Faculty Senate Minutes  
September 12, 2018 #359

Senators Present Were: Al-Hmoud, Barenberg, Barnes, Bayne, Blum, Boal, Boren-Alpizar, Borshunk, Bradatan, Buelinckx, Cassidy, Cochran, Cook, Decker, Donahue, Fedler, Flueckiger, Gilson, Gotlieb, Held, Hernandez, Hodes, Ireland, Jai, Jones, Jonsson, Juan, Karp, King, Kleinhans, Lavigne, Legacey, Li, Louis, Matteson, McEniry, Meek, Mosher, Nathan, Pare, Ramkumar, Rice, Rider, Romi, Shumway, Singh, Skidmore, CM Smith, Thacker, Walter, Wang, Weiser, Watts and Zook.

Senators Excused Were: Pease, Stetson, Strider, Thompson, Williams, Johnson and Bucy.

Senators Unexcused Were: Hernandez.

• Call to order – Alan Barenberg, Faculty Senate President – 3:17pm

• Introduction of Guests – 3:17pm
  o Guests were: Vice Provost Rob Stewart, Alice Young-Research, Jean Pearson Scott-Ombudsperson, Mark Sheridan-Graduate School, Alexandra Todd-SGA, Maggie Gilcrest-Staff Senate, CassiDe Street-IRB liaison and Gary Elbow-Parliamentarian (subbing for Litsey).

• Speakers – 3:19pm
  o Dr. Mark Sheridan, Dean of the Graduate School
    ▪ Here to discuss two issues: responsible conduct and grade replacement
      • Looking to address plagiarism through training
      • Graduate Council recommends designing modules to address issues in responsible conduct for each program across university
      • Modules would be taken by students in first 2 semesters of program
      • Considering a learning management system to manage this program – in this case CITI, which already manages other training programs for TTU
      • CITI training module on responsible conduct can be customized to cover most pressing issues for each discipline
  o Dr. Alice Young, Associate Vice President for Research – 3:23pm
    ▪ Passes out an information sheet about accessing CITI
    ▪ Problems in research integrity come through her office
      • Graduate students often do not understand authorship concerns
    ▪ Explains the information sheet
      • Encourages faculty to register for a CITI account
      • Highlights the responsible conduct of research modules on page 7
      • Case studies relevant to graduate students are described on pages 11 – 12.
Want to encourage graduate students to begin facing some of the ethical complexities they may encounter in their professional lives

Dr. Mark Sheridan, Dean of the Graduate School – 3:28pm

- Several groups approached him in the summer with concerns and we need to get in front of the responsible conduct issues
- Trying to find a manageable system to address these issues
- Sen. Donahue asks about implementation of the system for each program
- Dean Sheridan says each program will determine content important for their needs; students will have a checkbox in DegreeWorks that indicates whether or not they have completed the program, but content is program-specific
- Dr. Young states that NSF, USDA, and NIH already require these modules
- Sen. Matteson asks if it will be required for all graduate students
  - Dean Sheridan says that they are currently thinking that all graduate students will be required to complete the modules
  - Even if graduate students are non-thesis or not generating new data, the modules are an exercise in professional development for them
- Sen. Boal asks if training will be for undergraduate students, Dr. Young responds affirmatively – training can be for anyone with a TTU email address
- Sen. Boal asks if we should teach about plagiarism in any class setting, Dr. Young responds affirmatively
- Dr. Young suggests that faculty explore the library courses on ethics
- Sen. Cassidy mentions that Library 1100 is a 1 hour credit course including modules on ethics and responsible use of information. For additional information, contact the librarian liaison for your college.
- Sen. Rice every class taught in Department of English gives instruction on plagiarism. First year composition is mandatory in state of Texas and approximately 2,500 students take that. As early as the second grade in the state of Texas, students are receiving instruction on plagiarism as part of their curriculum on ethics. Ignorance of plagiarism is not a valid excuse.
- Dean Sheridan agrees, but mentions that cases of plagiarism are turning up at the dissertation stage. The module is just a learning opportunity for the diverse body of students that comes to TTU.
- Sen. Ramkumar mentions a code of ethics statement in the university’s operating policies.
- Sen. Bayne asks if distance students will take the modules
- Dean Sheridan says they will ask distance students to take the modules, implementation may be an issue
- Dr. Young indicates that Blackboard might possibly be used for modules. Marianne Evola in the OVPR will check on this.
- Dean Sheridan mentions that graduate student groups have come to his office asking for a change in policy concerning grade replacement
  - Current TTU policy does not allow for grade replacement
• Other Big 12 schools were surveyed about their policies; half have grade replacement policies and half do not.
• Graduate Council is exploring the implementation of a grade replacement policy for between 9 – 15 credits
  o Both grades will appear on transcripts – the second grade will be used for GPA
  o Only didactic courses under consideration for grade replacement
  o Graduate students are pushing for this policy change
• Sen. Karp mentions that a C is already considered as ‘failing’, or at least ‘not good enough’ in graduate school
• Sen. Wang asks about students who are on assistantship. If they fail a class, they lose their assistantship. Should we still provide them support?
• Dean Sheridan says we have a vested interest in students on assistantships and should be committed to their success.
  o Sen. Ramkumar suggests these decisions should be administered at the departmental level.
• Dean Sheridan says that departments can have more stringent requirements as long as they are written in student handbooks.
• Sen. Nathan courses that are offered under a different professor should not be eligible for grade replacement
• Dean Sheridan says if it’s the same didactic course the grade would be replaced regardless of instructor, but courses could be excluded from grade replacement if determined by department
• Sen. Al-Hmoud proposes two points to consider: 1) distinguish between core courses and electives, 2) funding necessary for students – those who need grade replacement will take longer to finish
• Dean Sheridan acknowledges time to degree can negatively impact a program; is looking for balance between student success with program requirements
• Sen. Wang asks what does grade replacement mean – does it take away a failing grade?
• Dean Sheridan states that the first grade would no longer be counted in GPA calculations
• Sen. Lavigne suggests to ask graduate program directors for a list of courses important for grade replacement in their programs
• Dean Sheridan wants to avoid problems of shifting courses and changing of programs of study at the last minute due to GPA requirements

• **Discussion of minutes, Meeting #358 – 3:46pm**
  o Motion to adopt minutes Sen. Ramkumar, Sen. Johnson seconded.
  o Motion carries, minutes are approved.
• **Old Business – President Barenberg – 3:47pm**
  
  o President Barenberg asks for report from Sen. Cochran from the Faculty Status and Welfare Committee on proposed revisions to OP 32.02 on Revocation of Tenure. Sen. Cochran explains that the Board of Regents has requested an expedited time frame for revocation of tenure in cases involving fraud, sexual misconduct, and serious crimes. This is a hot-button issue for the Regents; revision to the policy will move forward, we are trying to make revisions acceptable to all parties. Current draft is best we’ve been able to negotiate with General Counsel’s Office. Expedited time frame is not to be mandated – this OP allows the President to ask for one in certain cases. It’s up to the hearing panel made up of faculty to determine if the case should be expedited. Over the next month the committee will look to revise OP 32.02 and the OP requires approval by the Tenure Advisory Committee. Following review by the Tenure Advisory Committee, our committee will continue to revise.
  
  o President Barenberg states that if the Faculty Senate approves the revisions, and the Tenure Advisory Committee approves the revisions, the OP will go to the full faculty for a vote.
  
  o Sen. Cochran explains that it is a 3 step process: Tenure Advisory Committee, Faculty Senate, and full faculty.
  
  o President Barenberg asks for discussion.
  
  o Sen. Boal seeks clarification on what is misconduct; Sen. Cochran indicates that some of the language needs clarity but emphasizes that this is only about expedited revocation of tenure, not defining misconduct.
  
  o Sen. Lavigne states that the term “criminal actions” is too broad
  
  
  o Sen. Mosher is concerned about the time allotted to accused faculty to prepare their defense
  
  o Sen. Cochran reiterates that there will be a change because the Board of Regents is pushing for this change. Faculty Senate needs to be proactive in defining expedited revocation. Original draft was horrendous; the current draft does protect faculty rights.
  
  o Sen. Al-Hmoud asks for clarification on timing of revocation.
  
  o Sen Cochran says that the issue of timing is not included in the draft. It only focuses on whether or not the President can recommend a case be expedited.
  
  o Sen. Mosher says we need to provide faculty 30 days to prepare a defense.
  
  o Sen. Held says it is in the faculty’s best interest to expedite dismissal for egregious acts to protect our own reputation. The original draft was appalling; this draft is as good as it will get.
  
  o Sen. Cochran says that the current draft is the product of a lengthy process, but is seeking feedback.
  
  o Pres. Barenberg asks that any comments about this OP be passed to him and he will pass them on to the committee.

• **New Business—President Barenberg - 4:03pm**
Committee Reports – 4:03pm

- Committee on Committees Report – Senator Blum
  - Senator Blum explains how committees are created and work divided.
  - List of committee assignments was shared with senators
- President Barenberg asks if there is discussion on the report
  - Senator Kleinhans asks who to contact with questions about being the convener of a committee
  - President Barenberg explains that the sole responsibility of the convener of a committee is to convene the committee for the first meeting; the convener does not have to serve as chair
  - Patty Gisch adds that there is an information sheet that she sent out about how to convene a committee
  - President Barenberg calls for a vote on accepting the committee report
  - The motion is passed
  - President Barenberg asks conveners to convene their committees to elect a chair and to communicate that information to him

Administrator Evaluations 4:05

- President Barenberg mentions that the administrator evaluations for last academic year went out late – in the spring
  - We want to ensure they get out earlier this academic year, preferably October
  - President Barenberg asks the Administrator Evaluation Committee to get started on this right away
  - President Barenberg asks for discussion
  - Senator Ramkumar asks if there will be wording changes to evaluations
  - President Barenberg indicates that this is something the committee can discuss
  - President Barenberg indicates that there is a motion on the floor to revisit this in October, asks for a second
  - Senator Boal seconds
  - Motion passes
  - President Barenberg solicits new questions or changes in current questions. Asks that these be sent to him and he will pass on to the committee

- Non-Tenure Track Faculty
  - President Barenberg explains the history of this issue and how it addresses those faculty who work full-time at the university but who are not on a tenure track
    - No final resolution for anything regarding this issue from last year
    - Provost Galyean and Senior Vice President Stewart want this to be worked on
    - Might be useful to start this discussion again and make changes to three particular OPs that deal with continuing appointments, re-appointments, and promotions of non-tenure track faculty
• Would like to have a committee to explore these practices in the different colleges and provide some revised language for these OPs that would govern these three particular issues
  o President Barenberg asks for discussion
  o Senator Flueckiger asks to repeat the three OPs
  o President Barenberg clarifies and says that revised language in these OPs would be helpful to all
  o Senator Boal asserts that for all practical purposes non-tenure track faculty are actually tenured in the sixth or seventh year of their contract
  o President Barenberg reiterates that there is a difference between a permanent position and tenure and that the goal of this exercise is to clean up and clarify language in the relevant OPs
  o Senator Flueckiger asks if this includes adjunct faculty
  o President Barenberg indicates that it includes full time faculty not on tenure track
  o Senator Wang indicates that after 6 years of full time employment, non-tenure track faculty receive permanancy
  o President Barenberg reiterates that the OPs are confusing and require revision so that the status of non-tenure track faculty is clear
  o Senator Ramkumar mentions that an issue from last academic year was whether or not non-tenure track faculty will have representation on the Faculty Senate. Asks where this stands this year.
  o President Barenberg asserts that this motion got nowhere last year. The committee in charge of this would have to decide if they wanted to take this on. He recommends starting with something very narrow, like the OPs previously mentioned.
  o Motion to refer the issue to Study Committee A
  o Senator Nathan moves
  o Senator Singh seconds
  o Motion passes

• Resolution to recognize former Chancellor Duncan
  o Senator King reads the proposed resolution
  o President Barenberg asks for discussion or amendments
  o Senator Meek asks to amend ‘systems’ to ‘system’
  o Senator Louis asks to add ‘the’ in front of TTU system
  o President Barenberg asks for a motion to pass resolution as amended
  o Senator Wang moves
  o Senator Watts seconds
  o Motion passes

• President Barenberg asks for any other new business
  o Senator Nathan concerned about third year review OP 32.38, wants Faculty Status and Welfare Committee to review
  o President Barenberg asks for discussion
  o Senator Al Hmoud mentions paragraph 3B of OP needs revision
Senator Nathan expounds on the problems with the third year review OP, highlighting the threats to faculty governance
President Barenberg asks for further discussion
President Barenberg indicates there is a motion to send this OP to the Faculty Status and Welfare committee, asks for second
Senator Donahue seconds
Motion passes

- **Liason reports**
  - President Barenberg asks for updates from liaisons about their activities
    - Asks liaisons to send meeting minutes to him and Patty Gisch
  - Senator Donahue asks about how liaisons make contact with the organization
  - President Barenberg indicates that if organizations have not contacted the liaisons then the liaisons should contact Patty and President Barenberg

- **Announcements**
  - TTU Food Pantry – Ileana Hinojosa
    - Shares fliers about the TTU Food Pantry
  - Discussion about TTU Food Pantry
  - President Barenberg says that if anyone would like to organize a Senate food drive, please contact him or Patty.
  - President Barenberg will hold office hours from 1-4 on the last Monday of the month in the Faculty Senate office for anyone who would like to visit, but he is willing to meet at any other time if hours are not convenient
  - OP 32.38 was another announcement, but it has already been discussed
  - Senator Cook announces that next week there is a Rawls Diversity Symposium on Weds., Thurs., Fri.
    - Asks senators to share with colleagues
  - Senator Cochran announces meeting of FSW committee directly following the Faculty Senate meeting
  - President Barenberg asks for motion to adjourn
  - Senator Ramkumar motions
  - Senator Lavigne seconds

- **Adjournment 4:33**