

,Faculty Senate Meeting Minutes – February 4, 2020

Senators Present: Matthew Alexander, Ambrose Anoruo, Lucy Camacho, Jieming Chen, David Cutton, Michelle Garcia, Maribel Gonzalez-Garcia, Simona Hodis, Michael Houf, Ya-Wen Liang, Steven Lukefahr, Lifford McLauchlan, Craig A. Meyer, Richard Miller, Patrick Mills, Jesse Orth, Larry Peel, Humberto Perotto, Christine Radcliff, Chika Rosenbaum, Alex Sanchez-Behar, Hans Schumann, Ari Sherris, Amber Shipherd, Marsha Sowell, Ramiro Torres, Benjamin Turner, Maria Velez-Hernandez, Subbarao Yelisetti, Teresa Young

Senators Absent: Rudolf Bohm, Manuel Flores, James Glusing, Bruce Marsh, Ryan Paul, Hui Shen, Jennifer Sholtis, Jack Shorter, Harmeet Singh, Haibin Su

Call to Order and Quorum Call.

At 3:34 p.m. President Anoruo asked the parliamentarian, Michelle Garcia, if enough members were present for a quorum. Senator Garcia replied in the affirmative.

I. Approval of Minutes from December 2019 Faculty Senate Meeting.

President Anoruo asked for approval of the previous meeting minutes. Senator Sowell motioned, Senator Cutton seconded. Minutes were approved.

II. Presentations

a. Provost Allen Rasmussen

Corona Virus

- i. Study abroad trips (Japan, Taiwan, Nepal, etc) are now tentative pending direction from the TAMU System and additional information from the CDC.
- ii. A faculty member from China who was supposed to be visiting next week has been postponed.
- iii. Graduate student visitors also fall under export control. It is recommended that a student exchange agreement be in place with the student's school before they travel to TAMUK. Please speak with Peter Li (x4340, Peter.Li@tamuk.edu) in the international office. He has templates that can be used.

III. Report of Officers

a. Senate President Anoruo

i. Suggestion Box (*see handout library first floor map*)

It was decided that the suggestion box be placed in the library. It is located on a pillar in the lobby across from the elevators, near a table with the automatic stapler. It is not visible from any security camera. It is not just for complaints, but also as a device for obtaining additional comments, questions and requests about all things TAMUK. Suggestions will be retrieved once a week, placed in an envelope, and walked over to the Provost's office.

ii. Merit pay

If any person is set to receive 5% or more, Presidential approval is required.

iii. **University budget**

President Hussey is currently working on the FY21 budget. It is due to the Board of Regents in April. Going forward, funding for Academic Colleges will be based on weighted student credit hours and performance.

iv. **Staff reclassification**

This will now be done twice a month.

v. **Faculty Evaluations**

Starting Fall 2020, there will be three boxes added to faculty evaluations. The boxes are below expectations, meets expectations, and exceeds expectations. This is a result of President Hussey questioning why so many faculty receive high yearly evaluations but then are denied tenure.

vi. **Promotion/Tenure in faculty recruitment**

There is discussion about faculty recruitment and promotion/tenure. A faculty member hired at the Associate level will automatically receive tenure. Any arising issues will be dealt with during post tenure review. The question was asked if this was something only for TAMUK, or is this going to be something in place for all TAMU System schools. President Anouro said he did not know, that this is just in discussions at this time.

vii. **College of Education Dean search**

This is moving forward. The committee currently has 13 applications and they are being reviewed.

viii. **Faculty hire and salaries**

Longtime lecturers are currently on 9 month appointments. Starting next year, this will change to rolling 2 year agreements. The question was brought up regarding how these faculty members would be protected. President Anoruo said he did not know, but that this was an excellent point that needs to be brought into the discussion.

ix. **Summer pay**

The soonest changes to summer pay could occur would be Summer 2021, but that depends on if funds are available in the current budget that is due to the Board of Regents in April. President Hussey said he will run numbers to let us know if this is possible. President Hussey and the Provost stated that full time teaching in the summer is defined as 2 courses each summer session. Half-time teaching in the summer is defined as 1 course each summer session. President Hussey is proposing pay for a full time teaching load in the summer to be 1/9th of base salary. He is also proposing that a half-time teaching load in the summer to be between 1/12th and 1/15th of base salary.

b. Senate Secretary Radcliff

i. **Provost search committee** (*see handout Provost & VPAA job posting*)

The committee first met in December, where we gave the search firm Greenwood/Asher & Associates, Inc. ideas about what qualities we are looking for in a Provost. We also sent in our "points of pride" for TAMUK.

Going forward the timeline is as follows:

February 19 – candidates selected for preliminary review

March 2-3 – Airport interviews in San Antonio

March 19 – committee recommends candidates for campus interviews
March 30-Apr 3 or Apr 6-10 – on campus interviews

- ii. **SB18 – TAMUK Rule 08.02.01-K1 (Expressive Activities on Campus)**
This has been approved by the Office of General Council and is awaiting approval by the Board of Regents. The next step will be to add it to the faculty handbook.

IV. Old Business

a. Action Plan for 2019-2020 Taskforce Reports

- i. **Base pay raise / Faculty salary**
The committee is still gaining knowledge and data for equity/compression and salaries. Senator Sherris has mentioned that he has heard concerns from a couple of Regents professors regarding salaries. Senator Sherris encourages everyone to send the committee comments on equity/compression for their areas. He also would like people to send him their narratives about salary. He will make sure they remain anonymous, but feels that having concrete examples will support the committee's work.
- ii. **Summer Pay**
Nothing additional to add to President Anoruo's report on summer pay.
- iii. **Faculty Overload Pay**
No Report
- iv. **Improve IT Infrastructure and Capability**
The committee has met, and they were able to share questions with APV for Information Technology/CIO Robert Paulson. The committee will meet again this month. It was suggested by Mr. Paulson that maybe ITS can come to senate meetings and give short presentations on topics of interest.
- v. **Shared Governance**
AAUP material is being reviewed including questionnaires.
- vi. **Workload Input / Lecturer Course Load**
No Report
- vii. **Diversity, Equity and Inclusion at TAMUK**
They are working with data to analyze diversity and salary.

V. Standing Committee Reports

- a. **Committee on Committees**
Senator Cutton reported that they still have a few open spots, but most committees are filled.
- b. **Election Committee**
Senator Radcliff reported that departments who need to hold elections were notified on January 29th. Ballots are due Friday February 14th. Once they are verified and counted, At-Large elections will happen in early March.
- c. **Resolution and By-laws/Handbook Committee** – No report

VI. Reports from Committees Reporting to the Senate

- a. **Administrator Evaluation Committee**
We are hoping the evaluation will be open March 4-18th
- b. **Annual Faculty Lecture Committee** – no report
- c. **Faculty Benefits Committee**
see handout
- d. **Faculty Evaluation Committee** – No report
- e. **Piper Award Committee**
They are meeting Feb 6th. Last year's winner will be announced May 1st.
- f. **Policy Revision Committee** – No report
- g. **Handbook Committee Taskforce** – (*see handout*)
This is the proposed wording for the function and committee makeup.

VII. New Business

- a. **Dining Services committee report** (*see handout*)
Senator Velez-Hernandez is the Faculty Senate representative on this committee. The contract with Aramark is going to expire and TAMUK is searching for a replacement vendor.

VIII. Announcements

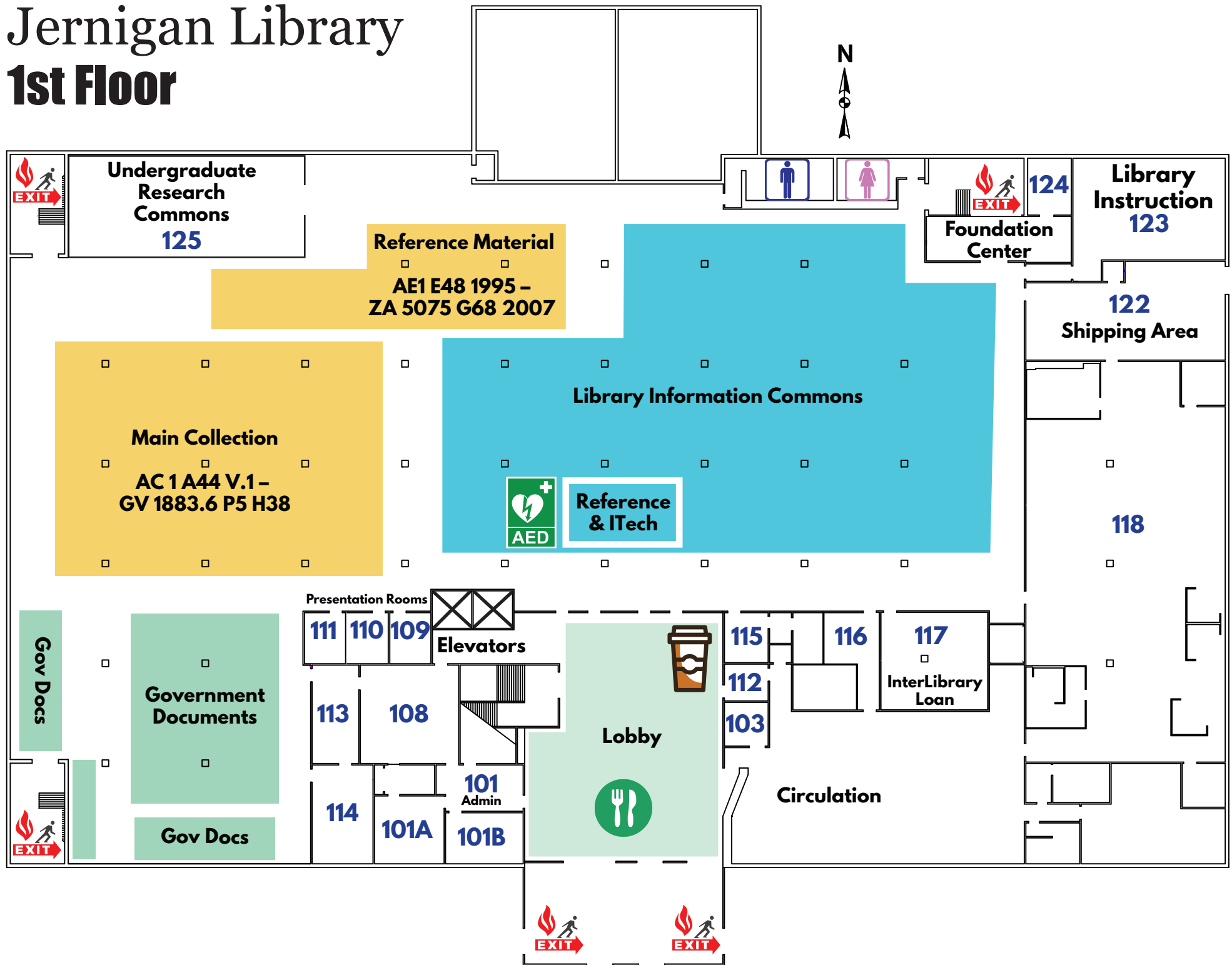
- a. **Senator Radcliff**
 - i. The library has recently purchased a tool called Faculty Select that empowers academic libraries to directly support textbook affordability efforts. Once a link to the interface is available, Senator Radcliff will make sure everyone is notified. For more information please watch this [faculty select video](#)
 - ii. Library Director Bruce Schueneman emailed all department chairs and departmental liaisons on January 30th announcing limited materials funds. The deadline for requests is April 6th.

- IX. **Adjournment** – At 4:55pm a motion to adjourn was made by Senator Meyer and seconded by Senator Shipherd, motion was passed.

Respectfully Submitted,
Christine Radcliff
Faculty Senate Secretary, 2019-2020

Jernigan Library

1st Floor



[Job Search](#)

Provost & Vice President for Academic Affairs

[Texas A&M University Kingsville](#) in Texas

- [Save](#)
- [Print](#)

Deadline Open until filled

Date Posted January 15, 2020

Type Executive

Salary Competitive

Employment Type Full-time

Texas A&M University-Kingsville (TAMU-Kingsville) invites applications and nominations for the position of Provost and Vice President for Academic Affairs. The Provost & VPAA provides leadership, vision and guidance for the University in all aspects of academic and faculty affairs. The Provost & VPAA is a key member of the University's leadership team, overseeing the institution's academic mission and priorities including, but not limited to, curriculum and program development, student learning and success, advising, student retention, assessment, accreditation, academic support services and faculty development.

The Provost & VPAA serves as the Chief Academic Officer of the University, reporting directly to the President of TAMU-Kingsville. The Provost & VPAA is responsible for providing leadership and oversight of the University's faculty and its academic programs and services. The next Provost & VPAA will have unquestioned integrity, high energy, excellent interpersonal and administrative skills, effective problem-solving and consensus-building abilities and a passion for educating students and changing lives.

The successful candidate should possess a Doctorate degree from an accredited institution; record of professional achievement in teaching and scholarship, sufficient

leader in academic affairs, with record of successful and progressively responsible administrative experience including the leadership of academic divisions, departments, or major programs; demonstrated successful experience in strategic planning, accreditation and retention; ability to work with faculty, staff, students and community groups of diverse academic, socioeconomic, cultural and ethnic backgrounds; strong background in data-driven decision-making used to guide academic planning of undergraduate, graduate and online programs; demonstrated experience in fostering a shared vision amongst a wide diversity of stakeholders; ability to promote interdisciplinary and cross-college initiatives that build on areas of existing strength; experience with resource allocation, including budget and fiscal oversight; commitment to shared governance and respect for differences of opinions and points of view in a collegial environment; skills and experience supervising and managing senior personnel hiring, team building, leadership development, performance management and problem-solving skills; outstanding communication and interpersonal skills, including evidence to facilitate collaboration among diverse faculty, staff, administrators and students across the university; commitment to student success; commitment to become part of the Kingsville community.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Texas A&M University-Kingsville in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries, nominations, and application materials should be directed to:

Jan Greenwood, Partner

Ashley Hice, Senior Executive Search Consultant

E-mail: iangreenwood@greenwoodsearch.com

Benefits Committee Meeting

January 27, 2020

For the System Employees Benefits Advisory Committee (SEBAC), Henry Burgos has been selected to represent TAMUK and will serve a 2-year term beginning Spring 2020. TAMUK has not been represented in a while. SEBAC covers medical, dental, vision, and life benefits but does not include sick and vacation benefits. SEBAC will have upcoming meetings on February 11 and May 5.

In 2021, TAMU System will put out a Request for Proposal (RFP) to test the market to determine if TAMU System can obtain a better deal on benefits. The disruption rate will be minimized. The requirement is that over 90% of the medical providers in our current BCBS TX medical plan should be in the new plan.

There have been no major changes to the plan this year. Last year, only the Graduate Assistants were affected. There has been no increase in the plan in 4 years for employees. Any increase has been absorbed by System. Enrollment has stayed consistent at 30,607 employees for medical and 23,590 employees for dental.

For medical, the per member per month cost has decreased from \$56.27 in 2018 to \$51.61 in 2019, or a total savings of \$3.4 million from 2018 to 2019. For prescription insurance, a total \$570,000 was saved from 2018 to 2019. However, dental benefits went up per member from \$0.91 in 2018 to \$2.89 in 2019. Industry trend is increasing 9% annually, but TAMU System is only a 4.3% increase annually. The System is not making any money on the plan.

For the Wellness Program, TAMUK receives a grant every year of \$15,000. The Wellness Program includes the Catapult Wellness Exams, Javelina Walk Across Texas, wellness release time, recreational center employee discounts, relaxation stations, healthy nutrition, etc. The Wellness Program saves on cost by finding health issues early and by providing healthy activities and incentives to keep participants healthy to prevent or minimize health issues.

Regarding MyEvide: For the 2019-2020 year, there is a new approach for employees to save \$30 per month on medical insurance. You take the assessment and it generates a list of incentives. You will need to choose two incentives. Last year 2018-2019, you could get the \$30 discount by taking the assessment and having an annual wellness exam. This year in 2019-2020, you will need to choose two incentives.

FACULTY HANDBOOK COMMITTEE

Chaired by: Chosen from members of committee.

Membership: Membership consists of one representative from each academic college and the Library.

Function: The Committee's charge in this capacity includes implementing changes, additions, and deletions in appropriate sections of the Faculty Handbook. The Committee is also responsible for the editing of grammar, punctuation, etc., in the Handbook. The Committee also oversees the printing of new editions of the Handbook and the printing of pages to be inserted into existing copies of the Handbook when appropriate. The Committee is also responsible for ensuring that versions of the Handbook posted at the University websites are correct and up to date. Any new editions of the Handbook and inserts should be ready by the beginning of the Fall semester, if possible. However, all changes, other than those mandated by System policy and state law, must be approved by the full Senate in a regularly scheduled meeting. Therefore, (1) such changes should be approved in the May meeting whenever possible, or (2) changes could be printed over the summer with a cover page indicating that the Senate has not approved the changes and with the understanding that the Senate may not approve of the changes in which case the relevant sections of the Handbook would have to be reissued. The Handbook Committee does not set policy, nor is it responsible for approving additions or changes. Instead, the Committee works closely with the Executive Committee of the Faculty Senate and the Office of Academic Affairs, which are responsible for providing the Handbook Committee with approved policies and procedures.

Proposed

TAMUK DINING SERVICES

The RFP (request for proposals) was listed on January 7th on www.txsmartbuy.com

TAMUK Dining Services		
Status: Posted	Solicitation ID: TAMUK-RFP-1948	
Response Due Date: 2/11/2020		
Response Due Time: 2:00 PM		
Agency/Texas SmartBuy Member Number: 732		
Days Solicited: 21+ Days for Solicitation Notice		
Solicitation Posting Date: 1/7/2020		
Last Modified: 1/7/2020 4:03 pm		
Solicitation Description:		
Texas A&M University-Kingsville is seeking responses from qualified vendors for the operation of University Dining Services. Download all attachments for a complete bid package.		
Classification Code: 96138-Food Preparation Services (Including Food Canning Services)		
Attachments		
#	Name	Description
1	ESBD_File_181907_ESBD AggreBuy Bid notice.pdf	Notification

VOTING MEMBERS

- Maricelda Zarate, Co-Chair- Executive Director of Procurement Services
- Antonia "Toni" Alvarez, Co-Chair- Acting Director of student affairs
- Dr. Maria E Hernandez-Velez- Faculty Senate representative
- Randy Hughes- Chief of Staff
- Loraine U Russek-Senior Director, Advancement Services

TIMELINE

⇒ Jan 21st: Pre-Bid meeting

During this meeting, interested vendors (respondents) had a chance to ask questions about the RFP. TAMUK has until February 4th to respond to all questions.

⇒ Feb 25: Deadline for receipt of proposals

⇒ March 6: Preliminary evaluations meeting

⇒ March 16 (projected): Respondent presentations

⇒ March 30 (projected): Negotiations

⇒ April 20 (projected): Contract development

⇒ May 4 (projected): Formal execution of agreement

⇒ June 3: Construction and set up

FACULTY CONCERNS

Please email me at: kumeh011@tamuk.edu if you have any suggestions or concerns regarding TAMUK's dining services.