

Meeting: Faculty Senate  
 Date: December 3, 2019  
 Time: 2:02 p.m.  
 Location: BA 290  
 Adjournment: 3:52 p.m.

# Minutes

Members present: Hongmei Jia, Annette Taggart, Gerard Huber, Stephen Starnes, Lavelle Hendricks, Laura Isbell, Julia Ballenger, Michael Oldham (for Vipa Bernhardt), John Smith, Jason Davis, Sandy Hayes, Susan Stewart, Yasemin Atinc, Brandon Randolph-Seng, Brock Johnson, Debra Mahoney, Cheri Davis, Robert Rodriguez, Benton Pierce, Gracie Brownell, Vivian Dorsett, Andrea Williams

Members absent: Bob Williams, Bilal Abu-Bakr, Thomas Boucher, Dimitra Smith, Johanna Delgado-Acevedo

Issue/Topic	Summary of Discussion	Decision/Action
	The November 5, 2019 Senate minutes were approved with no modifications.	Moved to approve by Senator Hendricks, seconded by Senator Smith
<b>Invited Speaker:</b>  Dr. John Humphreys Provost & Vice President for Academic Affairs	The meeting opened at 2:02 p.m.  Dr. Humphreys came to talk about the smoking ban being instated the start of the new year. He informed us that the Chancellor of the A&M system sent out a directive to ban vaping on all campuses. When that came through it made them look at the smoking policy for our campus. President Rudin brought up the idea of being a smoke free campus. It was explained that while there are several smoke-free areas on campus this smoking ban will be all inclusive. Senator Mahoney asked if there is going to be anything instituted to help people quit, and it was shared they are putting together some FAQs on helping with that. Senator Hendricks pointed out that smoking is a national problem and there are approximately 400,000 deaths annually due to smoking, with secondhand smoke being the more damaging. Senator Starnes asked how many colleges in Texas are smoke free. Dr. Humphreys shared that most are; we were one of the few remaining that was not. Senator Dorsett voiced the idea that this could be seen as an infringement on people rights. Senator Huber asked if there had been any noticeable work complaints where there were complete bans and asked what happens when someone is caught smoking on campus. Dr. Humphreys shared that there was nothing yet and that it was considered that we as adults and professionals should be able to abide by the ban. Senator Dorsett asked if people would be ticketed and Dr. Humphreys shared that	

	<p>at this time there were no plans for that, people would simply be informed of the policy and asked to stop.</p> <p>Before he left Dr. Humphreys was asked about the workload policy, is it official. He said that it was sent to the system and that he would check on it and see.</p>	
<b>Communications</b>	Nothing to report.	
<b>Committee Reports</b>	<p><b>Academic Life:</b> Senator Hendricks said that the committee asked that Dr. Humphreys give an address about Academic State of Affairs in February. This would focus on faculty concerns and matters to supplement what President Rudin discusses at the start of each semester.</p> <p><b>Academic Practice:</b> Nothing to Report.</p> <p>Senator Taggart asked about getting clarification on the title codes for non-tenure track faculty for hiring. She pointed out that approximately 40% of faculty are non-tenure track or professional track, but there's a lack of clarity on hiring and evaluation. What is the difference between clinical and professional track, lecturers, etc. It should be clarified in policy posted to the University website so people can find it. Currently the expectations are ambiguous for promotion, service, and teaching load. Lack of consistency in using title codes makes statistical analysis for salaries and for institutional effectiveness difficult to obtain.</p> <p>Senator Ballinger asked if we know if non-tenure hires are given this information or not. Senator Isbell stated that it was clear in her department but couldn't speak to any others. It was pointed out that titles are not consistent across colleges. Clarity would be helpful for new hires. It was pointed out that a few years ago the committee make recommendation on the issue and sent them to the Provost, but is unsure of what happened to its recommendations. The current policy says the load is 5/5 for non-tenure track faculty and with service that can lessen.</p> <p><b>Admission and Retention of Students:</b> Nothing to report.</p> <p><b>Budget:</b> Nothing to report.</p> <p><b>Curriculum:</b> Nothing to report.</p> <p><b>Faculty Awards:</b> Nominations have been received and nominees have been notified. Senators are asked to contact colleagues to make sure they were informed. Clarity on the eligibility of Department heads was asked for and if there is a policy for nominating someone from another department.</p> <p><b>Organization of the Senate:</b> Nothing to report.</p> <p><b>Scheduling and Facilities:</b> Nothing report.</p>	

<b>Unfinished Business</b>	<ol style="list-style-type: none"> <li>1. There was a great deal of back and forth on the idea of a rotation for Department heads. Various concerns and comments being: A department can always go to the Provost with a problem and ask for a vote of no confidence, which was countered with the idea that without some mechanism in place that could be seen as a coup making it difficult. There shouldn't be a perception that you're a department head for life. Maybe not using the word "rotation" but some type of evaluation. It was pointed out that there are already the 360 evaluations and that some department heads haven't discussed those results with their faculty and that is also a problem. It was also pointed out that this may require a re-naming of the position and that it should be longer than 3 years. It was asked if we as a Senate are doing all we can, and to look at the procedure. It was decided that we need a policy to vote on. A committee was created to draw up options. Senator Antic will chair with Senators Starnes, Randolph-Seng, and Dorsett. The idea that if we can get something that is transparent and applied across campus the change in head can hopefully be done without rancor.</li>   <li>2. We continued discussion on the proposed new college of Health and Human Services. Social Work would want to move, C&amp;I would want to split. The main issue centered around what the departments of Social Work, Nursing, Counseling, SpEd, and HHP would want to do since they are the most impacted. Psychology at this point probably doesn't want to go but they don't necessarily want to stay where they are at. They are in the process of going to Dr. Humphreys to see where they might go, they want to be proactive about it. Senator Starnes asked if the departments affected are seeing growth. Yes, they are and grant funding falls along the lines of this new configuration so the departments would benefit. The question of the cost of this was brought up again and the Senate wants Dr. Humphreys to have a Q&amp;A. Senator Taggart pointed out that with the College of Innovation and Design it was not clear on how funding was allocated. There was no vote. There is a plan to put together a list of questions for February.</li>   <li>3. We discussed 08.99.99. RI Expressive Activity on Campus. Senator Stewart said that she didn't know that hate speech is really clarified in this and that could allow for it. Senator Hendricks pointed out that there is no longer a designated area for free speech so it can be in any common area. Senator Rodriguez pointed out that the wording in 2.3 doesn't allow for the type of debate looked for in many classes. Senator Smith pointed out that it could be used by</li> </ol>	
----------------------------	---	--

	<p>students to complain. Senator Taggart suggested that it needs to be better worded to allow for expressive activity as needed. It was decided to strike the second sentence of 2.3. Senator Starnes said he will collect comments from Senators and move forward.</p>	
<b>New Business</b>	<p>There is a dinner on Feb 18<sup>th</sup> 2020, with invitations to people from throughout the system to discuss diversity and inclusion.</p> <p>The administration is aware that they didn't handle the shooting incident in October well but the follow-up response was better. The Diversity and Inclusion committee extensively discussed the response to the shooting. There is an increased officer presence on campus, and they are adding more mental health professionals of greater diversity. Senator Stewart suggested bringing counselors to classes to explain who they are and what they can provide. January 21<sup>st</sup> is the second meeting with the President to discuss the incident. It was asked if there is an emergency management plan.</p> <p>We voted to approve December Graduate candidates.</p> <p>The meeting adjourned at 3:52 pm.</p>	<p>Moved to approve by Senator Hendricks. Seconded by Senator Davis</p>