



**2018-2019 Faculty Senate Meeting IX
Edinburg Academic Services Building (EACSB 1.104) and
Brownsville Salon Gardenia (BSTUN 2.24) via zoom
Friday, April 19, 2019
2:00pm - 4:30pm
Minutes**

Minutes prepared by Ernesto Ramírez, UTRGV Faculty Senate, Secretary

Senators Present: Andrew Anabila, Elvia Ardalani, Bruno Arthur, Sandra Atkins, Stephanie Atkins Sharpe, Jameela Banu, Karl Berg, Dumitru Caruntu, Steve Chamberlain, Mark Dantzker, Arden Dingle, Chinwendu Chineke, Mircea Chipara, Richard Edmonson, Miryam Espinosa-Dulanto, Raquel Estrada, Louis Falk, Ibrahim Farooqi, Firat Fuat, Lilia A. Fuentes, Anahit Galstyan, Laura Gephart, Eleftherios Gkioulekas, Margaret Graham, Jonathan Guist, Kip Austin Hinton, Maria Miriam Herrera, Elamin Ibrahim, Murat Karabulut, Hale Kaynak, Dongchul Kim, Irving Levinson, Karin Lewis, Richard Longoria, John Luna, Theresa Mata-Pistokache, Jung-Il Oh, Volker Quetschke, Ernesto Ramirez, Candace Robledo, Maria Romero-Ramirez, Clarissa Salinas, Gary Schneider, Denise Silcox, William Sokoloff, Owen Temby, Annelyn Torres-Reveron, John VandeBerg, Jorge Vidal, Michael Weaver, Michelle Zeager

Senators Absent: Punit Ahluwalia, George Amorim, Sonja Arredondo, Frederick Darsow, Elizabeth Deven-Hernandez, Abdoulaye Diallo, William Donner, Marcus Farris, Wendy Innis, Sunand Kallumadanda, Dae Kim, Kye-Hwan Lee, Junfei Li, Donald Jerry Lyles, Marci McMahon, John Newman, Sam Sale, Andrea Schwarzbach, Samuel Snyder, Garry Souffrant, Yingchen Yang, Jasang Yoon, Aziza Zemrani

Senators Absent (Excused): Teresa Feria Arroyo, Cynthia Paccacerqua, Laura Seligman, Hilda Silva

Visitors(s): Art Brownlow, Justin White

Office Assistant III: Vanessa Ceballos

- I. Convene Meeting and Welcome Senators and Guests: President Quetschke convened the meeting at 2:10 a.m.
- II. Action Item: Approval of Minutes - Postpone
- III. Guest: Art Brownlow/Justin White – Presentation on OER. (10 min) Dr. Brownlow gave a brief presentation on OER (Open Educational Resources). This is a way to provide free materials for students and reduce their costs.

IV. Report from the Faculty Senate President/President-Elect

- a. UTS FAC meeting in Austin: Volker Quetschke reported on the UT System Faculty Advisory Council meeting in Austin last week. There will be suggestions on how to improve faculty retention and increase their job satisfaction. There was also a discussion on Free Speech within the UT System. The FAC seems to favor the limited public forum. Another issue was the Field of Study and how that may limit Academic Freedom.
- b. FSEC meeting with EVPAA on Scheduling: The FSEC met with Dr. McHatton about the Scheduling concerns. She met with the Deans and the Vice Presidents. There is an understanding that faculty may have family matters that they need to schedule their classes so that they can take care of their family commitments (school pickups, eldercare, etc.) The Chairs should be accommodating. Senator Weaver brought up the activity period and the issues that may arise with departmental meetings, student involvement in organizations, committee meetings, etc. Dr. McHatton addressed Senator Weaver's concerns. The 3:30pm time is a suggestion to meet; however, it is not an official Activity Period. There is no official Activity Period at this point in time. As an example, at Kennasaw, no classes were scheduled at noon for Dr. McHatton's department. There is a need to schedule classes during these time periods. There should be ways to accommodate meetings. Peak times data will be sent by Dr. McHatton. Another concern is that the evening classes will be scheduled until 10:15 p.m. She will check to see if there was an error. Senator Caruntu suggested the alignment of an "activity" period for meetings. Response: This is not going to be perfect. This is the first institution Dr. McHatton has been at that no classes are held at two activity periods a week. We need to use that time for class times.
- c. FSEC meeting with EVPAA on Blue-Ribbon committee: The purpose of this committee 2 years ago was to come together and look at and discuss HOP policies, etc. There will be a new Blue-Ribbon Committee established.
- d. VP Faculty Success and Diversity search: There have been 2 candidates interviewed so far this week. There are 2 more next week. There are town halls that faculty may attend.

V. Announcements

- a. Election reminder for senate seats: This is the next to the last meeting. Please remind your chairs to have elections for open seats and those terms that are expiring.
- b. Volker Quetschke – Ombudsperson Search Report: The interviews will begin around April 30th-May 1st. The process has gone well. The town halls will be Monday, Tuesday, and Wednesday.

VI. Workload / MOA / T&P guidelines

Reminder to start working on Departmental/College documents- As a Senator, you

should remind your chairs and deans to work on the College wide documents.
Is there anything that can be done to encourage the Administration to act more quickly on the department workload policies?

Note: There was also a suggestion that the Senators of each college schedule regular meetings with their respective Deans/Administrative heads. Question: Should the Senators be invited to the College Executive team meetings?

VII. HOP updates

- a. ADM 10-501 Copyrighted Materials- Deadline to submit comments April 22nd
This is a policy that came down from UT System.
- b. General HOP updates part II. Policy statement and EVP adjustment: Elizabeth Fehsenfeld has made non-substantial changes to update.
- c. ADM 01-101 HOP on HOPs – request for comments. This is a change that the University HOP committee worked on for the last year to address the feedback about HOPs that were “stuck” in the system somewhere. Please read this and comment. There will be a website so that everyone will know where the HOP policies are in the process to final approval.
- d. Senator Dantzker moved, and Senator Irving moved and seconded to approve the policies under section a and b. The motion carried with 1 abstention.

VIII. Business

- a. Chair Survey Committee Status Report – chair Aziza Zemrani.
The chair survey is in the final stages of completion. There are 25 questions where you can assess the performance of your chairs. This instrument is a joint effort of the WFN, FS, and the Council of Chairs. The chairs survey will be taking place before the end of the semester. Question: What is the difference between a Chair Evaluation and the survey being discussed. This survey is more of a satisfaction survey. President Quetschke clarified that the survey is not an evaluation tool. Dr. McHatton also added that this instrument should also identify Development Needs for the Chairs.
- b. Whitepaper Report Card Committee - investigate overlap with ModernThink survey and Administrator evaluation – chair Michael Weaver
Dr. Weaver reported. A copy of the report should be sent out to the Senate officers and should be going out soon. There is a fairly clear correlation among the White Paper, ModernThink, and the Faculty Senate Administrator Evaluations. How do we process these data so that we make the findings known. How do we ask for feedback from administration about how to address the issues identified? Senator Weaver stated that the ModernThink was probably a direct result of the White Paper and the Administrator Evaluations. Departments have been charged to address issues. Dr. McHatton--All units are required to address the concerns by April 15th. The results should be published on the Campus Climate website.
It is premature to discuss possible action by the Senate. Senator Dingle brought up that the School of Medicine also had a survey. It would be nice if there were some integration among the Academic Affairs area and the Health Affairs area since they are part of the University. Senator Caruntu commented that there is a need that the upper administration provide some specific measureable actions that address the problems.

Past President Saavedra commented on the need for the Faculty Senate work on operationalizing Shared Governance.

- c. Faculty Evaluation – President Quetschke asked for feedback on the need to not use student evaluations as the sole way to evaluate teaching effectiveness. Student satisfaction is not necessarily the best way to measure a faculty member's teaching quality. There is a role for customer satisfaction surveys; however, there is a need to supplement these with other ways to measure teacher effectiveness. There should also be a way to measure the effectiveness of online teaching. Comment: Senator Chipara--If a class is difficult, some students may not be happy. The class may fulfill or exceeds all the requirements for the class, but the students may not be happy. Education should not be considered as something that obeys usually commercial rules. I would be more inclined to consider the outcome of the peer review and the way our colleagues are perceiving our classes. Senator Kaynak teaches in this area; how

Senator Farooqui—Some students want to have material one week ahead of time.

Senator Hinton---No problem giving negative evaluations to professors who did not show up; and giving positive evaluations to difficult professors.

Senator Caruntu—Student was unhappy with an A in class because he paid and he did not learn anything.

Senator Weaver (ACE-American Council of Education) One presenter discussed course evaluation instruments. Students do not reward faculty who give out easy As; don't downgrade difficult faculty; they don't mind being challenged by difficult courses; gender does not matter at all. Women seem to get lower evaluations, but that may have changed. Senator Galstyan- The level of the class may also have an impact on evaluations.

Senator Vidal reminded faculty about the opportunity to add one's own custom questions. He suggested that there is a need to maybe develop some questions for faculty to use.

Senator Firat—Student evaluations are only one item in faculty evaluation. There are problems with these. They are numerical measures. Therefore, they are easy. We are losing the sense of academic quality and content. We need to put together a committee to make recommendations to recalibrate student evaluations. President Quetschke asked for feedback to be sent to him and he will have them compiled in one document.

Senator Chipara---We should not just look at a faculty member's evaluation; but we should also look at the departments' graduation rate, e.g., finishing a doctorate. Where are our students going? We need alumni data.

Dr. McHatton indicated that there should be some data on alumni that she can let us know about.

Senator Ibrahim who asked for wireless microphones be fixed in classrooms. There is a need for a multi-element of what helps our students.

President Quetschke commented that we should evaluate our performance but we should have a say on the metrics.

- d. Transparency in Budget affairs – should faculty be included in fiscal affairs?

At UTPA, there was representation at the budget presentations. Is the senate willing to have this discussion? The Senate has been discussing this for a long time. In the past, we had meetings with the budget officers. We have asked for representation

on the President's Council. We should have representation on the President's council.

Senator Falk: Budget transparency has been an issue at UTRGV. The salary records are no longer on campus. In the library, there used to be a budget book. They are available online. President Quetschke will send you the link for faculty salaries.

Senator Caruntu--Associate VP for Faculty Success town hall---What do you mean by faculty success? We need to look at salary compression/inversion.

We need to have faculty around at the budget table.

Dantzker---I do not agree. It is the Chairs job to advocate for department budgets. What are we doing with our students?

Senator Owen Temby: This is long overdue. Question: Do we have a budget committee.

Transparency is our job.

Senator Gkioulekas-2 questions do we know what is done in other UT institutions doing? Who do we send to be the representative? When we re-do the Constitution, we can put something like the President-elect to attend those meetings.

Senator Chipara—Should not have a committee that blocks the process; but we should provide feedback. We should keep in mind we are not a private university.

Senator Kaynak---asked if we should vote on this?

McHatton: Is the budget published on website-Division of Finance and Administration –Planning and analysis? Should explore this site. She will send us the link.

Caruntu: We should recognize the efforts President Bailey has made with the salaries.

Senator Sharpe—has looked up the Texas Tribune and UTRGV is not there.

Senator Dantzker—He asked about the Texas Faculty Association. The Texas Council of Faculty Senates. We paid payments with them. Where is the money that we are paying for this? The last president was Terry Garrett. The suggestion was to contact the main office. The president of the TFA has not responded.

Senator Kaynak—what happened to money to go to workshops?

McHatton—The Chair and the Dean should handle professional development. It used to be handled out of Faculty Affairs and Diversity.

Maybe when we have a continuing faculty success is to fund continuing education.

IX. AOB Next meeting will be on May 3rd. There will be the Election of the Officers for 2019-2020. Dr. Dingle will become President.

X. Adjournment: The meeting adjourned at 3:53 p.m.

XI. Next meeting:

Brownsville: STUN 2.24/Edinburg: EACSB 1.104 (Zoom)

Friday, May 3, 2019 2:00pm - 4:30pm