

The University of Texas Rio Grande Valley

2018-2019

Faculty Senate Meeting X

Edinburg Academic Services Building (EACSB 1.104) and

Brownsville Salon Gardenia (BSTUN 2.24) via zoom

Friday, May 3, 2019

2:00pm - 4:00pm

Minutes

Minutes prepared by Ernesto Ramírez, UTRGV Faculty Senate, Secretary

Senators Present: Punit Ahluwalia, George Amorim, Andrew Anabila, Sonja Arredondo, Jameela Banu, Karl Berg, Dumitru Caruntu, Steve Chamberlain, Mircea Chipara, Frederick Mark Dantzker, Darsow, Arden Dingle, Elizabeth Deven-Hernandez, Arden Dingle, Richard Edmonson, Miryam Espinosa-Dulanto, Louis Falk, Ibrahim Farooqi, Fuat Firat, Lilia A. Fuentes, Anahit Galstyan, Eleftherios Gkioulekas, Margaret Graham, Elamin Ibrahim, Wendy Innis, Murat Karabulut, Dae Kim, Dongchul Kim, Kye-Hwan Lee, Irving Levinson, Karin Lewis, Richard Longoria, John Luna, Donald Jerry Lyles, Jung-II Oh, Volker Quetschke, Ernesto Ramirez, Andrea Schwarzbach, Laura Seligman, Denise Silcox, William Sokoloff, Owen Temby, Annelyn Torres-Reveron, Michael Weaver, Yingchen Yang, Aziza Zembrani

Senators Absent: Elvia Ardalana, Bruno Arthur, Sandra Atkins, Stephanie Atkins-Sharpe, Chinwendu Chineke, Abdoulaye Diallo, Marcus Farris, Laura Gephart, Johnathan Guist, Maria Miriam Herrera, Kip Austin Hinton, Sunand Kallumadanda, Junfei Li, Theresa Mata-Pistokache, Marci McMahan, John Newman, Cynthia Paccacerqua, Candace Robledo, Maria Romero-Ramirez, Sam Sale, Clarissa Salinas, Gary Schneider, Samuel Snyder, Garry Souffrant, Jorge Vidal, Jasang Yoon, Michelle Zeager

Senators Absent (Excused): William Donner, Raquel Estrada, Hale Kaynak, Hilda Silva, John VandeBerg

Visitors(s): N/A

Office Assistant III: Vanessa Ceballos

- I. Convene Meeting and Welcome Senators and Guests 2:08
- II. Action Item: Approval of Minutes
Motion: Senator Weaver
Second: Senator Gkioulekas
Vote: Passed by majority vote

- III. Report from the Faculty Senate President/President-Elect
 - a. Blue-Ribbon committee for HOP and other faculty related topics
Dr. McHatton - Dean representation and faculty representation will be brought together for a first meeting. One of the Deans will serve with President Quetschke as a co-chair.
 - b. VP Faculty Success and Diversity search
Dr. McHatton, all candidates have arrived on campus and search committees have provided feedback to EVPAA next week she will make a decision.
 - c. Ombudsperson search
Interviews have been conducted with three candidates, the committee will meet and provide feedback to EVPAA, planning to complete their role next week.
- IV. Announcements
 - a. Reminder for service in committees
We need volunteers for service. Please consider and volunteer.
 - b. Workload / MOA / T&P guidelines -Reminder to start working on Departmental/College documents
Must begin work on these, to ensure a bottom up process and avoid a top down process. You can use the materials provided by other levels to help with your own departmental level.
- V. Division of Health Affairs concerns
 - a. Discussion of issues and vote on resolution
The Division of Health Affairs has been presented as an element of the University which concerns the faculty – issues include faculty turnover/retention, academic freedom, openness of communication, budget, and accreditation. Of singular importance is the process of faculty reappointment and the cessation of an employment relationship
Motion: Senator Weaver
Second: Senator Sokoloff

Vote: passed
1 abstention, none against
- VI. Business
 - a. Chair Survey Committee Status Report – chair Aziza Zemrani.
The survey is complete and on its way to the EVPAA for use. EVPAA wants to get this out this semester, but it has not been reviewed, should it be sent out immediately or should it be waited upon? The goal is to get this done before the academic year ends. Survey was sent to the Deans and is not yet at the EVPAA.
 - b. Whitepaper Report Card Committee – Chair Michael Weaver – resolution on action plan
The report card indicates that among the evaluative processes that have been used for climate that there is an indication of a relative depression of the atmosphere.

One of the elements of the report card indicates that there is a lack of recognition for valuable work. This is evident in the lack of monetary compensation that arrives even with multiple year reports that indicate excellent performance. Is there an equity adjustment in place? The budget is currently being created and will have to wait until the legislative budget is passed. We need a difference in the approach that is in place for faculty climate. Motion to accept and discuss the Whitepaper Report Card Report statement.

Motion: Senator Caruntu

Second: Senator Gkioulekas

We should be developing these plans with the faculty – clearly laid out in the resolution. How long will it take? If we get the administration to create the plan, then we can have a discussion on that in the Senate later. We don't have a timeline or dictate terms, but we can ask for them to work on this and provide it to us on their own, in a spirit of collaboration.

Suggestion: Dr. McHatton – climate survey actions plans and Campus Connect committee materials can be brought together and reported to the Senate. There is no one document provided as of yet, but it can be delivered for information.

It is normal for change to bring up concerns. This data reflects that and must be considered as a result of the process. We should use softer language, to ask the administration to join the Senate in addressing the issues.

A friendly amendment is accepted to modify the tone of the language used in the report to avoid hostility but to also indicate the depth of concern that exists.

Normalcy doesn't mean that it is acceptable. We must consider that.

Vote: passed

- c. Faculty Teaching Evaluation protocol – Create sub-committee
A subcommittee is being created with those that made the initial suggestions and volunteers, includes T/TT/NTT faculty; with a goal of a draft or compilation of information by September. We should include a call for suggestions by email to all faculty.
- d. Transparency in Budget affairs – Start sub-committee to investigate best practices and status in other UT System members.
A subcommittee is Owen Temby (Chair), John Milford (volunteered by Aziza Zemrani), Nancy Nadeau (SON).

Constitution Committee work will have to continue over the summer, Dora Saavedra volunteers to continue her work as chair of this committee. Volunteer if you wish to be a part of this work. It will continue on Blackboard.

VII. HOP updates

- a. Update on free speech – Temporary guidelines/procedures instead of Policy.
Comments from Dr. McHatton.

EVPA reports that a committee was called on the issues of free speech, there were students as well as faculty on the committee that did this work. The draft policy is complex and lengthy. Something is needed soon. A policy needs to be vetted, but the matrix that was drafted and provided is a process guideline that students can follow until the policy is discussed and approved. It is too complex a policy and lists too many do's and don'ts. A more concise policy is more useful, the model Board of Regents rule is one page, this one is 20+ pages long. The matrix once completed will be shared with FS, once accepted it can be uploaded for student use this fall if possible. It is possible that we will do this work electronically under our existing FS rules. There is consensus that the document is not acceptable as it currently exists; it came across to some as a tool of intimidation. One issue was on the prohibition of masks.

Any document that comes forth will have representation from all constituencies as it is created. There is already a guiding document created by the AAUP and a process for investigating violations of these guidelines (*On Freedom of Expression and Speech Codes*). We all will have an opportunity to review this, the representative bodies for faculty and others, before it is enacted.

Within a reasonable time frame a guideline and policy will be formulated, recognizing that legislative action

We will do this work over the summer with additional materials and this will be sent to the Senate of 2019-2020

VIII. AOB

- IX. Adjournment: 3:24