



TEXAS A&M
UNIVERSITY
KINGSVILLE®

this is

OUR TIME

TEXAS A&M UNIVERSITY-KINGSVILLE®

FACULTY SENATE

Agenda for Tuesday, September 1, 2020

- Provost's Presentation
- Minutes Approval (14 August 2020)
- Reports
- New Business
- Announcements



Provost's Presentation



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FACULTY SENATE



Minutes Approval





The Faculty Senate of
Texas A&M University-Kingsville
congratulates

Dr. Richard Miller

on being selected a
Piper Award Recipient



ONE
NARRATIVE
ON WHO
WE ARE
UNTIL THE
FALL 2020
CENSUS
DATA IS
MADE
KNOWN

Faculty, Staff and Student Headcount

Fall 2019

ACADEMIC INSTITUTIONS

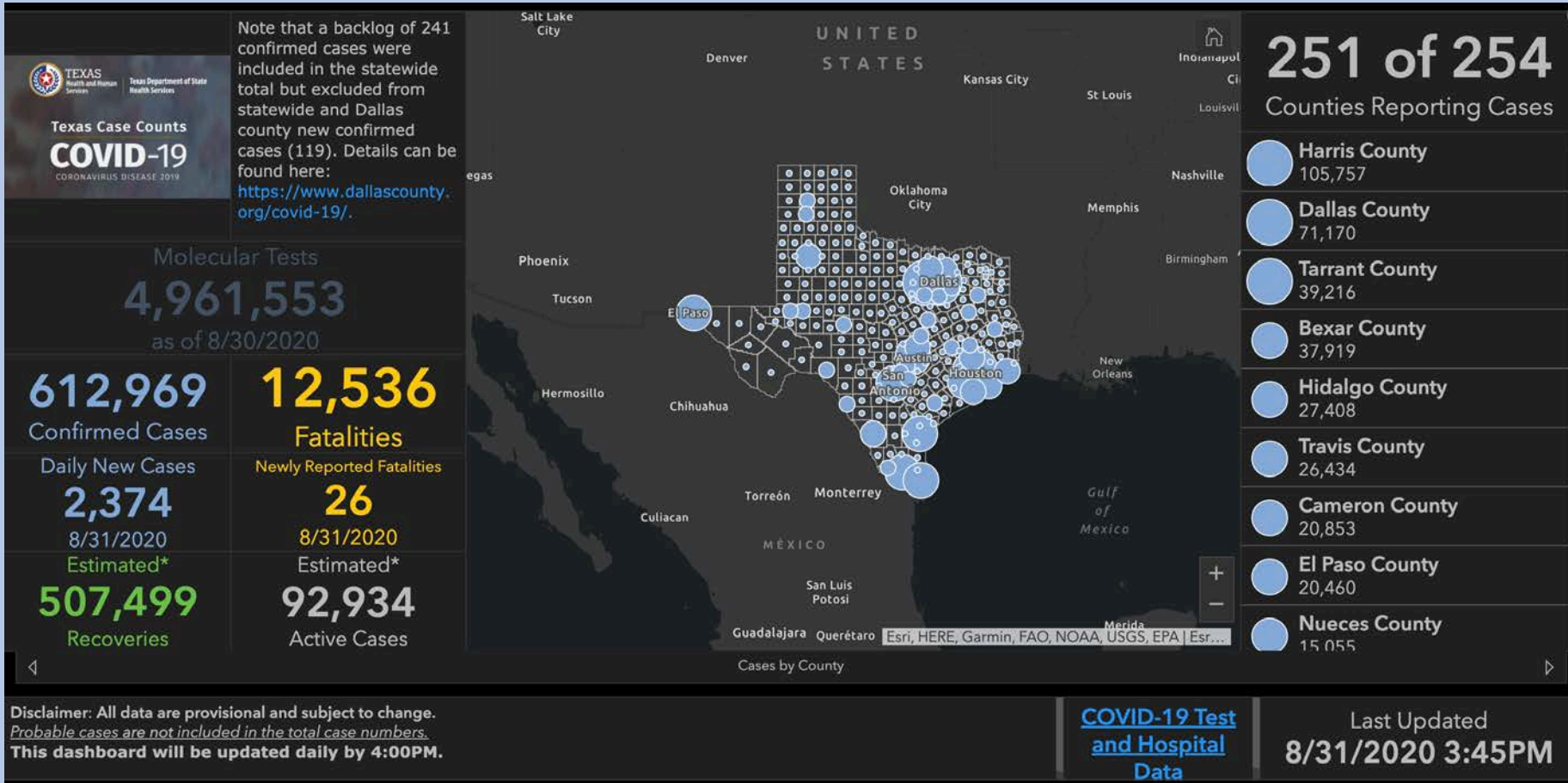
	Faculty	Staff	Student Enrollment
Texas A&M University ¹	3,727	7,334	66,746
Texas A&M University at Galveston	137	177	1,644
Texas A&M University at Qatar	75	249	645
Texas A&M University Higher Education Center at McAllen ²	26	11	229
Prairie View A&M University	521	766	8,940
Tarleton State University	708	633	13,177
Texas A&M International University	388	426	8,305
Texas A&M University-Corpus Christi	707	829	11,452
Texas A&M University-Kingsville	461	544	7,479
West Texas A&M University	444	489	9,970
Texas A&M University-Commerce	682	551	11,725
Texas A&M University-Texarkana	187	169	2,053
Texas A&M University-Central Texas	184	160	2,440
Texas A&M University-San Antonio	346	314	6,714
RELLIS ²	27	8	186
Subtotal - General Academic	8,566	12,641	151,290

¹ includes TAMHSC and McAllen

² faculty, staff and student numbers are included in home institution numbers



REPORT
ARI SHERRIS
FACULTY
SENATE
PRESIDENT



**REPORT
ARI SHERRIS
FACULTY
SENATE
PRESIDENT**

John Sharp, Chancellor of the Texas A&M System, recently discussed the deleterious role of systemic racism in the United States while emphasizing that we must act now to improve an inclusive climate on all campuses. With the recent events in the United States that resulted in George Floyd's murder and many other Black and Brown Americans at the hands of Police Officers, Chancellor Sharpe stated, "We have been handed a great opportunity to do something about systemic racism. For the first time in my life I hear people who are quite conservative say, "My God this is terrible. We have to do something about it". Would Senators agree that while the recent initiative by President Hussey is very important, it does not release any of us from "a great opportunity to do something to raise awareness of systemic racism"?

- https://www.facebook.com/watch/live/?v=2757946374451991&ref=watch_permalink
- President's Council on Climate, Inclusion, and Diversity

**REPORT
ARI SHERRIS
FACULTY
SENATE
PRESIDENT**

Ad Hoc Committee on Tenure and Promotion Policy

- Dr. Patrick Mills, Chair
- Dr. Kelly Hall, Member
- Dr. Michael Houf, Member
- Dr. Tanner Machado, Member
- Dr. Thomas Krueger



VICE PRESIDENT FOR ACADEMIC AFFAIRS
700 UNIVERSITY BLVD., MSC 102
KINGSVILLE, TEXAS 78363-8202
PHONE 361/593-3801 • FAX 361/593-3708

27 August 2020

Dr. Ari Sherris
President, TAMUK Faculty Senate

Dr. Jieming Chen
President-Elect, TAMUK Faculty Senate

Dear Drs. Sherris and Chen:

Dr. Mark Hussey has expressed to me his concerns with certain components of the promotion and tenure process at Texas A&M University—Kingsville. He highlighted his concerns with several events this past year. The concerns include, but are not limited to the following issues:

- The current time of mid-term reviews does not allow a faculty member sufficient time to correct deficiencies in scholarship, teaching or service that might be identified prior to consideration for promotion and tenure.
- The current process for tenure and promotion does not allow a faculty member who receives a negative vote at the department or college level the opportunity to provide additional information for consideration prior to their packages being submitted to the provost.
- There are separate and independent committees for promotion and tenure decisions. This is not a common practice and can lead to contradictory information.
- The appeals process for promotion and tenure decisions needs some refinement.

I would like to request that the faculty senate work with me and my staff to discuss the creation of a university process to better address promotion and tenure at Texas A&M University—Kingsville. I think that we do agree that promotion and tenure is at the heart of faculty and administrative responsibility. It is, therefore, a critical component of shared governance.

Please feel free to contact me if you have any questions or concerns.

Respectfully,

A handwritten signature in black ink, appearing to read "Larry R. ...".



REPORTS FROM COMMITTEES REPORTING TO THE FS POLICY REVISION COMMITTEE Kathleen Rees

- Committee membership included:
 - Michelle Garcia
 - Maria Hernandez-Velez
 - Nestor Sherman
 - Hans Schumann
 - Amit Verma
 - Bailey Reagan Smith
 - Rudolph Bohm
 - Kathleen Rees
- **Charge:** to review proposed changes to Academic Operating Procedure 1: Academic Freedom, Responsibility and Tenure
- Committee met 4/30/20; Committee report submitted to President Sherris on 5/19/2020
- Committee report to be discussed under New Business at today's meeting



REPORTS FROM COMMITTEES REPORTING TO THE FS POLICY REVISION COMMITTEE Kathleen Rees

- Three motions were presented and approved by the committee
- Additional request from the committee:
 - that proposed changes to Academic Operating Procedure 1: Academic Freedom, Responsibility and Tenure that were sent to the committee for review be shared with Faculty Senators
 - this request was forwarded to Faculty Senate leadership for electronic distribution to the Senate membership



REPORTS FROM COMMITTEES REPORTING TO THE FS POLICY REVISION COMMITTEE Kathleen Rees

Three motions were presented and approved by the committee:

- Motion to change AOP1: As per AOP1 Section 4: REVIEW BY FACULTY PEERS IN APPEALS OF ADMINISTRATIVE DECISIONS: As part of the regular committee appointment cycle, the Faculty Senate will designate a pool of thirty (30) tenured faculty members with representatives from each of the colleges. This is to replace the current pool number of 24.
- Motion: Hearing committee letter go to the President with a courtesy copy to the Provost.
- Motion: It is currently not recommended to make any other additional proposed revisions to AOP1.



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Administrative Size at TAMUK

- Ad-hoc committee
- Chair, Dr. Kelly Hall
- Dr. Robert Kowalsky
- Dr. Chika Rosenbaum



Background

- Approved motion (05/2020) proposed by Dr. Kelly Hall
- A senate ad-hoc committee be appointed to investigate the differences and similarities between TAMUK and similar institutions in terms of administrative size (e.g., number, ratio, salary).



Data & Method

- Data:
- Integrated Postsecondary Educational Data System (IPEDS) (2018)

- Methods:
- A one-sample t-test was used to compare a known value (TAMUK's) to the mean of a distribution for a continuous level measure of a comparison group. An alpha of $p \leq .05$ was used for statistically decision-making about significant differences.

- Comparison Group (n=29):
- This group was generated using the IPEDS automated feature for selecting a comparison group.

One-Sample t-Test comparing TAMUK to Peers

Indicator	TAMUK		Peers	t(28)	p	Difference TAMUK- Peers
	M	M	SD			
Number: Management Staff	119	132	77	.94	.36	-13
Number: Instructional staff (total)	330	411	128	3.40	.00*	-81
Salary outlay: Management staff	\$10,826,893	\$13,037,847	\$5,875,382	2.03	.05*	-\$2,210,954
Salary outlay: Instructional staff	\$24,574,461	\$34,535,811	\$12,010,887	4.47	.00*	-\$9,961,350
Ratio: Number of management to instructional staff	.36	.32	.15	-1.38	.18	+04
Ratio: Salary outlay for management to instructional staff	.44	.39	.14	-2.09	.05*	+05
Cost-of-Living Index	.75	.92	.15	6.06	.00*	-.17

Note: *Statistically significant at .05 alpha level

- Key finding:
- Compared to its peers, TAMUK employs and pays management staff at a higher ratio than instructional staff compared to its peers.



Task Force on Guidebook for Chairs

Jeff Glick, Chair

- A committee to draft a guidebook for chairs across the university
- Members:
 - Jeff Glick, Chair
 - Greta Schuster, Dick and Mary Kleberg College of Agriculture and Natural Resources
 - Christopher Hearon, College of Education and Human Performance
 - Francisco Aguiniga, Frank H. Dotterweich College of Engineering
 - Thomas Krueger, College of Business Administration
 - Paul Hageman, College of Arts and Sciences

Maria E. Velez
Report

TAMUK Food Vendor Selection



- RFP issued on Jan 7th
- Deadline for proposals Feb 11th : 3 proposals received
- Evaluation Criteria:
 - Company Profile (experience, financial strength, insurance, references...)
 - Financial Consideration (commissions, contingency fund, capital improvement...)
 - Organizational Structure and Leadership (personnel, training program, administration, customer service...)
 - Food Product and Programing for dining halls, catering, retail and concessions (flexible meal plan, healthy food option, price, events...)
- Proposal selected: 5-year award (through 2025)



University
Media
Services
Committee

Lifford
McLauchlan,
Member

The committee evaluated proposals from possible media service vendors for campus who responded to the RFP

Based on the top evaluated possibilities, the media service vendors then made presentations to the committee

The committee discussed the presentations and selected a possible vendor based on the proposals, presentations and reference checks



New Business



A.4.10 Proposed Changes to the *Faculty Handbook*



“All proposed changes to the *Faculty Handbook* must be submitted, along with the names of the originating persons and a rationale for the changes, to the Chair of the Faculty Senate who must put such proposed changes on the agenda for the next regularly scheduled meeting of the Faculty Senate. All changes to the Handbook other than those mandated by law, A&M System policy, or University rules initiated by System policies, must be reviewed by the full Senate during a regularly scheduled meeting. Concurrence or non-concurrence shall be forwarded to the President before changes can take effect and before they can be posted in the Handbook” (Fac. Handbook, 2019, A.4.10, p. 6)

Motion:
That the pictured form replace
the form currently in the
Faculty Handbook.

The motion did not pass.

TEXAS A&M UNIVERSITY-KINGSVILLE
SUMMARY OF ANNUAL EVALUATION OF FACULTY

SPRING _____ Through FALL _____

Name:	Dept.:	Chair:
-------	--------	--------

Specific parameters for each of the evaluation sections II, III, and IV are to be determined at the college level, subject to approval by the Faculty Senate and President, and consistent with TAMU-K Tenured Faculty Development Review Policy, System Policy 12.06.

	Rating (1-7)	Weight (0-100%)	Score						
I. TEACHING PERFORMANCE (See Appendix III, Faculty Handbook)	_____	X _____	= _____						
<table border="1"> <tr> <td>Does Not Meet Expectations</td> <td>Meets Expectations</td> <td>Exceeds Expectations</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Does Not Meet Expectations	Meets Expectations	Exceeds Expectations							
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
II. RESEARCH AND SCHOLARLY ACTIVITIES Involvement in the scholarship of discovery or application (research) or teaching or integration (scholarly activities) (See Appendix II, Faculty Handbook)	_____	X _____	= _____						
<table border="1"> <tr> <td>Does Not Meet Expectations</td> <td>Meets Expectations</td> <td>Exceeds Expectations</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Does Not Meet Expectations	Meets Expectations	Exceeds Expectations							
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
III. PROFESSIONAL GROWTH AND ACTIVITIES Membership in professional organizations, attendance at professional meetings, professional consulting and lectures, professional service, continuing professional education	_____	X _____	= _____						
<table border="1"> <tr> <td>Does Not Meet Expectations</td> <td>Meets Expectations</td> <td>Exceeds Expectations</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Does Not Meet Expectations	Meets Expectations	Exceeds Expectations							
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
IV. SERVICE Committee service, recruitment, advisement, degree planning, acquisition or development of facilities and equipment, program and curriculum development, attendance and support for general university functions, other service. Cooperates with colleagues, engages in professional conduct, and displays ethical behavior.	_____	X _____	= _____						
<table border="1"> <tr> <td>Does Not Meet Expectations</td> <td>Meets Expectations</td> <td>Exceeds Expectations</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Does Not Meet Expectations	Meets Expectations	Exceeds Expectations							
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
Total of Weights and Scores (weights must total 100%)		_____	= _____						

Signature of the faculty member indicates that a discussion, between the faculty member and the supervisor, regarding the Annual Evaluation has been conducted.

Chairperson's Signature _____ Date _____

Faculty Member's Signature _____ Date _____

Dean's Signature _____ Date _____

“The research and scholarly activities. . . comprise what is meant by ‘research’ and have in common

- (1) the creation of a discipline-appropriate product and
- (2) the discipline-appropriate presentation of that product.

The types of research and scholarly activities include but are not limited to applied, artistic, basic causal-comparative, correlation, descriptive, experimental, explanatory, exploratory, historical, improvement-oriented, predictive, qualitative, quantitative, and theoretical. The evidence of research and scholarly activities includes, but is not limited to, such formats as published refereed works, reviews, technical reports, shows, exhibits, displays, performances of artistic works and talents, research grants, contracts, editorial contributions, invited papers, citation indices, and other recognitions” (Faculty Handbook, April 2019, Appendix II, page 71).

ANNOUNCEMENTS



- Please email all motions and resolutions to FacultySenateOfficers@tamuk.edu no later than Tuesday, September 22, 2020, 5:00 pm CT if you would like the Executive Committee to add them to the Tuesday, Faculty Senate Agenda.
- Our Fall 2020 Faculty Senate meeting is scheduled for Tuesday, October 6, 2020 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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ADJOURNMENT