

Faculty Senate Meeting
November 4, 2022
Minutes

CAB 218

Attendance

- In Person: Cynthia Teniente Matson, Daniel Delgado, Ho Huynh, Lizbett Tinoco, Thomas Beaumont, Elizabeth Hasseler, Kimberly Grotewold, Catherine O'Brien, Sarah Katz, Megan Wise de Valdez, Kenneth Sweet, Karen Koehler, Amanda Lindner, Matthew Mangum, Zechun Cao, Kemming Li, Bob Shelton, Graham Hotard, Kathryn Appenzeller Knowles, Elizabeth Leyva, Rebekah Piper, James Finleyz
- Via Zoom: Sabina De Vries, Brandon Earwood, Adriana Contreras, Eunhye Kwon, Dawn Weatherford, Jeremy Zuni, Weixing Ford, Chin-Yen Alice Liu, Rachel Pecotte, Karen Burgard, Myriam Jimena Guerra, Berenice de la Cruz, Merritt Rehn-DeBaal, Hsiao-ping Wu, Andrew Robert, Gary Coulton, Leslie Stapleton, Young Rae Kim, Jacob Hardy, Aida Almanza, Gilbert Barrera, Syed Harun, Sajjadur Rahman, John Scott, Pride Abongwa, Amy Bohmann, Scott Gage

Meeting called to order at 11:35 am, by Leonard Love.

Approval of Minutes

Senator Mangum motioned to approve October meeting minutes. Senator Sweet seconded.

- Yes: 17
- No: 0
- Abstain: 0

Administrative Update

- a. Provost Abdelrahman is out of the country and provided a written report. (Appendix I)
- b. President Matson
 - Is prepping for the Regents meeting and the next Legislative session, including meeting with the campus's delegation and arranging for the incoming chair of the finance committee to come to campus. US Rep. Tony Gonzales was on campus and met with students. State Rep. Phillip Cortez met with SGA. Also met with the staff of State Senator Juan "Chuy" Hinojosa.
 - Bexar County has funded Ready to Work – the Educare program. It will go before the System Board before the contract is finalized.
- c. Questions
 - Senator Beaumont asked about the pay adjustment for staff – will it be a lump sum payment. Dr. Matson explained that it is a lump sum covering 9/1 – 12/1, and explained that the number went up to account for taxation after conversation with staff council. Pay will be adjusted for the rest of the academic year. Dr. Matson

expressed satisfaction that the University was able to do this and her appreciation for the governance groups' input.

- Senator Delgado expressed his enthusiasm for the hiring of Dr. Duane Williams, the new Associate Vice Provost of Student Success and Retention. Dr. Matson explained that his research and experience focuses on retention for underserved minority groups and that she is excited for him to join the University.

Old Business

- a. Assessment of Academic Administrators
 - Senator Wise de Valdez explained that all stakeholders have reviewed the materials. The committee thought that there would likely be more participation if there were fewer surveys. The other major change is to use Institutional Research to gather and house the data.
 - Senator Beaumont noted that the committee added specifics about serving the University mission.
 - Senator Love commended Senators Wise de Valdez and Beaumont for their valuable and extensive work on this.
 - Senator Wise de Valdez stated that they will meet with the Provost in December to determine how to move forward. The plan is to implement this in the Spring.

New Business

- a. Carnegie Classification for Community Engagement
 - Dr. Contreras, who is chairing the Carnegie Classification Committee (along with Dr. Carl Sheperis) shared that the University is applying for the Carnegie Classification for Community Engagement for the second time, following an unsuccessful application in 2019. The committee is seeking to demonstrate improved processes that reflect commitments to community engagement. The application is due in May and the committee is seeking feedback from FS, as well as SGA and Staff Council. It's a collaborative, university – wide commitment.
 - Dr. Burgard, chair of the sub-committee on promotion, tenure and hiring, explained that feedback on the last application noted the lack of strong community engagement language in research, teaching, and scholarship. Dr. Burgard asked senators to bring this to their departments and solicit feedback. Some departments have community engagement in their criteria for promotion and tenure, while others do not.
 - Dr. Burgard explained that since the university's current P&T materials were passed in 2020, and thus prior to the previous application, that the current criteria do in fact reflect stronger community engagement.
 - Discussion about how there is a need to collect data and acknowledge faculty who are doing community engaged research, teaching, and service.

- Senator Mangum asked whether this will apply to Professional Track faculty. Dr. Burgard said that it covers all faculty, regardless of rank or classification. Dr. Contreras noted that it pertains to staff, too.
 - Senator Delgado asked how will this shape university wide t&p guidelines. Will community engagement be required of all faculty? Dr. Burgard explained that the sub-committee has discussed this extensively and is not advocating one way or another, as a decision should come out of the departments and colleges and noted, again, that the current criteria may be sufficient.
 - Senator Delgado insisted on accounting for disciplinary differences, which Senator Wise de Valdez echoed. Senator Beaumont then stated that if expectations are being raised then there must be resources to help faculty meet those expectations.
 - Senator Sweet asked if Carnegie looks at engagement relative to other universities whether there are other thresholds they consider. Dr. Burgard explained that we are not being compared to other institutions. They evaluate based on their definition of community engagement. The issue may be that our institution needs to do better in tracking the community engaged work already happening. Senator Wise de Valdez suggested that it might not be appropriate to make changes to P&T criteria if what we need to do better is tracking. If it is about tracking, then it's an IR, communication, and marketing issue, and not as much something to ask faculty to do differently. Senator Delgado agreed. Senator Love asked for clarification – is tracking the issue? Dr. Burgard explained that they do not know precisely what Carnegie is looking for and said that the committee can use current P&T language and that might be sufficient.
 - Senator Wise de Valdez said that the P&T criteria seems sufficient. And service to the community is listed across faculty CVs. Senator Sweet noted that our CVs are public, and that this is a data aggregation issue. Faculty should not be expected to aggregate data for free.
 - Dr. Burgard concluded that they will follow up with the senate about this
- b. Collaboration with the Center for Academic Innovation
- Dr. Appenzeler Knowles recounted that she has shared with faculty a summary of the needs assessment survey and a calendar of events for the center. Events are starting this month. Dyslexia seminar is full. Planning to hold two additional seminars in the spring. The rest have to do with best practices and inclusive instruction. Also posted on the center's website.
 - Dr. Appenzeler Knowles asked for two senate representatives to join a task force that will work to prioritize faculty needs and go through the information from the open-ended survey.
 - Senator Delgado asked why the task force needed senators, specifically. Dr. Appenzeler Knowles stated that she sees the faculty senate as a non-disciplinary body that can collaborate and partner and be part of an effort that works across groups.
 - Senator Sweet added that faculty senate can help to advocate on behalf of the CAI.

- Senator Wise de Valdez asked if CAI is focused largely on online teaching. Dr. Appenzeler Knowles detailed that the focus on the center has shifted dramatically, from a major focus on Blackboard, an extension of IT, to its current mission and vision, which are about teaching and learning on all platforms. The task force will help to clarify the goals of the center, shaping how it goes forward and meeting faculty needs.
- Senator volunteers: Wise de Valdez and Linder.
- Senator Grotewold asked if the Library will be involved. Dr. Appenzeler Knowles stated that she has spoken with Tim Gritten about partnering.
- Dr. Appenzeler Knowles explained that she is working with IR to add a question to the SRIs around the quantitative reasoning and student learning outcome we're responsible for assessing for our accreditation. Wanted to come to you since you've helped to draft those questions in the past.

QEP SLO: Students value quantitative literacy as an essential component of the A&M-SA experience

Proposed statement: Using numerical information to understand, describe, and solve problems is an important part of my education at Texas A&M University-San Antonio.

§ Strongly Agree (5)

§ Agree (4)

§ Neutral (3)

§ Disagree (2)

§ Strongly Disagree (1)

The question would be added to the spring 2023 SRI and replicable every semester going forward. IR would be able to strata students by academic rank, college and program, and enrollment pipeline (e.g., transfer)

- Senator Delgado asked whether it will be clear to student that they're not evaluating that question in relation to the class and the faculty. The issue we've had in the past is that questions about other things lead the student to interpret the other issue as faculty's fault. Those questions can color how other questions are perceived and that can affect our mean of means. We've been asking for the Blackboard questions to be taken off the SRI. Senator Wise de Valdez noted that the institution needs so much data from students and we can't just keep tacking it onto SRIs, and tie it to things we need for our promotion. Senator Sweet asked if there is an exit survey. Senator Skrabanek stated that there is.
- Dr. Appenzeler Knowles explained that it's hard to collect data about this question since it does not connect to an artifact that can be assessed. Senator Love suggested that if this is a learning outcome for the University, then there should be an ad-hoc committee to work on it. Senator Sweet noted that the QEP committee hasn't been able to solve this problem. There's only one process where we get stratified data, and that's SRIs, which is the only way we can do this without creating another process.

- Senator Wise de Valdez suggested that the senate should vote on any change to the SIR. Dr. Appenzeler Knowles stated that she will talk with IR about the language and the placement of the question.
 - Senator Love noted that senate is working to get Blackboard-related questions taken off SRIs. Senator Delgado suggested that SRIs be called opinion surveys, since they are not evaluations. You need to be qualified to evaluate faculty, and students aren't qualified. Senator Delgado expressed concern about adding more questions.
- c. Post Tenure Review
- Senator Love: post-tenure review will start in the spring. The previous provost used annual reports as post-tenure review, and that is not in compliance. The system says that you need to do an annual report every six years. Dr. Bala has been working on a plan to start this spring with those who earned tenure in 2017. The question is hat to do with those who were tenured before 2017.
 - Senator Wise de Valdez explained that the proposal calls for submitting annual evaluations, a letter from the chair, and a summary of work since they last review and not an extensive dossier akin to the promotion and tenure application.
 - Senator Delgado raised a question about expertise in evaluation and the shortage of colleagues with similar expertise. Senator Love asked for faculty to submit other concerns.
 - Senator Love explained that they will add a pre-2017 year's cohort to the post-tenure review pool each year until they have caught up.
- d. Representative for the Parking Appeals Committee
- Senator Huynh volunteered.
- e. College of Business representative for the early retirement committee.
- No volunteer. Dr. Love will solicit non-senate nominees and self-nominees
- f. Representative for the graduate council
- Senator Tinoco volunteered.

Committee Updates

- a. Standing Committees
- Core Curriculum – Senator Finley explained that they are reconstituting the committee, have worked on adding questions to Course Leaf for new core course proposals. Asked that senators share any issues they're learning about from colleagues.
 - Undergraduate Curriculum – Senator Skrabanek noted that the committee will be meeting soon. Asked for faculty to be in touch if they're planning new courses.
 - Faculty Development and Research – has not met
 - Compliance and Grievance – has not met
 - Elections – has not met
 - Writing Across the Curriculum – has not met but will soon.
- b. Ad Hoc Committees

- Handbook – Senator Mangum commemorated the second anniversary of the handbook committee. The committee has submitted another revision of the handbook to the Provost and is awaiting his feedback.
- Constitution and Bylaws – Senator Simpson shared that the committee will be meeting on November 11 to outline the work needed to be done on the constitution.
- CFO search – Senator Beaumont noted that the committee has reviewed 47 packets and has held Zoom interviews. They have identified four candidates whom they would like to invite to campus. The President has not stated how many will be invited. Senator Love encouraged faculty to attend these events.
- Standing University Committees – has not met, but will be meeting soon.
- University Resource Commission – Senator Love explained that the URC is on the budget and asked faculty to make sure to monitor this. Senator Love will share the invite with faculty and encourages faculty to attend. Dr. Gage asked when the meetings are held and why are they not advertised. Senator Wise de Valdez noted that UR meetings are open meetings, they're just not advertised. It should not be our responsibility to share the invites. Senator Love said that he will work on this.

Motion to extend the meeting by 7 minutes – Senator Wise de Valdez
Second – Senator Delgado

- President's Leadership Council – Senator Love asked if we are being invited.
- University Library Committee – Senator Skrabanek noted that a new book on faculty burnout is available. The faculty exhibit is up – please spread the word. Planning to move to the new building before winter break. Closed 12/19- 1/3. No ILL for two weeks.
- Parking and Transportation – Senator Beaumont noted that Janae Johnson is the new director of parking and the committee will be meeting monthly, which has not happened in the past. There will also be a full-time parking enforcement officer. Senator Beaumont recounted his asking for dedicated parking space for 100 faculty and staff and being told that that is not going to happen. He was asked to find out what number of spots faculty and staff would like.
TB – we have a new director of parking. Janae Johnson. Going to be meeting monthly, which hasn't happened in the past. There's a full-time parking enforcement officer. Suggested that faculty / staff have a dedicated space. Was told that won't happen. Asked for a number – said 100, was told that that's too many. Was asked for what is the faculty's ask.
- EL/SL Course Designations – Senator Shelton noted that the committee approved five or six new courses and will meet again next year
- Hazing and Prevention - Senator Earwood explained that the committee will be meeting the Dean of Students and that he doesn't think there have been any instances in recent years. He is trying to get the link correct on the website.

Announcements

- Senator Mangum – looking for volunteers for the Ethics Bowl, December 12.
- Senator Love – The pay student consultants won't let us see the results until it goes to the president's cabinet.

Adjournment**Motion by Senator Delgado. Second by Senator Skrabanek**

- Yes: 17
- No: 0
- Abstain: 0

1:09 pm

Appendix I

Updates from the Office of the Provost November 4, 2022

1. The president and provost held a session with graduate faculty focused on issues related to the role of the faculty and administration in supporting graduate enrollment, retention, and graduation. During the session, the provost announced that Dr. Teresa Garfield will serve as interim Director for the PPOHA grant from the US DOEd. The project is titled "Project Exito." The project will provide resources and support the faculty in the following:
 - The development of a center for Graduate Student Success
 - Professional development for faculty and curriculum design of graduate courses and programs
 - Reducing time and cost to completion of graduate degrees.
2. I wanted to reiterate my appreciation for your participation in posting mid-term grades. We have reached 97.5% of all midterm grades submitted by faculty members, and I am extremely grateful for your efforts and participation. Below I want to give you an idea about what staff members are doing to utilize these midterm grades. To raise awareness among students about midterm grades, our colleagues in Student Success and Engagement have been running a social media campaign that reminds students to check their midterm grades. Using the midterm grades, Institutional Research developed a report that assigns students to categories based on percentages of non-productive grades (D/F/W), withdrawal from the semester, and potential impact on financial aid eligibility. These categories are being used to drive outreach and interventions from academic advisors and academic success coaches. All undergraduate students will be receiving messages that are rooted in principles of growth mindset and mattering and that remind them of strategies and on-campus supports for academic success. These messages encourage students who are struggling to seek help and to talk with their instructors. Those students with the highest percentage of non-productive grades and the highest risk of losing financial aid eligibility will also receive a phone call from a peer academic coach inviting them to connect with their academic advisor or academic success coach for deeper conversations. Coaches and students will recommend services available to support students, but the role of the faculty in helping the students understand where they stand in the course and what they need to do remains the most crucial. I appreciate your continued support of the students.
3. The provost's office is currently working with the senate executive leadership committee to update several rules that are overdue for update. After consulting with the Office of General Counsel (OGC) for the A&M System, the provost office is also addressing the procedure for post tenure review to be in line with system policy. The anticipated change will be following system policy in requiring PTR on a 6-year cycle regardless of satisfactory annual performance.
4. Working with the deans and chairs, the provost's office submitted a list of potential programs to the system office. These are potential programs that we will be developing over the next two years. These potential degrees include:
 - Ed.D. in Leadership
 - Ph.D. in Counselor Education and Supervision
 - Ph.D. in Cybersecurity

Ph.D. in Biology/Genomics
M.A. in Sociology
M.A. in History
Integrated B.S./M.S. in Engineering
Integrated B.S./M.S. in Civil Engineering
B.S. in Bilingual Education
B.S. in Special Education
B.S. in Biomedical Sciences
B.S. in Wildlife and Fisheries Conservation
B.A. in Creative Arts and Performance Studies