenditures are different than research expenditures. If a faculty has \$50,000 or more will receive it in December .5% up to \$5000.00. If it is an IBC transfer, then there is no tax. A check will be taxed. Those faculty with sponsored projects will have access to this award. Dr. Saygin will work with HR and financial affairs so the checks will go out during the first week of December. This announcement will go out on 11.13.24.
- 6. Senator Karabulut had some questions from the research committee for Dr. Saygin. She requests that the committee meet with Dr. Gabler to present the update. An update is needed from Dr. Saygin as well.
- 7. Dr. Munoz-Monaco, Division chief for primary care for the school of Medicine.
 - a. Topic – Care for our own people – Faculty and students.
 - b. Ten primary care clinics across the valley. There are three employee health care clinics – Edinburg, McAllen, and Harlingen.
 - c. Link for clinics cross the RGV: <https://uthealthrgv.org/services/adult-primary-care/index.htm>
 - d. Senator Andrew Smith – retaining physicians. Dr. Munoz-Monaco responded that they are working on obtaining physicians who will be clinical and academic. They want continuity of care as well.
 - e. Senator Punit Ahluwalia – Technology / EMR – Athena EMR will be available for one year. Records can be scanned and be uploaded into the new system. Will the system integrate with other medical schools in the system? Yes. Epic has a function called care everywhere where you will be able to see records from all who use Epic across the nation.
 - f. Dr. Maestre – adds that a behavior neurologist has been recruited for Harlingen focusing on Alzheimer’s disease and related dementia. Research and clinical enterprises should compliment. Dr. Munoz- Monaco states he is open to this discussion and is happy to discuss.
 - g. Senator Marisa Knox – Is the urgent care open on Jackson? Where can these acute visits be made? Primary care extended hours outside the 8-5 workday. Tuesdays and Thursday have extended hours for primary care. This mode is extensively successful. They are thinking of expanding to Wednesdays. Attempting to expand to Harlingen. Limitation is manpower.
- 8. 2024-2025 Faculty Senate Standing Committees Plan
 - a. Council on Academic Freedom and Responsibility

- b. Education Policy Committee
- c. Faculty Welfare Committee
- d. Faculty Rules and Governance committee
- e. Research Policy Committee
- f. Technology enhanced.
- g. Go to website.
- h. University Academic Committees and Councils
 - i. External awards
 - ii. Faculty developmental council
 - iii. Faculty research council
 - iv. General education c
 - v. Undergraduate
 - vi. Library committee
 - vii. University tenure and promotion committee
- i. Senators are expected to serve on one FS Standing Committee
 - i. 73 senators / 7 per committee = ca. 10 (6-14) members each.
 - ii. Larger committees
 - 1. Council on academic freedom and responsibility
 - 2. Faculty rules and governance committee
 - 3. Research policy committee.
 - 4. Faculty grievance support/conflict resolution group (minor time commitment, open to non-senators)
- j. Proposed committees moving forward.
 - i. Council on Academic Freedom and Responsibility (absorb Ad Hoc SB 17 Implementation Working Group)
 - 1. SB 18 restricting tenure
 - 2. SB 17 outlawing DEI
 - a. Shared with education policy committee.
 - 3. Forthcoming legislative changes impacting higher education.
 - a. Abbot charged TX legislature.
 - 4. First amendment issues and challenges
 - ii. Education Policy Committee
 - 1. Share effort related to SB 17 especially with how it impacts available coursework, degree programs, student research and training opportunities.
 - 2. Micro credentialing
 - 3. Liaise with Technology enhanced education oversight committee and others to AI use by students for teaching in classrooms, etc.
 - iii. Faculty Welfare Committee
 - 1. Wellness broadly (including burnout)
 - 2. New charge and focal area: Family affairs
 - 3. Sarah has shared a survey instrument we can use for general academic faculty burnout.

- iv. Faculty Rules and Governance Committee (Absorb Ad Hoc General faculty review policies working Group.
 - 1. Revise constitution, especially related to voting.
 - 2. Lead/help development of policy priorities.
 - a. Workload
 - b. Grievance
 - c. Dept reorganization
 - d. Financial exigency
- v. Research Policy Committee
 - 1. Continuing work from last year
 - 2. Primary charge: identity barriers to faculty research and strategies to remove or overcome those barriers.
- vi. Technology- enhanced Education Oversight Committee
 - 1. Rollout of new online learning platform
 - 2. Liaise with education policy committee and others related to AI use by students, for teaching, and in classrooms.
- vii. Faculty Salaries & resources committee
 - 1. Continuing work for last year
 - 2. Access, query CUPA data
 - 3. Push for market analysis and adjustment.
- viii. Faculty advising to Resolve Conflicts Equitably (FARCE) - New faculty grievance support/conflict resolution group, (ad-hoc Harlingen faculty survey working group – report and disband?)- working hand in hand with University Ombuds person.
 - 1. Provost, VP Faculty Affairs supports the creation of faculty body to provide informal, privacy-protected, first layer of conflict resolution.
 - a. Potential new FS Committee
 - b. Provide service immediately.
 - c. Faculty led independent group but formally recognized as part of process.
 - 2. 10-12 full? Professors
 - 3. Members from a diversity of colleges and academic units
 - 4. would work collaboratively with faculty Ombuds as mentioned above.
 - 5. Comment by Past President Paccacerqua - A faculty grievance committee should be composed after an application process, given the degree of trust and experience needed. President Gabler states that the senate will have to come up with a criterion for the selection of this committee.
 - 6. Senator Rubi recommends broadening this committee to add NTT faculty and professional faculty. FARCE committee question – Senator Arthur asks the question regarding the purpose of Staff representation in this committee? President Gabler mentions staff has their own senate so if there is grievance, staff would reasonably

go through their own staff senate process. FARCE committee does need a well-defined role/objective, and criterion for membership participation.

7. Dr. Gabler motions to table to the FARCE committee development.
8. General question Senator Adelakun asks if the committees have a chair or a point of contact.
9. Please connect with faculty.senate@utrgv.edu to join and be active in one of the committees.

9. New Business

- a. Senator Andrew Smith – HOP Appendix E of 506 and 504. Question? Who is allowed to review whom?
 - i. Tenured faculty can review anyone (annual review). For promotion and tenure review, a faculty member of a higher rank can review. In the college of science, all committee members are associates and full and must vote. Senator Smith mentions that associates and fulls are allowed to review all faculty for tenure and promotion. Associates and fulls can review assistants but only fulls can review associates.
 - b. Senator Ramirez Correa – concern from constituent - Research team and staff must be funded 100% of the time (school of medicine) NO funds for research effort, appropriation and salary should be covered. Why is there different treatment in the school of medicine with research and no protection of their salaries? Senator Gabler's response – Example 30% research effort is covered by salary. Buyout is covered by grants. School of medicine – 60% research effort with no external funds you will not be paid 60% of the salary. This is a 12-month appointment tenure track faculty. Senator Ramirez Correa will request more details.
 - c. Senator Karabulut – Asks if senators can hear from the College Rep for the senate to report. President Gabler reports that all information goes out to the entire senate. Dr. K asks why do we need college representatives then? President Gabler reports that it is for voting purposes. Dr. Karabulut that there is a breakdown in dissemination of information. President Gabler reports that is direct communication to all senators. If there is a concern, a senator can communicate directly with President Gabler. There are occasions when representatives are tasked to disseminate information or talk to their senators, but we still directly communication with the senators and the faculty.
10. President Gabler moves to adjourn the meeting at 2:04. Senator Andrew Smith seconded. All were in favor via assent, and none were opposed.