

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: Dr. John Humphreys, Provost and Vice President of Academic Affairs Dr. Yvonne Villanueva-Russell, Dean of University College	The meeting opened at 2:03 p.m. President Starnes introduced the invited speakers. I. Topic: College of Innovation and Design Dr. John Humphreys and Dr. Villanueva-Russell shared the following information with the senators: 1. College of Innovation and Design (CID) proposal <ol style="list-style-type: none"> Open to all students Beyond the ability of other colleges to do this Bring two faculty from Organizational Leadership Move Criminal Justice Competency-based program to CID Move completer programs into CID (BAAS, BGS) Buy out faculty to teach courses in CID or to work on a new project or program Completer programs have approximately 400 majors There will be a recruiter for CID to boost enrollment in these programs Will be a degree granting college Joint appointments with other disciplines Place to teach new courses that may not fit in other colleges Space to work cross-disciplinary research It will not take the place of the previously proposed College for Liberal Arts 	

	<p>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 eliminated?). Give some thought to whether you want to be considered for any of these positions.</p> <p>3. The Faculty Awards luncheon is scheduled for Wednesday, April 17, 2019. The Speaker for the Faculty Awards luncheon 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 luncheon. 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.</p> <p>4. The A&M-System Senate Presidents met with Vice Chancellor Hallmark February 15, 2019. Notable points from the meeting include:</p> <ul style="list-style-type: none"> a. One issue discussed was how to improve continuity from one year to the next; some Senates have policy whereby those chairing subcommittees 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 is always at a disadvantage with administration negotiation. Most have speaker-elect, speaker and past-speaker all on EC. 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. c. Vice Chancellor thinks annual review of administration is the best policy. d. Some Senates have ex officio members on their EC who can advise but not vote. An SGO representative serves on some Senate EC for example. Having an SGO voice on the Senate EC could help students have a greater voice in campus affairs. e. Change title of professional track to include professor f. A lot of discussion centered on the MyEvoke System requirement for faculty/staff to receive the monthly \$30 discount (will be further discussed under new business). 	
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Committee Reports	<ul style="list-style-type: none"> • Academic Life: Senator Hendricks spoke of a Civility 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 21st, 2019. The Faculty Senate Awards Program is April 17th, 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 Business	<ol style="list-style-type: none"> 1. Review/Discuss/Approve 8.01.01. R2 Civil Rights 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 <ul style="list-style-type: none"> • 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 	

	<p>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.</p> <ul style="list-style-type: none"> • 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. • James pointed out that there are two pieces of legislation 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. <p>2. Due to time constraints and a lack of a quorum, the discussion of 12.02.99.RO.03. Implementing Faculty Tenure & Promotion, was postponed.</p>	
New Business	<p>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 MyEvide 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.</p> <p>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.</p> <p>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.</p>	

	<p>One question: 1. Are Senators in favor of the A&M-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.</p> <p>Dr. Starnes handed out the Texas A&M Resolution. A vote to support the resolution was not taken due to lack of a quorum.</p> <p>The meeting adjourned at 4:12 pm.</p>	
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