

## **Faculty Senate Meeting Minutes – December 6, 2022**

**Senators Present:** Francisco Aguiniga, Polly Allred, Travis Braidwood, Lucy Camacho, Mauro Castro, Steven Chumbley, Steve Corbett, Zhaoqi Fan, Manuel Flores, Michelle Garcia, Andres Greenspan, Norma Guzman, Brent Hedquist, David Hicks, Michael Houf, Dongwook Kim, Sangsoo Lee, Anne-Marie Lelkes, Skye Limon, Brian Menaker, Richard Miller, Mais Nijim, Kathleen Rees, Hans Schumann, Amber Shipherd, Ben Turner, Daniella Varela, Maria Velez-Hernandez, Subbarao Yelisetti, Teresa Young, Thomas Zinninger

This meeting of the Faculty Senate was conducted as a virtual/face-to-face hybrid in room 200 of the Javelina Dining Hall.

### **I. Call to Order and Quorum Call.**

Meeting called to order at 3:30 pm by Dr. Michael Houf

### **II. Presentation**

Interim Provost Dr. Jaya Goswami:

- a. Decreased presence of faculty in person on campus is believed to result in less student engagement, and consequently, retention, recruitment, and persistence to graduation for students.
  - i. Presentation of a draft document that had input by Deans for faculty expectations of presence on campus.
    - Faculty hours will be held on campus (5 hrs/wk) or if faculty are located at off-campus sites the office hours would be at that site.
    - Office Hours should be different times and days of the week.
    - Research obligations should be on conducted on campus or at your research site.
    - University department and college meetings should be attended in person unless your appointment state that you teach only fully online, or if you teach in a fully online program.
    - Department chairs will fulfill their administrative roles in person on campus.
    - Attend at least one commencement per year for your college.
    - If you have a full time teaching load only half can be online (600 and 900 courses) unless it is a complete online program.

### **III. Approval of Minutes from November 2022 meeting**

- a. Minutes approved

### **IV. Report of Officers**

- a. President Elect Dr. Houf report
  - i. Actionable items will be in new business.

### **V. Standing Committee Report**

- a. Elections Committee:

- i. Replaced Elizabeth Goode with KrystleSkye Limon as Library representative.
- b. No other committee reports

## **VI. Committees Reporting to the Senate**

- a. No new committee reports

## **VII. Old business**

- a. Annual Faculty Lecture
  - Dr. Rick Miller will be giving his lecture in February.
  - Dr. Maribel Gonzalez-Garcia will be getting the committee together to move forward with Dr. Shiphed.
- b. Recommendations from the Ad-hoc Post-Tenure Review Committee.
  - Dr. Michelle Garcia reported that the committee met, there are a lot of different experiences and unique outliers and that it's not one size fits all. The committee reviewed other universities, and it looks like TAMUK should have flexibility.
  - Dr. Kathleen Rees commented that TAMUK doesn't have a policy on post-tenure review. TAMUK has statements in the handbook but the handbook is not policy. Sister universities have policies with some since 1999. Some have policies and guidelines with some stating that every college can determine their own means of handling post-tenure review.
  - Comments made by Senators included past evaluations should be maintained at the dean's office. Once a new format is developed who will keep the documents, deans, academic affairs, just clarity on records. The continuation review should become a part of the annual review can be an added section.
  - It was brought up to have a Town Hall Meeting to discuss this topic.
- c. Ad-hoc Salary Equity committee had not met. However, emails indicate that data collection from Henry Burgos will occur.

## **VIII. New Business**

- a. Comments on faculty presence on campus. Collect comments to report to Dr. Goswami. (Comments can be emailed to Dr. Michelle Garcia).
  - Dr. Miller informed the Senate that some years ago they did a study of how students would like to get in touch with faculty for which they took to Dr. Tallant which resulted in reducing the number of office hours. Most students get in touch with faculty through text or email, and they don't come into faculty offices.
  - Dr. Young asked if anyone has surveyed the students.
  - Dr. Rees: the purpose is to get faculty back on campus.
  - Dr. Houf: thinks it is a desire to try to rebuild the campus community overall.
  - Dr. Schumann: having people on campus is very useful for enhancing research and cooperation and joint research papers.

- Dr. Menaker: some other universities have a combination of in-person and zoom hours.
  - Dr. Camacho: we've had flexibility while still having a campus presence as we are not an on-line university and the students come because it is not an on-line university.
  - Summers should be handled differently.
  - Dr. Garcia: this also is a HR issue about not work from home positions.
  - Dr. Turner: there's probably deeper-rooted things about faculty and morale, although there is probably benefits to increasing campus office hours.
- b. Senator Allred brought up that SRI evaluations were available to students before the drop date.
- It will be brought to the attention of the Provost's office.