



**2019-2020 Faculty Senate Meeting III
Harlingen Clinical Education Building (HCEBL) 1.100
Friday, September 20, 2019^[L]_[SEP]
2:00pm - 4:30pm^[L]_[SEP]
Minutes**

Minutes prepared by Ernesto Ramírez, UTRGV Faculty Senate, Secretary

Senators Present: Khalid Aada, Punit Ahluwalia, Andrew Anabila, Elvia Ardalani, Sonja Arredondo, Bruno Arthur, Sandra Atkins, Stephanie Atkins Sharpe, Jameela Banu, Karl Berg, Dumitru Caruntu, Mircea Chipara, Cynthia Cripps, Amy Cummins, Elizabeth Deven-Hernandez, Miryam Espinosa-Dulanto Raquel Estrada, Louis Falk, Mohammad Ibrahim Farooqi, Marcus Farris, Zen Faulkes, Anahit Galstyan, Alejandro Garcia, Christine Gerin, Eleftherios Gkioulekas, Rene Gonzalez, Margaret Graham, Sharon Helsley-Mcginley, Kip Austin Hinton, Elamin Ibrahim, Wendy Innis, Murat Karabulut, Hale Kaynak, Dongchul Kim, Kye-Hwan Lee, Irving Levinson, Karin Lewis, Junfei Li, Donald Jerry Lyles, Salma Mahmood, Rachel Mann, Theresa Mata-Pistokache, Randall Monty, Nancy Nadeau, Cynthia Paccacerqua, Michael Persans, Volker Quetschke, Abdullah Faiz Rahman, Ernesto Ramirez, Candace Robledo, Miguel Salazar, Sam Sale, Clarissa Salinas, Andrea Schwarzbach, Laura Seligman, Denise Silcox, William Sokoloff, Owen Temby, John VandeBerg, Jorge Vidal,

Senators Absent: Steve Chamberlain, Frederick Darsow, George Diaz, Richard Edmonson, Sunand Kallumadanda, Arnulfo Mar, John Newman, Samuel Snyder, Garry Souffrant, Linda Williams, Randy Williamson,

Senators Absent (Excused): Mark Dantzker, Fuat Firat, Laura Gephart, Jonathan Guist, Daejoon Kim, Dean Kyne, John Luna, Yingchen Yang, Michelle Zeager, Charles Olney,

Visitors(s): Guy Bailey, Parwinder Grewal, Patricia McHatton

Past President: Dora E. Saavedra

Office Assistant III: Vanessa Ceballos

I. Convene Meeting and Welcome Senators and Guests ^[L]_[SEP]2:05PM

II. Action Item: Approval of Minutes ^[L]_[SEP]No action was taken.

III. Guests: [SEP]

a. President Guy Bailey, Presentation/Q&A about UTRGV (25min) [SEP]

Dr. Bailey gave a PowerPoint presentation (that will be posted on President's Office website later this year) concerning the actions taken by the 86th Legislative Session pertaining to UTRGV and the university's budget. The President situated our current condition in the historical context of the 85th Legislature which left UTRGV with \$24 million less. The result of the 86th Legislature's actions is that there is an increase in funding. Changes in WSCH (weighted student credit hours) allowed for an increase of more than \$9 million: SOM (School of Medicine) formula funding was increased by \$11 million. The budget is up by \$20 million; this money is already committed to certain expenditures and improvements. The President is expecting about \$20 million in additional revenue. There will be a focus on awarding merit and equity/compression pay with any additional funds. (A budget change will be presented at the November Board of Regents meeting (BOR) agenda. The pay rate changes should be seen in the January 2020 payroll).

The President stressed the need to gain additional revenues by addressing the issues of retention and declining enrollment of freshmen. Therefore, UTRGV needs to focus on improving retention rates as well as recruiting more incoming freshmen. The freshman number is declining (freshman rates are down from 80.1% to 76.7%; second year enrollments are down from 69.5% to 65.1%). Complicating the issue is a decline in high school graduates which then impact subsequent enrollments. His proposed strategy is that UTRGV move aggressively to attain "national university status" to attract students to UTRGV to avoid a substantial decline in our revenues.

A question and answer period followed.

Q. What is the long-term plan for faculty salary improvements?

A. Merit and salary compression are being addressed. The EVPAA and Human Resources will figure out how to make this happen.

Q. What are the eligibility criteria for assistance (from the proposed free tuition program for students whose families earn under \$75,000 per year)? Will students be reevaluated and lose funding?

A. The goal is to be funding all students in a fair manner so that all students can take advantage of the program.

Q. How do you plan to address compression and merit beyond this one year?

A. (Addressing this issue will be) the result of funding availability, so we need to

increase the funds (being generated).

Q. How do we increase recruiting as others have?

A. We need more funding for scholarships (non-merit based) to compete with others.

Q. What is/are the target(s) to be reached for becoming an emerging research university?

A. Five years for graduating a minimum of 30 PhD students every two years, and \$30 million in research expenditures

- b. EVP for Research, Graduate Studies and New Program Development, Dr. Parwinder Grewal, Presentation/Q&A (20min)

Faculty Grant Award Incentive Program

Dr. Grewal explained the newly unveiled Faculty Grant Award Incentive Program that ties grant awards to a PI's salary. In other words, the PI will be eligible for a pay increase based on his/her grant funding award. Dr. Grewal's explanation (paraphrased) follows: We are an R2 – Doctoral University – High Research Activity, and we are on the way to being an Emerging Research University. We have met the Endowment requirement. We need more than 30 PhD graduates (about 20 now) two years in a row, and more than \$30 million in restrictive funds expenditures (we are currently at \$16.5 million).

So, we will need to increase PhD programs and increase graduation rates.

A Principal Investigator (PI) will be eligible to receive a salary increment of .05% of the total grant. A team of Co-PIs will **share** the increase to the base pay. The maximum salary increase will be \$5000 per year. This will be a permanent salary increase. All faculty with less than 50% administrative load are eligible to participate in this program. The minimum single grant size is \$25000. This program is already in place for faculty. The grant is calculated once, based upon total value, and applies in the next fiscal year. All grants are eligible.

Resources are in place to provide training for TT faculty in grant writing.

Q. How will the issue of multiple PIs be addressed?

A. Distribution of funds will be determined by the percentage of work you propose to do when you submit the grant.

The departments are welcome to develop a policy on this, but at this time there is no one plan as every discipline and grant is different and may need the flexibility of assigning on its own the distribution.

Comment: There was a comment made about the need for more support, such as a grant writer, to help with the successful acquisition of grants. EVP Grewal stated that the office will not likely hire grant writers but will support any Dean who wishes to do so.

Support may be limited to the trainings that are provided.

IDC (indirect costs) are not determined by the university but by the government.

Currently, the .05% rate is due to the cost of the incentive; it is what is sustainable. This program will be in place for the next five years and will then be reevaluated.

IV. Senator Vidal made the motion to go into Executive Session to discuss the election of a President-Elect for the Faculty Senate. Senator Li seconded the motion. The motion carried 4:00 – 4:14.

Election of Faculty Senate President-elect^[LSEP]

With the exception of the College of Science, Candidates of all colleges, are eligible.

Requirement: The candidates should currently hold the position of a Faculty Senate

senator.^[LSEP] Nominations from the floor are welcome. Each candidate is expected to present himself/herself and his/her qualifications in a short speech or presentation for no longer than 3 minutes to the assembled Faculty Senate. The three candidates are

a. Dr. Ernesto Ramirez (CLA) ^[LSEP]

b. Dr. Dumitru Caruntu (CECS) ^[LSEP]

c. Dr. Cynthia Paccacerqua (CLA)

The elections will be held using the Helios voting system which allows for anonymous voting. The Vote will open Saturday at noon and will close the following Wednesday at Midnight. The election requires a quorum and the election will be extended in 2-day increments until a quorum is reached. In the case that none of the three candidates receives a majority of votes, a run-off election will be conducted. Possible FSEC office vacancies will be addressed at the next Faculty Senate meeting, if necessary.

V. Announcements and HOP Status Reports

a. Reminder for service in committees^[LSEP] A brief reminder was given.

b. First Reading: New Proposed Policy on Lecturer Promotion BRC

New draft in place for Policy. Will be posted in the webpage for FS. The committee is being pressed to move on this. The Senators were encouraged to read the document and become aware of the proposal. The draft document may be shared.

c. Information on Free Speech Q and A document (pre-policy)

Only an FAQ document is available currently. The actual policy is due in one year. Point 16 of the Q&A is one of the areas of concern, i.e., how to determine what is appropriate in the classroom. Senators are encouraged to provide feedback by next week to help formulate the document to be used in the interim. The Women's Faculty Network (WFN) is also providing feedback to this document. We will use Qualtrix to do this and to compile the responses. We are providing a response to the UTRGV Legal Affairs Office so that they can know our perceptions of the materials.

VIII. Adjournment

Senator Graham moved to adjourn. The motion was seconded by Senator Sokoloff. The motion carried and the meeting adjourned at 4:35 PM.

IX. Next Meeting:

Friday, October 11, 2019 2:00pm – 4:30pm^[L]_[SEP]Edinburg: EACSB 1.104/Brownsville: BSTUN 2.24 (Zoom)