



2019-2020 Faculty Senate Meeting XI

Zoom meeting Friday, May 1, 2020

2:00pm - 4:45 pm

AND

2020-2021 Faculty Senate Meeting I

Zoom meeting Friday, May 1, 2020

Approximately: 4:45 pm - 5:48 pm Agenda

Minutes Prepared by Cynthia Cripps

Senators Present: Khalid Aada, Punit Ahluwalia, Andrew Anabila, Elvia Ardalani, Sonja Arredondo, Bruno Arthur, Sandra Atkins, Jameela Banu, Karl Berg, Dumitru Caruntu, Steve Chamberlain, Mircea Chipara, Cynthia Cripps, Amy Cummins, Mark Dantzker, Fred Darso, Elizabeth Deven-Hernandez, George Diaz, Miryam Espinosa–Dulanto, Raquel Estrada, Louis Falk, Mohammed Farooqi, Zen Faulkes, Fuat Firat, Anahit Galstyan, Alejandro Garcia, Christine Gerin, Eleftherios Gkioulekas, Rene Gonzalez, Margaret Graham, Jon Guist, Sharon Helsley-Mcginley, Kip Austin Hinton, Wendy Innis, Murat Karabulut, Hale Kaynak, Dae Joon Kim, Dean Kyne, Irving Levinson, Karin Lewis, Junfei Li, John Luna, Salma, Mahmood, Rachel Mann, Arnulfo Mar, Teri Mata-Pistokache, Randall Monty, Nancy Nadeau, John Newman, Charles Olney, Cynthia Paccacerqua, Michael Persans, Volker Quetschke, Abdullah Rahman, Miguel Salazar, Sam Sale, Clarissa Salinas, Andrea Schwarzbach, Laura Seligman, Stephanie Atkins Sharpe, Denise Silcox, William Sokoloff, Owen Temby, John VandeBerg, Jorge Vidal, Yingchen Yang, Michelle Zeager, Aziza Zemrani

Administrator: Vanessa Ceballos

Senators Absent: Marcus Farris, Laura Gephardt, Elamin Ibrahim, Sunand Kallumadanda, Dongchul Kim, Kye-Hwan Lee, Jerry Lyles, Ernesto Ramirez, Candance Robledo, Samuel Snyder, Garry Souffrant, Soojin Yoo

Newly invited senators

Guests: Guy Bailey, Linda Belau, Jonikka Charlton, Ayleen Godreau, Sergey Grigorian, Tekla Hawkins, Marcela Hebbard, Laura Hovey, Hansheng Lei, Robert Magee, Patricia McHatton, Selina Mireles, Dora Saavedra, Dana Shackelford, Paul Valadez, Vejoya Viren, William Yaworsky

I. Convene Meeting 2:05 pm

- II. Welcome Senators and Guests from Faculty Senate President Volker Quetschke:** Thank You to all UTRGV students, faculty, staff, School of Medicine, researchers, and everyone involved in working to get us through the COVID-19 crisis. Course scheduling, modality

options, cleaning and sanitizing to make campus safe, and the adaptations/modifications that have been made and continue to be made. For all of your efforts to offer an “as normal as possible” environment for our students to continue their education. Thank you to all of you!

III. Action Item: Approval of Minutes (tabled)

IV. Guests:

a. Dr. Bailey – UTRGV President

- a. Reiterates the “Thank you” from FS President Quetschke. Added: adaptations over the past months have been remarkable. We knew that students needed to continue their education without interruption. You made it all happen beyond our expectations. There were bumps in the road, but to turn around the course delivery and adjustments in two weeks was a huge accomplishment. To our knowledge only 2 people came down with covid-19. These efforts saved lives. It was a remarkable achievement.
- b. Bad News: Covid – 19 has affected the economy of the state and country. Decline in oil prices, sales tax decline, decline in enrollment, some universities may have to close their doors, another university won’t be paying retirement benefits for 2 years, etc....
- c. Good News: none of those things will happen at UTRGV. We don’t anticipate lay-offs, terminations, furloughs, except for maybe some insecurity/unknowns in the School of Medicine.
- d. In mid-February (2020) we started to make some difficult decisions such as hiring freeze. In late February we prepared for a 15% reduction in state appropriations and will anticipate the possibility of paying back the state.
- e. We are anticipating a very bad legislative session in spring 2021. Summer 2020 enrollment looks spectacular – emergency fund available for students, partially funded through the CARES Act and donors. Many students lost jobs, so we expanded summer employment (couple of million dollars invested) for students. Tuition scholarships and summer employment are funded by UTRGV, not CARES. Fall 2020 relief package will be announced in the fall. We received \$34 million in CARES funding, \$17 million has to be given directly to students. We will probably give \$20 million directly to students. The remaining money will be used to fund the institutional costs related to Covid. These expenses may include IT infrastructure and faculty training (stipends available for course conversion for on-line courses). CARES money needs to be spent by April 2021. Without the CARES money, we couldn’t pay for necessary conversions.
- f. Summer 2020 Relief package is very positive. Summer 2020 enrollment looks to be up 10%. Other universities are concerned they will lose enrollment, but we have a good plan in place.
- g. All summer 2020 courses will be on-line.
- h. Fall 2020 modality is uncertain. A task force will be created to address issues and concerns for return to campus fall 2020. Many classes should be in-person, but we need to do it in a way that insures the health and safety of everyone. The Faculty Senate needs to be represented on this task force, send forward two names because work needs to start immediately. Combination of face-to-face and on-line will be necessary, but we have no idea what that will look like yet.

Questions: Fuat Firat: How do we keep the philosophy of Public Education alive/active if we are moving into “online” learning modes? Maybe we need a panel or discussion on this.

Response: Dr. Bailey: That is a good question and I have no answer. I'd be interested to hear the solutions or ideas that anyone has on the subject. *Volker Quetschke:* You have a good resource here with about 80 individuals with a lot of ideas.

Dr. Bailey: The majority of students want to come to campus to have the "traditional education". Many students choose NOT to take on-line courses. Contrarily many people are concerned about the spike in the disease, and public health issues it poses. It is important for our students to continue their progress. We need a balance, and the FS ideas would be very welcome.

Question: Owen Temby: Dr. Bailey, you mention "belt tightening", please tell us what has been done and what we can expect in the next budget cycle.

Response: Dr. Bailey:

1. Hiring freeze, doesn't mean we didn't advertise and hire, it means that we pushed back non-critical hires.
2. Travel money was not used
3. Student wage budgets were centralized (those unencumbered), were able to increase student employment by about 20%, and still had money left over.
4. Raised thermostats/reduced resources and made other decisions to save energy across campus

Question: Dumitru Caruntu:

1. How do you see enrollment a year from now?
2. A student survey would be a good piece of information to help make decisions for fall 2020 modality.

Response: Dr. Bailey: The task force will need to make suggestions. Maybe more course sections can be offered so students can socially distance. Maybe more course offerings on evenings, Fridays, Saturdays. Maybe more TAs for labs. We will expect the task force to outline protocols.

Comment: Volker Quetschke: It was an excellent idea to require student employed by the university to be enrolled in summer courses. BUT this has created many problems for the students with summer research grants.

Response: Dr. Bailey: says Federally funded grants are different and we will need to have an outside conversation about this. People who are federally funded are in an entirely different situation. These changes should only affect the TAs who are institutionally or privately funded.

Question: Jorge Vidal: Suggestion: Do an analysis to find out if resources can be disconnected or reduced to buildings that are not being used while courses are "on-line". This could create a big savings of energy.

Response: Dr. Bailey: This is one of the things the task force will look at. We have had energy reductions across campus during the lockdown.

Question: Cynthia Paccacerqua: About belt Tightening – one way is not spending. A concern is that faculty/resources are being stretched thin. Faculty are being asked to add more students to their sections and adding more sections creating situations of overloads, and will the faculty get paid for overloads. What reassurance do we have that faculty won't be taken

advantage of and asked to do too much? Will the belt tightening be equal across the campus/college/athletics/medical school?

Response: Dr. Bailey: Compensation for overloads is still there and should be paid as necessary. I think all colleges will be affected. If there are increases, it will be proportional.

b. Jonikka Charlton – AVP for Student Academic Success & Dean of University College

- a. Covid Care Team Progress Report Campaign - FS update (May 2020 PowerPoint presentation):
 - Asked faculty for feedback:
 - 448/1212 faculty responded
 - 16.5 % (3850) marked “at risk”
 - 6 dimensions of risk: adjusting to online learning (6%), struggling academically (14.5%), coping with stress, personal health, financial stability, access to technology (3%)
 - Students were surveyed:
 - 531 (2%) of students responded
 - 75-78% said they were ok
 - 25% financial stress
 - 19% Difficulty coping with stress and managing classes as they went on-line.
 - Top priorities for student success: advising, career, increase in employment opportunities, soft skill development, (on-campus) internships, first year experience courses

Question: Dumitru Caruntu: What is happening with the advising center? How is it operating during the summer? Will there be more people hired?

Response: Jonikka Charlton: We hired 16 new advisors early in 2020 and will hire an additional 14 soon. Trying to have a 300 student:1 advisor. Several will go to engineering and business. Incoming students (fall 2020) will be assigned to an advisor specific to their college.

Question: Cynthia Paccacerqua: In some colleges, faculty are not part of the conversation. Would be good to know what decisions are being made and involve faculty in those conversations. It would be a good idea for a FS person to be on this committee and facilitate communication.

Response: Jonikka Charlton: I am available for extended conversations. There are liaisons in most colleges, but there is diversity within the departments within the colleges. We would like to offer trainings for those in the colleges that advise students. We have been working with colleges of engineering and business and the model has been positive. We ask to be “invited” to give presentations.

Question: Marcela Hebbard: EAB navigate - Progress Report Campaign – We submit a list of students at risk. Some weeks later we get a “case closed” email with no follow up.

Response: Jonikka Charlton: When faculty submit a list, it goes to the student's advisor who then reaches out to the student. Depending on the issue, the student might be recommended to the writing center, or have in-person meetings and sometimes the email was not submitted to the student because of the things the faculty member said. Sometimes the student should talk directly to the faculty. Sometimes we would like to know what kind of feedback faculty are expecting. The caseloads were approximately 560:1 and advisors were overwhelmed. Sometimes cases were moved to counselling center. Would Paccacerqua's suggestion work?

We are creating advising teams specific to colleges.

Comment: Aziza Zembrani: Quick Poll went to all students (graduate and undergrad students). The Progress Report Campaign only went to undergraduates. EAB navigate is only for undergraduate students.

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

- a. FSEC meeting with Dr. Bailey (skip this – everything mentioned today was the same as FSEC)
- b. AAEC meeting
 - revisions of the “faculty teaching policy” – this would need more discussion, so we will move forward with the agenda.

VI. Business

- a. Extension of tenure clock for junior faculty – discussion of the need address COVID19 impact for post-tenure reviews and lecturer reviews.
 - Discussion: Extension of requests for external reviewers have been requested and may need to be requested again if the faculty members push the review a year later. You may want to follow up with reviewers to find out if they are still willing to submit. Selina Mireles mentions that emails will be filed and a form available to officially “opt out” and this will make sure everyone's requests are honored appropriately.
 - FS President Volker Quetschke summarizes:
 - One year extension of tenure clock by UT system (and Dr. McHatton's office).
 - Faculty can submit the documents for promotion at any time.
 - Post tenure and Annual Reviews

Motion by Eleftherios Gkioulekas:

“UTRGV Faculty Senate suggests to the Office of Academic Affairs to provide an optional one-year extension of the post tenure review deadline.”

Second: Dumitru Caruntu

FS President Volker Quetschke adds a friendly amendment (verbally approved by senators Gkioulekas and Caruntu):

“UTRGV Faculty Senate suggests to the Office of Academic Affairs to provide an optional one-year extension of the post tenure review deadline because of the covid-19 pandemic.”

Vote: (via email and Chat – was not completed electronically)
Motion passes with the senate majority and this suggestion will be sent to Dr. McHatton's office.

- Discussion: Concern that modified workload may push the faculty member into a different category (teaching/research) and losing time on research may likewise affect the workload category.
- b. Faculty Teaching Qualifications Policy (handout) – review and suggestion.
 - Dr. McHatton asked that this policy be reviewed by FS.
 - To examine the UTRGV's use of TAs to teach or supervise labs and other classes. UTRGV policy is not aligning with other UT schools.
 - Create a subcommittee (Liberal Arts, Education, Science & Engineering): Aziza Zemrani, George Diaz, Marcela Hebbard, Dumitru Caruntu, Owen Temby, and Volker Quetschke
 - Comments: Dr. Patricia McHatton: There is already a mechanism in place that allows GAs with 18+ hours (in a single area) to teach a lab/class. Exceptions can also be made for students below 18 hours of course work. Committee should discuss the wording of "in a single area" when requiring 18 hours. We need a procedures manual to outline the details.
- c. Reduced hiring of instructors – Discussion about impact on quality instruction.
 - Comment Volker Quetschke: As per Dr. Bailey there are hiring freezes, so we need to "do more with less".
 - Comment Volker Quetschke: We need to protect the lectures and give them the same job securities.
 - Comment Louis Falk: Walter Diaz, has emphasized all/any faculty, full time, part-time, lectures, will not be held accountable for these things (Kip Hinton clarifies - low teaching evaluations). "No Harm Policy"
 - Comment Eleftherios Gkioulekas: Evaluations will be informative rather than summative. This allowance should be extended for summer.
 - Comment Cynthia Paccacerqua: This interpretation is horizontal meant for department and college level evaluators to consider as the evaluations are written.

Motion by Eleftherios Gkioulekas:

"The faculty senate suggests to the Academic Affairs Office to extend formative use of student evaluations for summer and subsequent semesters as long as we continue teaching fully remotely."

Second: Bruno Arthur

Friendly amendment: ... as long as Covid-19 crisis is ongoing."

Vote: (via email and Chat – was not completed electronically)
Motion passes with the senate majority

- d. Transparency in Budget affairs – sub-committee to investigate best practices and status in other UT System members. Chair Owen Temby
 - Tabled

- e. Teaching and Teaching Evaluation – sub-committee Chair Dumitru Caruntu.
 - Tabled

VII. AOB

VIII. Meeting Adjourned (4:45 pm)

In continuation....

SPECIAL MEETING: May 1, 2020 – approximately 4:45 pm

I. State of the Senate address by Faculty Senate President Volker Quetschke: Before Covid-19, the senate was on an upward trajectory including good communication with administrators, and currently would be considered stable.

II. Volker Quetschke welcomes Cynthia Paccacerqua to step into the position of president of 2020/2021 Faculty Senate.

Comments and plan for the faculty senate by the new president: Cynthia Paccacerqua:

- Continue Faculty Senate (FS) meetings during summer 2020 as a whole
- Faculty Senate Executive Committee will be meeting during the summer 2020
- New committees may also convene this summer to work on necessary documents and make recommendations to Dr. McHatton. (example: “qualifications for teaching” document – mentioned by Dr. McHatton in previous FS meeting)
- Concerns and challenges ahead:
 - Workload policy – Due to covid hiring freeze during Covid Pandemic, how will those classes and teaching needs be met in fall 2020?
 - Copyright issues – We don’t have a copyright policy and need one. As we move courses on-line: who owns what we produce? Who can use it? When we accept incentives that may be available at some time for creating on-line courses, what will be the expectations or obligations in the contracts?
 - Privacy issues: who can see your blackboard gradebook? Issues with “someone” dropping into a blackboard class, seems concerning. Do we want to allow that? Even in the name of student success, to allow someone from outside to come into our Blackboard course?
 - We need a Graduate Assembly (or governing body under the graduate level): This is referring to teaching/graduate assistantships and qualifications. There is a larger gap between research graduate studies and new programs. COLTT is under the Dr. Grewal and the graduate college responsibility. Do “new programs” refer to undergraduate or graduate level?
 - And the on-going issues of budget and transparency.

III. Election of Faculty Senate Officers: Important Note: A quorum of the 2020-2021 Senate is needed to elect the 2020-2021 Senate Officers and Executive Committee – Officers are elected by the 2020/2021 full senate nominations by email and on the floor nominations:

a. President-Elect Candidates:

- a. Dumitru Caruntu was nominated by John Vandenberg. Senator Vandenberg remarked supporting Dr. Caruntu as the President Elect for 2020-21 academic year. Dr. Caruntu describes his qualifications and aspirations for the future of the faculty senate.
- b. Karin Lewis was nominated by one of her colleagues. Dr. Lewis describes her experiences in leadership positions, committees, and relationships with faculty and administrators. She highlights her qualifications as a listener, servant leader, working together to promote shared governance.

Anonymous Email Vote:

- 1st vote for president was deemed invalid:
Majority of quorum voted YES for a re-vote.

Anonymous Email Vote:

Dr. Dumitru Caruntu: 23
Dr. Karin Lewis: 25
Abstain: 3

Dr. Karin Lewis (CEP) will be the president elect for the 2020-21 Faculty Senate.

b. Secretary:

- a. Nancy Nadeau (SON) accepted the nomination by Kip Hinton.
- b. There were no objects to her nomination so she will assume the position of secretary for the 2020-21 academic year.

c. Parliamentarian

- a. Dumitru Caruntu (CECS) volunteered to be parliamentarian.
- b. There were no objections, so he will assume the position of parliamentarian for the 2020-21 academic year.

- Important Note 1: All Officer positions must be elected in the order given above and only senators from colleges that not already provide a newly elected Senate Officer are eligible to be elected.

IV. Election of Faculty Senate Executive Committee Members

- Important Note 1: All Senate officers need to be elected before electing the remaining FSEC members. Until that has happened all 2019/2020 FSEC members will stay on the FSEC and elections of the FSEC will be postponed.
- Important Note 2 Executive Committee members are elected by the College caucuses.
- Every College that does not currently provide an officer (including President Cynthia Paccacerqua (CLA) and Past President Volker Quetschke (COS)) must elect an executive committee member.

- Nominations by email and on the floor nominations are accepted for the positions.
- Below is a list of the remaining colleges and units that need representation in the FSEC:
 - a. VCOBE
 - b. CFA
 - c. COHP
 - d. SSW
 - e. SOM
 - f. UC
 - g. UL

V. Announcements by the new 2020-21 FS President Cynthia Paccacerqua:

- Recommendations/nominations for remaining FSEC seats will be made through email communication
- An email will be sent to senators to announce the upcoming meeting schedule for June, July, and August 2020.

VI. Adjournment of first meeting of 2020-2021 AY Faculty Senate – 5:48 pm