

Meeting: Faculty Senate
 Date: March 3, 2020
 Time: 2:01 p.m.
 Location: BA 290
 Adjournment: 4:19 p.m.

Minutes

Members present: Hongmei Jia, Annette Taggart, Gerard Huber, Johanna Delgado-Acevedo, Stephen Starnes, Omar Elariss, Lavelle Hendricks, Laura Isbell, Julia Ballenger, Vipa Bernhardt, Mike Ponton (for Dimitra Smith), John Smith, Jason Davis, Sandy Hayes, Kathryn Jacobs, Thomas Boucher, Brock Johnson, Debra Mahoney, Matt Wood, Benton Pierce, Gracie Brownell, Vivian Dorsett, Andrea Williams

Members absent: Bob Williams, Yasemin Atinc, Brandon Randolph-Seng, Robert Rodriguez

Issue/Topic	Summary of Discussion	Decision/Action
	The December 3, 2019 Senate minutes were approved with revisions.	Moved to approve by Senator Hendricks, seconded by Senator Smith
Invited Speaker: Jennifer Dyer, Department Head and Professor, Department of Curriculum & Instruction	The meeting opened at 2:01 p.m. Professor Dyer came to speak about the A&M Commerce teaching academy. The teaching academy was started because students were leaving A&M commerce because of a disconnect between students and faculty. The current model is to start with new faculty and have workshops once a month and provide training. GAT training happened once a week. Dr. Prewitt has taken over GAT sessions and they currently take place 2-4pm on Friday. Senator Taggart asked if the academy was instructing them in how to teach. Professor Dyer said that the focus is more about pedagogy and that is it very organic and based on what they've wanted training in. There are 25 new faculty currently participating. Senator Ballenger asked if Quality Matters was being incorporated. Professor Dyer said they are using it but not calling it that specifically. Senator Starnes asked how the new faculty are being identified. Professor Dyer said they received information from HR, Deans, and Department Heads. Senator Williams asked how new faculty were being contacted. Professor Dyer said it was through email from a list generated in June. Senator Williams pointed out that there is a hole in the net somewhere as she is a new faculty member and only heard about the teaching academy during faculty senate meetings. Professor Dyer said they would look at it.	

<p>Alison Soeder, Assessment Specialist, Institutional Effectiveness and Research Edward Romero, Chief Human Resources Officer David A. Giles, PhD, Credential Mediator, Employee Relations Specialist & Data Analyst Human Resources Brenda Walker, Human Resource Generalist II Ms. Danielle Trevino, Human Resource Administrative Coordinator & Data Analyst Ms. Carmen Frazier, Senior Classification and Compensation Analyst, Human Resources</p>	<p>A group from HR came to discuss 1. Faculty classifications and give information of the qualification of each classification and the distinction between classification categories. 2. Information pertaining to faculty members in each classification category. 3. HR dashboards, data visualization to simplify complex data sets and to equip end-users with abilities to track KPI's, metrics and other relevant data points. Edward Romero said that with the launch of workday came the realization that there was a lot of incorrect data in the system and they are working to clean it up and make the numbers accurate. This is still a work in progress. There is a lack in standardization in titles which makes for a challenge in coding. For example, there are 15 clinical faculty that are unique to nursing. They are working to get this standardized. Senator Taggart asked if there is a breakdown somewhere, what is the difference between a Lecturer and an Instructor? Stating that it is critical for us to get a hold of the coding. Romero said that the system is all over the board and that while the information is not on the web it hopefully will be soon. He did answer that an Instructor only needs a master's degree while a Lecturer needs a terminal degree. The idea to get rid of the lecturer and move it to a professional track to allow for growth and job security was suggested. Alison Soeder gave further information on non-tenure track faculty. There are Associate Professional Track (4), Assistant Professional Track (21), Instructor (56), Ad Interim (10), Lecturer (12). Senator Starnes asked how heavily we are leaning on GATs. Senator Taggart asked how heavily we are leaning on Adjuncts? Soeder said that data is collected and can be provided. HR shared that they are working to create dynamic dashboards that can customize to the exact data wanted. They gave a demo of an example of how adjuncts can skew data. There are 288 Adjuncts and 348 part-time instructors that are often called adjuncts but are coded as part-time even though they have another title. This makes it difficult to know what the burden of hours actually taught by adjuncts is. With the new dashboard this can be looked at to see how to best use resources, and as things become more standardized, they are able to actually be able to see and address these problems. Romero said that it's not just re-coding but doing everything in workday which has brought all of this to light. Faculty can help by letting HR know what data they need to know. Dr. Ponton asked how many credit hours you need to teach to be considered full-time with benefits – answer, 12 hours.</p>	
<p>Ricky Dobbs, Associate Provost for Academic Foundations Erica Contreras,</p>	<p>Ricky Dobbs and Erica Contreras came to discuss summer school plans, particularly as it pertains to faculty compensation. They shared with us the draft of the proposed new compensation model. The basics being that 7.5% of your salary is earned if your class makes. If the Department makes their overall number, then everyone will make their normal salary even if an individual class</p>	

<p>Budget Manager for Academic and Student Affairs.</p>	<p>might not provide enough enrollment for normal salary. If the department doesn't have enough enrollment in its courses to cover the normal salary of those teaching courses, then the budget model will be applied by class with the state mandated minimum of 10 for undergraduate students per course and 5 students for graduates courses being required. If a class doesn't make, then you can have the conversation about if it's worth teaching the course at a prorated salary or not. This is the basic model with the understanding that there are department needs and exceptions that have to be considered, for example Nursing has to meet certain minimums for accreditation or Education with the high number of 718s has to be considered individually. Erica Contreras walked us through the packet that was handed out: the call to the committee about revising the payment model, the current model, the draft of the new model and examples of breakdowns for departments that both had and did not have sufficient enrollment to cover salaries. Department Heads get both models so they can see the breakdown and popularity of courses as well as the breakdown on students – i.e. if there are a lot of Juniors, we need to offer some 300 level courses. This model uses web focus to see a 3-year trend. Senator Wood asked if there was any worry that someone might make more than 100% for the year; for example, a faculty member for whom 7.5% was less than \$4000 teaching 4 summer classes, their total would be more than 30%, giving more than 100% for the year. Dr. Dobbs said they would check on that. Senator Pierce asked about doctoral students who come for specific courses and what if the course gets canceled or if salary is penalized if it doesn't meet the state minimum enrollment – there are a lot of doctoral students who don't live here and come just for the classes in the summer and they need them. Dr. Dobbs said that they arrange to talk with the department about this specific concern like did for Education with the 718 class. The Provost is looking to properly compensate the faculty while being mindful of the budget. Dr. Ponton asked if the model penalized graduate faculty as you only need half the students to make but graduate tuition is not twice that of undergraduate, therefore it's harder for graduate faculty to make 7.5%. Ms. Contreras pointed out a formula in the packet that showed how the compensation worked. She stated that the model hasn't really changed much it's just holding the departments accountable for enrollment and institution of the salary model. Academic Affairs doesn't have any money for the summer, so they are asking the department to prove they have the numbers for summer classes to be profitable. This does allow for circumstances that the Provost can rule on. Senator Smith expressed concern over how people need the summer pay and that he didn't want to see this turn into a competition between faculty over summer courses. Dr. Dobbs and Ms. Contreras said they are happy to come to department meetings to go over this with faculty.</p>	
---	---	--

	Ms. Contreras said they applied the model and saw that colleges were not holding to it and that if we do hold to the model, we become profitable.	
Communications	<ol style="list-style-type: none"> 1. Dr. Humphreys met with the senate EC at the February meeting. Information from that meeting is as follows: <ol style="list-style-type: none"> a. Dr. Humphreys has agreed to increase the Senate budget so that Faculty award stipends can be increased. The Barnes, Lafferty and Humfeld awards will be increased from \$1000 to \$2000. The Faculty Senate awards in teaching, service and scholarly work will be increased from \$200 to \$500. b. Dr. Humphreys agreed to increase the number of Barrus awards from 3 to 4 a year. Historically, there were three awards because there were three colleges when the award was instituted (one teaching award per college). Now there are more colleges and more faculty, so the Senate EC felt it was time for a change. c. Senator Hendricks asked about Department Head compensation, is it satisfactory. Dr. Humphreys indicated one concern he has right now is whether the Department Head position should be 9 months or a 12 month appointment. What do we want to see for the future Department Head position? d. Senator Hendricks asked about the possibility of boosting the wintermini teaching stipend from \$3700 to \$5000. Dr. Humphreys does not have this as a priority right now in leu of the budget situation. Once enrollment trends were reversed it might be a consideration. e. Academic Affairs gave back \$1.8 million Fall of 2019, due to the budget shortfall. f. A new college of Health and Human services is not a top priority right now and will not be until the enrollment trend reverses & we get a new Dean in place for the existing college of Education, Health and Human Services. Dr. Humphreys is still very much interested in this and feels the departments in the existing college would function better in two different colleges. 2. The awards committee met to select finalists for this year's Faculty Awards. At this meeting several points were made to improve Faculty Awards. <ol style="list-style-type: none"> a. A proposal was made by Senator Hendricks to either rename some of the existing awards or to create new awards to be named after distinguished faculty of color and women. This would be a step towards bringing greater diversity and inclusion to the functioning of this University. 	

	<ul style="list-style-type: none"> b. Senator Davis proposed that we split the Barrus award into four separate awards. One of them could still be name after Barrus. The other three could be named after women and faculty of color. c. We need to identify a guest speaker for the awards banquet ASAP. d. The committee will meet one more time this semester to discuss ways to improve the overall awards process – nominations, applications, review of applications. e. The breakdown for this year's awards included COEHS (5), COB (2), COSE (7), CHSSA (2), CASNR (1). <p>3. James Vanbebber (Chair of the Traffic & Parking Committee) Briefed the Senate EC and sought feedback on several proposed changes. Lot 35 lost 350 spaces due to the new nursing building. Right now, the lot is only faculty and staff parking, but the students will soon get one row of parking in the lot. There was discussion of more faculty spaces in front of the student center, and discussion of the lot by the field house. If this is of interest to you, Senator Starnes encourages you to contact the Traffic and Parking committee to provide your input.</p> <p>4. Erica Contreras visited with the Senate EC to discuss the summer faculty compensation plan. She also presented information about a software tool to find courses in high demand and to find high performing courses over a multiyear period in order to help departments better plan for summer course offerings.</p> <p>5. The policy governing administration evaluations has now been modified to reflect that these evaluations will be conducted every two years rather than every four years.</p> <p>6. The Lion Family Scholarship, which provides a \$1000.00/semester (fall/spring) scholarship to dependents of faculty will only require those students to register for 12 hours a semester rather than 15, starting fall 2020.</p>	
Committee Reports	<p>Academic Life: Senator Hendricks shared that DEI was looking into a First name policy at a request from the students about preferred names.</p> <p>Academic Practice: Nothing to Report.</p> <p>Senator Taggart thanked Senator Ballenger for getting us the HR presentation.</p> <p>Admission and Retention of Students: Nothing to report.</p> <p>Budget: Nothing to report.</p> <p>Curriculum: Nothing to report.</p> <p>Faculty Awards: Senator Delgado expressed concern about the lack of equity in awards. There is not enough representation and people aren't applying. People don't apply because they feel they have no chance against a more established professor. Senator Brownell said the committee was talking about looking at a</p>	

	<p>window of service, maybe just the last 2 years of service so it is more equal footing for all applicants. With a separate category for Regents Professor. The committee will meet again to discuss the concerns about equity. The addition of the 4th Barrus award was proposed and approved. Senator Davis pointed out that Faculty Awards System Procedure 12.99.99.RO.03 is up for review in November of this year. We can be pro-active about the revisions and open up the mid-level awards to keep 1 Barrus and rename the other 3. It was decided to do a 4th Barrus this year and propose new names for the revisions.</p> <p>Organization of the Senate: Nothing to report. Scheduling and Facilities: Nothing report.</p>	Moved to approve by Senator Taggart, seconded by Senator Wood
Unfinished Business		
New Business	<p>It was asked if we could get money in the Senate Budget to allow for refreshments during meetings.</p> <p>Meeting adjourned at 4:19 pm</p>	