

Gender by Program Level: Fall 2020

	Undergraduate	Master's	Doctoral	Total
Female	2,545	579	91	3,215
Male	2,571	483	88	3,142
Total	5,116	1,062	179	6,357

Ethnicity by Program Level: Fall 2020

	Undergraduate	Master's	Doctoral	Total
African American	258	30	6	294
Hispanic	3,795	542	105	4,442
International	169	288	36	493
White	777	157	27	961
Others	117	45	5	167
Total	5,116	1,062	179	6,357

Load by Program Level: Fall 2020

	Undergraduate	Master's	Doctoral	Total
Full Time	4,370	546	27	4,943
Part Time	746	516	152	1,414
Grand Total	5,116	1,062	179	6,357

Fall 2020
 Excluding dual enrollment
<http://www.tamuk.edu/oira/institutional-data/Interactive-Campus-Data.html>





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FACULTY SENATE

Agenda for Tuesday, December 1, 2020

- Provost's Presentation
- Minutes Approval (10 Nov 2020)
- Reports
- New Business
- Announcements



Provost's Presentation



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Minutes Approval



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FACULTY SENATE

Emergency Management Team Report

Christine Radcliff

Meeting held November 19th

- Basketball
 - Conference schedule has been amended. They will not be playing multiple schools in the same week. The athletes will need to test 3 days before competition with results received before they can play. There will be 2 home games and 2 away games in December.
- Guidelines for spectators at sporting events – there will be an allotment of tickets, seats blocked off for social distancing, 25% of the venue capacity.
- “Know Before You Go” testing has been very successful. They have tested up to 212 this week, which is up from the normal 100-120 per week.

Emergency Management Team Report


Christine Radcliff

- HVAC filters MERV rating

Whether or not a building currently has a MERV 13 rated filters depends on the age of the building and whether or not those systems can handle that filter. If they try and put on in a system that can not handle it, that will cause more damage to the system. They did say that if a unit needs to be repaired, all attempts are being made to have a replacement unit that can handle a MERV 13 rated filter. A list is being prepared of the buildings and what level of filter they have in each unit.


- Commencement

- Stadium entrants will have a ticket or pass for contract tracing. The tickets will be electronic, but can be printed if needed.
- There will be an email sent out telling faculty how to obtain a ticket.
- Graduates will receive 4 guest tickets.
- The 9am ceremony will be for December 2020 graduates, and the 6pm ceremony will be for the Spring and Summer 2020 graduates.



Report on a meeting
at Black Lives Matter
National Steering
Committee
invitational to leaders
in Higher Education

Report Faculty
Senate President
Ari Sherris

- 
- Social Justice Taskforce
 - Social Justice Curriculum Fair
 - Professional Development (PD) on antiracism
 - PD on how race influences language & vice versa (Citizen Raciolinguistics)
 - Course Example: <https://www.provost.pitt.edu/anti-black-racism-history-ideology-and-resistance-final-course-syllabus>
 - Bibliography of antiracist literature
 - Hiring practices in higher education
 - Developing regional taskforces for bring public intellectuals to campuses who speak out against racism
 - Developing recruiting and retention strategies for students and colleagues of color

Report on meeting at
Black Lives Matter
National Steering
Committee
invitational to leaders
in Higher Education

Report Faculty
Senate President
Ari Sherris

WEEK OF ACTION
BLACK LIVES MATTER
GUIDING PRINCIPLES

BLM PRINCIPLE
COLLECTIVE VALUE
ALL BLACK LIVES MATTER
regardless of actual or perceived sexual identity, gender identity, gender expression, economic status, ability, disability, religious beliefs or disbelief, immigration status or location.

BLM PRINCIPLE
RESTORATIVE JUSTICE
Building and nurturing a beloved community that is bonded together through a beautiful struggle that is restorative, not depleting

BLM PRINCIPLE
BLACK WOMEN
Building a Black women affirming space free from sexism, misogyny, and male-centeredness

BLM PRINCIPLE
QUEER AFFIRMING
Fostering a queer-affirming network, freeing ourselves from the tight grip of heteronormative thinking

BLM PRINCIPLE
BLACK FAMILIES
Making our spaces family-friendly and enabling parents to fully participate with their children, while dismantling patriarchal practice

BLM PRINCIPLE
EMPATHY
Practicing empathy, we engage comrades with the intent to learn about and connect with their contexts.

BLM PRINCIPLE
GLOBALISM
Seeing ourselves as part of the global Black community and understanding how we are impacted or privileged based on our position and placement in this global context

BLM PRINCIPLE
TRANSGENDER AFFIRMING
Embracing and making space for trans brothers and sisters to participate and lead; being self-reflexive and doing the work required to dismantle cis-gender privilege and uplift Black trans folk

BLM PRINCIPLE
DIVERSITY
Acknowledging, respecting and celebrating difference(s) and commonalities




BLM PRINCIPLE
INTERGENERATIONAL
Fostering an intergenerational and communal network free from ageism; believing that all people, regardless of age, show up with capacity to lead and learn

BLM PRINCIPLE
LOVING ENGAGEMENT
Embodying and practicing justice, liberation, and peace in our engagements with one another.

BLM PRINCIPLE
UNAPOLOGETICALLY BLACK
In affirming that Black Lives Matter, we need not qualify our position; to desire freedom and justice for ourselves is a necessary prerequisite for wanting the same for others.

BLM PRINCIPLE
BLACK VILLAGES
Disrupting the Western-prescribed nuclear family structure requirement by supporting each other as extended families and "villages"

TAMUK Budget Documents

-  **TAMUK Operating & Salary Budget, FY2021**
 Operating & salary budget for FY2021
-  **TAMUK Operating Budget, FY2020**
 Operating budget for FY2020.
-  **TAMUK Salary Budget, FY2020**
 Salary budget for FY2020

<https://libguides.tamuk.edu/tamukbudget>

Report Faculty
 Senate President
 Ari Sherris

Council on Climate, Diversity & Inclusion Report Jieming Chen, Faculty Senate Representative

- The President’s Council on Climate, Diversity and Inclusion was established in July of 2020. Mr. Henry Burgos and Ms. Barbara Collins are appointed by Dr. Hussey as co-chairs of the 15-member council.
 - “The purpose of the Council is to provide advice and guidance to the president and senior university leadership on how we might work together to foster a more welcoming environment for our students, staff, faculty, alumni and visitors and, in doing so, be recognized as an institution that values diversity, inclusion and respect.”
 - Members: JoElda Castillo Alaniz, Henry Burgos, Jieming Chen, Barbara Collins, Johnny Estelle, Manuel Flores, Nirmal Goswami, Elisa Guerra, James Guidry, Jeff Lewis, Jorvis McGee, Reverend James Miller, Lidia Morales, Loreal Robertson, Linda Villarreal.

Council on Climate, Diversity & Inclusion Report

Jieming Chen, Faculty Senate Representative

- Many proposals have been discussed in the frequently lively meetings. Here is a simplified list:
 - Short-term:
 - Immediately implement and open an Office of Diversity and Inclusion to report to the Office of the President, Vice President for Student Affairs or the Provost.
 - Immediate implement a website on Diversity and Inclusion with clearly defined definitions developed by our committee.
 - Develop a diversity statement on main webpage.
 - Review and implement new recruitment process that reaches out to underserved populations.
 - Strive to have diversity representation on all university committees , boards and university projects.
 - Recruit faculty for Historically Black Colleges and Universities (HBCU).
 - Hire administrators, faculty and staff from diverse backgrounds.

Council on Climate, Diversity & Inclusion Report

Jieming Chen, Faculty Senate Representative

- Mid-term:
 - Develop a work description for someone to lead this division.
 - Develop a power point or video that explains Diversity and Inclusion and make it readily available to the public.
 - Develop a course of study on culture, racism and inclusion as a "minor" option for students.
 - Develop a student and faculty committee to start planning for seminars and symposiums on a variety of diversity and inclusion topics. This should be done on an annual basis.
 - Start including our diversity statement on syllabi and on as many university publications and documents.
 - Establish definite criteria to appoint a diverse search committee for top administrative and faculty positions, to include athletics head coaches.
 - To ensure that there be a pool of minority candidates in our university to fill some of the openings that arise on a regular basis, i.e., interim administrative positions.
 - Post our Diversity Plan on the website.
 - Increase recruitment of undergraduate and graduate students from diverse backgrounds.

Council on Climate, Diversity & Inclusion Report

Jieming Chen, Faculty Senate Representative

- Long-term:
 - Recognize the legacy of our university in civil rights, inclusion, and diversity in an honorable and respectable manner.
 - The suggestions include a mural recognizing the Chicano Movement and its impact on Civil Rights in our area, our state, and the nation. Much of the national movement started in our campus.
 - Recognition of the Development of the Chicano Art Movement with a permanent exhibition in us of our building. An appropriate plaque would help describe the movement.
 - Recognition of our role in integrating athletics nationally with a mural or statue of Sid Blanks and Coach Steinke and maybe others.
 - Develop strategies to promote retention, persistence, and timely graduation of students from diverse backgrounds.

Old Business

- Chair: “Move to discuss the motion. Is there a second?”
 - If there is a second, discussion begins...
- Chair: “Are you ready to question?”
 - If no one raises a hand to continue the discussion:
 - Chair: “The question is on the adoption of the motion that...”
 - Let’s bring it to a vote”



**Constitutional
Amendment
for Electronic
Ballots
(2nd Vote)
PASSED**

MOTION: That Article II, Section 3 of the *Constitution of the General Faculty of Texas A&M University-Kingsville* be updated using the proposed language below, which would allow electronic ballots to be the new method used for Faculty Senate elections.

Article II. THE FACULTY SENATE MEMBERSHIP, ELECTIONS AND MEETINGS

Section 3. ELECTIONS

(a) The Election Committee will develop an electronic eligibility form and ballot. The form will collect the following information from voters: name, email, department, and faculty rank. Upon submission of the eligibility form, voters will be directed to a ballot. The ballot will have settings established to assure anonymity.

(b) For departmental/unit elections the Secretary shall announce by email to the Department Chair/Unit Director the number of positions on the Senate to be elected by that faculty for the upcoming term and the names of the faculty not eligible for election. The Secretary shall request of each Department Chair/Unit Director a list of nominees be returned to him or her. Upon receipt of the lists, nominees become candidates.

(c) For Senators-at-large, the Secretary shall announce by email to the College Dean the number of positions on the Senate to be elected by that faculty for the upcoming term and the names of the faculty not eligible for election. The Secretary shall request of each College Dean a list of nominees be returned to him or her. Upon receipt of the lists, nominees become candidates.

(d) An email shall be sent to all eligible faculty voters with instructions for accessing, filling out, and submitting their electronic ballots. Faculty members may vote only once.

(e) At no time during the election process shall faculty names or identifiable information be collected other than to verify voting eligibility. Information collected will be limited to whom the candidate voted for and the time of the vote. In the event that an eligible faculty member will not have access to internet resources, the Secretary shall make provisions for casting absentee ballots.

(f) In the event of a tie, the Secretary will seek to mediate an outcome with the candidates in question. If no clear winner can be determined, a special run-off election will be held to determine the winner.

(g) The Election Committee shall record votes. The tally of votes for each candidate shall be forwarded to the Faculty Senate office and remain on file. The voting record shall become the basis for eligibility to fill Senate vacancies.

Election Committee
Christine Radcliff, Chair
Robert Kowalsky
Steven Lukefahr
Patrick Mills
Teresa Young

FACULTY BENEFITS

Richard Miller (Chair)

Natasha Bell

Colleen Ferguson

Richard Hartwig

David Hicks

Brent Kinghorn

Doreen Kinkel

Marie Lassmann

Mandolyn Peterson

Jacqueline Thomas

MOTION:

That the rank of “Distinguished Professor” be implemented as a promotion available to Professors, based on performance.

PASSED



FACULTY BENEFITS

Richard Miller (Chair)

Natasha Bell

Colleen Ferguson

Richard Hartwig

David Hicks

Brent Kinghorn

Doreen Kinkel

Marie Lassmann

Mandolyn Peterson

Jacqueline Thomas

MOTION:

that HR and MarComm create an in-service video that outlines the range of benefits provided to retirees so that it can be accessed well prior to and after retirement as a refresher and includes frequently asked questions.

Rationale: Several retired faculty have stated that they are somewhat in the dark as to what their university benefits are.

FACULTY BENEFITS

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Jacqueline Thomas

Motion:

That at commencement set aside a section of the bleachers near the stage for retired faculty and staff to sit. This section could also be used for distinguished guests like the Mayor or State Senator. Also, invite emeriti faculty to walk at Commencement with the regular faculty, if they wish.

PASSED

FACULTY BENEFITS

Richard Miller (Chair)

Natasha Bell

Colleen Ferguson

Richard Hartwig

David Hicks

Brent Kinghorn

Doreen Kinkel

Marie Lassmann

Mandolyn Peterson

Jacqueline Thomas

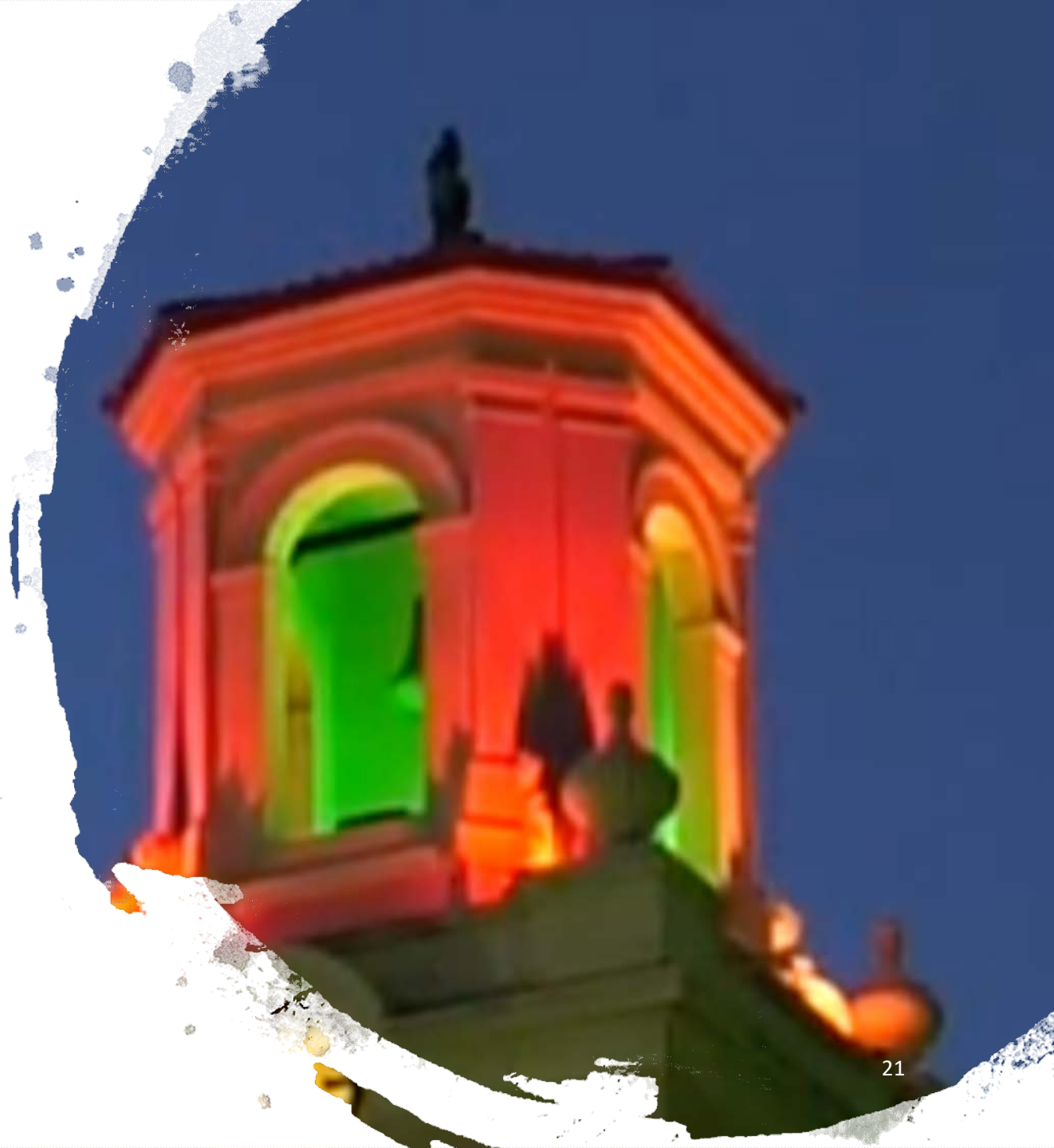
MOTION:

That a linkage be created from the retiree e-mail accounts to retirees' personal accounts because many retirees seldom check their retiree accounts.

PASSED

Committee Reports

- VI. Standing Committee Reports
 - Committee on Committees
 - Election Committee
 - Resolution & By-laws Committee
- VII. Reports from Committees Reporting to the Senate
 - Administrator Evaluation Committee
 - Annual Faculty Lecture Committee
 - Piper Award Committee
 - Faculty Evaluation Committee
 - Faculty Benefits Committee
 - Policy Revision Committee
 - Task-Force on Faculty Handbook Change



REPORTS FROM COMMITTEES REPORTING TO THE FS
PIPER AWARD COMMITTEE
Richard Miller

- The portfolio for this year's Piper Professor Award nominee has been endorsed by President Hussey and forwarded to the A&M University System.



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Ad Hoc Committee on Tenure & Promotion Processes

Members

Dr. Kelly Hall	College of Education
Dr. Michael Houf	College of Arts and Sciences
Dr. Tanner Machado	College of Agriculture
Dr. Tom Kruegar	College of Business
Dr. Patrick L. Mills (Chair)	College of Engineering

Primary Mission

Work with the Office of Academic Affairs (Drs. Reinisch and Goswami) on proposed tenure and promotion policy changes that will be brought to Faculty Senate's *Policy Revision Committee* and eventually to the floor of the Faculty Senate.

Meetings – Once a Week

- Preparatory meeting with committee members (30 to 40 minutes)
- Meeting with VP & Associate VP of Academic Affairs (45 to 60 minutes)

Recent Examples of Processes Under Consideration

- Timing of faculty reviews during the journey towards tenure and promotion
- Opportunity for face-to-face meetings of faculty undergoing T&P review with college dean & provost
- Make-up of the committees for tenure & promotion decisions and also for the appeals process
- Policy and procedures on use of external reviewers as part of tenure & promotion
- Suggested modifications to TAMUK supplement on System Policy 12.01: Academic Freedom Responsibility and Tenure (AOP-1)

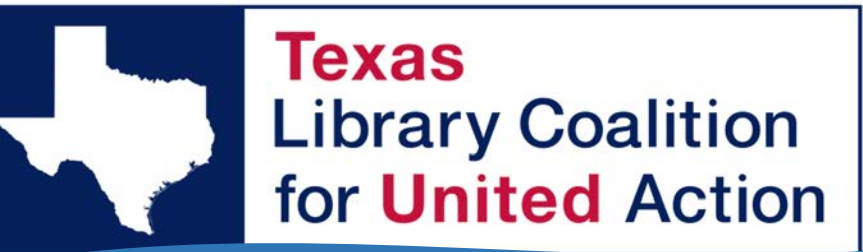


New Business

Chair: “Move to discuss the motion. Is there a second?”
If there is a second, discussion begins...

Chair: “Are you ready to question?”
If no one raises a hand to continue the discussion:

Chair: “The question is on the adoption of the motion that...
Let’s bring it to a vote”



Background: TLCUA

- The Coalition
 - Collectively has more than 397,000 students and 25,000 faculty. Their Elsevier subscriptions represent a significant investment estimated at over \$20 million. By these and other measures, the Coalition represents one of the largest and most diverse U.S. collective negotiation consortia of its kind.
- Purpose
 - To think creatively about access to faculty publications and the sustainability of journal subscriptions.
 - To identify the best way to change current models and the relationships between academic institutions and publishers.
- Goals
 - Improved access to scholarship, greater control over faculty content, and pricing models that are sustainable for strained library budgets in higher education.

Resolution

(Jernigan Library/University
Library Committee)

Be it resolved that the Faculty Senate of Texas A&M University-Kingsville expresses its support for the efforts of the Jernigan Library and other member libraries in the Texas Library Coalition for United Action (TLCUA) in ongoing negotiations with Elsevier (ScienceDirect) to provide necessary research material in the most cost-effective manner and to support authors' rights to their intellectual property.

PASSED

ANNOUNCEMENTS



- Please email all motions and resolutions to FacultySenateOfficers@tamuk.edu no later than Tuesday, January 19, 2021, 5:00 pm CT if you would like the Executive Committee to add them to the Tuesday, Faculty Senate Agenda.
- Our Spring 2021 Faculty Senate meeting is scheduled for Tuesday, February 2, 2021 from 3:30 pm – 5:00 pm and it will be online.
- Senators may raise motions and resolutions from the floor rather than submit them to the EC. However, Senators should have them ready in writing as in the format on slide # 13 here: https://www.tamuk.edu/senate/files_FS/7-APRIL-2020-FACULTY-SENATE-PRESENTATION.pdf



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FACULTY SENATE



Announcements

Christine Radcliff

Library funds are available for materials purchases for FY2021.

- Liaisons, Chairs and Deans received allocation letters in late October via email from Christine Radcliff.
- Deadline for item requests is May 28, 2021



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ADJOURNMENT