

2021-2022 Faculty Senate Meeting Minutes
Friday November 12, 2021
10 am – 12 noon Via Zoom

Community Agreement

The UTRGV Faculty Senate is brought together in the spirit of shared governance to move forward in a positive open manner for input that allows all stakeholders to speak regarding policy and process formation. To create a safe environment where everyone's opinions are valued and considered, let us observe the following:

- 1. Try to be on time to the meeting and actively participate*
- 2. Review the pre-reading materials to be discussed, and if you plan to comment have your thoughts organized in advance*
- 3. Assume positive intent, seek to understand, be inclusive, bring productive energy to discussions*
- 4. Only one person speaks at a time (use raise hand feature to be recognized)-chat is not part of the official record (will not be included in the minutes).*
- 5. Respect and acknowledge everyone's opinions, even if they differ from yours*
- 6. Confidentiality: some things shouldn't be repeated outside the meeting*

Minutes Prepared by Cynthia Cripps

Senators Present: Khalid Aada, Tony Aguirre, Stephanie Alvarez, Andrew Anabila, Sonja Arredondo, Jameela Banu, Grant Benham, Sarah Blangero, Ben Brown, Lucia Carreon, Dumitru Caruntu, Joel H. Chirinos, Mircea Chipara, Cynthia Cripps, Amy Cummins, George Diaz, Louis Falk, A Fuat Firat, Christine Gerin, Rob Gilkerson, Jimmy Gonzales, Sergey Grigorian, Jonathan Guist, Tekla Hawkins, Sharon Helsley-Mcginley, Kip Austin Hinton, Michiyo Hirai, Ulku Karabulut, Hale Kaynak, Sanjeev Kumar, Dean Kyne, Kye-Hwan Lee, Karin Lewis, Qinyu Liao, Yu Liu, John Luna, Salma Mahmood, Mike Magee, Rachel Mann, Arnulfo Mar, Theresa Mata-Pistokache, Randall Monty, Nancy Nadeau, Cynthia Paccacerqua, Nilanjana Paul, Diana Paz, Emily Perez, Volker Quetschke, Manuel Saldivar, Clarissa Salinas, Sam Sale, Andrea Schwarzbach, Dana Shackelford, Owen Temby, Paul Valadez, Jorge Vidal, Vejoya Viren, Aaron Wilson, Yingchen Yang, William Yaworsky, Soojin Yoo

Administrator: Vanessa Ceballos

Senators Absent: Jair J. Aguilar (excused), Narayan Bhat, Rene Gonzalez, Fred Guerra (excused), Marcela Hebbard, Hansheng (Jet) Lei, Michael Machiorlatti, Riccardo Pizzinato, Abdullah Rahman, Henry Reinhart, Padmanabhan Rengasamy (excused), Miguel Salazar, Aziza Zemrani

Guests: Michael Abebe, Bruno Arthur, George Atisa, Guy Bailey (UTRGV President), Art Brownlow, Alyssa Cavazos, Jonikka Charlton, Brian Cheslik, Fred Darsow, Wendell Davis, Matthew Faris (Huron Team - research), Rebecca Gadson, Liliana Galindo, John Gonzalez, Jorge Gonzalez, Pamela Groves, Amy Hay, Gabrielle Hernandez, Daniel Hunter- Holly, Dongkyu Kim, Mary King, Thomas Knight, Sandra Laston, Michael Lehker, MaryJane Lewitt, Arlett Lomeli, Mc Mahaney, Jacob Neumann, Ramses Ortin, Ala Qubbaj, Monika Rabarison, Jennifer Ramey (Huron Team – academic), Sylvia Robles, Shawn Saladin, Adrian Sandoval, Dan Sewell (Huron Team), Katarzyna Sepielak, Rosa Silvestro, Barbara Stewart, Thuy Vu, Justin White, Melinda Wilding

- I. Convene meeting (10 am)
- II. Welcome by FS President Karin Lewis
- III. Report of FS Parliamentarian- Volker Quetschke
 - a. Roberts rules and adapted Zoom guidelines: reminder (90 second limit for presenting)

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- b. If you want to make a motion or resolution, write it down and email it to Volker Quetschke, or send it to the chat so it can be copied and pasted

IV. Report of the FS Secretary-Cindy Cripps

- a. October 8, 2021 Minutes (pre-reading handout 2)
- b. Motion from Dumitru Caruntu to vote to approve the minutes, Hale Kaynak seconds the motion
Approve: 43/45 96% +2
Abstain: 2/45 4%

The motion to vote on the minutes from Faculty Senate meeting Oct 8, 2021 carries with 96% approval.

V. Report – President-Elect Kip Hinton

- a. Ad hoc Athletics Committee- (Kip Austin Hinton and Jimmy Gonzalez are co-chairs) charge continues to change, based on new initiatives
- b. There is a proposal for a gender and ethnic studies - FS Educational Policy Committee will work on that.

VI. Report - President Karin Lewis

- a. Texas Council on Faculty Senates meeting and AAUP (American Associate of University Professors) Meeting.
 - “round up”- sharing state of affairs at their institution: infringement on academic freedom and shared governance: attacks of tenure, actively silencing faculty at other universities.
 - Grateful for the improvements of communication at UTRGV. You are encouraged to attend the Town Hall Nov 18, when Campus Climate survey report will be shared at this time.
 - 17 Liberal Arts senators are in a Town Hall discussing Annual Review Evaluation. Strategic plan process:
 - Please take an active role with your colleges/units to help shape the future
 - <https://www.utrgv.edu/spc/>

VII. Guest Presentations

- a. President Guy Bailey: “Seal of Excelencia” Award: Excelencia in Education is an organization that supports Hispanic serving institutions. They recognize institutions whose students graduate and have high success rates.
<https://www.edexcelencia.org/>
 - Factors recognized:
 - Financial Support for students:
Tuition Advantage Website: <https://www.utrgv.edu/ucentral/tuition-advantage/>
 - B3 Institute (bilingual, bicultural, biliterate)
- b. MaryJane Lewitt (UTRGV Project Manager) representing Dr. Arney: Huron Report on Space Governance
 - *Dr. Bailey:* We recognize a need for Arts Space and lack of performance venues, and office space and are working on it
 - (PowerPoint): Huron Leadership Team: Matthew Faris (research leader), Jennifer Ramey (academic leader), Dan Sewell
 - Jennifer Ramey:
 - Reviewed space management and policy at peer institutions
 - Reviewed UTRGV (two locations) and what is practical for RGV
 - Drafted space policy recommendations for UTRGV
 - Provided a scorecard of options for integrated workspace management
 - Will work on an implementation plan – moving forward and communicating

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○ Dan Sewel:

- 8 key themes: increasing remote instruction/work, peak class scheduling preferences (9 am -2 pm), difference in availability of space on two main campuses, inconsistent space allocations and ownership standards, lack of policies and standard processes, limited governance, use of ad hoc scheduling solutions, space quality, and use concerns
- Space is a university asset and authority is in the president's hands, and who he may delegate to manage this. UTRGV Space Assessment Steering Committee (and working groups)
- Space Committee Governance Charter and Policy
 - Academic & Administrative Governance and Policy
 - Research Space Governance and Policy
- Integrated Workspace Management System (IWMS): Currently there are several: Ad Astra, AutoCAD, Outlook Calendars, People Soft, LibCal... etc. The idea is to find one IWMS system.
- Implementation Plan: establish a model, execute change, support ongoing space management success

c. FS questions, comments, points of information re: guest presentations – Huron Leadership Team

Questions: PUF (Permanent University Fund): How will this PUF be used to improve and accelerate the movement toward building and providing space for the expanding university?

Response: This was a Space Analysis report, not one to recommend how funding should be used. PUF money has been used to construct two buildings in Brownsville and two in Edinburg, in addition to PUF money allocated to the School of Medicine.

(Question: in the chat "How do you define the "Productivity Targets"?)

Response: Space is evaluated annually. There are a series of productivity targets, uses the "research dollar density" metric – how much research goes into any given sq ft.- among others such as publications, proposal submissions, when evaluating productivity.

Two metrics:

1. School of Medicine, Colleges of Health Sciences, Nursing and Health Professions
2. All other colleges

Question: Has there been any conversation about purchasing the existing buildings at TSC (Brownsville Campus)?

Response: Dr. Bailey: Performing Arts Center and the REC Center. We have made offers on those buildings several times and continue work on it.

Question: How will the Tuition Advantage work? Is it a commitment made to a student from the beginning, or will it be reviewed annually?

Response: Dr. Bailey: Students can apply any year, by the deadline. Applied to all students. See details on the financial aid website.

Question: College is bursting out of the College of Business (Edinburg campus). What are the plans to address this issue?

Response: Dr. Bailey: We are working with private donors about plans for expansion, but this takes time to develop. Some colleges have more access to private money which may be a resource for planning construction and expansion projects.

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Question: Is there a task force, emergency response team, or something in place to address the immediate problems?

Response: Requests are going through Dr. Arney's office and passed along to David and Facilities and Doug Arney to identify resources to address the immediate issues. It is multidimensional and takes much collaboration to find solutions. There are space request forms and access forms available, so reach out to your deans to submit those requests.

Huron gave a good template, but it will take 2-3 years to collect data across all areas (Brownsville, Edinburg, and other locations) and input the information into a software system.

Will be communication with Deans and Department Chairs to understand what is available and how it is being used. Ultimately everything is University owned and we need to look at where there is growth and where there is shrinkage so we can look at the most effective use of space, long term.

Question: Considering the referendum passed, will some of the money collected from athletic fees (in fall 2022) be available to use for satisfying the needs of athletics and give back space to the Health Affairs?

Response: Dr. Bailey: Is unsure which space has been taken from Health Affairs, but yes there would be money available for development of facilities for athletics. Wholistically, the Space Committee will look across campus and ask questions: is this space allocated to the correct group, is it allocated properly, what are the alternatives, etc. so things can be solved.

Question: Is there a better option than "cubicles" for office space?

Question: What better way can the university (i.e., IT, Physical Plant, Facilities Manager) take care of immediate needs (failing AC) or requests without having to submit a work order that could take week(s) to address.

(No response from guests)

Question: Rat concerns and structural issues for Art Buildings and Rusteberg. Did the Huron Report address this?

Response: (addressed earlier by Dr. Bailey), The Huron report just addressed space issues, not facility conditions.

Question: We used to receive information regarding construction or renovation plans for the next # 1 #2 #3 buildings to be built. We have not received that. What is the plan for the next 3 buildings and timeline for this?

Response: MaryJane Lewitt: Dr. Bailey and his office sets those timelines. They would like to use the space analysis information and the strategic planning committee to have the data necessary to make those decisions and make sure everything aligns. There are things underway, but the details need to be worked out before a public announcement will be made.

"2017 Master Plan" is that available somewhere?

Response: Unsure, will have to reach out to Dr. Arney to get that information.

Question for Dr. Bailey: Christine Gerin: There is a need in the area of Biology for an "animal facility" in Brownsville and Edinburg Campuses. Without these facilities research is limited.

Response: Jameela Banu: Mentions several locations of animal facilities near both campuses. (Conversation will be continued but taken off the floor.)

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d. Annual Review Special Committee - PowerPoint Presentation by Michael Abebe

i. Charge:

- revise the policy, create a proposal draft, to address the issues and provide a constructive format that focuses on a goal centered review
- streamline processes

ii. Faculty Senate Status Report: Annual Faculty Evaluation Policy Review (PP available)

- FSDC (Faculty Success and Diversity Council) Policy Sub - Committee: Megan Birk (CLA), Daniel Hunter-Holly (CFA), Michael Abebe (VCOBE), Thuy Vu (CESC)
- Faculty Senate Special Committee: Rebecca Coberly (CFA), Jacob Neumann (CEP), Hale Kaynak (VCOBE), Adrian Sandoval (SOM), Marcela Hebbard (CLA), Angela Chapman (CEP), Manuel Saldivar (Univ. College)
 - Relevant documents: departmental guidelines, HOP policies for post tenure and tenure and promotion. ([ADM 06-502](#), [ADM 06-504](#), [ADM 06-505](#)), regent's rules, UT system policies, Texas Education Code, WFN and FS T& P Committee, AR (Annual Review) Policy of peer institutions.
 - Concerns: redundancy in annual review and tenure track review, policy does not take into consideration faculty workload, AR (annual review) does not accommodate specific responsibilities of NTT (non- tenure track) faculty, review not focusing on goals, lacks consistency in feedback, annual evaluation is not streamlined.
 - Moving toward rank specific evaluation, progress toward professional goals, workload and how it should be integrated in the review, type of feedback (clear, constructive, and consistent, goal oriented.), what is not working in the current system

e. FS questions, comments, points of information re: guest presentations: Annual Review:

Question: Do you plan to have a systematic way to receive feedback, what mechanisms are in place, considering committee members represent multiple colleges?

Response: brief survey targeting specific issues, need better NTT faculty AR policy

Comment: Karin Lewis: there is a concurrent FS committee working on NTT policy for evaluation and promotion.

Question: Why do we have to do annual evaluations year after year? We are evaluated by students, peers, and chairs and judged on teaching and research. If we have several consecutive years (or after the first post tenure review) of evaluations that "Meets" or "Exceeds Expectations" maybe that would be enough.

Comment: We are developing a corporate mentality, which is being imposed on every faculty member. There is unnecessary work to fill up a "folder". A committee could review the CVs and attached letter to see if there is a need to identify a problem and address it if there is. This is wasting faculty academic time. We need to take our own responsibility to do our job.

Comment: Although annual evaluation should be objectively, it is often done subjectively. Evaluations should be made available to all faculty. In the interest of being transparent.

Committee will continue to gather information, so please reach out to your constituents to relay comments to them.

From Kip: <https://www.utsystem.edu/board-of-regents/rules/31102-evaluation-of-tenured-faculty>

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- VIII. Old Business: Dr. Karin Lewis:
 - a. Motion that passed in Oct FS meeting: Recommendation that chairs share the general budget and how expenditures are allocated with their department. This was sent to the Provost and to the Council of Chairs.
 - b. We collected all of the FS follow-up questions from the October meeting regarding the university's financial future and merit/equity adjustment and sent them to Dr. Arney and Dr. Bailey. Those responses will be sent out after this meeting, and we will have opportunity for discussion in the December FS meeting.
- IX. Report of Committees (please see pre-reading handouts from committees)
 - a. Rules and Governance Committee: Cynthia Paccacerqua
 - i. To all committee chairs – please send Dr. Paccacerqua the composition of your committee. Not necessarily names of the members, but what type of faculty representation needs to be in the committee.
 - ii. Looking at the process of creation and review of all “policy” (Legislation)
- X. New Business - (none)
- XI. Next meeting: Thursday, December 2, 2021 (10 am-Noon) via Zoom
- XII. Meeting adjourned at 12:04 pm
 - Motion to adjourn: Sharon Helsley-Mcginley,
 - Second: Louis Falk second