

Faculty Senate Minutes
5 April 2019
11:30 a.m. – 1:00 p.m.
Room: CAB 402.1

In Attendance: Claire Nolasco, Joseph Simpson, Gilbert Barrera, Kevin Barton, Alan Daniel, Myriam Jimena Guerra, Sukho Lee, Matthew Mangum, Scott Peters, Young Rae Kim, Robert Vinaja, Rodolfo Valdez Barillas, Jeremy Zuni.

Guests in Attendance: Katherine Bridgman, Jennifer Correa, Vicky Elias, Kimberly Groteword, Keming Li, Amy Porter, Brenda Rowe, Cynthia Teniente-Matson, Megan Wise de Valdez.

Meeting Called to Order: 11:33 a.m.

Approval of Minutes: Dr. Nolasco motioned to vote; Minutes were approved.

Administrative Updates: Dr. Matson Detailed Campus Reports [see attached]

- Bexar Co. recognized the University's 10 year anniversary; exhibits have opened at the Presidio Gallery and in the first-floor rotunda in CAB
- Preliminary results have been received from the SACSCOC visit and the report is looking good. SACSCOC will share four recommendations: two for QEP, two for Assessment, and none in the core areas for reaffirmation. Their report on the whole was very positive.
- Several pertinent bills are under consideration at the Legislature. (1) Approval of athletics program (passed by the students; highest vote ever for student initiative). Needs to pass the Senate and House before going to the Board. Two students testified in Austin before the House and they will soon go before the Senate. (2) Operating Budget, based on both formula funding and non-formula funding (which includes transitional, downward expansion, institutional enhancement funding). The University is pushing for the full restoration of comprehensive expansion funding as well as additional funding. The University grew by 4% which should help the formula funding. Bills will be debated at the end of May.
- Major facilities growth planned. Two pieces at next week's Board meeting. Phase One is approval of the next academic building, which the President expects to pass. If so, groundbreaking will be on May 13, in collaboration with the University's birthday party. Phase two includes the second part of an academic building south of CAB. Could see eight new buildings by 2023 if all goes according to plan.
- The University has been designated a voter-friendly campus by NASPA (The National Association of Student Affairs Professionals). Dr. Simpson asked if this means the University will be able to offer polling stations. Dr. Matson explained that efforts are in place to do so but these have been so far unsuccessful because there is a nearby polling station at Palo Alto College.
- Ten students participated in Hurricane Florence relief for alternative Spring Break.
- The President's Commission on Equity (PCOE) is sponsoring the Spring Diversity Forum on April 8. Encourages all to attend. In addition, the PCOE has funding for qualified projects.

- TAMUSA 10-Fest was well-received among students and alumni. There will be a big birthday celebration on May 13. There will also be a book launch at Festival de Cascarones for the new volume on the University's history, published by Texas A&M University Press.

Old Business

- Second vote on Core Curriculum Committee Proposal:
 - Dr. Peters motioned to approve; Dr. Mangum seconded; Approved by unanimous vote. Referred to the elections committee, which will put the revision to the Constitution to the faculty for a vote and report on results at the May meeting
- Revisions to Workload Policy:
 - Drs. Simpson and Nolasco met with the Provost, who made minor revisions to the policy.
 - The Faculty Senate proposed the following minor revisions:
 1. added section 1.3.2, copied from the policy at UTRGV to deal with computing for graduate classes; copied from UTRGV.
 2. Rephrased 1.3 to make it positive.
 3. 3.1 replaced school head with Dean.
 4. Provost agreed to all changes related to credit-generating instruction.
 5. 5.7.1 deleted vice president.
 - Discussion: Dr. Valdez Barilla proposed expanding the concept of undergraduate research, which is a HIP practice, so as to distinguish between research that is a teaching tool and research that contributes to faculty scholarship. Dr. Simpson explained that the Provost wants Chairs to have discretion to make this distinction, as well as distinctions regarding the teaching load when it comes to graduate courses and chairing thesis and/or dissertation committees.
 - Voting as amended (with addition of thesis/dissertation). Passed by unanimous vote.
- Revisions to Post-Tenure Review Policy:
 - Drs. Simpson and Nolasco met with the Provost, who again made minor revisions to the policy. The Provost wants to emphasize that faculty are already being annually evaluated and that this review is triggered by failing to receive positive evaluations. The Provost added language about two consecutive years or three out of five years.
 - The Faculty Senate proposed the following minor revisions:
 - added section 1.3.2, copied from the policy at UTRGV to deal with computing for graduate classes; copied from UTRGV.
 - 1. revised section 1.2.1 to read that the committee is appointed by the Chair with written approval of the faculty being reviewed
 - 2. revised section 1.2.4 so as to reference the University's Tenure and Promotion Guidelines.
 - Voting as amended. Passed by unanimous vote.
- Update on Adaption of Guidelines For Career Advancement And Paths To Promotion Of Non-Tenure Track Faculty Updates:
 - Tabled because Dr. Gage was not present.
- Discussion of the Spousal Hire Policy:

- Drs. Simpson and Nolasco met with the Provost, who again made minor revisions to the policy.
- The Faculty Senate proposed the following minor revisions:
 1. 3.7, deleted a redundancy.
 2. 4.2, revised demonstrated need
 3. 3.7.2, included “Spouse B” instead of “he or she”
- Voting as amended. Passed by unanimous vote
- Summer Salary:
 - Dr. Nolasco reported that the Provost is considering reducing pay for summer teaching to the adjunct rate so as to encourage faculty to do research in the summer instead of teaching. He wants to hear feedback from the faculty and posed the idea of a committee to study the impact of such a policy.
 - Dr. Guerra agrees that there should be a committee, to study what effect this will have on teaching, research, and faculty compensation.
 - Dr. Rowe expressed her worry that such a change may make it harder for students trying to graduate on time. She worries, moreover, that this will punish those faculty who are already meeting expectations and that it will not make those who are not being productive start to become so.
 - Dr. Barrera suggested that the administration could stop offering summer classes if it wants faculty to do more research.
 - Dr. Barton suggested that the new workload policy makes more room for research during the nine-month Academic Year, whereas this new policy advocates doing uncompensated work during the summer and is not in line with the new workload policy.
 - Dr. Daniel stated that some faculty rely on summer courses to make ends meet. He asked if the compensation could be raised and there be a lower cap on the amount of courses faculty can teach, enabling these faculty to earn the money they need while freeing up their time.
 - Dr. Wise de Valdez claimed that this change seeks to correct abuse of the summer teaching compensation policy but that it ends up punishing everyone.
 - Mr. Mangum stated that this policy hurts professional track faculty, whose job descriptions do not have research expectations.
 - Dr. Simpson motioned to create a committee to produce a formal report on summer teaching.
 - Dr. Porter asked if the committee could look at salaries in general, since this proposal is essentially a pay cut. Dr. Simpson revised his motion to include studying summer teaching and compensation. Seconded by Mr. Mangum. Approved by unanimous vote.
 - Volunteers for the committee: Dr. Delgado (nominated by Dr. Simpson), Dr. Guerra, Dr. Barton.

New Business

- Equity/Inclusiveness Designation
 - Dr. Elias, chair of the academic interest subcommittee for the President’s Commission on Equity (PCOE), presented a proposal for designating certain classes I/E and requiring all undergraduate students to have at least 6 hours of I/E

coursework. The goal is to designate a broad variety of classes where I/E is an essential element of the class and not just an add-on. The PCOE has created an initial list of possible courses. [See attached.] In addition, the PCOE will contact Chairs and instructors about other classes to include. Interested faculty will submit a syllabus and the PCOE will send an accompanying letter to the Curriculum Committee. Designation will be consistent with existing processes.

- Some had concerns about how this will affect distinct degree plans. Dr. Elias explained that students should be able to fulfill the requirement with core classes.
- Dr. Nolasco suspended discussion. She will post this in Faculty Town Square and deliberation will continue.
- JagTracks Topics
 - Tabled because Dr. Sanders was not present.
- Faculty Senate Representation/Tenured or Tenure Track
 - Tabled because Dr. Sanders was not present.
- Faculty Reviews of Open Educational Resources (OER), a Texas A&M University-San Antonio Library Incentive Program.
 - Kimberly Grotewold presented material about the Library's new incentive program. Senate Bill 810 requires public institutions to make transparent the costs of course materials and OER seeks to lower textbook costs for students. Organizations across San Antonio and the state are working on this. The Faculty Resources page on the Library's website had more information on this initiative. The Library has sponsored a program for faculty and staff who would like to review OER materials. OER materials are accessible electronically and can be remixed, redistributed, etc. Instructors can order print copies of some of the same materials through Open Stacks (at Rice University) and sold through Amazon. Senators should let their departments know about this opportunity. There are honoraria for the first 15 instructors who agree to review a resource. The Library is developing a rubric form for evaluation. If instructors then decide that a resource would work for their course, they would be eligible for a post-adoption \$200 honorarium. There would also be a short interview with the Library's OER coordinator to discuss the process.
 - Dr. Matson explained that this is an important issue for the Legislature and encouraged instructors to pay attention to this.
 - Ms. Grotewold explained that the Faculty Resources page has search engines for OER materials and samples from different disciplines.

Meeting adjourned at 1:11pm.