

Dr. George Mollick— President  
Dr. Jarrod Schenewark — Past President, ex-officio  
Ryan Foster – President-Elect  
Dr. Chandra Andrew – Sec/Treasurer  
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Faculty Senate Agenda  
Date: December 14, 2020  
Zoom  
2:30-4:30 PM

**PRESENT:**

Dr. Lynal Albert, Dr. Karl Aho, Ms. Kim Allen, Dr. Chandra Andrew, Dr. Iwao Asakura, Dr. Jonali Baruah, Dr. Jeremiah Bass, Dr. Don Beach, Amy Castillo, Dr. Ryan Foster, Dr. Anna Fox, Dr. Patrick Funicello, Dr. Kimberly Guay, Dr. Chun Kai Hsu, Dr. Sue Joiner, Dr. Hemanta Kafley, Dr. Bernat Martinez-Ortega, Dr. George Mollick, Dr. Nina Rogers, Dr. Tara Shelley

**ABSENT:** Dr. Robert Anderson, Dr. Sharece Downey, Dr. Meg Oldman, Dr. Russell Pfau, Dr. Susan Rugari, Dr. Jarrod Schenewark, Dr. Misty Smith, Mr. Joshua Wallace, Dr. Bryant Wyatt, Dr. Andrew Wolfe

**CALL TO ORDER:**

The meeting was called to order by Dr. Mollick at 2:30 pm.

Guest Speakers:

- Ms. Amy Castillo – Elsevier Negotiations
- President Hurley – 3 p.m.

- I. Approval of minutes for November – None since we met with Strategic Planning Consultants
- II. Treasurer’s Report – \$1578.04
- III. Announcements
- IV. Old Business
- V. New Business
  - i. Elsevier negotiations Ms. Amy Castillo 2:30
  - ii. President Hurley 3:00
  - iii. Update on teaching and service committee -Mollick
  - iv. Update on observers in classes
  - v. Administration evaluation mollick
  - vi. Fall 2020 lookback Group
  - vii. Committee
- VI. University Committees with Faculty Senate representation, Reports/Committee assignments
  - A. **Academic Advising Council** (Becker)
  - B. **Academic Council** (Schenewark)
  - C. **Academic Council Collaboration and Communication Team** (Schenewark)
  - D. **Academic Standards Committee** (Atchley)
  - E. **Applied Learning Experiences Council** (Becker)
  - F. **Athletic Council** (Gibson-Dias)

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- G. **Clery & Drug Free Schools Act Compliance Council** – (Downey)
- H. **Campus Ethics, Compliance, and Enterprise Risk Management** – (Becker)
- I. **Commencement and Convocation Committee** (Schenewark and Beach)
- J. **Developmental Education Advisory Council** (vacant)
- K. **Digital Media Advisory Committee** – (Mollick)
- L. **Distance Learning Advisory Council** (Gibson-Dias is rep for her college)
- M. **Educator Preparation Council** – (Branscombe)
- N. **Emergency Management Council** (Emmert)
- O. **Employee Benefits Committee** – (Rugari)
- P. **Environmental Advisory Committee** – (Albert)
- Q. **Faculty Development Committee** (Guay)
- R. **Faculty Handbook Committee** (Schenewark)
- S. **General Education and Academic Assessment Committee** (Andrew)
- T. **Graduate Council** – (Kafley)
- U. **Interdisciplinary Degree Programs Committee** – (Mollick)
- V. **International Education Advisory Council** –(Asakura)
- W. **Library Committee** (Smith)
- X. **Speaker Symposium Committee** – (Schenewark)
- Y. **Space Advisory Committee** – (Lancaster)
- Z. **Strategic Enrollment Management Executive Council** (Schenewark)
- AA. **Student Research & Creative Activity Advisory Committee** – (Lancaster)
- BB. **Title IX Compliance Committee** – (Rugari)
- CC. **Trademark and Licensing Committee** – (Aho)
- DD. **University Calendar Committee** (Aho)
- EE. **University Curriculum Committee** (Mulhern)
- FF. **University Discipline Appeals Committee** – (Becker)
- GG. **University Pass the Hat Committee** – (Gibbs)
- HH. **University Planning Council** (Schenewark)
- II. **University Research & Scholarship Events Committee** (Kafley)
- JJ. **University Project Management Committee** (Emmert)
- KK. **University Budget Council** (Schenewark)
- LL. **University Scholarship Committee** – (Bass)
- MM. **University Survey Review Committee** – (Ashton)
- NN. **University Effectiveness and Evaluation Committee** – (vacant)
- OO. **University Equity Committee** – (Albert)
- PP. **Revive Wellness Advisory Committee** – (Gibson-Dias)

VII. Other

VIII. Adjourn

Notes from meeting:

Pres. Hurley at 3 p.m.

#### **Amy Castillo – Library and Resources Challenges**

- Regarding a new coalition that library is a member of
- Working to get a more equitable agreement
- Ongoing negotiation
- TLCUA – made up of numerous organizations (Texas Library Coalition for United Action)
- Largest collaboration in Texas Higher Education
- Represents over half a million students in Texas

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- Goals
  - o Focused on Elsevier contract
  - o Looking for a more equitable collaboration and balanced approach with faculty ownership of scholarly work
- More information about California libraries: <https://osc.universityofcalifornia.edu/uc-publisher-relationships/uc-and-elsevier/>
- Have an alternative plan if needed
- Can provide more information if needed

#### Elsevier

- Largest and high profit margin
- Subscription-based publishing
- Agreement by end of year
  - o Delay will create a loss of access
  - o Library has a plan to continue document delivery and access, but convenience may suffer
  - o Trying to improve our financial situation with agreement
- Agreement will have multiple benefits
- How we can help?
  - o Library welcome feedback and suggestions: [acastillo@tarleton.edu](mailto:acastillo@tarleton.edu)
  - o If you hear from Elsevier, please contact Amy Castillo
  - o Email her for 2-page summary on negotiations if desired.
- What it means: our existing contract will expire at end of year
  - o Negotiations may not be finalized
  - o Trying to make sure it is mindful of faculty but also fits into the budget
  - o Could potentially impact access if no grace period provided.
  - o Could result in less immediate access
  - o Do have backup access of archived information
- We don't know what is going to happen; trying to be prepared.

#### What can we do?

- Two other institutions have passed resolutions A&M and A&M-Kingsville; Corpus Christi has a resolution and debate at the moment
  - o If a vote of support would be useful, would be proposed in our February meeting
- Plan to be part of the coalition for another 4-5 years
- Other subscription services would like the contract
- Because of Texas' size, should have a bit more pull
- Do have a read and publish deal with Cambridge coming in January
  - o Would love to have the same thing with Elsevier

#### Mollick

Amy and Josh – working on endorsement letter to bring to Senate for consideration.

#### Teaching and Service Committee

- Small group defining the process we go through
- Three goals:
  - o Data collection on load and service activities to the department level.
  - o Providing a detailed project plan for the college to follow including communication collaboration and mediation items (this is also where we will need to have evaluation practices here and they should conform to AAUP guidelines on evaluation)

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- Review university policy to recommend changes to implement the recommendations above
- What does the above look like for each college?
- Reviewing Tarleton policy as well. Are changes needed?
- Making progress. Should have something by March.

### **President Hurley – Arrived at 3 p.m.**

- Thanked faculty for leadership, patience, and perseverance this semester
- Faculty and Staff found a way and stepped up
- Don't know that spring will look a lot different
- Anticipate HyFlex at least another semester
- Retention from fall to spring is trending to be the highest it's ever been
- Transfers are up from this time last year
  - Had to do a lot of different recruiting activities
  - Had to spend more media money, increase social media
  - Numbers for enrollment ticking in right direction
- Has not abandoned his approach for merit increase of 4% (4<sup>th</sup> week of January)
  - Has held that in escrow since fall
- Spring is trending stronger
  - Chancellor and BOR should approve merit increase
  - Should be retroactive to fall (Sept.)
- We've asked you to do more than ever; should reward for that effort
- Anticipating Tarleton is approved for merit
- Actively recruiting over Christmas Break
- Anticipating contentious legislative session
- New speaker, seems to be more positive toward higher ed
- Census data and redistricting
- Think it will be more productive to higher ed
- Funding in higher ed due to COVID
- Laurie and Hurley have increased reserves to 3.35-3.4%
  - Much better position
  - Built up enough cash to not be impacted greatly unless Gov. Abbott asks for 10-12% returned.
  - Have already sent money back to state. Unless asked for more back, Tarleton is in better shape. Should not have layoffs again
- He's got a better handle on budget
- Have some catching up on salaries for faculty
  - Want to get us in position to play catch up for last 4-5 years and get ahead of the curve
  - Want to be on par with our peers
- \$1.5 million cash gift today for scholarships—will be announced 12/16
  - Need more endowed professorships, etc. at Tarleton

Recommendation from floor about a salary comparison study and resolving persisting issue.

- Hurley: I will always advocate for faculty and staff
- At the core of who we are, it's about teaching and learning
- Research is important...but teaching and learning is our core
- Thankful for all of us – faculty and staff
- We have wage disparity (compression) and have for a while. It bothers him. As the second largest in the System, wages are a concern to him.
- I promise 2021 will be a better year

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Finished at 3:24

Update on Observers in class

- Seems to have been put to bed
- IT found a solution to export basic grades out back end
- Looking for a product that will give nicer reports to Athletics

Administrative Evaluations

- Hoping to have happen early in spring semester (Jan/Feb)
- May see sample questions in emails over break
- Field test before launch
- Actually 2 administrative reviews:
  - o One is OPIER's
  - o Second is ours that we can see the results on
    - Then have meetings with Pres, Provost, Deans
    - This time will include Associate Deans
      - Dean and Associate Deans will meet with as groups
    - We can see results on ours
    - Recommendation to incorporate qualitative questions and post processing
      - Would need to be done relatively fast

Brought up to an Executive Council of a second communication mechanism

- Letters of complaint and commendations
- Coming up in February meeting

Committee List on Notes:

- Mollick will be running by Amanda to see which committees exist
- Whittle number down
- Identify representatives and where are we needed
  - o Beach: List was created (historically) to have faculty representatives to help guide university
    - Don't want us to lose touch that we are helping guide university, but we need to look at what is in existence and where our pulse needs to be
- Mollick: will pare down committees
  - o Revisit in the spring
  - o May not be a standing agenda item

Proctorium: through semester or March?

- No one wants to pay for it (\$150,000)
- Was paid for by COVID funds
- Looking at another lockdown browser that is cheaper
  - o Doubtful that we will go without a monitoring system while in COVID

Advising Question – Tenured and Tenure-Track: No longer advising?

- Per Barkley, come spring, faculty will not advise undergraduate students
- Advising Center is off about 15-16 advisors to deal with student load
- Non-trad degrees (roughly 1/6<sup>th</sup> of university) not being counted – roughly 5-6 more people
- Faculty are now “mentors”
- May have Dr. Laurie Sharp come talk to senate in February

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Change with System – Extended window for evaluations

- Seems unusual that students can do evaluations after grades are submitted
- Senate asked for waiving student evaluations for COVID year – told “No waiver” by deans
- Appears to be new and some faculty are concerned
- Concern that faculty senate was not involved in the conversation

Adjourned at 4:12 p.m.