June 11, 2018

Faculty Senate Meeting Minutes
June 11, 2018
Rudder 601
http://facultysenate.tamu.edu

CALL TO ORDER
Speaker Harlin called the meeting to order at 3:15 p.m.

SPEAKER COMMENTS

RICHAUDR STADELKANN FACULTY SENATE SERVICE AWARD PRESENTATION

Every spring the Faculty Senate recognizes first-term Faculty Senate member(s) who display uncommon devotion to the mission of the Senate to be awarded the Richard Stadelmann Faculty Senate Service Award. This award is in recognition of the many contributions of former Faculty Senate member Richard Stadelmann. Two award recipients were selected for this session of the Senate. The first award was presented to Dr. Stefanie Harris of the Department of International Studies in the College of Liberal Arts. Speaker Harlin expounded upon several of Dr. Harris’ remarkable efforts in service to the faculty and Faculty Senate during her first term. The second recipient will receive his/her award when he or she is able to be present at a later Faculty Senate meeting.

GUEST SPEAKERS

Dr. Carrie Byington, Vice Chancellor for Health Services, Senior Vice President Health Science Center and Dean, College of Medicine

Dean Byington spoke regarding changes to the medical health insurance plan. TAMU has a self-insured plan and Blue Cross Blue Shield manages that plan for those within the System. Beginning June 15, 2018, benefits will not change, but there will be a discount for those who use CHI St. Joseph or TAMU-branded providers. In such cases, faculty, staff and retirees’ co-payments for a primary care physician visit will drop from $20 to $5; there will be a $15 copay for a specialist visit; and there will be a decrease from 20% to 10% for other coinsurance costs, such as hospitalizations. A “Frequently Asked Questions” (http://chi.tamuhealth.org/faqs) document regarding CHI St. Joseph and Texas A&M Health Network was distributed to provide more detail about the benefits. Those using a health care provider that is not a CHI St. Joseph- or a TAMU-branded provider may stay with that provider and continue paying as they are currently.

Senator Daniel Jimenez, College of Engineering asked if faculty and staff have to do anything to get these lower co-pays and how there will be dissemination of this information. Dr. Byington reported one does not have to do anything to have a lower co-pay; it’s essentially an opt-in for faculty, staff and retirees as they see the health care provider. The Benefits Office will distribute this information starting June 15 and continuing through September. Dr. Byington has spoken to all the college deans, an ad was placed in The Eagle, and information will be on the TAMU Benefits website.

Senator Piers Chapman, College of Geosciences asked if other local health providers have been asked if they are prepared to offer the same discounts. Dr. Byington reported this is a misperception, that the providers themselves cannot offer the discount. Rather, the insurer offers the discount. TAMU is able to offer that discount to health care providers should they choose, but such must accomplished so our plan and members do not suffer a loss. TAMU has not entered into any agreements with other health providers on this similar discount. A number of providers were approached, but only CHI St. Joseph in our area was interested in the co-branding relationship and the other factors that go with this discount.
Senator Jim Woosely, College of Education and Human Development, asked if a single provider could obtain this option and was Baylor Scott & White invited to participate in this also. Dr. Byington reported Baylor Scott & White was approached first, but only CHI St. Joseph was interested in co-branding, and the education, and other matters that accompany the offer.

Senator Jim Woosely, College of Education and Human Development, asked what matters accompany the offer. Dr. Byington reported the co-branding means that all currently participating clinics will be branded “CHI St. Joseph and Texas A&M University,” which brings income into the university, along with a 7 year teaching agreement that helps TAMU meet the expectations of the LCME accrediting body for teaching. She favors this multi-year teaching contract over the year-to-year teaching contract between TAMU and Baylor Scott & White, saying the year-to-year contract hampered in many ways TAMU’s ability to deliver a great education to our students, without elucidating what those ways were.

Senator Jim Woosely, College of Education and Human Development, asked what monetary benefit accrues with this relationship. Dr. Byington reported TAMU will benefit in similar ways that all other medical schools have with their clinical partner. The money will go to support the HSC, TAMU, and our health plan, and it’s also beneficial in providing lower cost care to beneficiaries.

Mr. Kevin McGinnis, Chief Risk, Ethics, and Compliance Officer at TAMU

Mr. McGinnis gave a PowerPoint presentation on Civil Rights and Difficult Faculty Issues. The System has mandated TAMU change their Civil Rights process. Prior to this new mandate, faculty were investigated in the Dean of Faculties Office and staff were investigated in the Human Resources Office. The System collaborated with the General Counsel Office with the result that all investigations are required to be addressed by one central body. Authority now resides with Mr. Kevin McGinnis. Mr. McGinnis presented PowerPoint slides giving detailed explanations. Most of the cases that come before his office are regarding the Title VII of the Civil Rights Act or Title IX of the Education Amendments Act. TAMU President Michael Young has a major initiative this fall to insure all in the Texas A&M University community know the university wants to know if someone is experiencing these problems and, further, we want any concerned individuals to speak up. Mr. McGinnis’ office performs the investigation regarding faculty, but the Dean of Faculties makes the final decision regarding faculty. Appeals of that decision are forwarded to the Provost and, if there are sanctions less than termination, such is referred to the UGC (University Grievance Committee) and, if termination is recommended, such will be referred to CAFRT (Committee on Academic Freedom, Responsibility, and Tenure). Mr. McGinnis makes decisions on staff cases and appeals of such decision are addressed to Human Resources.

Senator Hank Walker, College of Engineering, asked if lawyers have reviewed case law and insured the process won’t be one of those ones that gets overturned, and was concerned that many report in recent university cases, especially undergraduate ones, there might not have been enough thought put into these processes. Mr. McGinnis reported this process has been evaluated thoroughly, and that the university will continue to work with General Counsel.

Senator Angie Hill Price, College of Engineering, reported though it was previously thought the role of the Dean of Faculties (DOF) was to be an advocate for faculty, faculty need now be aware that the DOF’s position description has changed. The DOF is now making the decision on sanctions that could include termination. Dr. Hill Price asked if the DOF or anyone in that office sees evidence and/or suggests changes to the report. Mr. McGinnis reported that yes, before the investigative report goes to anyone, it goes to OGC for review, where the report returns back to the investigator, who has the ability to make any changes necessary. Then, the report will go to the respondent and complainant. Once the report is final, it’s referred to the investigative authority for a decision. Dr. Hill Price asked if previously the DOF was given the report before it was in final form and were they able to make changes to it. Mr. McGinnis referred the question to Dr. John August, Dean of Faculties. Dr. August reported the DOF office still has resources for advocacy for the faculty and they are welcome and entitled to talk with Dr. Blanca Lupiani. Mr. Mario Del Rojo Busto, Chief of Staff in the DOF Office, works with the General Counsel Office as the report is being finalized to make sure it is legally sufficient, correct and complete. Dr. August reported he does not see the report during the draft process. Dr. Hill Price asked if, going
Dr. Geoffrey Booth, Chair, University Grievance Committee (UGC)
Dr. Booth made available via web link on the June 11 Faculty Senate agenda a page 20 page document, “An Impartial, Honest, Effective, and Just Right of Appeal is Essential - Address to the Texas A&M Faculty Senate Meeting to be held on Monday 11 June, 2018,” as well as a 20 page PowerPoint with the same title. Dr. Booth distributed a 2 page summarization (attached) of those larger documents with the same title. Dr. Booth read and expanded upon the core values, mission, code of conduct, and the TAMU Rules and Standard Operating Procedures followed by the UGC. The UGC does not have subpoena power, but when the UGC invites someone to talk with them and there is a refusal of the invited parties to express their side of the story or their point of view, such behavior suggests to the UGC that something is going on that is not as transparent as it should be. The UGC has limited jurisdiction. There are three basic areas of appeals or grievance that are provided. In the appeals that have come to the UGC in the last 18 months, the UGC response to whether the sanctions from the DOF were reasonable or unreasonable was that they were unreasonable. The UGC collectively agreed that the DOF is too lenient in the sanctions imposed and a response was sent to the DOF stating the decision for sanctions were unreasonable and that the UGC believe they should be more stringent. Incredible detail is given to all grievances that come before the UGC. Currently a SAP for the Code of Conduct is being revised and reviewed by the UGC at this time. The UGC works a great deal with Dr. John August, Maria Murphy, Mario de Rojo Busto, and to a lesser extent with Dr. Blanca Lupiani; the UGC has never been put under duress by any of them.

Senator Jay Ramadoss, College of Veterinary Medicine and Biomedical Sciences, stated that being elected to the UGC does not give someone the “qualifications” to make these significant decisions on cases and asked what type of training UGC members are receiving to ensure they are qualified to make decisions. Dr. Booth responded that every year the UGC has an extensive training session where the existing members of the committee share their experiences with new UGC members. Every UGC has access to past decisions that were made, as a way to educate how decisions were made, but all UGC are sworn to confidentiality.

Dr. Len Bierman, Chair, Committee on Academic Freedom, Responsibility, and Tenure (CAFRT)
Dr. Bierman addressed the Senate. The document, “CAFRT Hearings Guidelines,” and a one page summary, “CAFRT in a Nutshell,” were distributed. Dr. Bierman read the one page handout, explaining there are generally two kinds of cases, traditional cases and new potential cases. The chair and vice chair of CAFRT are non-voting members. When decisions are made not to grant tenure or renew tenure-track appointments, faculty can appeal that decision to CAFRT. The burden of proof is on the faculty member. In traditional cases, CAFRT has jurisdiction over three types of criteria, as listed in the handout. The CAFRT proceedings and preliminary hearing process were explained. SAP 6.3 set forth the reasons the University can dismiss a faculty member, including tenured-faculty. Dr. Bierman listed some of those reasons listed in the SAP, but in these cases, the burden of proof is on the university.

Senator Clint McGill, College of Agriculture and Life Sciences commented that everyone should know that CAFRT only makes a recommendation and does not make the final decision on cases. Dr. Bierman also reported that CAFRT’s recommendation goes to the TAMU President, who makes the final decision.

Dr. George Welch, Faculty Ombuds Officer
Dr. Welch addressed the Senate and reported this position reports to the Vice Provost, Michael Benedik, but, because all cases are confidential, they are not discussed with the Vice Provost. If patterns are starting to develop, such information would be helpful to share with the Vice Provost, along with other data and statistics, particularly if there is a concentration of problems within a particular unit or if there is a problem with rules. In
the two months’ time that Dr. Welch has been the Faculty Ombuds Officer, he has visited with 25 faculty members. Such visits with the Faculty Ombuds Officer are very informal because that position has no real power. It is the role of the Faculty Ombuds Officer to help identify problems, so faculty can talk about any concerns they may have. The Faculty Ombuds Officer is impartial, so they do not take the side of the faculty right away. Information about the Faculty Ombuds Officer can be accessed on line at faculty-ombuds.tamu.edu.

Senator Rajesh Miranda, College of Medicine, reported there is a real need for an Ombuds Officer to assist the staff, as many staff have voiced their concerns that they have no place to turn and HR has advised they can be fired without any reason. Dr. Welch reported he would suggest such to the Vice Provost.

Senator Geoffrey Booth, College of Architecture, inquired if in the cases Dr. Welch has listened to thus far, are there any patterns starting to emerge or causing concerns. Dr. Welch responded it’s too early to say with definitly, but six of the cases have been Academic Civil Rights Investigation Committee-related. Some are cases of faculty who feel they are being mistreated by their department head and/or dean. Faculty are shocked to find out that there is no grievance procedure for annual review of faculty members.

APPROVAL OF MINUTES
The motion passed to approve the May 14, 2018 minutes as distributed.

CONSENT AGENDA
The motion passed to approve the consent agenda as presented.

STUDENT RULE 10.21 GRADING
Secretary Sicilio made the motion to pass changes to Student Rule 10.21 Grading. Dr. Clint Magill, College of Agriculture and Life Sciences, asked why we don’t drop the rule due to current changes. Speaker Harlin responded that he rule does affect some students who are in the catalogs. The motion to approve the rule change passed.

CORE CURRICULUM COUNCIL REPORT
Secretary Sicilio moved approval of the courses in the Core Curriculum report. The motion to approve the courses was seconded. Motion to approve all the courses listed passed.

PERSONNEL & WELFARE COMMITTEE
Senator Jose Fernandez-Solis, chair of the Personnel & Welfare Committee (PWC), said that in April the PWC presented a report that in cases of tenure-track and tenured faculty, their outcomes are not grievable for annual reviews, but the process is grievable throughout the entire system. The process can be grieved but the outcomes cannot be grieved. However, in the College of Architecture, there is a process for grievances both the outcomes and the process. The PWC is currently investigating to see if other colleges/schools have that same process. Preliminarily, several colleges do not have such a process like that in the College of Architecture. Dean Vanegas has asked each of his departments to see if they have a process for reviewing both the outcome and the process of the annual review. Going forward, a recommendation will be brought to the EC and then to the Faculty Senate at large on how to proceed. (Documents attached below.)

RESEARCH COMMITTEE
Senator Rob Hetland requested that faculty respond to him with any comments on the proposed Open Access Policy so everyone gets the opportunity to review and express their views. Senator Hetland asked the Faculty Senate to review the Open Access Policy document again and it will be brought back to the next Faculty Senate for discussion and will hopefully be approved.

SPEAKER COMMENTS
Speaker Harlin announced that the search for the Faculty Senate Assistant is going very well. The search committee has moved quickly and we hope to have the new person here for the next meeting. Thanks to
Janet Gonzales for all her help. Speaker Harlin also thanked Sandra Harnden, Dean of Faculties Office, who has worked with us to ensure our agenda and attachments are working on the Faculty Senate website.

Speaker Harlin announced that there have been some recent issues for those that work with or do research on animals. A personnel issue has been raised to a level of concern for many. Harlin is working with the CPI chair, along with the Provost and several other administrators to address the situation. Try to ignore rumors and realize shared governance is working, but confidential items cannot be shared.

COMMITTEE OF THE WHOLE
Speaker-elect Andrew Klein asked if there was any business for the Committee of the Whole.

Senator Walter Daugherty reported updates on two items. There remains an on-going problem with on-line fraud stemming from nearly 5 years ago when approximately 5,000 faculty member’s social security numbers were posted on-line. Recently a faculty member was a target of a scam.

Last month, Senator Daugherty alerted the Faculty Senate of a serious problem in the way Workday was programmed to deal with summer insurance premiums for faculty. After much discussion and collaboration with several administrators to correct this issue, the problem has been corrected in Workday. At least 286 faculty had their insurance payment corrected, however the College of Science did not respond in time for the Save for Summer plan, but hopefully they will do so by July 1. Senator Daugherty publicly thanked Joseph Duran for his part in making the change happen in Workday. For the next academic year, starting September, faculty are advised to check with their HR person or they may be automatically enrolled in the new 12 over 9 Program which deducts 12 months’ premiums over 9 months. Senator Daugherty was thanked for his efforts which are deeply appreciated.

ADJOURNMENT
There being no further business, the meeting was adjourned at 4:50 p.m. by Speaker Harlin.
GRADUATE COUNCIL

New Courses – *Attachment B*
- ACCT 622  Accounting in Income Taxes
- ACCT 624  Tax Technology and Analytics
- CSCE 712  Digital Forensic Engineering
- ENTO 632  Professional Grant and Contract Writing in Entomology
- GEOP 619  Finite Element Methods in Geophysics
- INTA 694  Economic Restructuring in Latin America
- OCEN 684  Professional Internship
- PHPM 678  Qualitative Research in Public Health
- VIBS 676  Speciation Genetics

Change in Courses – *Attachment C*
- ACCT 610  Financial Accounting
- ALEC 617  Leadership in Organizational Culture and Ethics
- CPSY 676  Family Counseling and Psychotherapy
- EHRD 690  Theory of Educational Human Resource Development Research
- ESSM 612  Rangeland Vegetation Management
- ESSM 652  Advanced Topics in Geographic Information Systems
- HORT 604  Applied Physiology of Horticultural Crops
- ISTM 655  Security Management and Compliance
- LAND 630  Development of Landscape Architecture
- PETE 611  Application of Petroleum Reservoir Simulation
- PETE 663  Formation Evaluation and the Analysis of Reservoir Performance
- PHEB 619  Infectious Disease Epidemiology
- PHEO 676  Environmental Sustainability and Public Health
- PLAN 612  Transportation in City Planning
- PLAN 624  Digital Communication in Landscape Architecture and Urban Planning
- POSC 684  Professional Internship
- PSAA 631  Marketing for Nonprofit Organizations
- PSAA 653  Weapons of Mass Destruction
- PSAA 668  U.S. Law and Homeland Security
- PSAA 669  Legal Environment of Nonprofit
- PSAA 676  Public Service and Administration Capstone Seminar II
- PSYC 671  Experimental Design for Behavioral Scientists
- RPTS 670  Youth Development Programs and Services
- SENG 655  Process Safety Engineering
- SPED 601  Assessment in School Settings
- VIBS 603  Neuroanatomy
- VIBS 610  Epidemiologic Methods II and Data Analysis
- VIBS 670  Advanced Toxicology
- WFSC 642  Field Military Land Management

Change in Courses - Inactivation Proposal – *Attachment D*
College of Agriculture and Life Sciences
- ENTO 621  Biology and Systematics of Entomophagous Insects

Change in Courses - Inactivation Proposal – *Attachment E*
College of Dentistry
- OBIO 680  Current Topics in Biomedical Sciences I
- OBIO 681  Current Topics in Biomedical Sciences II
- OBIO 684  Directed Readings I
- OBIO 685  Directed Readings II
- OBIO 686  Directed Readings III
Change in Programs – *Attachment F*
College of Engineering
Department of Mechanical Engineering
MS-MEEN Master of Science in Mechanical Engineering

Change in Programs – *Attachment G*
College of Engineering
Department of Petroleum Engineering
MS-PETE Master of Science in Petroleum Engineering

Change in Programs – *Attachment H*
College of Nursing
Department of Nursing
MSN-FNPR Master of Science in Nursing in Family Nurse Practitioner

Change in Programs – *Attachment I*
College of Nursing
Department of Nursing
MSN-FNPR Master of Science in Nursing in Family Nurse Practitioner

Change in Programs – *Attachment J*
College of Nursing
Department of Nursing
MSN-FRNR Master of Science in Nursing in Forensic Nursing

Change in Programs – *Attachment J*
College of Nursing
Department of Nursing
MSN-NRED Master of Science in Nursing in Nursing Education

Change in Programs – *Attachment K*
School of Law
Department of School of Law
MJ-INPR Master of Jurisprudence in Intellectual Property

Change in Programs – *Attachment L*
School of Law
Department of School of Law
MJ-JURS Master of Jurisprudence

Change in Programs – *Attachment M*
School of Law
Department of School of Law
ML-INPR Master of Laws in Intellectual Property

Change in Programs – *Attachment N*
School of Law
Department of School of Law
ML-LAWS Master of Laws

**UNDERGRADUATE CURRICULUM COMMITTEE**

**New Courses – Attachment O**
PHLT 270 Broad Street Learning Community I

**New Courses – Attachment P**
Texas A&M University at Galveston
MARA 350 Maritime Business Computer Programming and Security

**Change in Courses – Attachment Q**
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>ACCT 408</td>
<td>Internal Auditing</td>
</tr>
<tr>
<td>ACCT 447</td>
<td>Financial Statement Analysis</td>
</tr>
<tr>
<td>ALED 424</td>
<td>Applied Ethics in Leadership</td>
</tr>
<tr>
<td>BESC 367</td>
<td>U.S. Environmental Regulations</td>
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<tr>
<td>BESC 401</td>
<td>Bioenvironmental Microbiology</td>
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<tr>
<td>BESC 402</td>
<td>Microbial Processes in Bioremediation</td>
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<tr>
<td>COSC 301</td>
<td>Construction Surveying</td>
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<tr>
<td>COSC 461</td>
<td>Building Information Modeling System</td>
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<tr>
<td>FIVS 205</td>
<td>Introduction to Forensic and Investigative</td>
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<tr>
<td>HIST 280</td>
<td>The Historian’s Craft</td>
</tr>
<tr>
<td>HORT 428</td>
<td>Greenhouse Technology &amp; Sustainable Crop Production Systems</td>
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<tr>
<td>MATH 409</td>
<td>Advanced Calculus I</td>
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<tr>
<td>MATH 491</td>
<td>Research</td>
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<tr>
<td>MEEN 408</td>
<td>Mechanics of Robotic Manipulators</td>
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<tr>
<td>NURS 462</td>
<td>Pathophysiology and Pharmacology for the RN</td>
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<tr>
<td>PHLT 301</td>
<td>Public Health Concepts</td>
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<td>PHLT 331</td>
<td>Occupational Safety and Health I</td>
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<td>PLPA 301</td>
<td>Plant Pathology</td>
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<td>RPTS 371</td>
<td>Understanding and Developing Effective Skills for Youth Development</td>
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<td>RPTS 426</td>
<td>Tourism Impacts</td>
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<tr>
<td>URPN 369</td>
<td>Transportation and Urban Form</td>
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<tr>
<td>VTPB 405</td>
<td>Biomedical Microbiology</td>
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<td>WFSC 484</td>
<td>Internship</td>
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<td>WFSC 491</td>
<td>Research</td>
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**Change in Courses – Attachment R**

**Texas A&M University at Galveston**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>MARB 415</td>
<td>Coastal Marine Biology and Geology of Alaska</td>
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**W&C COURSES**

**C Courses – Attachment S**

<table>
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<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>ANSC 406-C</td>
<td>Beef Cattle Production and Management</td>
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**C Recertification**

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<tr>
<td>BESC 481-C</td>
<td>Seminar</td>
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<td>FSTC 481-C</td>
<td>Seminar in Food Sciences</td>
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<tr>
<td>SPAN 301-C</td>
<td>Oral Expression</td>
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**W Courses – Attachment T**

<table>
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<tr>
<th>Course Code</th>
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<tr>
<td>BUSN 403-W</td>
<td>Personal Competency Assessment</td>
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<tr>
<td>HLTH 482-W</td>
<td>Grant Writing in Health</td>
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<tr>
<td>INTS 491-W</td>
<td>Research</td>
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<tr>
<td>INTS 497-W</td>
<td>Independent Honors Study</td>
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<td>PETE 436-W</td>
<td>Petroleum Technical Presentation II</td>
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<tr>
<td>PHIL 352-W</td>
<td>Africana Philosophy</td>
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<tr>
<td>PHIL 371-W</td>
<td>Philosophy of Literature</td>
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<td>PHIL 413-W</td>
<td>Eighteenth-Century Philosophy</td>
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<td>PHYS 327-W</td>
<td>Experimental Physics I</td>
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**W Certification**

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<tr>
<td>ASTR 491-W</td>
<td>Research</td>
</tr>
<tr>
<td>IDIS 340-W</td>
<td>Manufacturer Distributor Relations</td>
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<tr>
<td>PHIL 414-W</td>
<td>Nineteenth Century Philosophy</td>
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<tr>
<td>PHIL 416-W</td>
<td>Recent British and American Philosophy</td>
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PHIL 418-W Existentialism

W Recertification
ENGL 355-W The Rhetoric of Style
PHIL 480-W Medical Ethics
PHYS 491-W Research
RUSS 301-W Advanced Grammar and Composition I

End of Consent Agenda

Student Rule – Attachment U
Consideration of Student Rule 10.21 Grading

Committee Reports
Core Curriculum Council – Attachment V
New Courses Submitted for International and Cultural Diversity Designation
ALEC 350-ICD Global Agricultural Issues
ANTH 335-ICD Cultures of Central Asia
ANTH 426-ICD Anthropology of Food and Nutrition
ANTH 435-ICD Medical Anthropology
ECON 312-ICD Poverty, Inequality and Social Policy
ECON 452-ICD International Trade Theory and Policy
ENGL 308-ICD History of Literary Criticism
GERM 202-ICD Intermediate German II
GERM 322-ICD German Culture and Civilization II
MGMT 450-ICD International Environment of Business
MGMT 457-ICD Global Entrepreneurship
MKTG 402-ICD International Marketing: Study Abroad
PHIL 283-ICD Latin American Philosophy
POLS 366-ICD Political Conflicts of the Middle East
PSYC 206-ICD Black Psychology
PSYC 303-ICD Psychology of Women of Color
SPAN 304-ICD Advanced Grammar for Heritage Speakers
SPAN 412-ICD U.S. Hispanic Writers

New Courses Submitted for Cultural Discourse
ANTH 404-CD Women and Culture
ARTS 234-CD Body Art of Tattoos
COMM 257-CD Communication, Religion and the Arts
ENGL 378-CD The British Novel, 1870 to Present
PHIL 111-CD Contemporary Moral Issues
PHIL 376-CD Philosophy, Film and Evil
PHIL 382-CD Ethics and Cybertechnology
PHIL 482-CD Ethics and Engineering

Courses Submitted for Recertification for International and Cultural Diversity Designation
ANTH 201-ICD Introduction to Anthropology
ANTH 205-ICD Peoples and Cultures of the World
ANTH 270-ICD Cultural Diversity and Ethic
ENGL 204-ICD Introduction to African-American Literature
ENGL 206-ICD Twenty-first Century Literature and Culture
ENGL 306-ICD Transnational Literature and Culture
ENGL 338-ICD American Ethnic Literature
ENGL 352-ICD Literature, World War II to Present
Courses Submitted for Recertification for Cultural Discourse Designation
ENGL 350-CD  Twentieth-Century Literature to World War II
MUSC 222-CD  Music of the Americas
PERF 301-CD  Performance in World Cultures
SOCI 217-CD  Introduction to Race and Ethnicity
THAR 156-CD  Dress, Culture and Society
THAR 386-CD  Evolution of the American Musical
WGST 200-CD  Introduction to Women’s and Gender Studies

Texas A&M University at Galveston
New Courses Submitted for Cultural Discourse – Attachment W
MAST 226-CD  Museums, Law & Ethics

Other Committee Reports
Academic Affairs Committee
Core Curriculum Council
Personnel & Welfare Committee
Research Committee

Unfinished Business

Old Business

New Business

Committee of the Whole

Adjourn
AN IMPARTIAL, FAIR, HONEST, EFFECTIVE, and JUST RIGHT OF APPEAL IS ESSENTIAL—Address as requested to the Texas A&M Faculty Senate Meeting held on 11 June, 2018—Geoffrey BOOTH, UGC Chair.

Our Core Values

At Texas A&M University, through our AGGIE Code, we seek to encourage and inspire our students, colleagues, and alumni. We should never intimidate, subjugate, manipulate, or exploit them. Recognition and respect for human dignity and inclusivity really matter. There is no ‘us’ and ‘them’—rather we are all us—"...the AGGIES are we” (The Spirit of Aggieland).

https://www.aggienetwork.com/muster/song_spirit.aspx

Our Mission as faculty committed to Texas A&M University

We strive to achieve an environment at Texas A&M University where everyone’s voice matters and where each of us has an inalienable right to be heard, to vote according to our conscience and reason, and to be afforded the dignity and respect that all deserve regardless of administrative rank or position. This should not be just empty rhetoric, but evidenced in action, culture, and every deed. No one in any community—especially the AGGIE community—should be made to live with fear in their heart—"Fearless on every front”.

https://president.tamu.edu/messages/announcing-national-branding-campaign-fearless-on-every-front.html

Our Explicit Code of Conduct

Fundamental, is our explicit code of conduct reflected in our actions and behavior toward others. “Do unto others as you would have them do unto you”, the biblical golden rule (Luke 6.31).

Any and all faculty members, no matter their rank or administrative position, have a responsibility to never use their position of authority and power over another for inappropriate actions and purposes and to always treat everyone with respect and dignity.

TAMU Rules and Standard Operating Procedures:

http://rules-saps.tamu.edu/TAMURulesAndSAPs.aspx
1. **Wrongful Dismissal, Non-Granting of Tenure and Non-Renewal of Appointment;** *(UGC involved only to the extent of 2 and 3 below hereunder)*

2. **Grievances Related to Illegal Discrimination, Sexual Harassment or Related Retaliation Charges; and** *(UGC recommendation on reasonableness of sanctions (short of dismissal) imposed on respondent, in respondent appeals only—no de novo hearing of findings).*

3. **Other Faculty Grievances/Complaints.** *(UGC investigation, report, and recommendation only where it is determined that grounds exist to hear the grievance).*

Copies of my full address and pptx briefing were circulated to all prior to the Monday 11 June, 2018 Faculty Senate meeting and are available at the following URLs:

http:// facultysenate.tamu.edu/FacultySenate/media/Media/Agenda/JUNE%202018/Booth-s-address-as-requested-for-11-June,-2018-Faculty-Senate-meeting.pdf

http:// facultysenate.tamu.edu/FacultySenate/media/Media/Agenda/JUNE%202018/UGC-Briefing-and-report-to-TAMU-Faculty-Senate-meeting-6-11-2018-Geoff.pptx
MEMORANDUM

To: Faculty Senate Executive Committee
From: José L. Fernández-Solís, PhD, Faculty Senator, Chair Faculty Senate EC - Personnel & Welfare Committee (FS P&W C)
Date: 30 MAR 2018
Re: FS P&W Committee meeting and report

Present: Jose F. Solis (chair); Claire Katz; Laszlo Kish; William Bedford Clark, Joan B. Wolf; Bob Strawser (via phone conference); Dean of Faculties John August

The FS P&W committee met Monday, 26 Mar 2018 from 3:00 pm to 4:20 pm with the DoF to discuss the issue of grieving an annual review at the department level.

The P&W committee agenda for AY 2018 is based on the committee charge:

- Hiring, retention, tenure, promotion, and evaluation of academic personnel
- Hiring, retention, tenure, promotion, and evaluation of support personnel and graduate assistants
- Benefits for academic and support personnel
- Faculty development
- Other matters relating to University personnel and welfare

Dr. Angie Hill-Price instructed the chair to focus on Annual Reviews and Post Tenure Reviews (highlighted in yellow) as she has received multiple faculty grievance issues.

The chair presented the work done by the faculty senators in the committee on how other universities grieve or not the process and the outcome.
The P&W committee outlined the following tasks:

<table>
<thead>
<tr>
<th>Topic</th>
<th>Question</th>
<th>To:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Reviews</td>
<td>Does the university have a policy, rule or regulation that governs AR by department heads?</td>
<td>DoF No</td>
</tr>
<tr>
<td></td>
<td>Are all faculties AR by the department head passed on the College Dean and to the Dean of Faculties?</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Why are the AR not grieved or appealed?</td>
<td>No outcome appeal except tenure or post tenure</td>
</tr>
<tr>
<td></td>
<td>Can the DoF verify that faculties are getting AR by their departments?</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>Some departments have an arbitrary grading system.</td>
<td>Not AR only tenure or post tenure</td>
</tr>
<tr>
<td></td>
<td>Is there a guideline that can be created and enforced by the university through the colleges?</td>
<td></td>
</tr>
<tr>
<td>Post Tenure Review</td>
<td>How many faculties have gone through the PTR in the last academic year?</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>What was the outcome of the PTR?</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>Does the collective outcome of PTR in a department show bias?</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>The DoF asked the departments to be compliant with a PTR policy.</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>How many departments are and are not compliant?</td>
<td></td>
</tr>
</tbody>
</table>

The P&W committee was interested in finding what other universities have in place and pooled data from our top twenty peer universities on the topic of annual review grievance:

<table>
<thead>
<tr>
<th>University</th>
<th>Campus Location</th>
<th>University Location</th>
<th>Name</th>
<th>Process</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas A&amp;M University</td>
<td>College Station</td>
<td>Texas</td>
<td>Kevin Heinz</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University of Texas</td>
<td>Austin</td>
<td>Texas</td>
<td>Kevin Heinz</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University of California Berkeley</td>
<td>Berkeley</td>
<td>California</td>
<td>Richard Hutchinson</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University of Michigan</td>
<td>Ann Arbor</td>
<td>Michigan</td>
<td>Laszlo Kish</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University of North Carolina</td>
<td>Chapel Hill</td>
<td>North Carolina</td>
<td>Rebecca Burns</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University of California Los Angeles</td>
<td>Los Angeles</td>
<td>California</td>
<td>Miguel Mora-Zacharias</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University of California San Diego</td>
<td>San Diego</td>
<td>California</td>
<td>Hassan Bashir</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University of Wisconsin</td>
<td>Madison</td>
<td>Wisconsin</td>
<td>William Bedford Clark</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>University</td>
<td>Campus Location</td>
<td>Faculty Contact</td>
<td>Unionized Faculty</td>
<td></td>
<td></td>
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<tr>
<td>----------------------------------</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>University of Florida</td>
<td>Gainesville</td>
<td>Bruce Neville</td>
<td>Yes, unionized</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Georgia Institute of Technology</td>
<td>Atlanta</td>
<td>Derya Akleman</td>
<td>Process yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Illinois</td>
<td>Urbana</td>
<td>Laszlo Kish</td>
<td>Outcome no</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>Twin Cities</td>
<td>David Baca</td>
<td>Process yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ohio State University</td>
<td>Columbus</td>
<td>Jyotsna Vaid</td>
<td>Outcome no</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pennsylvania State University</td>
<td>University Park</td>
<td>Clair Katz</td>
<td>Yes to Faculty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purdue University</td>
<td>West Lafayette</td>
<td>Joan Wolf</td>
<td>Process yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of California Davis</td>
<td>Davis, CA</td>
<td>Dana Gaddy</td>
<td>Process yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note:
Some departments are run by chairs where the peer faculties may conduct the annual evaluation as part of the P&T committee or the annual reviews are done by the chair or group designated by chairs. If an annual review is done by a committee, only of process can be grieved.

Departments with a head typically conduct the annual review themselves.

At Texas A&M University, there process for Tenure Track / Tenure (TT/T) and that for Instructors of the Practice are as follows:

**Tenure Track:**
- Annual Reviews: not grievable<br>  - Tenure Reviews: grievable<br>  - Post Tenure Review: grievable

**Practice/APT: Annual Reviews**
- Outcome: not grievable<br>  - Process: grievable

The University of Florida, Gainesville where the faculty is unionized is the only one where both outcome and process can be grieved.

Based on the above found information, but with lack of specific details on what faculty find grievable in the outcome the meeting continued as follows:

The DoF asked of all present what our experience has been regarding annual reviews and the need for grievance.

We had a very in depth sharing of personal experiences, and some second had experiences, on the annual review and PTR as related to grievances with the DoF.

**Annual Reviews**

In summary the Faculty Senators present and on the phone conversation shared the following issues on past annual reviews:

- Arbitrary decisions
• Discrimination
• Unfairness
• Subjectivity
• Unequal treatment
• One dimensional numeric based

The FS present at the meeting commented that the current system is numerical based with no apparent and consistent accountability of the impact a faculty may have on teaching, research or service.

DoF noted that department heads, deans and other administrators also have annual reviews on their respective areas or responsibility and recorded annual goals.

END
Faculty Grievance Procedures
Approved 01/30/2012

Corresponding University rule:
12.01.99.M4 Faculty Grievances Procedures not Concerning Questions of Tenure, Dismissal or Constitutional Rights

Rule Statement

Faculty members who wish to file a grievance concerning a matter not covered by University Rule #12.01.99.M2 (Statement on Academic Freedom, Responsibility, Tenure and Promotion), Rule #34.01.99.M1 (Sexual Harassment) or in any other Rules should follow the guidelines set forth in University Rule #12.01.99.M4 (Faculty Grievances, Procedures not Concerning Questions of Tenure, Dismissal or Constitutional Rights).

Official Rule/Responsibilities/Process

1. A faculty member who wishes to file a grievance should follow the following procedure:

   1.1. Meet with her or his Department Head and, via an informal personal conference or series of conferences, attempt to resolve the grievance by mutual consent. If resolved, the resolution shall be documented in writing and signed by both the Department Head and the faculty member.

   1.2. If unresolved, the faculty member may request, in writing, an appointment with the Dean to review the grievance.

   1.3. Meet with the Dean and, via an informal personal conference or series of conferences, attempt to resolve the grievance by mutual consent. If resolved, the resolution shall be documented in writing and signed by the Dean, the Department Head and the faculty member.

   1.4. If unresolved, and salary-related, an appeal may be taken to the Dean of Faculties and Associate Provost. If unresolved, and not salary related, the faculty member may send a formal letter of complaint to the Dean requesting presentation of the grievance to the CARC Faculty Grievance Committee.

   1.5. The Assistant to the Dean responds to the faculty member’s request, asks the faculty member to complete the CARC Faculty Grievance Form (which provides the particulars of the grievance), and facilitates a meeting of the CARC Faculty Grievance Committee with the faculty member.

   1.6. The CARC Faculty Grievance Committee meets with the faculty member to discuss the grievance. Before or after the these meetings, the Committee Chair or Co-Chair may gather any data from College or University Records about the grievance claim, may
request the faculty member to gather appropriate data, or meet with or request data from the Department Head or Dean. Either the Department Head or the Dean may request to meet with the committee at any time prior to the conclusion of the committee’s deliberations. Once a conclusion has been reached, the committee meets with the faculty member to inform him or her of their decision and forwards their recommendation to the Dean. After consultation with the Department Head, the Dean makes a final decision and renders a decision. If the faculty member agrees to accept the Dean’s decision and the grievance is therefore resolved, the resolution shall be documented in writing and signed by the Dean, the Department Head and the faculty member.

1.7. If the faculty member disagrees with the Dean’s decision and the grievance remains unresolved, the faculty member may petition the University Grievance Committee for redress through the Office of the Dean of Faculties and Associate Provost.
What is an Open Access Policy?

Open access scholarly literature is “digital, online, free-of-charge, and free of most copyright and licensing restrictions”\(^1\). An Open Access Policy is a mechanism Universities have created to distribute creative works free of charge to the author and reader. An open access policy at TAMU would be managed by the TAMU Libraries to allow authors to archive an open access copy of their publication in an institutional repository. The library would be responsible for collecting and distributing the works so that the burden on the authors would be minimal. Open access publishing empowers TAMU authors by supporting the retention of copyrights by TAMU authors for noncommercial use of their work. Open access policies directly support the mission of land grant universities by making publicly supported research openly available.

Universities around the world have created Open access policies to share their research so that society has equitable access to published scholarship. These policies generally allow authors to archive a copy of their publication in an institutional repository or published in an open access journal, in ways that help address both the price barriers and the permission barriers that undermine global access to the products of a university’s scholarly and creative work. Over six hundred universities and research institutions worldwide, including more than half of our peer institutions (as defined by Vision 2020), have an open access policy\(^2\).

The Faculty Senate Research sub-committee recommends that TAMU adopt an Open Access Policy. We are proposing the Faculty Senate as a whole vote on a resolution to recommend that the President’s office implement such a policy.

What are some Benefits of Open Access Policies?

- Increased citation rates for researchers who publish openly\(^3\).
- Meets the emerging public access mandates of federal funding agencies and many nonprofit organizations\(^4\).
- Improves access to new knowledge that directly supports economic innovation, a range of governmental and non-governmental services, and levels the playing field for researchers in developing countries.
- Help address long term and key issues with the costs associated with scholarly publishing.

Common Questions Raised About Open Access Policies

*Will an Open Access policy control where I publish?* No. Policies don’t determine where authors publish and always include an option to request a waiver or embargo, if required by a publisher.

*Won’t publishers push back against these policies?* Most do not. The University of California system has tracked which publishers requested waivers. Since 2013, UC authors requested waivers for only four publishers consistently, including *Nature*, *Science*, *PNAS*, and the *American Roentgen Ray Society*\(^5\).

*How does this relate to the ‘open access’ publishing fee journals charge?* Unless this fee is paid the paper will not be ‘open access’ on the journal website. However, without paying any open access fees to the journal an identical content article will be ‘open access’ on a University website maintained by TAMU Libraries.

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4. [http://www.whitehouse.gov/blog/2013/02/22/expanding-public-access-results-federally-funded-research](http://www.whitehouse.gov/blog/2013/02/22/expanding-public-access-results-federally-funded-research)
5. [https://osc.universityofcalifornia.edu/open-access-policy/publisher-communications/](https://osc.universityofcalifornia.edu/open-access-policy/publisher-communications/)
How does this affect my interaction with the journal? Nothing changes from the author’s perspective. You can even still sign the copyright statement, since that does not affect the University’s claim of retention of the noncommercial copyright use.

Is this Allowed / Legal? Yes. The University has always had the right to retain non-commercial use copyrights but has never exercised this right for this purpose.

How will 'open access' function? The University Libraries will be responsible for identifying and incorporating papers into our institutional repository. Web search engines will find the University version and make it accessible to all. The Library will do all the additional work, and notify faculty they are posting new publications.

Do I have to participate? No. At any point individual faculty have the option to ‘opt –out’ or delay the Library’s open access publishing. For example, certain high impact journals with release restrictions (e.g. Science and Nature) can be special cases where open access isn’t desired.

Do I lose ownership of works I create? No. This policy does not transfer copyright ownership, which remains with Faculty authors under existing University policy. Authors may still transfer copyright to publishers.

Does this apply to all creative works? Not at this time. The recommended implementation is to apply this policy only to future journal publications where one of the coauthors is a TAMU employee.

How will this be implemented? The faculty senate will recommend to the President’s office the creation of an open access policy committee including all relevant stakeholders, including faculty, library, and administration. The goal of this committee will be to create a policy similar to those of our peer institutions.

Open Access Policies at TAMU Peer Institutions

(http://vision2020.tamu.edu/peer-institutions)

<table>
<thead>
<tr>
<th>Peer University</th>
<th>Open Access Policy Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Texas</td>
<td>None</td>
</tr>
<tr>
<td>University of California System</td>
<td><a href="http://osc.universityofcalifornia.edu/open-access-policy/">http://osc.universityofcalifornia.edu/open-access-policy/</a></td>
</tr>
<tr>
<td>University of Michigan</td>
<td>None</td>
</tr>
<tr>
<td>University of North Carolina</td>
<td>None</td>
</tr>
<tr>
<td>University of Wisconsin</td>
<td>None</td>
</tr>
<tr>
<td>Georgia Institute of Technology</td>
<td><a href="http://www.policylibrary.gatech.edu/faculty-handbook/5.5-policy-open-access-faculty-publications">http://www.policylibrary.gatech.edu/faculty-handbook/5.5-policy-open-access-faculty-publications</a></td>
</tr>
<tr>
<td>University of Illinois</td>
<td><a href="http://www.senate.illinois.edu/sc1512.pdf">http://www.senate.illinois.edu/sc1512.pdf</a></td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>None</td>
</tr>
<tr>
<td>Ohio State University</td>
<td>None</td>
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<tr>
<td>Pennsylvania State University</td>
<td><a href="https://libraries.psu.edu/services/scholarly-publishing-services/open-access-publishing">https://libraries.psu.edu/services/scholarly-publishing-services/open-access-publishing</a></td>
</tr>
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<td>Purdue University</td>
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</tbody>
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