

**Faculty Senate Meeting**  
**May 7th, 2021**  
**11:30 am - 1:00 pm**  
**Minutes**

Virtual:

<https://tamusa.webex.com/tamusa/j.php?MTID=mc3c98c5895e6adfb22c231943aa4c326>

**In Attendance:** Joseph Simpson, Sabina de Vries, Aida Almanza, Amanda Lindner, Amy Porter, April Najjaj, Arturo Olague, Berenice de la Cruz, Bob Shelton, Brandon Earwood, Cynthia Matson, Dawn Weatherford, Elizabeth Hasseler, Elizabeth Leyva, Ester Woodbury, Eun Kwon, Gilbert Barrera, Hoyt Garner, James Finley, Justin Korver, Karen Kohler, Katherine Bridgman, Katherine Skrabanek, Kevin Barton, Kimberly Grotewold, Leonard Love, Lizbett Tinoco, Malin Lilley, Marcos Del Hierro, Mario Baldassari, Martha Saywell, Matthew Mangum, Md Rahman, Megan Wise de Valdez, Merritt Rehn-DeBraal, Michael O'Brien, Myriam Jimena Guerra, Pablo Calafiore, Pride Abongwa, Ray Kamps, Rebekah Piper, Robert Alonzo, Sandra Lara, Sarah Katz, Sarah Pollock, Smriti Bhatt, Sonya Eddy, Veronica Valdes, Vincent Creazzo, Young Rae Kim

**Meeting Called to Order at 11:31am.**

Approval of Minutes: Matthew Mangum motioned to the approve the minutes as amended. Leonard Love seconded that motion. The minutes as amended were approved.

18 approved

0 opposed

0 abstained

**Introduction of New Faculty Senators:**

Pride Abongwa from Science in Mathematics; Brandon Earwood from Cyber Security; Karen Kohler and Amanda Linder from Curriculum and Instruction; Kimberly Grotewold from the Library; Matthew Mangum from Management and Marketing (re-elected); Sarah Katz from Educational Leadership; James Finley will be going on leave in Fall – replacement is Marcos Del Hierro.

**Administrative Update:**

Dr. O'Brien provided administrative updates:

- Strategic Planning: Campus Works consulting firm has been holding meetings. There are five strategic planning goals and there are assigned committees for each. Some of objectives need faculty input. Strategic Planning items determine funding.

Dr. Teniente-Matson provided administrative updates:

- Dr. Matson provided the presidents report to the Senate. The report contains some hyper links and information about alumni and graduates. There is also information about Academic Leadership and what is being put out into the community. Blueprint 20/21 is under way. There are a number of subcommittees that will continue to work over the summer.
- Legislation that passed regarding concealed carrying of guns: Legislation coming in the fall 2021. This will not impact the University since we have our own guidelines and policies in place and there will not be any changes made at this point.
- Fiesta events: The normal Festival de Cascarones will not be held this year. However, a Mini Fiesta for June 22 is planned. There will be Fiesta style meals and the Fiesta Royalty will be present. There will also be a faculty and staff celebration and an employee appreciation cocktail hour. A La Gloria food truck will also be there. Mostly the events will be outside and there will be cooling spots.
- Graduation is scheduled for the 15<sup>th</sup>. There will be a virtual commencement and concierge appointments are available for the auditorium. Over 700 students have signed up for this already.
- Dr. Tamara Hinjosa has been named as a faculty fellow for faculty Diversity, Equity, and Inclusion. The plan is to also bring on an equity coordinator.
- Legislature: the Budget Committee is in conference on Article 2, and soon will start working on Article 3. The budget bill does include language for comprehensive regional universities but the bill adds performance based funding for graduating at risk students. 25% (3.3 million dollars) reduction of funding for the biennium has been restored in the House and Senate.

**Update on Pronouns and Preferred Names** (Esther Woodberry filling in for Jo Anna Benavides-Frank): A recent Banner update allows students to use a name other than their legal name as well as preferred gender identity and first name. These will be used in class rosters. Students will be able to access their jaguar accounts and update these fields starting May 11.

### **Old Business**

#### **Final Report from Diversity Office ad hoc committee:**

James Finley reported that the committee completed and submitted their report. In the future there will be meetings to discuss potential next steps. The committee would like the report to be sent to the Deans and Chairs as well.

### **Update Evaluation of Chairs and Deans ad hoc committee:**

Megan Wise de Valdez reported that the committee held a meeting and brainstormed about items for action. The committee will review the proposed evaluation of deans and chairs policies that were put forth in 2014. The committee is also looking into mechanisms of other universities within the A&M system regarding their evaluation procedures of deans and chairs. A goal is to develop the evaluation tool with the input of faculty. Another goal is to bring the assessment policy/tool to the faculty senate meeting for discussion in November.

**Update Faculty Handbook ad hoc committee:** Mathew Mangum reported that a couple of sections of the Faculty Handbook have been drafted and were sent out to the committee for comments and information from police department was received. Currently there is no written policies pertaining to adjunct faculty; drafting these policies will require more feedback and will be a priority in fall.

**Update on Ombudsman ad hoc committee:** Megan Wise de Valdez reported that no applications have been received so far. Interested persons are encouraged to apply. Megan also reported that she met with Jim Meyer to work on the ombudsperson web content on the provost website.

### **New Business**

#### **Election of Faculty Senate Executive Officers (Matthew Mangum)**

- **Secretary: Nominations – Maria Acevedo-Aquino, Karen Kohler**

Votes:

Maria Acevedo-Aquino 10

Karen Kohler 8

Maria Acevedo-Aquino was elected as the new Faculty Senate secretary.

- **Parliamentarian: Nominations - Matthew Mangum, Thomas Beaumont**

Votes:

Matthew Mangum 12

Thomas Beaumont 7

Matthew Mangum was re-elected as the Faculty Senate Parliamentarian.

Leonard Love motioned to extend the meeting for 10 minutes, Matthew Mangum seconded the motion.

**Faculty Pay:** Katherine Bridgman reported that a number of faculty members have brought up faculty pay. There was a motion to form of ad hoc committee would address faculty pay. The add hoc committee would address faculty pay, pay equity, salary compression, distribution of merit pay, cost of living increases, and lecturer promotion and pay. Katherine motioned that this committee be made up of no more than seven members from each of the three colleges, including members who are pre-tenure, tenured, instructor, and professional track faculty. The motion was seconded by Megan Wise de Valdez.

President Matson: The President's Cabinet has approved and is moving forward with bringing in an outside firm to conduct a compensation study for all employees. There may be an opportunity for collaboration. Discussion about the structure of the committee and collaboration efforts followed.

Yes - 19

No - 0

Abstain – 0

The motion passes unamously.

**Faculty Advising and Evaluation Resolution:** Sabina de Vries motioned to present the Faculty Advising and Evaluation Resolution. Leonard Love seconded the motion.

21 approved

0 opposed

0 abstained

The motion passed.

**Announcements:** none

**The meeting adjourned at 1:10pm.**