

## Minutes

### Faculty Assembly Membership Meeting

Tuesday, March 3, 2020 | Espino Conference Center A&B, 3:30 PM

*I. Call to Order*

The meeting was called to order at 3:30 PM without a quorum present.

**Present:** Andrew Alegria, April Aultman Becker, Rosemary Briseno, Betsy Evans, Theron Francis, Eric Funasaki, Bibiana Gutierrez, Rob Kinucan, David Leaver, Ryan Luna, Liz Measures, Jeanne Qvarnstrom, DeMetris Reed, Chris Ritzi, David Rohr, Marjorie Scott, Kathy Stein, Jessica Velasco, Joey Velasco, Dexter Wakefield, Savannah Williamson

**Not present but counted in the quorum:** Steve Bennack, Jimmy Case, Sandra Chambers, Kendra DeHart, Jay Downing, Ilda Gonzalez, William Green, Alex Hardison, Christopher Herrera, Kristofer Jorgenson, Jessica Kelsch, Marina Kimball, Cynthia McAlister, Jennifer Miller, Richard Mrozinski, Billy Jack Ray, Mark Saka, Thomas Shiller, Alicia Trotman, Barbara Tucker, Julie Vega, Matt Walter

*II. Approval of minutes from Monday, February 3, 2020 meeting*

No motion to approve minutes without a quorum present. Minutes will be approved at the following meeting.

*III. Guest Speakers*

*1. Valerie Baca, Student Government Association President*

Valerie was not present due to a conflict with SGA event.

*2. Dr. Jeanne Qvarnstrom, Associate Vice President for Institutional Effectiveness*

Dr. Qvarnstrom provided updates from the Office of Institutional Effectiveness. See attached handout.

*3. Dr. Lisa Harris, Vice President for Enrollment Management*

Dr. Lisa Harris and Dr. Matt Moore (Executive Director of Enrollment Management) were present to discuss the Strategic Enrollment Management plan they co-authored in December 2019. Dr. Harris outlined some of the major points of the plan and opened it up for questions.

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In response to questions Dr. Harris and Dr. Moore shared that they're working with others as part of an Enrollment Business Operations Task Force to analyze and improve processes related to enrolling in SRSU. They mentioned the redesign of the website is an aspect of their plan but noted that this is not under Enrollment Management and did not have full information or an official timeline to share. They noted that new CRM (customer relationship management) software has been approved and will be integrated into the new CMS (content management system), in other words, the new website. E-Mag expects to have the CRM in place by Fall 2020 but Dr. Moore noted he is already thinking about Fall 2021 recruiting efforts.

They indicated they are hiring certain jobs in certain areas but were not extremely clear about which jobs or who all is on their team, especially related to recruiters. Recruitment is territorial based rather than discipline based. Dr. Moore said that starting in the fall recruiters (or someone from E-Mag) would be assigned to visit departments to get information from department heads so that recruiters are sharing the most current and accurate information with recruits.

Dr. Moore said that he is the point of contact for anything related to E-Mag and that he will liaise between faculty and his team to solve problems.

Dr. Harris reported that departmental brochure spending is up and that Bobby G has been working with departments to design and have printed new brochures.

It was asked whether there would be follow up reports to the SEM Plan. Dr. Harris mentioned that was discussed in EC as well and she mentioned something like an Annual Accountability Scorecard akin to how accountability is documented by the Strategic Planning reporters.

#### *IV. President's Report*

##### *1. Spring 2020 enrollment*

Dr. Stein shared the Spring 2020 enrollment numbers for the Alpine campus as reported from the Office of Institutional Research. These numbers were shared at the TSUS/TCFS meeting in late February.

##### *2. OIT issues*

Dr. Stein again brought out her folder of Spring 2020 OIT reports which include issues with video components, and document cameras, and people from the

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audience brought up additional concerns including network connectivity, the lack of a strong internet connection on campus (some days and some places the internet works but it seems unpredictable), and the issue that most people are experiencing with Google and Google products in our IP range. Additionally it was mentioned that ceiling microphones in one classroom were uninstalled and taped with packing tape to the instructor computer station in the same classroom.

Feelings of seeming unprepared and feeling unprofessional were echoed.

It was recommended that all issues be recorded with LTAC tickets so that OIT has a record of the problems that persist.

#### 3. *Alpine FA/MRG FS Joint Efforts*

Dr. Stein outlined the efforts brainstormed by the Faculty Assembly and Faculty Senate Executive Councils and sought feedback and recommendations from the membership. Efforts include:

- Faculty Governance page to document joint efforts on SR INFO
- Joint FA/FS EC meetings starting April 2020
- Joint FA/FS membership meetings starting Fall 2020
- Take turns sending reps from FA and FS to the TSUS meeting and submit one report instead of two.
- FA President has a course release but FS President does not; recommend that FS President gets a course release

#### 4. *Traffic Court*

Dr. Stein explained the current Traffic Court system run by the Student Government Association and that all of the policies about Traffic Court live in the student handbook and are directed at students. However, faculty and staff have historically also gone before the SGA Traffic Court. It was recommended that FA advocate that faculty and staff bypass the SGA Traffic Court and appeal directly to UDPS. Dr. Stein will make this recommendation to Student Life.

#### V. *Vice President's Report*

##### 1. *Faculty representation for Council and Committee slate*

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Dr. Francis is now planning for the Fall 2020 Committees and Councils slate. The positions of FA EC President, Vice President, Secretary, and Member-at-Large for ANRS are due. Look for his email about the entire slate and contact him with questions or nominations. Self-nominations encouraged.

#### VI. *Secretary/Treasurer's Report*

##### 1. *TSUS/TCFS report*

Betsy provided a report on the TSUS/TCFS meetings. She will share data from the TCFS meetings (see attached). Dr. Joey Velasco added some major themes including "the erosion of shared governance."

##### 2. *Web redirects live*

The sulross.edu version of the Faculty Assembly page is now live on SR INFO and all redirects are working.

#### VII. *Parliamentarian's Report*

Nothing to report.

#### VIII. *Old Business*

None.

#### IX. *New Business*

None.

#### X. *Council Reports*

1. *Athletics Council*
2. *Budget Oversight Council*

Budget Oversight Council met in November and is still awaiting the printed budget.

3. *Curriculum Council*
4. *Department Chairs Council*
5. *Faculty Assembly Executive Council*

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6. *Graduate Council*
7. *Honors Council*

The Honors Council awarded 10 scholarships. Noted some issues with having a lack of a budget.

8. *Library and Research Technologies Council*
9. *Promotion and Tenure Council (formerly Faculty Affairs Council)*
10. *Research Council*
11. *Sustainability Council*
12. *Teacher Education Council*
13. *Teaching Council*

#### XI. *Committee Reports*

1. *Academic Integrity Committee*

The Academic Integrity Committee will host focus groups on academic integrity this spring. Contact Jessica Velasco for more information.

2. *ADA Education and Policy Committee*
3. *Alcohol and Other Drug Education Coalition Committee*
4. *Convocations Committee*
5. *Disciplinary Hearing Committee*
6. *Diversity and Inclusion Committee*
7. *Financial Assistance Appeals Committee*
8. *Food Service Committee*
9. *Instructional Technology Advisory Committee*
10. *Marketing Committee*
11. *Orientation Committee*
12. *Risk Management Advisory Committee*
13. *Student Publications Committee*
14. *Student Service Fees Advisory Committee*
15. *Undergraduate Academic Appeals Committee*
16. *University Scholarship Committee*
17. *Web Services Advisory Committee*

#### XII. *Announcements*

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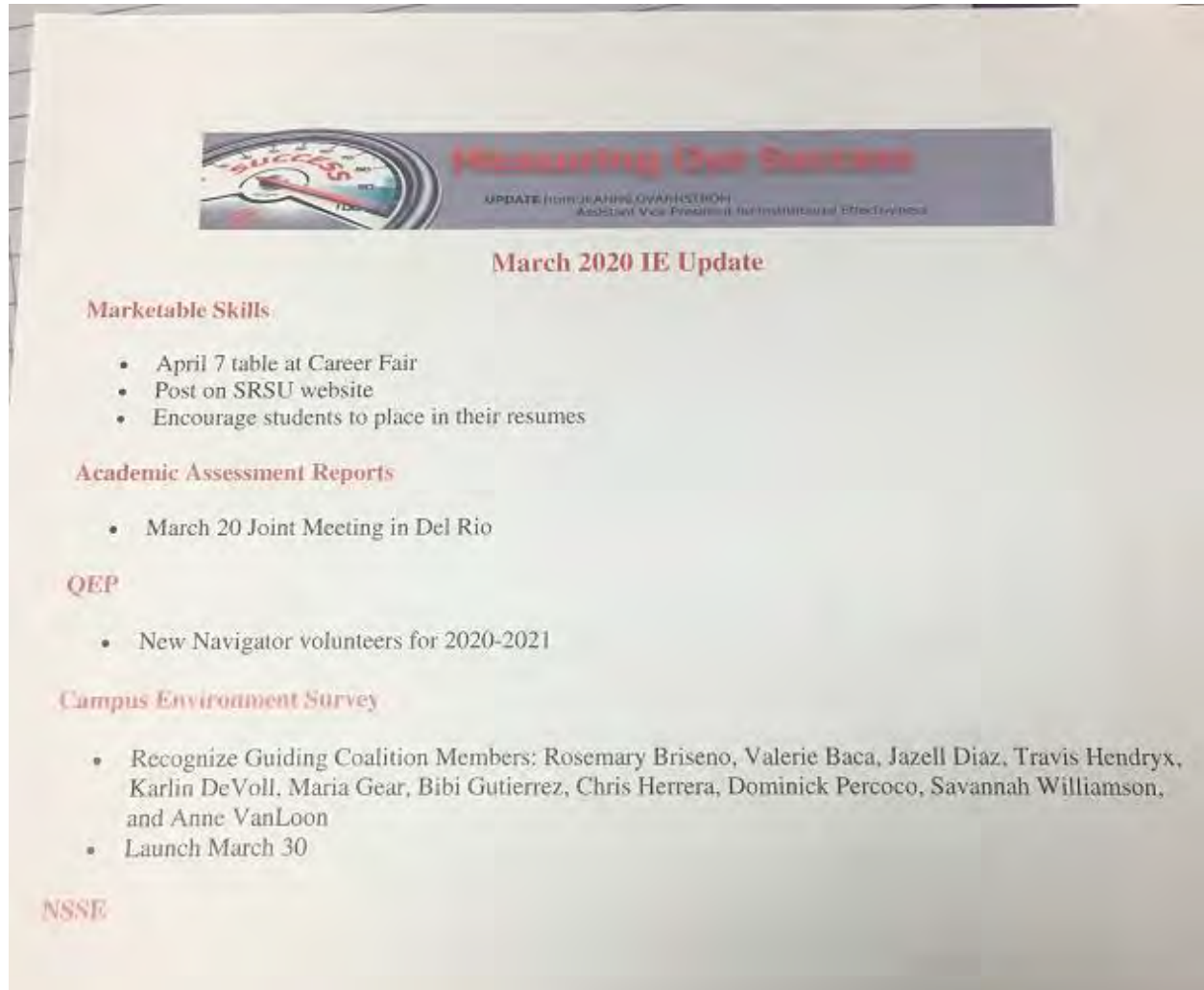
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End of semester party will be held at the Stein residence on Friday, May 1. BYOB Potluck.

XIII. *Adjournment*

XIV. *Appendices*



**Measuring Our Success**  
UPDATE FROM JENNIFER VANHORN  
Assistant Vice President for Institutional Effectiveness

**March 2020 IE Update**

**Marketable Skills**

- April 7 table at Career Fair
- Post on SRSU website
- Encourage students to place in their resumes

**Academic Assessment Reports**

- March 20 Joint Meeting in Del Rio

**QEP**

- New Navigator volunteers for 2020-2021

**Campus Environment Survey**

- Recognize Guiding Coalition Members: Rosemary Briseno, Valerie Baca, Jazell Diaz, Travis Hendryx, Karlin DeVoll, Maria Gear, Bibi Gutierrez, Chris Herrera, Dominick Percoco, Savannah Williamson, and Anne VanLoon
- Launch March 30

NSSE

## Preliminary Notes

### Texas Council of Faculty Senates

Brian L. Evans, The University of Texas Austin

Feb. 21-22, 2020, Meeting in Austin, Texas

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Shared governance is “collegial, cooperative, and trust-based organizational leadership that enables meaningful combined participation by administration and faculty in the management of an institution’s operations”. [1] Within shared governance, non-administration faculty governance is present at departmental, college and university levels.

At the university level, an elected governing body known as an Academic Senate or Faculty Council represents the entire faculty body (all of rank) as well as student and staff. In open meetings, the elected university faculty governing body discusses, evaluates, monitors, and recommends on undergraduate curricular changes and degree programs and on a wide array of policies and procedures. These policies and procedures might include faculty evaluation, workload, compensation, academic freedom, and grievances; student services, activities, admissions, and employment; and libraries, research, information technology. [2]

#### 1.0 Roundup Reports

Angelo State

- Provost piloting an electronic syllabi with automatic updates
- Tenure and promotion policy changes
- Piloting Acadium to help struggling students & students who left to finish their degrees remotely  
Lamar Beaumont

- Provost resigned
- Assoc Provost changed handbook without faculty input and put it online
- Faculty asked for the previous handbook online

Lamar Inst. Of Tech. – not present

Lamar Orange – not present

Lamar Port Arthur – not present

Midwestern – not present

North Texas Health Science Center

- Every dean and above changed over last two years
- New medical school in partnership with Texas Christian University
- Revised faculty by-laws
- Started strategic plan
- 48% of faculty leave in a three-year period

Prairie View – not present

Sam Houston

- New degree in social justice
- New college of osteopathic medicine
- Reworking tenure and promotion policies
- President announced retirement, and Faculty Senator on search committee
- Seeking to add a Faculty Ombuds

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Stephen F. Austin

- Non-tenure-track career ladder approved
- Academic Senate expanding non-tenure-track members from 2 to 6
- Academic Senate requesting next presidential search would have more than 1 faculty member and referred to how other Texas universities for their search committees

Sul Ross Alpine

- Drop in enrollment of 13.5%
- School newspaper now available online
- New minor in journalism
- New \$2.9M visitor center (funded by tuition revenue bond)
- Increase in deferred maintenance of facilities and new campus master plan underway
- Search for new president underway
- Partnering with Sam Houston State to launch Blackboard for learning management

Sul Ross Del Rio

- No campus library, dorms, student union, planetarium, etc.
- Subsist of three rented buildings on the US-Mexican border
- Degree programs unified with other Sul Ross campuses over faculty protests
- 75% undergraduates are women; majority Hispanic
- Enrollment decline of 20% over last two years
- Faculty Senate issued vote of no confidence in president in September; he resigned

Tarleton State

- Campus climate survey
- Changing tenure and promotion guidelines as if re-tenuring faculty every five years
- New president, new slogans

Texas A&M Central Texas – not present

Texas A&M College Station

- Just adopted Canvas for learning management system
- Title IX and Civil Rights issues overwhelming staff
- Academic Professional Track for non-tenure-track faculty
- New School of Dentistry opened large \$160M building (serves 100,000 patients/year)
- Army Futures Command reached agreement of \$65M in funding over 10 years
- Approval of building a couple of new buildings in the Houston Medical Campus

Texas A&M Commerce – not present

Texas A&M Corpus Christi

- New BS in Civil Engineering and Industrial Engineering programs
- New spousal hire policy
- Budget impact from Hurricane Harvey
- Non-tenure-track faculty

Texas A&M Kingsville



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- Major music education complex opening April 3<sup>rd</sup> with virtual human conductors
- Only federal funded center for studying vipers
- Unique access to exotic animals for veterinary care studies
- Enrollment down to 6,500 full-time students but growing in dual enrollment students

#### Texas A&M San Antonio

- Private-public partnership to build new residence halls
- New institution – 10 years old
- Reduction in compensation for summer teaching
- Hiring a new Dean for College of Arts & Sciences—third new dean for three colleges
- New university policies for tenure and promotion
- Expectations in research productivity

Texas A&M Tex Arkana – not present

#### Texas A&M International

- In Laredo on the US-International border--- many students live in Mexico
- 8,000 students—growing by 4% each year
- Significant effort to recruit folks back to campus who had dropped out and now have graduate more than 100 students
- 50<sup>th</sup> anniversary of founding; 25<sup>th</sup> anniversary of having own campus
- Revamping teaching evaluation process including student surveys and peer evaluations
- Stopped a fast-tracked change by administration

Texas Southern – not present

Texas State – not present

Texas Tech – not present

#### Texas Woman's

- Public-private partnership completed new residence halls and dining room
- Renovated student union
- Provost left for another position; interviewing candidates
- Working on faculty handbook
- Professional education teamed with another institution

#### University of Houston

- New classroom allocation and renovation system
- Involved in strategic planning
- Graduate student enrollment and compensation
- New policy on post-tenure review

#### University of Houston Downtown

- New college of science and technology building (including maker space)
- Building new wellness and student success center

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- Commuter campus; major planning for construction I-10 that runs through campus
- Strategic plan for 2024
- Revising tenure and promotion process

University of Houston Clear Lake

- All new administrators from dean up
- Requested and received a faculty member to co-chair every admin search committee
- New tenure and promotion policies approved (includes peer teaching evaluations)
- Using software to track policies (now when policies are sunseting)
- Strategic planning

University of Houston Victoria

- Strategic planning
- Increased promotion raises (\$10K from assoc to full; \$7K from assistant to associate)
- Many faculty being paid below CUPA average (most in some colleges/schools)
- President says that he sets budgets to express priorities
- Showed CUPA average salaries for faculty and administrators at senate meeting—administrators \$50K to \$75K above CUPA average

University of North Texas

- Good stability in President's position; other administrators hired over last three years
- Navigator to improve retention
- Switched to Canvas for accessibility
- Tier 1 institution—President set new criteria for annual reviews—up research game
- New strategic plan—all receive laminated copy
- New faculty grievance committee
- Student inclusion—mismatch between student demographics (51% underrepresented) and faculty demographics—student government passed resolution for faculty and staff to undergo multicultural training
- Inclusion of non-tenure-track faculty

University of North Texas Dallas

- 10<sup>th</sup> anniversary separate from main campus in Denton
- 10% enrollment growth (located in Southern Dallas) lab sections increased
- Minority Serving Institution
- Current a faculty alliance about to become a full faculty senate in two weeks
- Non-tenure-track faculty
- New workload policy tabled

UT Arlington

- Switched to Canvas
- SB 212, free speech policy
- Two-year course registration with two-week notice to implement it

UT Austin

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- Preparing to become a Hispanic Serving Institution: 24.4% undergrads are Hispanic
- 2019 year of student protests: libraries, grad student comp, faculty sexual misconduct
- Student concerns on faculty sexual misconduct: transparency, counseling & mental health, thorough investigations, comm. with survivors, student forum, prevention
  - President Fenves added 5 FTE investigators, 18 FTE student mental health professionals, 2.5 FTE employee mental health professionals, released names of the 30 faculty/staff found in violation of sexual misconduct policies 2013-2019
  - Faculty Council launched Task Force to Develop Community Standards for Faculty
- Faculty Council revising Grievance Policies (due to SB212) and Teaching Evaluations
- Faculty Council task force on Difficult Dialogues and Trauma-Informed Pedagogy

UT Dallas

- Revising policies due to SB 212 sexual misconduct and SB 18 free speech
- Academic program review process – more transparency – longer timeframe
- Campus climate survey in fall
- Search underway for two dean positions
- Peer comparisons—UT Dallas should receive comparable resources to peers and comparable teaching loads, etc.

UTEP – not present

UT Permian Basin

- New building split between athletics and kinesiology, but athletics
- Low morale due primarily to new president
- New president spent one year as lecturer than went to UT System
- New president promoting kindhearted(ness) and weaponizing it as a policy
- Concerns over faculty due process

UT Rio Grande Valley

- Consolidated university (UT Brownsville + UT PA) – breeds competition and chaos
- Carnegie Campus Community Engagement recognition
- More and more power taken away from faculty and placed in administration

UT San Antonio – not present

UT Tyler

- Merger underway with UT Northeast Health
- Two Presidents, two IRBs, two faculty senates
- UT Northeast Health will start a medical school
- Moved athletics from a Division III to Division II
- Moved from Research Tier 3 to Research Tier 2 → R2D2
- Top 25% automatic admission
- Faculty senate got proposed change to summer short term reversed

West Texas A&M

- 10,000 students.
- New football stadium on campus

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- New College of Engineering
- Proliferation of administrative class
- Open educational resources
- Non-tenure-track promotion paths
- Accessibility vs. compliance
- Benchmarking faculty travel

## 2.0 Common Themes from the Roundup Reports

Common Themes Emerging from Roundup Reports

- Faculty career paths
  - Non-tenure-track career paths, promotion
  - Tenure and promotion policy changes
  - Increased promotion raises
- Student learning and growth
  - Recruiting undergraduates who had left the university without a degree
  - Dual learners
  - Accommodation in learning management systems (Canvas)
- Administrative overreach and erosion of shared governance
  - Faculty participation in president/provost decision-making
  - Faculty participation in accreditation site visits and continuous improvement
- Enrollment changes
  - Large enrollment declines
  - Enrollment increases
- Budgets
  - Public-private partnerships
  - Consolidation of academic programs
- Campus community
  - SB 212 sexual harassment
  - HB18 free speech

Unique

- Electronic syllabi
- Automated shuttles

## 3.0 Institutional Support for Faculty Councils/Senates

The Chair of the Academic Senate or Faculty Council runs the meetings, and is responsible for the operations of Faculty Council and its various committees. The Chair advises the President, Provost, and other administrators on a wide variety of issues, including pressing issues and long-term vision at the university, and serves on a large number of administrative committees.

To help the Chair execute their extensive, wide-ranging responsibilities to both internal and external constituencies, the position of Chair should receive significant institutional support. We surveyed our

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committee members as to the level of support. Having dedicated full-time staff is critical for retaining institutional memory because the Faculty Council Chair or Academic Senate President typically serves a one-year term and a year previously to that as Chair Elect.

UT campus	Faculty Council/Academic Senate		Chair Support	
	Recurring budget	Staff members	Course relief	Discret. funds
Angelo State	\$1000+TCFS fee	0.0 FTE	2 courses	\$0
Lamar Beaumont	\$7000-\$10000	0.0 FTE	2 courses	\$0
Sam Houston	\$5100	0.0 FTE	2 courses + 2 chair elect	\$0
Sul Ross Alpine	\$7200	0.0 FTE	2 courses	\$0 no space
Sul Ross Rio	\$1500	0.0 FTE	0 courses	\$0 no space
Tarleton	\$0	0.0 FTE	2 courses	\$0 no space
Texas A&M CS	\$30k	1.0 FTE	0 courses	\$10k
Texas Corpus Christi	\$6769	0.5 FTE	4 courses + summer	+ shared space
Texas A&M Kingsville	Travel to TCFS twice a year	0.5 FTE	2 courses	\$0 + no space
Texas A&M San Antonio	\$9000	0.0 FTE	2 courses	\$0 + no space
Texas International	\$2000	0.0 FTE	1 course + 1 secretary	\$0 + no space
Texas Woman's	\$30000+\$20000 travel	1.0 FTE	2 courses	Space + student worker
Univ. Houston	\$30,000	2.0 FTE + 1 work study	4 courses + 2 chair elect	1 month + \$5k chair-elect + office space
Univ. Houston Clear Lake	unknown	0.0 FTE	2 courses + 1 course for three comm chairs	\$0k + space
Univ. Houston Downtown	\$10k	1.0 FTE	4 courses + 2 courses chair elect + 1 course sec	\$0k
UNT	\$6k	1.0 FTE + grad asst.	0 courses	\$3k + space
UNT Dallas	\$5k	0.0 FTE	0 course	\$0k
North Texas HSC	\$10k for faculty awards + travel	3.0 FTE	10% release	\$0k + space

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UT Arlington	Yes (\$3k)	0.5 FTE	2 courses	10% 9mo
UT Austin	Yes (\$5k)	2.5 FTE	2 courses	\$15k
UT Dallas	Travel + dues	0.3 FTE	None	\$30k **
UT El Paso	Yes (food/copies)	Part-time student	1 course	None
UT Perm. Basin	No	No	None ##	None
UT RGV	Yes (food/travel)	0.5 FTE	2 courses	None + space
UT San Antonio	Yes	0.25 FTE	1 course	1 mo. summer
UT Tyler	\$10k	0.3 FTE	2 courses	None
West Texas A&M	Food + travel	0.0 FTE	2 courses	\$0k

\*\* UT Dallas provides \$30k in discretionary funds to support the service of the faculty members who serve as a Chair, two co-Chairs and the Faculty Secretary. Also, chairs of high-workload committees receive discretionary funds to support their service.

## Although there is no guaranteed course relief for the President of the Faculty Senate at UT Permian Basin, the President received two courses of teaching relief in 2018-2019.

### References

[1] Faculty Advisory Council, The University of Texas System, "Shared Governance at the University of Texas System Institutions: A White Paper", Spring 2016.

[2] "What is Faculty Council?", <https://facultycouncil.utexas.edu>, accessed January 31, 2019.