



Brownsville, Edinburg, Harlingen

## **2024-2025 Faculty Senate Meeting Minutes**

**Tuesday, September 10, 2024, 3:00–5:00pm CST Via Zoom**

### **Senators Present:**

Folake Adelakun, Punit Ahluwalia, Mataz Alcoutlabi, Michelle Alvarado, George Atisa, Norma Beardwood-Roper, Mounir Ben Ghalia, Erica Buchberger, Brent Campney, Veronica Castra, Sonia Chapa, Ruth Crutchfield, Laurie DeLeon, Fuat First, Christopher Gabler, Liliana Galindo, Joel Garza, Suad Ghaddar, James Gleason, Cynthia Lopez Guerrero, Jose Gutierrez, Marcela Hebbard, Wanrong Hou, Joseph Hovey, Krista Jobson, Ulku Karabulut, Megan Keniry, Marisa Knox, Denise Longoria, Salma Mahmood, Ferenc Moldovanyi, Randall Monty, Robert Moreira, Noushin Nouri, Tamer Oraby, Edna Orozco, Cynthia Paccacerqua, George Padilla, Maysam Pournik, Mahmoud Quweider, Monika Rabarison, Genera Ramirez Correa, Ignacio Rodriguez, Margaret Rubi, Jack Ruelas, Laura Seligman, Sylvia Solis, Erwin Suazo, Homman Tabatabai-Mir, Owen Temby, Mohammed Uddin, Vejoya Viren, Sarah Williams-Blangero, Cory Wimberley, Christian Zuniga

### **Guests Present:**

Cynthia Saavedra, Robert Dearth, Maggie Cronn, Maggie Hinojosa, Michael Lehker, Thuy Vu (guest), Jonikka Charlton, Paul Sharpe, Alyssa Cavazos, Jorge Gonzalez, Sandra Musanti, Peter Magnusson, Liji Mathew, Jean-Baptiste Tondji, Francisco J Aldape, Jung-IL Oh, Dawid Wladyka, Dr. F Garcia, Cano, Daniel Hunter-Holly, Sunaina Chugani, Katarzyna Sepielak, Sarah Rowe, Kristine Wirts, Jeff Ward, Manish Tripathi, Aziza Zemrani, Israel Aguilar, Mayra Avila, Eunice Lerma, Ben Ruiz, Thomas Knight, Nazmul Islam, Megan McDonie, Nazaret Fresno, Amit Raysoni, Gisela Saldana, Rebecca Coberly, Soojin Yoo, Amy Hay, John Gonzalez, Tamer Balci, Kip Austin Hinton, Maria Luisa Trinidad

### **Senators Absent:**

Bruno Arthur, Elizabeth Deven Hernandez, Jose E. Hernandez, Lisa Longoria, Donald J. Lyles, Pedro Martinez, Igor Ryabov, Ahmed Touhami, Haiyan Zhou

## **Minutes:**

### **I. Meeting Called to Order at 3:03pm**

### **II. Report of FS Parliamentarian – Senator Dr. Silvia Solis**

- a. Reminder of Community Agreement.
- b. Meeting Courtesy Reminders provided.
- c. Confidentiality
- d. Robert's Rules

### **III. Report of FS Secretary – Senator Dr. Owen Temby**

- a. Reminder all meetings are recorded and video – access to the senate office only.
- b. Chat comments are not noted in the minutes unless they are deemed germane by the secretary.
- c. When speaking during the meeting, please state your name and the college/program you represent.
- d. Meeting minutes from May -Spring 2024. Details were reviewed regarding the election process.
- e. Draft minutes were corrected to note the change that the meeting was held in Brownsville not via Zoom. The minutes submitted are unchanged otherwise.
- f. Motion to approve the minutes provided by Marcela Hubbard, seconded by a senator in the room and minutes unanimously approved. No oppositions were noted and minutes approved.

### **IV. Report of FS President – Dr. Chris Gabler**

- a. Dr. Paccacerqua graciously yielded her minutes to Dr. Gabler.
- b. Dr. Gabler thanked Dr. Paccacerqua and the previous FS Executive Board for their excellent service.
- c. Dr. Gabler presented the following: Workload policy, grievance policy, departmental reorganization policy, financial exigency policy, removing research barriers, and faculty salary.
- d. Workload Policy – Enforcing of workload policy is needed. Comments made by Dr. Gabler include those current policies, mainly at the department level, are robust. Compliance is lacking. Enhancement of awareness and enforcement. This last one is being directed by chair training and providing recourse for non-compliant units.
- e. Grievance Policy – This policy is in need of a considerable overall. Challenges with deadlines, and outcomes. It is necessary to balance the privacy of those involved and transparency. Many times, it is unknown what decision was made. It is necessary to implement extra layers of conflict resolution (i.e. faculty groups, Ombuds person). Escalation to occur when and only necessary. The faculty ombuds role requires more definition.
- f. Departmental reorganization policy – Example: Department of Chemistry and School of Medicine. Policy needs to guarantee real faculty input, enforceable timelines, a means for appeal. Purpose – to identify the problems ahead of time

and rectify unforeseen consequences. Critical short-term priority – relief for affected COS and SOM faculty. Solutions do not necessarily need to be reversals of what happened.

- g. Financial exigency policy – a measure of last resort measure to stabilize finances during a financial crisis. We need a robust one. See examples provided by Dr. Gabler by the AAUP, UT San Antonio and UT Austin. Our peer institutions already have a policy in place.
- h. Faculty research – Removal of barriers. Workload reform is necessary. We can look into empowering underserved groups such as those outside prior research development efforts, those outside of STEM, mid and late-career individuals.
- i. Raising of Faculty Salaries – Inflation, purchasing power is lower now than at hire for many faculty, rising insurance premiums. R2 salaries +R2staff support +R2 facilities does not equal R1 Research. As a result, faculty is accumulating debt literally and figuratively. The main contributor towards R1 status at this point is motivation.

V. **Report of FS President Elect – Senator Dr. Williams-Blanjero**

- a. Dr. Blanjero commends Dr. Gabler in the areas of focus that were chosen including the tie between workload distribution and research.
- b. Working together with all the senators to bring attention and solutions for the areas delineated and that will be coming by Dr. Gabler is something that Dr. Blanjero is looking forward to.

VI. **President Gabler – College Committee representatives needed**

- a. Executive committee members work with the faculty senate board hand in hand to work and develop new policies.
- b. Six colleges need representation.
- c. Voting occurs within the college. The floor was opened for nominations before and those that were received were already resolved. There are some still pending for 2024-2025.
- d. College of Engineering – Dr. Ben Ghalia, nominated by the four representatives present and unanimously voted in by the four faculty members present.
- e. College of Education and P-16 – Integration – Self-Nomination by Dr. Noushin Nouri from teaching and learning. All representatives from that college present were in favor and none were opposed.
- f. College of Fine Arts – Two senators present. This nomination was tabled by assent.
- g. College of Health Professions – Dr. Ruth Crutchfield self-nominated. Dr. Gabler seconded. All representatives of COHP were in favor, and none opposed.
- h. School of Nursing – Dr. Folake Adelakun self-nominated. All representatives were in favor, none opposed.

VII. **President Gabler – Workload for senators**

- a. Working on a formal recognition by the provost's office.
- b. A discussion of workload expectations with Chairs and Deans is coming.
- c. This will be discussed further at the next meeting.

# **VIII. Commencement – Dr. Maggie Hinojosa**

- a. Commencement is about the students and their families – a joyous time.
- b. Challenges
  - i. Health and safety in Brownsville for all attendees.
  - ii. Edinburg – Time constraints – Compression of times.
  - iii. Missing traditions.
- c. In the nine years since the establishment of UTRGV, we have not had a traditional commencement.
- d. A survey is completed at the end of every commencement ceremony.
  - i. Fall 2023 - Brownsville – Only students who attend the Brownsville ceremony receive this question in their survey.
    1. 609 students surveyed / 173 responded (28%)
    2. 66% agreeable to an indoor ceremony at Bert Ogden arena
    3. 34% were not agreeable.
  - ii. Spring 2024 – Brownsville
    1. 741 students surveyed/ 172 responded (23%).
    2. 76% were agreeable to move to an indoor ceremony at Bert Ogden arena
    3. 24% were not agreeable.
  - iii. Class of 2028 EF Brownsville Roundup
    1. 1289 students surveyed
    2. 1249 responded (97%)
    3. 86% were agreeable to shift to an indoor ceremony at Bert Ogden arena
    4. 14% were not agreeable
- e. Cost - \$50 graduation fee is paid by each graduating student. See Financials below.

FY25 Commencement Projections		
	BOA & Brownsville	BOA
Graduation Fee Revenue (\$50)	\$ 382,000	\$ 382,000
<b>Projected Fall 2024 Expenses</b>		
Shared	\$ 70,845	\$ -
Edinburg	\$ 118,610	\$ 219,383
Brownsville	\$ 180,630	\$ -
<b>Subtotal Fall 2024</b>	<b>\$ 370,085</b>	<b>\$ 219,383</b>
<b>Projected Spring 2025 Expenses</b>		
Shared	\$ 76,119	\$ -
Edinburg	\$ 124,067	\$ 221,559
Brownsville	\$ 191,179	\$ -
<b>Subtotal Spring 2025</b>	<b>\$ 391,365</b>	<b>\$ 221,559</b>
Total FY25 Shared	\$ 146,964	\$ -
Total FY25 Edinburg	\$ 242,677	\$ 440,943
Total FY25 Brownsville	\$ 371,809	\$ -
<b>Total Projected Expenses</b>	<b>\$ 761,450</b>	<b>\$ 440,943</b>
<b>UTRGV Gap</b>	<b>\$ (379,450)</b>	<b>\$ (58,943)</b>

**Total Savings (Combined Ceremonies at BOA) \$ 320,507**

- i. Dr. Bailey has committed that money saved will go back to students in the form of scholarships and aid.
- ii. Options in Brownsville – Jacob Brown Auditorium. Eight to 10 ceremonies are needed. Four to five days straight of ceremonies would be needed to supply the graduation needs.
- iii. Viable option – move all ceremonies to one location indoor in Edinburg at Bert Ogden. Two ceremonies on Friday and two on Saturday to provide enough time for a traditional ceremony with a processional / finale for the students.
- iv. Questions– # of tickets provided. Solution, in general, 10-12 tickets per student are given. The average number that is actually used is 7 tickets. On average 10-11 tickets per student. The colleges would be broken up so that 10-12 tickets can be offered per student so they can have their families there.
- v. Question – Traffic. Moving to two ceremonies on Friday and two ceremonies on Saturday to provide 3 hours in between ceremonies to provided enough time for people to arrive and leave.

**IX. Guest Speaker: Dr. Cynthia Saavedra – Vice Provost for faculty affairs. Dr. Robert Dearth, Interim Associate Vice Provost for faculty affairs.**

- a. Dr. Saavedra – Pursuit of greater excellence. Promotion of Faculty Success.
- b. Disconnection between department guidelines and institutional standards.
- c. Key terms – quality, significance, and impact.
- d. Need to pivot – current criteria have not changed; however, how we write our narratives needs to change. Narrative training will be occurring focusing on quality, impact, and significance.
- e. The next steps include developing new criteria and initiating HOP policy changes.
- f. The Office of Faculty Success has grown from 2 people to 8 people.
- g. Dr. Dearth - Pivoting includes emphasizing quality, impact, and significance.

### **Changing the narrative (communication and training)**

- May 15 & 20 Chair Development workshop
- July 22 & 23 T&P groups going up this year
- August 1-20 One-on-one with Deans and Associate Deans
- August 16 Met with Chairs on T&P reviews
- August 30 Email with video and dossier guide to all tenure track faculty.
- August 30 Extended deadline for third year reviews to September 13
- September 3 Reminder sent to third year TT
- Sept 20 Pilot program training
- Sept 20 NTT committee and those going up for promotion renewal
- Nov TBA First-year faculty

- August: One-on-one meetings with Deans process for submitting review criteria.
- All Deans received T&P template in August.
- Deans leading efforts on dissemination and communication regarding college & unit specific criteria.

#### Important Deadlines to OFA

Dec 1: Dept T&P criteria deadline  
 Feb 1: Dept promotion to full criteria (*tentative*)  
 March 1: Dept NTT criteria (*tentative*)  
 April 15: Annual Review (*tentative*)

#### External Reviews

Faculty going up this year will see their reviews *after* they submit their dossier

New guidelines discussed with Chairs and Deans  
 ○ Available on Faculty Resources web page

- They are working on communicating all these deadlines to all faculty.
- Templates are now being worked on so that the tenure and promotion process is updated across the university. The new guidelines have been discussed with the Chairs and the Deans and are available on the faculty resource web page.
- Dr. Saavedra – We do need to move the needle on the new criteria. It cannot be the previous criteria. More rigorous criteria need to be created.
- External reviewer guidelines will be implemented next year.
- Dr. Dearth – HOP Policy Review – Policy impact changes will be sent by 10.1.24. Hop policies ADM 06-503 Tenure track faculty policy, ADM 06-504 Tenured faculty policy, non-tenure track policy – never installed and will replace ADM 06-502, ADM 06-501 Faculty workload.
- Dr. Saavedra – Need a faculty Ombuds person.
  - Increased support for faculty travel to disseminate scholarship.
  - Collaboration with the division of research to support further faculty success.
  - Comprehensive faculty development series.
    - Leadership development and onboarding programs
    - More faculty trainings
    - Membership to NCFDD
  - Re-evaluating processes and policies
    - Faculty ombuds, seed grants, FDL, faculty grievances, exit interviews, awards, and general communication with faculty.
  - Faculty affairs open houses/office hours on both campuses and faculty affairs launch.
- Question 1: Were trainings recorded? Yes, all were recorded and sent to those who attended. Tenure track review training was also recorded and emailed to all tenure track faculty.
- Question 2: Third-year comprehensive faculty review – why? To be more aligned with most R1 procedures. The fourth year is a little too late to check in with faculty if they are not on track.

- j. Question / Comment 3: In an authentic academic world, a professor does not engage in self-promotion. In an academic institution, peers recognize the value of the faculty member. It is not a marketing or promotion frame of mind. Service is honorable.
- k. Senator Temby inserted that there are 55 people online and there were three questions in the chat pending, and a guest had their hand raised as well.
- l. Question 4: Can the panelists describe in their own words what the task of the department committees is in translating their criteria into the template? Answer – Read the template, the principles and the reasoning for how we have laid out the template. Create a clear pathway for your department to be successful.
- m. Question 5: April 15<sup>th</sup> is the deadline for developing new criteria. No. Office of Faculty Success will further guide with deadlines.

**X. New Business -President Gabler**

- a. Revisiting the date and time for the FS date and minutes. The When to meet poll was deployed. College of Fine Arts has a standing conflict with the pre-agreed upon time. Please complete the poll so we can have everyone's input.  
Recommendation to move the meeting to 3:30 to provide the people that have classes ending at 3:15 PM and have school pickups to do.
- b. Quality of life – dining options are limited in Harlingen and Brownsville. Limited parking as well. FS recognizes that auxiliaries services need to be contacted first by FS Executive Committee and then the FS to directly work with them and find solutions.
  - i. Research assistant hiring timeline and access to research labs. Auxiliary support is needed for this aspect of research. Access to key cards is a standing issue. Police are consistently called to open the doors but now they are threatening to not assist with opening the doors. Need – build a list of these barriers (challenges with HR, facilities, police) so we can find technical solutions.
  - ii. Parking – some parking lots have been reduced to half faculty parking and half student parking. It would be appreciated if this was changed back to 100% faculty parking. Parking lot 13.

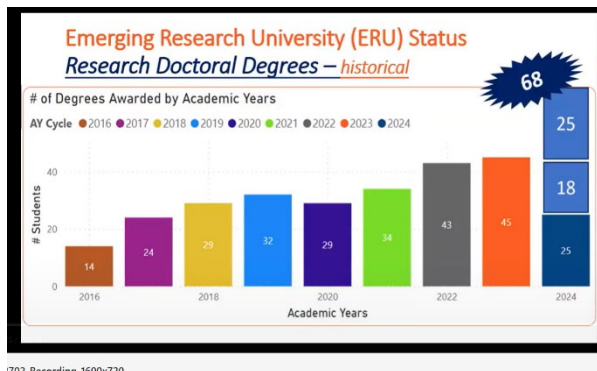
**XI. Questions for Guest speakers – Dr. Saavedra and Dr. Dearth**

- a. Chaotic rollout of guidelines – Please clarify. Approval will be May 31<sup>st</sup>, 2025, and the tenure track faculty have two years to step in to the new guidelines as per the HOP.
- b. Reiteration of quality, significance and impact in productivity of dossier components.
- c. Actual change – how the criteria is described in the narrative. Describe the quality and significance of the journals you are submitting to or published in, the significance and quality of your national service.

**XII. Guest Speaker: Dr. Can Saygin**

- a. Strategic vision – to become a prominent regional research university.

- i. Goal 1– becoming an emerging research university (ERU), \$20 million restricted research expenditures on general academics minus the state-related funding. Average of 45 research doctoral degrees over 3 academic years (Sept to next end of Aug).
- ii. Goal 2- Carnegie Research 1 (R1) – R1 is very high research spending and doctoral production, American Council on Education (ACE), %50 Million total research expenditures from NSF HERD Survey, an average of 70 research doctoral degrees over 3 IPEDS cycles (July to next end of June).



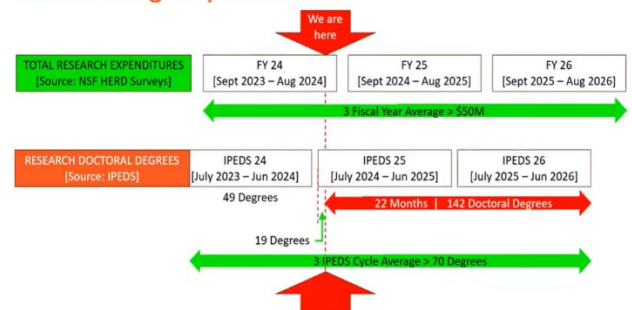
**Emerging Research University (ERU) Status**

Metrics	FY22	FY23	FY24*	3-Year Average
Research Doctoral Degrees	43	45	68	52 > 45
Research Expenditures (\$M)	\$23.71	\$35.35	\$26.27 *Sept23-July24	\$28.5 > \$20

**Emerging Research University (ERU) Status**  
*Research Doctoral Degrees – contributing programs*

	Fall 2023	Spring 2024	Summer 2024	TOTAL AY24
Ed.D. Curriculum and Instruction (EP-EDD-RCUR)	15	8	11	34
Ed.D. Educational Leadership (EP-EDD-REDL)	5	7	3	15
Ph.D. Business Administration (BE-PHD-RBUS)	1	1	7	9
Ph.D. Rehabilitation Counseling (HP-PHD-RREC)	4	2	3	9
Ph.D. Mathematics & Statistics (SC-PHD-RMSP)	0	0	1	1
<b>Total</b>	<b>25</b>	<b>18</b>	<b>25</b>	<b>68</b>

### C28: Carnegie Cycle 2028



**C28 Initiative**

22 months  
142 doctoral degrees  
C28 = R1 = UTRGV

- EdD Educational Leadership
- EdD Curriculum and Instruction
- PhD in Rehabilitation Counseling
- PhD Mathematics and Statistics with Interdisciplinary Applications
- PhD Business Administration
- PhD Clinical Psychology
- PhD Physics
- PhD Human Genetics
- PhD Materials Science and Engineering

- iii. Question: Education program - Compensation for Chair and search committee for dissertations is on the list of items that need to be directed.



Deans and chairs will be accessed to work on the areas of workload that can be included in how to compensate either with time or shared credit.

- iv. Question: Application for R1? There is no application per say but steps towards completion to the designation.
- v. Question for Dr. Saavedra: Faculty traffic to disseminate scholarship include NTT. No, only if they have a workload with research expectations. Lecturers cannot have research expectations as per regents' rules. Clinical professor or professor of practice, if research is part of the workload, then yes.
- vi. Question for Dr. Saavedra:: Clarity in publications can be subjective. Answer – speak to the quality of the journals you are publishing in. Citations that you may have.
- vii. Question for Dr. Saavedra:: How do you plan to address Senator Furat's comments regarding upheaval regarding changing expectations? Through training, the Office of Faculty Success will be providing guidance on how to be a succinct writer. Consistency in tenure and review committees throughout the faculty's tenure track is the goal.
- viii. Question for Dr. Saavedra:: Will there be changes in tenure review? Yes.
- ix. Question: Educational program --- Why is CEP not being approved for new faculty lines. Dr. Saygin responded. The idea is to do the faculty workload and do the math. The goal is to increase the faculty numbers to meet the 30,000 student need. Formula for workload must be completed properly for this to happen. Dr. Saavedra added that this is also a good question for the Deans. The needs of the institutions need to be addressed first.
- x. Question for Dr. Saygin: Space, performance – infrastructure changes are needed.

**XIII. Last Item: No photo will be taken at the end of today's session. Please pick up a T-shirt on your way out.**

**XIV. Meeting adjourned**

- a. Motion to adjourn: **Dr. Solis**; Seconded: **Dr. Gabler, all in favor.**
- b. Meeting adjourned at **5:00 pm**; closed at **5:00 pm**
- c. Next meeting:
  - i. October 15, 2024