

# The University of Texas Rio Grande Valley

2019-2020

Faculty Senate Meeting IV

Edinburg Academic Services Building (EACSB 1.104) and  
Brownsville Salon Gardenia (BMAIN 2.306F) via zoom

Friday, October 11, 2019

2:00pm - 4:30pm

Minutes

**Minutes prepared by Ernesto Ramirez, UTRGV Faculty Senate, Secretary**

**Senators Present:** Khalid Aada, Andrew Anabila, Sonja Arredondo, Bruno Arthur, Sandra Atkins, Jameela Banu, Karl Berg, Mircea Chipara, Cynthia Cripps, Amy Cummins, Frederick Darsow, Elizabeth Deven-Hernandez, George Diaz, Raquel Estrada, Louis Falk, Zen Faulkes, Fuat Firat, Anahit Galstyan, Christine Gerin, Eleftherios Gkioulekas, Rene Gonzalez, Margaret Graham, Jonathan Guist, Sharon Helsley-Mcginley, Elamin Ibrahim, Wendy Innis, Murat Karabulut, Hale Kaynak, Daejoon Kim, Dean Kyne, Kye-Hwan Lee, Irving Levinson, Junfei Li, John Luna, Rachel Mann, Arnulfo Mar, Theresa Mata-Pistokache, Randall Monty, Cynthia Paccacerqua, Michael Persans, Volker Quetschke, Abdullah Faiz Rahman, Ernesto Ramirez, Miguel Salazar, Sam Sale, Andrea Schwarzbach, Denise Silcox, Owen Temby, Jorge Vidal, Yingchen Yang, Michelle Zeager

**Senators Absent:** Punit Ahluwalia, Elvia Ardalani, Steve Chamberlain, Chinwendu Chineke, Marcus Farris, Alejandro Garcia, Laura Gephart, Kip Austin Hinton, Sunand Kallumadanda, Dongchul Kim, Karin Lewis, Donald Jerry Lyles, Salma Mahmood, Nancy Nadeau, John Newman, Charles Olney, Candace Robledo, Laura Seligman, Garry Souffrant, Linda Williams, Randy Williamson

**Senators Absent (Excused):** Stephanie Atkins Sharpe, Dumitru Caruntu, Mark Dantzker, Miryam Espinosa-Dulanto, Mohammad Ibrahim Farooqi, Clarissa Salinas, Samuel Snyder, William Sokoloff, John VandeBerg

**Visitors(s):** Marianella Franklin, Joe Mendoza, Isai Ramirez, Aziza Zembrani

**Past President:** Dora E. Saavedra

**Office Assistant III:** Vanessa Ceballos

- I. Convene Meeting and Welcome Senators and Guests
- II. The Faculty Senate meeting was convened at 2:02 p.m.
- II. Action Item: Approval of Minutes -No action
- III. Guests:

- a. Ms. Marianella Franklin, PowerPoint Presentation on Sustainability at UTRGV (15min)  
Ms. Franklin requested our participation and support because sustainability is an element of our strategic plan. We have received a silver rating on the Sustainability Tracking, Assessment, & Rating System, from the Association for Advancement of Sustainability in Higher Education. (Ms. Franklin mentioned she would like to return to the Senate meeting in November to present on Food insecurity & Hunger and Green House Gas Emissions Inventory projects). There is a sustainability faculty webinar series now available. She is working with COLTT to make it more accessible. On UTRGV Arbor Day, November 5 and 6, the Office of Sustainability wants the Senate to donate two trees and come to plant them. Their office is also e hosting TRACS 2020 Summit, March 26-29 at SPI (South Padre Island) a Call for Papers will go out October 15 for papers/presentations on sustainability at UTRGV. A question was asked about the cafeteria's use of Styrofoam containers. Ms. Franklin stated that the Sodexo contract does not mandate sustainable materials use, but they do have them available upon request. To initiate a change would require the support of Students, Staff, and Faculty to have financial services negotiate a contract change.
- b. IT & Data Governance structure at UTRGV and new AV director as contact person for ITV issues. Presented by Robert Allen / Isai Ramirez (15min)  
Joe Mendoza was presented as member of IT Team.  
Mr. Isai Ramirez presented on IT & Data Governance – He spoke about an advisory body that helps guide the institution to prioritize the allocation of resources to technology. There are a number of committees on IT, one that is strategic and five that are operational. There is concern over the composition and selection of members for the Research & Educational Technology Committee (which includes some faculty – but not a faculty representative body). An overview of the process for new projects was detailed. It is not in policy, but policy is being developed.

#### IV. Welcome of Faculty Senate President-Elect Paccacerqua

a. Senate President Quetschke formally welcomed the new President-Elect Cynthia Paccacerqua.

b. There was discussion and a vote on the motion to retain Senator Ernesto Ramirez as a non-voting FSEC member and Secretary for the rest of his elected term

The motion was made by Senator Bruno Arthur and seconded by Senator Irving Levinson. There was unanimous consent on the motion. Senator Ramirez will remain as the Secretary of the Senate and will continue serving as a non-voting member of the Faculty Senate Executive Committee.

#### V. Announcements

a. President Quetschke informed the Senate that he is now an Associate Dean; however, he still has a 50% or more faculty appointment. Discussion ensued. Against the acceptance of an Associate Dean as President of the Faculty Senate: There is no set policy against this, but historically there have been no Faculty Senate officers at or above the place of chair to serve as Faculty Senate President. We also do not want FS members serving on committees for faculty issues that are administrators, not faculty (See ADM 06-304 Academic Committees and

Councils. It is a slippery slope argument, that once one administrator can serve, later administrators will expect the same.

In support of retaining President Quetschke in his current role: There is confidence that President Quetschke can do the work and it (retaining him in that role) allows for stability in FS leadership until the end of this term. We can change the process and make the constitution better to avoid this issue in the future.

Conclusion: There was consensus that President Quetschke should continue to serve unless and/or until there is a conflict of interest or he is unable to continue to serve as a result of the administrative appointment.

b. President's Report on UTS Faculty Advisory Council Meeting V. Quetschke. The first meeting of the year was held in Austin at the UT System offices, September 26-27, 2019. President Quetschke serves on two committees there, one ad hoc and one standing. The FAC is discussing faculty morale and salary compression/inversion. Secretary Ernesto Ramirez attended the Governance Committee meeting where the committee worked on Grievance issues and Presidential Selection processes. Recommendations were made by this committee to the FAC. The FAC then made a recommendation to the UT System regarding rules on Presidential Selection. The FAC Governance committee is still gathering information about Grievance policies at UT system schools.

c. Report about merit and compression/inversion recommendation to EVPAA McHatton. At FSEC, after much debate and discussion, we agreed on recommending that the money available be allotted to compression/inversion (1%) and the remaining 1% to merit (1%). The FSEC would like to be a part of the discussion of the formula for division of funds.

## VI. Policy readings and votes

Latest ADM revisions from Blue Ribbon committee (sent as attachments):

- ADM 06-502 Annual Faculty Evaluation from the Blue Ribbon Committee (BRC subcommittee: Michelle Alvarado, Shawn Saladin, Dora Saavedra)  
A question was raised: If an individual does not meet expectations, it is suggested that a remediation plan be developed. There are no specific guidelines on how to do this. Perhaps we need a better way to address this issue with more specific guidelines so that the department/unit avoids and works instead to improve their performance.
- ADM 06-NEW PROPOSED Lecturer Promotion Policy (The BRC subcommittee consists of Michelle Alvarado, Shawn Saladin, Dora Saavedra.)  
This is a first reading. It was noted that this policy does not pertain to the SOM. The College/Department shall determine how research/scholarly/creative work by Lecturers will be recognized Questions arose on:
  - How do we operationalize the expectations (of Lecturers)?
  - Are we being too specific in policy?
  - Maybe we should make sure that the policy refers to departmental criteria and removes the College, to make sure shared governance is in place.Recommendation: List the schools/colleges to which this does apply in Health Affairs for clarity.  
SOM: One-year faculty are not covered by this policy as they are one-year employees. Clinicians are on-tenure track one-year appointments as non-tenure track. They are not included in these policy discussions.

- ADM 06-111 Faculty Grievance (BRC has reviewed the BRC 27 Sept. version. Subcommittee: Tom White, Dora Saavedra)
- ADM 06-111 POST (Tom White submitted additional comments that have not yet been discussed by the BRC, but they should be discussed by the Faculty Senate before going back to the BRC.)

On the above two points, we can have additional discussion after we receive latest notes and look at other policies, to include UTSA.

## VII. Business

- Constitution Committee Status Report. Chair D. Saavedra  
Will meet with President-Elect Paccacerqua to finalize plans to move forward by transferring the revision of the Constitution to the President-Elect's leadership
- Collegiality impact and requirements for quantitative departmental guidelines/bylaws for annual evaluation and tenure/promotion. Review departmental guidelines together with workload committee. (Joint committee with faculty and administrator participation)  
The committee may be needed to reconvene to solicit information about the level of success in the implementation of the previous committee's work. Is there alignment with the use of departmental criteria rather than college criteria.
- Chair Survey Committee Status Report – chair Aziza Zemrani.  
Data have been collected. The committee is aggregating the data to release with a final report. The comments, although reviewed by the committee, will not be released to the general faculty. Important for use.
- Teaching and Teaching Evaluation – Committee Chair Dr. Caruntu.  
Committee is looking at guidelines to develop and share with departments, for example limiting the impact of student evaluations, allowing for other documents to be used (syllabi, exams, projects), peer observations and so on. The perception that there is single criterion method of evaluation is the problem.
- Transparency in Budget affairs – Committee to investigate best practices and status in other UT System members. Chair Owen Temby.  
Senator Temby reported that the budget is transparent and publicly available on the web. The goal then is to understand those documents. The committee will work toward identifying those areas that are not difficult to decipher and seek to clarify the information in its next report.
- Initiative to Start Shared Governance Working Group: This item is still in the planning stages. Chair TBD.  
Clarifying a charge for the group – it is a teaching group to share information about what Shared Governance/Faculty Governance is as well as how to institutionalize this via policy and implementation across the university. Committee is being organized by Secretary Ramirez and President-Elect Paccacerqua. Those interested in serving in this work contact either of the organizers.

g.

### VIII. AOB (All Other Business) Open discussion for pressing issues

Issues stemming from the Graduate School were brought up. It appears that there is a top down pressuring from the Graduate School down to the departments. Small graduate programs are alleged to be targets for closure; there are top down pressures to move graduate programs fully online, and graduate coordinators are no longer being given release time. There are other issues that we need to identify. Therefore, we need to solicit information from all senators about these perceived issues in their respective departments.

IX. Adjournment: The meeting was adjourned at 4:28 p.m.

X. Next Meeting:

Friday, November 8, 2019 2:00pm – 4:30pm  
Edinburg: EACSB 1.104/Brownsville: BSTUN 2.24