

“Institutions of higher education exist for the common good. The common good depends upon an uninhibited search for truth and its open expression. Hence, it is essential that each faculty member be free to pursue scholarly inquiry, and to voice and publish individual conclusions concerning the significance of evidence that the faculty member considers relevant. Each faculty member must be free from the corrosive fear that others, inside or outside the academic community, because their vision may differ, may threaten the faculty member's professional career or the material benefits accruing from it” (Texas A&M University System Policy, 12.01)



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**FACULTY SENATE**

# Agenda for Tuesday, March 2, 2021

- President Hussey's Presentation
- Provost Reinisch's Presentation
- Minutes Approval (2 February 2021)
- Reports
- New Business
- Announcements



# President Hussey's Presentation



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# Provost's Presentation



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# Minutes Approval



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# Ari Sherris, Faculty Senate President

- Because of the seriousness of the promotion and tenure revisions, it is important that we give careful consideration to all of our faculty. Please bring the proposed revisions to your department meetings.
- Moreover, there will be a *Special Session* of the Faculty Senate held on Tuesday, March 16, 2021 from 3:30pm till 5:00pm that will be open to all faculty.
- Planning is underway to notify all faculty of the March 16<sup>th</sup> *Special Session* by Friday, March 5, 2021.
- In today's meeting we will be discussing the proposed revisions and not voting on them.
- At the conclusion of the Tuesday, March 16, 2021 Special Faculty Senate meeting, all Senators will be able to vote on selected revisions via Microsoft forms.



# Emergency Management Team Report Christine Radcliff

## Meeting Date: February 25, 2021

- There has been no major uptick in COVID-19 cases since the third week of school.
- **Weather damage**
  - 29-30 buildings had some sort of leak
  - Music building sustained the most damage
    - It will be months before everything is repaired
- **Graduation**
  - Estimated 1,000 candidates for two ceremonies
  - Aiming for f2f ceremonies in the stadium
  - Still working on what to do for the class of 2020
- **<https://www.ready.gov>**
  - This website was shared by Risk Management just as a guide to be prepared for unexpected weather events.



# BLM in Texas Higher Education

18 December 2020 Zoom Meetings (organizer and note taker, Ari Sherris)

1. Texas A&M University-Kingsville
2. Texas A&M University International
3. Texas A&M University Commerce
4. University of Texas Rio Grande Valley
5. University of Texas at Arlington
6. University of Texas of the Permian Basin
7. University of Houston-Downtown
8. Angelo State University
9. University of North Texas
10. Tarleton State University-Fort Worth
11. West Texas A&M University
12. Sul Ross State University
13. University of Texas at Dallas



"Black Lives Matter" has been painted in massive yellow letters on 16th Street NW near the White House. (Marvin Joseph/The Washington Post, 5 June 2020)

# Participation in BLM in Higher Education

<https://docs.google.com/forms/d/e/1FAIpQLSdSCOWIhOyM10uIEyLH3h9yNNtsegz4DgP3zPG5erZqLAK6KQ/viewform?gxids=7628>

Report Faculty  
Senate President  
Ari Sherris



# Guidebook for Department Chairs

## Task Force Chair: Jeffrey Glick

- Estimated Completion Date: April Faculty Senate meeting, but this is likely to be an evolving document.
- Task Force Committee members are co-authoring.
- Summary: We are outlining the standard tasks, processes, and issues that arise for department chairs. The goals are to provide new chairs with an overview of what they will need to do, and to give faculty a sense of the scope of responsibilities that chairs have. Where chairs' responsibilities differ by college, we will flag those.

# COUNCIL ON CLIMATE, DIVERSITY, and INCLUSION (CDI)

Subcommittees formed:

1. GEORGE FLOYD SYMPOSIUM SUBCOMMITTEE
2. GEORGE FLOYD SCHOLARSHIP SUBCOMMITTEE
3. HISPANIC/CHICANO STATUE SUBCOMMITTEE
4. OFFICE OF CLIMATE, DIVERSITY, AND INCLUSION JOB DESCRIPTION SUBCOMMITTEE

# Old Business

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- 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”

# Committee Reports

## **Standing Committee Reports**

- Committee on Committees
- Election Committee
- Resolution & By-laws Committee

## **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





# Elections Committee Report Christine Radcliff, Chair

## Meeting held March 1, 2021

- Timeline for department elections
  - March 1-5 – chairs send nominee names to committee
  - March 8-15 – department voting
  - March 15 – department ballot counts
- Timeline for At-Large elections
  - March 15-19 – deans send nominee names to committee
  - March 22-29 – colleges vote
  - March 29 – At-Large vote counts

# Administrator Evaluation Committee Report

Links to Microsoft Forms for each College Dean and the College of Graduate Studies administrator were sent to departmental faculty 19 February 2021. The evaluations will remain open until 5pm Friday 12 March 2021.

All other administrator evaluations will be distributed through OIR as has been done the last two years.

- Those evaluations are expected to be rolled out in late March/early April.



# Ad Hoc Committee on Tenure & Promotion Processes

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## Members

Dr. Kelly Hall	College of Education
Dr. Michael Houf	College of Arts and Sciences
Dr. Tanner Machado	College of Agriculture
Dr. Tom Krueger	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 September, 2020 – January 28, 2021

- Preparatory meeting (40 minutes) & Meeting w/VP & AVP of Academic Affairs (55 minutes)
- Provost Reinisch is preparing final report to be sent forward to Faculty Senate

## Examples of Items Being Proposed

- Move the major review to the fall semester of the fourth year.
- Faculty members are allowed to add materials to their portfolio during the review process.
- Tenure should be linked to promotion from assistant professor to associate professor.
- External letters of review of the candidates for tenure and/or promotion.
- Advisory Committee and Hearing Committee – minimum of one member from each college



# 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”

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# Discussions: Mid-tenure track comprehensive review & 5<sup>th</sup> year annual performance review

## Discussion

That the major review (i.e., the mid-tenure track comprehensive review) be moved to the Fall semester of the fourth year from the Spring semester of the fourth year.

## Discussion

That the 5<sup>th</sup> year annual performance review be moved to the Fall of the 5th year to provide timely feedback to the candidate.

Discussion:  
Page 18  
Faculty Handbook  
B.5.3.5

## Discussion

That each tenure track member will undergo annual performance reviews for continuation in the Spring semester of their 1st, 2<sup>nd</sup>, and 3rd years and the Fall semester of their 5th year of actual and credited service.



Discussion:  
Faculty members  
have the  
opportunity to  
provide additional  
information

Discussion:

That faculty members are allowed to add materials to their portfolios during the review process.

The submission date should be noted on all materials submitted after the deadline. Materials allowed to be added must pertain to research or scholarly activity, such as acceptance notice of a manuscript for publication; acceptance of a proposal for a conference presentation; or funding of a grant proposal.

These documents, once submitted, will not be added to the e-portfolio, but rather, added as supplementary document(s) hyper-linked to the e-portfolio, with appropriate notation(s).

# Discussion: Promotion and tenure as separate decisions

## Discussion

That tenure should be linked to promotion from assistant professor to associate professor.

## **Friendly Amendment vote**

That tenure **shall** be linked to promotion from assistant professor to associate professor.

**FRIENDLY AMENDMENT PASSED**

# Discussion: Promotion and tenure as separate decisions

## Discussion:

That tenure is included with promotion from assistant professor to associate professor. Any candidate for promotion from assistant to associate professor will be considered in a single evaluation for “promotion and tenure” and the two items will not be considered separately for these candidates.



Discussion:  
Face-to-face  
meetings with the  
candidate

Discussion:

That: the dean and provost should have a one-on-one meeting with each candidate prior to making their recommendation on tenure and/or promotion. Additionally, the candidate can request a meeting, up to 10 minutes long, with the department chair, the department committee and/or the college committee. Request for such meetings should be made when the e-portfolio is submitted. If a request is not made by the candidate, the department chair, the department committee and/or the college committee can request to meet with the candidate for up to 10 minutes before making their recommendation.

Discussion:  
Face-to-face  
meetings with the  
candidate

## Friendly Amendment vote

That: the dean and provost **respectively shall** have a one-on-one meeting with each candidate prior to making their recommendation on tenure and/or promotion. Additionally, the candidate **is entitled** to a meeting, up to 10 minutes long, with the department chair, the department committee and/or the college committee. If a request is not made by the candidate, the department chair, the department committee and/or the college committee can request to meet with the candidate for up to 10 minutes before making their recommendation.

**FRIENDLY AMENDMENT PASSED**

# Discussion: Promotion and tenure committee composition

## Discussion

That if the tenure and/or promotion committee at the department level does not have enough members, the dean can consider appointing appropriate member(s) from other similar departments both inside and outside of the college. The appointing of additional member(s) will be made by the dean in consultation with department chair and the candidate. The chairs of the department and college committees should have the rank of a full professor.

# Discussion: Promotion and tenure committee composition

## **Friendly Amendment (no quorum to vote)**

That if the tenure and/or promotion committee at the department level does not have enough members, the dean can consider appointing appropriate member(s) from other similar departments both inside and outside of the college. The appointing of additional member(s) will be made by the dean in consultation with department chair and the candidate. **The committee chairs at the department and college level should have at least the rank to which the candidate is applying.**

# ANNOUNCEMENTS



- Please email all motions and resolutions to [FacultySenateOfficers@tamuk.edu](mailto:FacultySenateOfficers@tamuk.edu) no later than Tuesday, March 23, 2021, 5:00 pm CT if you would like the Executive Committee to add them to the Tuesday, Faculty Senate Agenda.
- Our next 2021 Faculty Senate meeting is scheduled for Tuesday, April 6, 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 #s 11 & 13 here: [https://www.tamuk.edu/senate/files\\_FS/7-APRIL-2020-FACULTY-SENATE-PRESENTATION.pdf](https://www.tamuk.edu/senate/files_FS/7-APRIL-2020-FACULTY-SENATE-PRESENTATION.pdf)



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# Announcements

## Christine Radcliff

### **Library LibQual Survey**

- March 15 – April 15, 2021




### **Library funds available for purchases for FY2021.**

- Deadline for item requests is May 28, 2021

### **TAMUK FS 2021 Distinguished Service Award**

- Nominations close Friday March 26, 2021.

## 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



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**ADJOURNMENT**