Meeting: Faculty Senate Date: March 5, 2019 Time: 2:03 p.m. Location: BA 290 Adjournment: 4:12 p.m.

## **Minutes**

Members present: Hongmei Jia, Curtis Jones, Annette Taggart, Gerard Huber, Johanna Delgado-Acevedo, Stephen Starnes, Bilal Abu-Bakr, LaVelle Hendricks, Juan Araujo, Greg Lubiani, Julia Ballenger, Anthony Rosselli (for Vipa Bernhardt), Dimitra Smith, John Smith, Jason Davis, Sean Anderson, Susan Stewart, Yasemin Atinc, Brandon Randolph-Seng, Pamela Webster (for Yelin Ou), Daniel Kelly, Debra Mahoney, Kurtis Williams, Chad King, Benton Pierce, Gracie Brownell, Rebecca Worley

Members absent: Vivian Dorsett

Issue/Topic	Summary of Discussion	Decision/Action
	The February 5, 2019 Senate minutes were approved with minor modifications.	President Starnes stated that the
		minutes were
		approved as
		amended
Invited Speakers:	The meeting opened at 2:03 p.m. President Starnes introduced the invited speakers.	unended
Dr. John Humphreys, Provost and Vice	I. Topic: College of Innovation and Design	
President of	Dr. John Humphreys and Dr. Villanueva-Russell shared the	
Academic Affairs	following information with the senators:	
Dr. Yvonne Villanueva-Russell, Dean of University College	<ol> <li>College of Innovation and Design (CID) proposal         <ol> <li>Open to all students</li> <li>Beyond the ability of other colleges to do this</li> <li>Bring two faculty from Organizational Leadership</li> <li>Move Criminal Justice Competency-based program to CID</li> <li>Move completer programs into CID (BAAS, BGS)</li> <li>Buy out faculty to teach courses in CID or to work on a new project or program</li> <li>Completer programs have approximately 400 majors</li> <li>There will be a recruiter for CID to boost enrollment in these programs</li> <li>Will be a degree granting college</li> <li>Joint appointments with other disciplines</li> <li>Place to teach new courses that may not fit in other colleges</li> <li>Space to work cross-disciplinary research</li> <li>Mt will not take the place of the previously proposed College for Liberal Arts</li> </ol> </li> </ol>	

Dr. John Humphreys,	II. Topic: Administrative Evaluation	
Provost & Vice	2. Dr. Humphreys shared the following information with the	
President for	senators:	
Academic Affairs	a. Questions may be changed	
	b. Evaluations may be shortened	
	c. True 360 Evaluation- Department Chairs, Deans and Provost	
	d. Diagnostic	
	e. Developmental	
	f. Administer every other year	
	g. Full Senate approval needed	
	h. Not mandated	
	i. No identifying data will be captured (Complete	
	anonymity)	
	j. Give everyone the opportunity to participate	
	k. Administer online	
	1. Department Heads and Deans have approved the survey	
	m. IER will build and administer the surveys	
	3. Mr. Murphy shared the following information with the	
	senators:	
Tim Murphy, Center for		
IT Excellence, Chief	a. SSO will now need two-factor authentication as of May 15,	
Information Office, to	2019.	
discuss Two-Factor	b. Faculty and staff can sign up now for two-factor	
Authentication	authentication	
	c. Tokens for two-factor authentication range in cost from	
	\$15.00-\$50.00. Could use HEF funds for this purpose.	
	d. Looking for volunteers to investigate real world problems	
	that may arise from use of two-factor authentication	
	e. There have been several examples in the System of	
	breaches in SSO, leading, for example, to paychecks being	
	distributed fraudulently to wrong individuals.	
	f. Two-factor authentication will not open up individuals to	
	their phones or iPads being subject to subpoena.	
	Forwarding work related emails to one's personal phone or	
	iPad would however.	
	g. CITE will send a handout to Senate for distribution to	
	faculty.	
Communications	1. Senator elections are needed for: Accounting, Agriculture	
	Sciences and Natural Resources, Chemistry, Curriculum &	
	Instruction, Higher Education & Learning Technologies,	
	Math, Music, Nursing, Physics, Political Science,	
	Psychology & Special Education	
	2. Officers of the Senate, as described in the Constitution, are:	
	President, President-Elect, Past-President (not included in	
	3.1.1, which thus needs editing), Recording Secretary,	
	Correspondence Secretary, Parliamentarian, and Treasurer.	
	At the April meeting, we will hold elections for President-	

<ul> <li>Elect. We will also hold elections for Recording Secretary and Correspondence Secretary. We have not had a Treasurer for many years (should this position be climinated?). Give some thought to whether you want to be considered for any of these positions.</li> <li>The Faculty Awards lunchcon is scheduled for Wednesday, April 17, 2019. The Speaker for the Faculty Awards lunchcon will be Dr. Alma Mintu-Wimsatt, Professor of Marketing and William L. Mayo Professor. The Senate EC discussed at its last meeting what the speech should center on. It was decided it should center on Faculty Excellence. Thus, it was decided it would be appropriate to ask faculty who received an award in a previous year to speak at the lunchcon. A new Mayo professor is named every three years; Dr. Mintu-Wimsatt was the last recipient, so it was fitting that she be asked to provide the address this year. She graciously accepted the invitation.</li> <li>The A&amp;M-System Senate Presidents met with Vice Chancellor Hallmark February 15, 2019. Notable points from the meeting include: <ul> <li>a. One issue discussed was how to improve continuity from one year to the next; some Senates have policy whereby those chairing subcommittes commit to two year terms. This is less of an issue with TAMU-C since the Senate President now serves a two year term. If no continuity then the Senate all on EC.</li> <li>b. Some have department head 5 year appointments with one 2nd term-limited term unless strong support from faculty exists. If reappointed without faculty support, the Dean must explain reasoning to the department.</li> <li>c. Vice Chancellor thinks annual review of administration is the best policy.</li> <li>d. Some Senate EC for example. Having an SGO voice on the Senate EC could help students have a greater voice in campus affairs.</li> </ul></li></ul>		
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Committee	Academic Life: Senator Hendricks spoke of a Civility
Reports	committee that has been organized. The committee is a part of
	the Diversity, Equity, and Inclusion Standing Committee. The
	purpose of the committee is to develop 10-12 Best Practices to
	share with the University community. Senator Hendricks asked
	for people to serve on the committee.
	Academic Practice: nothing to report
	Admission and Retention: nothing to report
	• Curriculum: nothing to report
	• Budget: nothing to report
	• Faculty Senate Awards: Senate Bakr reported there are nine
	faculty senate awards and four other faculty awards. There
	were 79 applications. The committee consists of 40 members.
	The Provost Office wants to know the Faculty Senate Award
	names by March 21 <sup>st</sup> , 2019. The Faculty Senate Awards
	Program is April 17 <sup>th</sup> , 2019.
	• Organization of the Senate: nothing to report
	• Scheduling and Facilities: SSC representatives will be
	invited to a future Senate meeting spring 2019. Contact Laura
	Davidson (Laura.Davidson@tamuc.edu) for chronic custodial
	problems. How can students perform successfully if their
	environment is not conducive to learning? We must be
	proactive to make changes happen. We need contact
	information for all SSC directors. There is a lack of
	communication from SSC.
Unfinished	1. Review/Discuss/Approve 8.01.01. R2 Civil Rights
Business	Compliance, Review/Discuss/Approve 08.01.01.R2.01
	Civil Rights Process for Employee and Third Party,
	Review/Discuss/Approve 08.01.01.R2.02 Civil Rights
	Process for Students
	• The System has an existing Civil Dights mile System
	• The System has an existing Civil Rights rule. System
	Policy 08.01
	• The System required TAMU-C to develop their own
	procedure in compliance with the system rule, which
	resulted in 08.01.01.R2.01 (employee) and 08.01.01.R2.02
	(student), with a very short due date for when this was due
	to System. These two procedures basically codified what
	we already due.
	• Dr. Starnes sent the procedures out to the Senate for
	comment. The comments received were forwarded to the
	Compliance office, which were incorporated into the
	documents.
	Compliance has already sent to the documents back to
	System so the Senate does not need to do anything more
	with them at this time.
	• Dr. Starnes mentioned the concern to James Vanbeeber that
	some faculty expressed regarding the only penalty option
L	

	was termination. James clarified that the policy states that	
	an employee can only be terminated if the discrimination is	
	persistent, pervasive, and severe leading to a hostile work	
	environment.	
	• It is currently not illegal based on Texas law to	
	discriminate based on sexual orientation or gender identity	
	but this not true of System policy. The word illegal was	
	removed – the policy does not say illegal discrimination. It	
	says discrimination and defines the protected groups, which	
	include sexual orientation and gender identity (and genetic	
	information), which are protected under the A&M-System	
	policy. So, an employee can be fired for violating System	
	policy rather than Texas Law.	
	<ul> <li>James pointed out that there are two pieces of legislation</li> </ul>	
	moving through Texas congress which would extend	
	protected group status to sexual orientation and gender	
	identity.	
	• The Senate will at some point need to help identify six faculty members who will serve on the appellate committee	
	for Civil Rights discrimination. These faculty members will	
	be sent for training and continual training on civil rights	
	issues.	
	2 Due to time constraints and a last of a guarment ha	
	2. Due to time constraints and a lack of a quorum, the	
	discussion of 12.02.99.RO.03. Implementing Faculty	
N D ·	Tenure & Promotion, was postponed.	
New Business	1. The System has implemented a new health insurance	
	related policy this year. In order to gain the benefit of the	
	\$30 reduction in one's monthly insurance premium, a	
	covered individual must visit her/his doctor for an annual	
	physical and log into MyEvive to complete a health	
	assessment. It is the latter part that has created concern for	
	faculty and staff. There are essentially two issues. One is	
	that not many people know about this change (must be	
	done by June 30) and second, one is giving their private	
	health information to a third party, for-profit vendor.	
	The System uses this information to leverage improved	
	benefits for the health plan. Some worry about providing	
	this information. Pre-existing conditions or simply filling it	
	out wrong could lead to some unintended consequences.	
	The Executive Committee of the Fernite Sector of Terror	
	The Executive Committee of the Faculty Senate at Texas	
	A&M University gave approval to reach out to all System	
	Senates to inquire about their interest in developing a joint	
	resolution related to sharing our personal health	
	information with a third party vendor. A resolution from	
	the Senate Presidents was handed out.	

Commerce Senate signing onto a resolution to send to the System? The current resolution is written from the speakers/president's perspective. It would be stronger coming from our collective senates, so that is another approach that could be taken. Dr. Starnes handed out the Texas A&M Resolution. A vote to support the resolution was not taken due to lack of a quorum. The meeting adjourned at 4:12 pm.		System? The current resolution is written from the speakers/president's perspective. It would be stronger coming from our collective senates, so that is another approach that could be taken. Dr. Starnes handed out the Texas A&M Resolution. A vote to support the resolution was not taken due to lack of a quorum.	
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