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

RICHARD STADELMANN 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 CAFR (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 forward, the Chief of Staff for the DOF is going to have access to the report in advance and can suggest changes
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. See below.

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 grievances 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 grieving both the outcomes and the process. The PWC is currently investigating to see if other colleges/schools have that same process. Preliminarly, 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.

CONSENT AGENDA - Detail

GRADUATE COUNCIL
New Courses – *Passed*  FS.36.025
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 – *Passed*  FS.36.026
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
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<tr>
<th>Course Code</th>
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<tbody>
<tr>
<td>PHEO 676</td>
<td>Environmental Sustainability and Public Health</td>
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<tr>
<td>PLAN 612</td>
<td>Transportation in City Planning</td>
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<tr>
<td>PLAN 624</td>
<td>Digital Communication in Landscape Architecture and Urban Planning</td>
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<tr>
<td>POSC 684</td>
<td>Professional Internship</td>
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<td>PSAA 631</td>
<td>Marketing for Nonprofit Organizations</td>
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<td>PSAA 653</td>
<td>Weapons of Mass Destruction</td>
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<td>PSAA 668</td>
<td>U.S. Law and Homeland Security</td>
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<td>PSAA 669</td>
<td>Legal Environment of Nonprofit</td>
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<td>PSAA 676</td>
<td>Public Service and Administration Capstone Seminar II</td>
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<tr>
<td>PSYC 671</td>
<td>Experimental Design for Behavioral Scientists</td>
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<tr>
<td>RPTS 670</td>
<td>Youth Development Programs and Services</td>
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<td>SENG 655</td>
<td>Process Safety Engineering</td>
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<tr>
<td>SPED 601</td>
<td>Assessment in School Settings</td>
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<tr>
<td>VIBS 603</td>
<td>Neuroanatomy</td>
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<tr>
<td>VIBS 610</td>
<td>Epidemiologic Methods II and Data Analysis</td>
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<tr>
<td>VIBS 670</td>
<td>Advanced Toxicology</td>
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<td>WFSC 642</td>
<td>Field Military Land Management</td>
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**Change in Courses - Inactivation Proposal – Passed FS.36.027**

**College of Agriculture and Life Sciences**

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<tr>
<th>Course Code</th>
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<tbody>
<tr>
<td>ENTO 621</td>
<td>Biology and Systematics of Entomophagous Insects</td>
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**Change in Courses - Inactivation Proposal – Passed FS.36.028**

**College of Dentistry**

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<th>Course Code</th>
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<tbody>
<tr>
<td>OBIO 680</td>
<td>Current Topics in Biomedical Sciences I</td>
</tr>
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<td>OBIO 681</td>
<td>Current Topics in Biomedical Sciences II</td>
</tr>
<tr>
<td>OBIO 684</td>
<td>Directed Readings I</td>
</tr>
<tr>
<td>OBIO 685</td>
<td>Directed Readings II</td>
</tr>
<tr>
<td>OBIO 686</td>
<td>Directed Readings III</td>
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**Change in Programs – Passed FS.36.029**

**College of Engineering**

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<tr>
<th>Department</th>
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<tbody>
<tr>
<td>Department of Mechanical Engineering</td>
<td>MS-MEEN Master of Science in Mechanical Engineering</td>
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**Change in Programs – Passed FS.36.030**

**College of Engineering**

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<th>Department</th>
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<tbody>
<tr>
<td>Department of Petroleum Engineering</td>
<td>MS-PETE Master of Science in Petroleum Engineering</td>
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**Change in Programs – Passed FS.36.031**

**College of Nursing**

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<th>Department</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>Department of Nursing</td>
<td>MSN-FNPR Master of Science in Nursing in Family Nurse Practitioner</td>
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**Change in Programs – Passed FS.36.032**

**College of Nursing**

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<tr>
<td>Department of Nursing</td>
<td>MSN-FRNR Master of Science in Nursing in Forensic Nursing</td>
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**Change in Programs – Passed FS.36.033**

**College of Nursing**

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<tbody>
<tr>
<td>Department of Nursing</td>
<td>MSN-NRED Master of Science in Nursing in Nursing Education</td>
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**Change in Programs – Passed FS.36.034**
School of Law
Department of School of Law
MJ-INPR Master of Jurisprudence in Intellectual Property

Change in Programs – Passed FS.36.035
School of Law
Department of School of Law
MJ-JURS Master of Jurisprudence

Change in Programs – Passed FS.36.036
School of Law
Department of School of Law
ML-INPR Master of Laws in Intellectual Property

Change in Programs – Passed FS.36.037
School of Law
Department of School of Law
ML-LAWS Master of Laws

UNDERGRADUATE CURRICULUM COMMITTEE
New Courses – Passed FS.36.038
PHLT 270 Broad Street Learning Community I

New Courses – Passed FS.36.039
Texas A&M University at Galveston
MARA 350 Maritime Business Computer Programming and Security

Change in Courses – Passed FS.36.040
ACCT 408 Internal Auditing
ACCT 447 Financial Statement Analysis
ALED 424 Applied Ethics in Leadership
BESC 367 U.S. Environmental Regulations
BESC 401 Bioenvironmental Microbiology
BESC 402 Microbial Processes in Bioremediation
COSC 301 Construction Surveying
COSC 461 Building Information Modeling System
FIVS 205 Introduction to Forensic and Investigative
HIST 280 The Historian’s Craft
HORT 428 Greenhouse Technology & Sustainable Crop Production Systems
MATH 409 Advanced Calculus I
MATH 491 Research
MEEN 408 Mechanics of Robotic Manipulators
NURS 462 Pathophysiology and Pharmacology for the RN
PHLT 301 Public Health Concepts
PHLT 331 Occupational Safety and Health I
PLPA 301 Plant Pathology
RPTS 371 Understanding and Developing Effective Skills for Youth Development
RPTS 426 Tourism Impacts
URPN 369 Transportation and Urban Form
VTPB 405 Biomedical Microbiology
WFSC 484 Internship
WFSC 491 Research

Change in Courses – Passed FS.36.041
Texas A&M University at Galveston
MARB 415 Coastal Marine Biology and Geology of Alaska
### W&C COURSES

#### C Courses – Passed **FS.36.042**
- ANSC 406-C Beef Cattle Production and Management

#### C Recertification
- BESC 481-C Seminar
- FSTC 481-C Seminar in Food Sciences
- SPAN 301-C Oral Expression

#### W Courses – Passed **FS.36.042**
- BUSN 403-W Personal Competency Assessment
- HLTH 482-W Grant Writing in Health
- INTS 491-W Research
- INTS 497-W Independent Honors Study
- PETE 436-W Petroleum Technical Presentation II
- PHIL 352-W Africana Philosophy
- PHIL 371-W Philosophy of Literature
- PHIL 413-W Eighteenth-Century Philosophy
- PHYS 327-W Experimental Physics I

#### W Certification
- ASTR 491-W Research
- IDIS 340-W Manufacturer Distributor Relations
- PHIL 414-W Nineteenth Century Philosophy
- PHIL 416-W Recent British and American Philosophy
- 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

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**End of Consent Agenda**

### Student Rule – Passed **FS.36.043**

Consideration of Student Rule 10.21 Grading

### Committee Reports

#### Core Curriculum Council – Passed **FS.36.044**

**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 Ethnic
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
FREN 202-ICD  Intermediate French II
MUSC 201-ICD  Music and the Human Experience
MUSC 328-ICD  Japanese Traditional Performing Arts
SOCI 205-ICD  Introduction to Sociology
SOCI 206-ICD  Global Social Trends
THAR 281-ICD  History of the Theatre II

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 – Passed  FS.36.045
MAST 226-CD  Museums, Law & Ethics
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