

## Faculty Senate Meeting Minutes – March 2, 2021

**Senators Present:** Hisham Al-Bataineh, Matthew Alexander, Rudolf Bohm, Lucy Camacho, Jieming Chen, Maribel Gonzalez-Garcia, Jeff Glick, James Glusing, Kelly Hall, Simona Hodis, Patricia Huskin, Robert Kowalsky, Ya-Wen Liang, Steven Lukefahr, Tanner Machado, Lifford McLauchlan, Craig A. Meyer, Richard Miller, Patrick Mills, Kyle Milsap, Mais Najim, Ryan Paul, Larry Peel, Humberto Perotto, William Procasky, Christine Radcliff, Kathleen Rees, Chika Rosenbaum, Nick J. Sciullo, Hui Shen, Ari Sherris, Amber Shipherd, Velda Soydas, Ramiro Torres, Maria Velez-Hernandez, Subbarao Yelisetti, Teresa Young

**Senators Absent:** Michael Houf, Kendra Huff, Alex Sanchez-Behar, Alinna Umphreys

This meeting of the Faculty Senate was held and recorded online through Zoom due to COVID-19 social distancing requirements. A recording of this meeting and a PDF version of the slideshow can be found on the [Faculty Senate Website](#) under the heading [Digital Faculty Senate Meetings](#).

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

At 3:30 p.m. President Sherris asked the secretary, Christine Radcliff, if enough members were present for a quorum. Senator Radcliff replied in the affirmative.

### II. Presentations

#### a) President Mark Hussey

##### **Legislative Session Update:**

President Hussey presented in front of the senate finance committee on February 23<sup>rd</sup>. On Monday March 1<sup>st</sup> he presented in front of the house appropriations committee, the subcommittee on article 3 which is essentially higher education. He met with Representative Lozano's staff while he was in Austin and has another meeting with him scheduled for mid-month. He also had a brief meeting with Senator Lucio's staff when he was in Austin, but has a meeting scheduled for tomorrow to discuss our requests and our needs for the next biennium.

In mid to late March our current budget will be revised as they add the enrollment for the Spring semester. Since our enrollment dropped slightly this semester he expects that the deficit amount will go up. Once he sees this revised budget he will have a better understanding of the financial picture minus any type of hold harmless or special item funding that the legislature provides.

There are three or four groups coming together to have discussions focusing on what they are calling the comprehensive regional universities. Essentially the 27 public universities in the state of Texas that are the tier one or emerging universities, there is talk about carving out funding specifically for those institutions. The draft proposal that President Hussey signed on to calls for providing a certain amount of money for each of

these institutions for every at-risk student that graduates from those institutions. So really an issue of graduation of historically disadvantaged students from our institutions. I think the chance of it getting funded this session are probably not real high, but hopefully it will become part of legislation which then would set it up for funding as we moved into the next biennium.

This session was already going to be a session dominated by discussion with COVID, and then we had the weather outbreak which has turned the attention of our elected officials to that particular issue.

**Funds updates:**

We will not be able to do any salary increases with any of what President Hussey is referring to as the CARES Act, Higher Education Emergency Relief Funds 2, or Higher Education Emergency Relief Funds 3. It was specifically outlined that no salary increases and no support for athletics are allowed with those funds. We are essentially finishing out our drawdowns on the CARES Act. We continue to get more information on the Higher Education Relief funding. They received information just this morning on the ability to use funding to support international students or DACA students. They are starting to lay out for the student support part (3.5 million), how they are going to spend those dollars; direct support for students, what percentage of the funds would be spent this semester, summer and fall. The Higher Education Emergency Relief funds 2 were really to backstop revenue losses and budget shortfalls (i.e. if enrollment decreased and we didn't have enough fees to be able to pay for certain salaries or operational costs).

He wanted to thank the Senate for the suggestions that have come forward, he is looking to see if we would have the ability to potentially utilize some of this funding to help with things like library acquisitions, etc. etc. There are no final commitments as of yet, but again he really appreciates all the inputs.

All expenditures of these funds have to be documented on a website. There are quarterly reports available for public viewing on the universities [Coronavirus Update](#) webpage under [CARES Act](#).

**Vaccination Clinic** (*see handout*)

Kleberg County has opened a vaccination clinic. He has been talking with Judge Rudy Madrid to make sure that faculty and staff could be able to sign up as well. There will be an email sent out in the next couple of days. Kleberg County is a leading county in the state for the number of citizens that have been vaccinated. You don't have to live in Kleberg county to use the clinic.

**Merit Payment**

Plans are to be able to make the one-time payments in May. They are based on merit based on evaluations turned in by April 26<sup>th</sup>. One of the things that the Provost and

President discovered this morning is how out of alignment the evaluation sequence is for faculty and staff. They will be discussing over the next year ways to try and align those a little bit so that they are moving along in a parallel fashion so that when we do merits of any kind we are using the evaluations from the same year.

**Voluntary Separation Program** (*see handout*)

He intends to get information out sometime next week. He asks that any questions be deferred until the announcement comes out.

President Hussey closed his remarks by expressing his appreciation for being able to speak to us again, and for the efforts and sacrifices everyone has made during this semester and academic year.

**Q:** Senator Meyer had a question for President Hussey on the ending of the state mask mandate, and if he has any comments.

**A:** He said that we will be likely getting guidance from the System on how the universities will be responding to that. Obviously, there is a county piece to all of this as well. He will be in a better position to comment on this by the end of the week.

**Q:** Senator Bohm asked if the idea of increasing our Carnegie research designation still in place, or have COVID and the ice storm displaced our goals in research?

**A:** His goal is for us to retain our Carnegie high research doctoral classification, and to continue to focus on excellence.

**b) Provost Lou Reinisch**

He wanted to remind everyone that Preview days are happening March 6<sup>th</sup> and 13<sup>th</sup>, and that there is nobody as effective at recruiting students as an excited faculty member.

He received an email from a student advisor about their concern in the area of class attendance. He would like all faculty to remind students that attendance is important, and that more learning takes place in an interactive setting than just watching a recording.

He also mentioned that he has received notices that students are upset because there is no spring break this year and that when the freezing weather happened classes were not cancelled. He stands behind both those decisions for keeping the semester on track. For those students who had major difficulties during the freezing weather, he would like them to talk with their professors to get an incomplete grade for the course, and work on a plan for when they are going to finish up that material. The handbook says that students can receive an incomplete grade for a hardship.

Lastly the Provost reported that there are two proposed dates for graduation this semester, May 7<sup>th</sup> and 8<sup>th</sup>. There will be two ceremonies on May 7<sup>th</sup> for the 2021 May graduates. Each student will be allowed four guests, and the ceremony will be held in the stadium with social distancing and face coverings. It will also be streamed online during the event. The ceremony on May 8<sup>th</sup> would be for all 2020 graduates who still wish to attend an official ceremony. He asked that a respectful number of faculty attend the ceremonies out of respect for our students and their families.

Senate President Sherris wanted to thank the Provost for being the first to work with a model of shared governance, even as we try to work out all the kinks.

**Q:** Senator Glick asked the Provost to clarify on the “I” grade for hardship. Is it required that a faculty member grant an incomplete for hardship, and how long do the students have to request an incomplete?

**A:** It is not required. Each instructor can set their own deadline for when students could request an incomplete.

### **III. Approval of Minutes from February 2, 2021 Faculty Senate Meeting.**

President Sherris moved to approve the minutes; Senator Meyer seconded. Minutes were approved.

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

#### **a) Senate President Sherris’ Report**

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.

Three more universities were added to black lives matter in Texas higher education. The President of the Texas Council of Faculty Senates is an advocate for AAUP, and they have been asked to send out membership information to all faculty in the 39 universities.

#### **b) Emergency Management Committee**

Senator Radcliff reported that there has been no major uptick in COVID-19 cases since the third week of school. Due to the freezing weather 29-30 buildings had some sort of leak, and the new music building sustained the most damage. The Risk Management

department shared the [Ready.Gov](https://www.ready.gov/) website just as a guide to be prepared for unexpected weather events.

**c) Council on Climate, Diversity & Inclusion Report**

Senator Chen reported that the committee has now broken into the following subcommittees to continue their work. The subcommittees are: George Floyd Symposium, George Floyd Scholarship, Hispanic/Chicano Statue, and Office of Climate, Diversity, and Inclusion Job Description.

**V. Old Business**

**VI. Standing Committee Reports**

**a) Committee on Committees – No Report**

**b) Election Committee**

Senator Radcliff shared a timeline for the department and at-large elections process. The committee hopes to have all seats filled and notified by March 29, 2021.

**c) Resolutions and By-Laws Committee – No Report**

**VII. Reports from Committees Reporting to the Senate**

**a) Administrator Evaluation Committee**

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

**b) Annual Faculty Lecture Committee – No Report**

**c) Piper Award Committee - No Report**

**d) Faculty Evaluation Committee – No Report**

**e) Faculty Benefits Committee – No Report**

**f) Policy Revision Committee – No Report**

**g) Guidebook for Department Chairs Task Force**

Senator Glick reported that task force committee members are co-authoring sections of the handbook, which outlines the standard tasks, processes, and issues that arise for department chairs. The committee is made up of chairs from every college and a number of regent's professors are on that list. 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.

**h) Ad Hoc Committee on Tenure & Promotion Processes – No Report**

## VIII. New Business

### a) Tenure & Promotion Proposed Revision *(see handout)*

President Sherris shared a series of slides that covered the proposed revisions to the Tenure & Promotion process. A few of the revisions had some wording changes proposed and approved by the full senate, to make statements clearer. All of the information presented today will again be presented to the general faculty at the Special Faculty Senate meeting on March 16<sup>th</sup> for additional discussion.

## IX. Announcements

### a) Library LibQual Survey will open on March 15 and run until April 15, 2021.

### b) Library fund allocations – FY2021

The deadline to request items is May 28, 2021.

### c) Faculty Senate Distinguished Service Award Nominations *(see handout)*

Nominations will be accepted starting today February 2 through March 26, 2021.

### d) President Sherris shared the following reminders:

Please email all motions and resolutions to [FacultySenateOfficers@tamuk.edu](mailto:FacultySenateOfficers@tamuk.edu) no later than Tuesday, March 23, 2021, 5:00pm CDT if you would like the Executive Committee to add them to the Tuesday, Faculty Senate Agenda.

Our next Faculty Senate meeting is scheduled for Tuesday, April 6, 2021 from 3:30 pm-5:00pm and it will be online.

Senators may raise motions and resolutions from the floor rather than submit them to the EC, but should have them ready in writing as in the format on earlier slides for this meeting to save time.

## X. Adjournment

At 5:43pm a motion to adjourn was made by President Sherris and seconded by Senator Radcliff, motion was passed.

**Respectfully Submitted,**

Christine Radcliff

Faculty Senate Secretary, 2020-2021

## COVID-19 Vaccine Availability

Adriana L Garza <adriana.garza@tamuk.edu>

Mon 3/8/2021 1:02 PM

To: Current Students <students@students.tamuk.edu>; Faculty <Faculty@tamuk.edu>; Staff <Staff@tamuk.edu>

TEXAS A&M UNIVERSITY  
KINGSVILLE®

The Vaccine Clinic in Kleberg County will now be vaccinating **anyone** over the age of 18.

Texas A&M-Kingsville students may register for a vaccine online and by visiting the Kleberg County Clinic [website](#). Individuals will need to provide contact information, complete screening questions, and select a date and time for their vaccine appointment.

County Judge Rudy Madrid has generously authorized the expanded vaccination effort after announcing that the area had received enough vaccine to vaccinate the 1a and 1b populations identified by the Centers for Disease Control. Please call 361-595-8577 for more information.

Additionally, Christus Spohn Kleberg continues to offer vaccines on a first-come, first-served basis. Please check their [website](#) for eligibility requirements and clinic dates and times.



### Adriana Garza-Flores

Director of Marketing and Communications

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## A Message from the Office of the Provost: Voluntary Separation Program

Adriana L Garza <adriana.garza@tamuk.edu>

Mon 3/15/2021 1:08 PM

To: Faculty <Faculty@tamuk.edu>



Texas A&M University-Kingsville is providing a limited, one-time opportunity for tenured faculty members to apply for the FY 2021 Voluntary Separation Program (VSP). The program is administered through the office of the Provost and Vice President for Academic Affairs with support from Human Resources.

**The deadline to apply for the VSP program is April 16, 2021.**

Learn more about the VSP program [here](#).



**RECOMMENDATIONS FOR REVISIONS TO TENURE & PROMOTION APPEAL PROCESS**

**January 21, 2021**

<b>Item</b>	<b>Current</b>	<b>Proposed</b>	<b>Rationale</b>
Mid tenure-track comprehensive review	The current major review is in the spring semester of the fourth year, allowing a faculty member two semesters (and two summers) to improve any shortcomings.	Move the major review to the fall semester of the fourth year. Also move the 5 <sup>th</sup> year annual performance review to the fall of the 5 <sup>th</sup> year to provide timely feedback to the candidate.	Probationary faculty members with identified shortcomings in the spring of the fourth year review do not have sufficient time to address and fix those shortcomings before they have to apply for tenure after the fifth year. With the proposed change, a faculty member will have three semesters (and two summers) to improve any shortcomings.
Page 18 Faculty Handbook B.5.3.5	Each tenure track member will undergo annual performance reviews for tenure continuation in their 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , and 5 <sup>th</sup> years of actual and credited service.	Each tenure track member will undergo annual performance reviews for continuation in the spring semester of their 1 <sup>st</sup> , 2 <sup>nd</sup> and 3 <sup>rd</sup> years and the fall semester of their 5 <sup>th</sup> years of actual and credited service.	
Page 18 Faculty Handbook B.5.3.6	In the 4 <sup>th</sup> year, in lieu of the annual performance review, all tenure-track faculty members shall receive a comprehensive review to determine progress toward meeting all tenure requirements in the tenure-track appointment. (and subsequent 4...)	In the fall semester of the 4 <sup>th</sup> year of the actual and accredited service, all tenure-track faculty members shall receive a comprehensive review to determine progress toward meeting all tenure requirements in the tenure-track appointment. (and subsequent 4...)	See the next page for a timeline.

### Tenure and Promotion Timeline for New Faculty Members

Year X	Spring Year X+1	Summ. Year X+1	Fall Year X+1	Spring Year X+2	Summ. Year X+2	Fall Year X+2	Spring Year X+3	Summ. Year X+3	Fall Year X+3	Spring Year X+4	Summ. Year X+4	Fall Year X+4	Spring Year X+5	Summ. Year X+5	Fall Year X+5
Hired	1 <sup>st</sup> Year Review			2 <sup>nd</sup> Year Review			3 <sup>rd</sup> Year Review		4 <sup>th</sup> Year Major Review			5 <sup>th</sup> Year Review			Apply T&P
Hired with 1 year service	2 <sup>nd</sup> Year Review			3 <sup>rd</sup> Year Review		4 <sup>th</sup> Major Review			5 <sup>th</sup> Year Review			Apply T&P			
Hired with 2 year service	3 <sup>rd</sup> Year Review		4 <sup>th</sup> Year Major Review			5 <sup>th</sup> Year Review			Apply T&P						
Hired with 3 year service			5 <sup>th</sup> Year Review			Apply T&P									

<b>Item</b>	<b>Current</b>	<b>Proposed</b>	<b>Rationale</b>
<p>Faculty members have the opportunity to provide additional information</p>	<p>Faculty members are not allowed to add any materials to their portfolio if a deficit is brought to light by a review.</p>	<p>Faculty members are allowed to add materials to their portfolio during the review process.</p> <p>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.</p> <p>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).</p>	<p>Faculty candidates should be allowed to add materials to the portfolio after submission if the materials are substantial and could not be documented at the initial submission due to lack of information from independent sources (such as publishers, conference organizers, or funding agencies). With this opportunity, a faculty candidate can receive a comprehensive review before a final decision is made.</p>

**From:** Ari Sherris <Arieh.Sherris@tamuk.edu>

**Sent:** Tuesday, February 23, 2021 5:20 PM

**To:** Lou Reinisch <Lou.Reinisch@tamuk.edu>

**Subject:** Quick question

Dear Dr. Reinisch,

Senators have asked if the following new wording is inclusive of all review processes. In other words, is the reference in this item **all** "review processes" (i.e., annual performance reviews, comprehensive reviews, and post-tenure reviews as well as probationary 6-month reviews for new faculty hires)? See wording we received from your office:

Faculty members are allowed to add materials to their portfolio 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).

Thank you!--Ari

**From:** Lou Reinisch <Lou.Reinisch@tamuk.edu>  
**Sent:** Tuesday, February 23, 2021 6:04 PM  
**To:** Ari Sherris <Arieh.Sherris@tamuk.edu>  
**Subject:** Re: Quick question

Ari,  
The work of the ad-hoc committee only considered the tenure and promotion process and the changes are only for tenure and promotion.  
Lou

On Feb 23, 2021, at 5:20 PM, Ari Sherris <[Arieh.Sherris@tamuk.edu](mailto:Arieh.Sherris@tamuk.edu)> wrote:

Dear Dr. Reinisch,  
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Thank you!--Ari

Promotion and tenure as separate decisions	Throughout the Faculty Handbook, tenure and promotion are separate processes	Tenure should be linked to promotion from assistant professor to associate professor.	In most of the academic world, the two items are linked, but not in all.
	The separation of promotion and tenure extends into the appeal process	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.	The wording allows for faculty members who already have associate professor status to apply for only tenure.
Face-to-face meetings with the candidate	Currently, the entire decision process is impersonal and made by reading through an e-portfolio.	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.	This very important decision which can turn a person’s life around should not be made without a modicum of human interaction. This will allow the evaluator to ask questions and seek clarifications, even for minor points.

<p>Promotion and tenure committee composition</p>		<p>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.</p>	
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***TAMUK FACULTY SENATE***  
***2021 DISTINGUISHED SERVICE AWARD***

**This annual award to a past or current *TAMUK Faculty Senator* recognizes an exceptional commitment to the Honor, Integrity, Importance, and Seriousness of Serving as a TAMUK Faculty Senator**

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**NOMINATION FORM: 2021 Faculty Senate Distinguished Service Award**

**Please return/mail nomination to Faculty Senate Secretary Christine Radcliff at: [christine.radcliff@tamuk.edu](mailto:christine.radcliff@tamuk.edu) (DEADLINE: March 26, 2021)**

**Date:** \_\_\_\_\_

**NOMINEE (Past or Current TAMUK Faculty Senator):**

\_\_\_\_\_

**Nominated by an Outgoing, Continuing or Incoming Faculty Senator:**

\_\_\_\_\_

**Nomination Seconded by an Outgoing, Continuing, or Incoming Faculty Senator:**

\_\_\_\_\_

**Please provide a brief statement below in support of your nomination:**

Selection of the recipient of the Senate Distinguished Service Award will be made after the March Executive Committee meeting by the outgoing Senate Executive Committee and announced at the first Senate meeting in the Fall.