

**THE UNIVERSITY OF TEXAS AT SAN ANTONIO**

**DOCUMENTS AND PROCEEDINGS OF THE GENERAL FACULTY**

**SUMMARY MINUTES OF THE  
FACULTY SENATE MEETING  
Of November 30, 2023**

The regular monthly meeting of the Faculty Senate for the 2023-2024 academic year was held November 30, 2023 at 3:30 p.m. via Zoom (online meeting) with Dr. René Zenteno, Chair of the Faculty Senate, presiding.

I. Call to order and taking of attendance.

Present: René Zenteno, Alex Godet, Chris Packham, Kirsten Gardner, Mike Baumann, Sonya Aleman, Mary Dixson, Ginny Garcia-Alexander, Andrew Lloyd, George Perry, Valerie Sponsel, Victor Villarreal, Hector Aguilar, John Alexander, Edwin Barea-Rodriguez, Mark Bayer, Cristian Botez, Sidury Christiansen, Neil Debbage, Glenn Dietrich, Jimi Francis, Kimberly Garza, Dmitry Gokhman, Zaid Haddad, Marcus Hamilton, Jie Huang, Michael Karcher, Jusung Lee, Dennis Lopez, Justin Marmolejo, Ashwin Malshe, Alex Mejia, Valeria Meiller, Jeff Prevost, John Quarles, Lauren Riojas-Fitzpatrick, Devon Romero, Stephen Saville, Kirk Schanze, Maho Sonmez, Marie Tillyer, Jelena Todić, Zijun Wang, and David Weber

Absent: August (Gus) Allo, David Beheshti, Curtis Brewer, Xun Chen, Victor DeOliveira, Kim Kline, Huy Le, Harry Millwater, Branco Ponomariov, Rica Ramirez (excused) and Humberto Saenz

Guests: JoAnn Browning, Amy Fritz, Mamie Frank, Angela Griffith, Katie Meersman, Debbie Howard-Rappaport and Debra Del Toro

Total members present: 44    Total members absent: 11    Substitutes Present: 1

II. Consent Agenda

- Approval of Minutes – November 9, 2023 Faculty Senate Meeting

The Minutes of the Faculty Senate were approved.

Dr. Zenteno welcomed Dr. JoAnn Browning, Interim Vice President for Research, Economic Development and Knowledge Enterprise to the Faculty Senate. He thanked her and Jaclyn Shaw before her for the work that has been accomplished to date to address concerns that have been brought forth from the Faculty Senate over the years, especially in the area of post awards.

### III. Reports

#### A. **Research Update** – JoAnn Browning, Interim Vice President for Research, Economic Development and Knowledge Enterprise *presentation uploaded to Faculty Senate SharePoint site and [website](#)*)

Dr. Browning mentioned the importance of communication, enjoyed her time with meeting with the Faculty Senate Research Committee and is willing to meet with them on a regular basis to keep the communication flowing as things are evolving in research and she wants to ensure needs are being heard and resources are being placed in the right areas. Dr. Browning also stated the Office of Research is undergoing a restructure which was announced today via email and [UTSA Today](#).

Dr. Browning discussed the new structure for Research and the listening and learning sessions during her time as Interim VPREDKE. She stated she was tasked to determine the best structure for VPREDKE which shaped the listening and learning sessions/town halls so that the university could continue on the R1 trajectory and grow the research mission and provide best services to the community. Dr. Browning held town hall sessions with the research units and met with various community groups to answer very unique questions to achieve the goals for UTSA. In addition, she outlined benchmarking to define structures and services to align with the university's strategic destinations.

Dr. Browning engaged the assistance of consultants to aide with the listening sessions in early September. The consultants provided an independent assessment of the outcomes from the sessions. Those invited to the sessions included Deans, Principal Investigators with large expenditures and awards as they were using the services more during critical nature at times, Directors of Centers and Institutes, Associate Deans of Research and College Fiscal Managers. The sessions were held at various times and at the Main and Downtown campuses in order to provide dates and times constituents could attend and provide input.

The attendees were asked the same questions:

- What research administration services are essential to support UTSA investigators?
- What are investigators' biggest challenges and obstacles? and,
- What is working well?

Dr. Browning discussed the primary take-aways from the listening sessions which may be found in her presentation. Among the responses provided included:

- Would there be value staffing at the local level for pre- and post- awards grant and contracts to support the PIs;
- Urgency to build a trust culture and team mindset within the research community at UTSA;

There were also commonly cited strengths – quality and dedication of faculty and staff, collaboration between staff across departments to problem solve, faculty resilience, and the success of the CyManII capture team.

Dr. Browning further stated that she and her team have been able to have conversations with the Faculty Senate leadership and the Associate Deans for Research which indicated silos between the pre and post-award leadership staff and processes, and a need for a culture

of timeliness. In addition, the conversations cited the possible damage to the university's reputation with external funding agencies and the financial costs to employ consultants to help solve problems on a fairly regular basis.

Dr. Browning has spoken to various consultants with a wide range of experience and institutions/companies who suggested VPREDKE should consider ideas to simplify systems in order to be more efficient/productive, i.e. new operating policies to reduce cycles to accomplish tasks. One example Dr. Browning cited is to limit the amount of time the central office approves a revised budget or supplemental reviews on a purchase. Other suggestions from the Huron consultants may be found in her presentation.

Dr. Browning discussed the process used to assess VPREDKE (benchmarking). Her office reviewed 20 different peer models, including those inside and outside of Texas. She stated they reviewed models that are similar to UTSA and those who were recently designated R1 or ones that were recently added to the AAU. She stated there were common themes and best practices in terms of structure among the models. Most notably, at the highest leadership positions the models included:

- AVP's for Research Administration, Commercialization, Research Development, and Strategic Initiatives.
- Other leadership positions consisted of Centers, Communications, Research Data and IT.

Dr. Browning also stated they found a common theme among the peer models when their office reviewed the AVP for Research Administration. Their assessment found these models used a Unified Sponsored Programs Office, which could include the regulatory compliance, or that could be its own AVP office. She noted that it was prevalent for the unified office to contain a pre-award proposal support and post-award financial management support for PI's which may be different than what UTSA currently has right now. Dr. Browning described an office that would have a central office whose duties would include:

- Institutional proposal review, approval and submission; working with the funding agencies; and
- Non-financial award management (participant costs)

Staff would be embedded within the colleges closer to where the research is occurring. Those individuals would:

- Develop proposals with PIs; and
- Provide financial award support for the life cycle of the grant once it is approved and provide relevant answers in a timely fashion.

Prior to describing the new structure of the research office, Dr. Browning emphasized the new structure is embedded with the following Core Principles:

- Assertive development of our knowledge enterprise;
- Nurtured R1 research culture; and
- Service-centered research support

Characteristics of each theme may be found in Dr. Browning's presentation. In addition, Dr. Browning stated the new structure aligns well with the UTSA's Strategic Plan. With the new destinations, the new model will look at how we develop thought-leaders in faculty research development so that they inspire the next generation of experts at the undergraduate, graduate and post-doc levels. In addition, Dr. Browning stated that the new structure will increase research through partnerships and strategic initiatives (2<sup>nd</sup> destination in UTSA's Strategic Plan). Finally, Dr. Browning stated that if the Office of Research is able to model research administration excellence, it will be an "innovative place to work, learn and discover" in an efficient manner.

Dr. Browning stated the new structure may look like a tree, but really needs to be seen as a Venn diagram because they are not independent of one another:

- Partnership & Strategy
- Faculty Research Development
- Research Administration

Dr. Browning described each section in detail; outlining each unit and those components that comprise that unit. Those details may be found in her presentation (page 17).

There will be some new positions within the new structure. These positions will be posted soon.

- Associate VP Research Partnerships & Strategy (new position and external search; although internal applicants may apply);
- Sr. Associate VP Research Administration (external search; although internal applicants may apply);
- Assistant VP for Faculty Research Development

Dr. Browning stated that in the past some teams that were embedded with one another. For example, the Research office had a Strategic Research Development team (Jaclyn Shaw's old position) and a Faculty Research Development team under Jaclyn's purview. These teams will now be separated to have equal billing in order to enhance research initiatives.

- Assoc. VP for Research Partnerships & Strategy will focus on higher impact/larger initiatives through partnerships and strategy, such as local, state and federal partnerships, corporate and foundation engagements which their office partners with Karl Miller-Lugo's team, etc. The Office of Innovation and Economic Development is also moving under this AVP.
- Asst. VP for Faculty Research Development will focus on faculty research development (proposal development), seed and travel grants, limited submission proposals, etc. This group will also assist newly promoted faculty at whatever level (associate or full) to see what career goals they may have and help them succeed. In addition, this area will create councils of thought leaders to highlight those who may have published a book that is highly impactful, or other types of highly impactful research or community engagement on a rotating basis to build a culture on what it means to have a R1 culture at UTSA. The result would be the faculty would go back to their units and build grass roots R1 cultures in their departments.

Dr. Browning mentioned the biggest changes are occurring within the Sr. Associate VP for Research Administration area. The following areas, and their teams, will report to the Sr. Associate VP for Research Administration

- Research Integrity and Infrastructure;
- Research IT and Business Intelligence;
- Contracts and Industrial Agreements;
- Research Finance and Operations.

Dr. Browning stated one of the areas the benchmarking indicated was filling the Research Integrity & Infrastructure position (Mickey Stevenson's old position which was an AVP position). Nationally, this has been a difficult position to fill, which has been confirmed by the consultants and in conversations Dr. Browning has had with other VPR's. Dr. Browning indicated this position is usually filled by a faculty member who has experience in research. Currently this position is being filled by a consultant. She indicated the plans are to conduct an internal search for the position.

Dr. Browning reiterated the area that will see the most changes will be Sponsored Projects Administration who will report to the Sr. Associate VP for Research Administration and will now become the Office of Sponsored Projects (page 19).

- Pre- and Post- Awards will be combined together to create a central administration and concierge teams embedded within the colleges;
- The central administration will have two teams comprised of approximately 10 employees;
- The concierge teams will employ about 20 individuals;
  - With the new structure there will be new positions:
    - Sr. Director for Office of Sponsored Projects (internal search)
    - Asst. Director for Office of Sponsored Projects (internal search)
- The Training and Financial Compliance Coordinator will move under this umbrella

Dr. Browning described the Concierge service teams which will be embedded in the colleges. These individuals will report to the colleges, but also back to the Sr. Director for the Office of Sponsored Projects. The Concierge service teams will provide the following services:

- Developing Proposals
  - Budget development and justification;
  - Ensure required documents are present and completed;
  - Package and submit proposals to central team
- Awards
  - Provide financial award management support over life cycle;
  - Financial analysis and reporting of awards;
- Concierge Teams are part of larger team
  - Cross-functional and receive training from VPR;
  - Report to college units

Goal is to enhance communication to provide necessary service to for quality research.

Dr. Browning also noted that UTSA has made an investment in research in the areas of:

- Research Computing
- Hazardous Waste Facilities
- Cores & Lab 6
- College Concierge Research Staff- to assist with pre- and post- award. Investment with six new staff positions.

Dr. Browning stated the next that was reviewed was the overall name of the office – VP Research, Economic Development and Knowledge Enterprise. While the name has served UTSA well since its inception there has been a downside as many people have not fully understood the meaning of the office. Dr. Browning stated their office conducting benchmarking on naming and most use Office of Research, even if economic development was part of the structure. Based on the data, it was determined, that on February 2, 2024, the new name would become UTSA Office of Research.

Dr. Browning then described the path forward for the new structure (page 27).

November 29-30, 2023 – announce new structure

December/January – search and hire new positions, planning with colleges, implementation teams, and training

February 2, 2024 – Implement new structure

Spring 2024 – Continued training and implementation

Dr. Browning concluded her presentation with an overall vision for research beginning with the UTSA Strategic Investment in Research (working with VPBA to ensure UTSA can meet the commitments) and the diagram she alluded to earlier in her presentation of the Venn diagram:

Partnerships and Strategy  
 Faculty Research Development  
 Research Administration

Following that there will be a focus on initiatives:

- 5-year Plan to obtain large grants;
- Developing networks of federal influencers; supporting faculty who are already influencers and educating young faculty in these areas;
- Centers and Institutes – helping them make larger impact in their areas;
- SOP for Innovation;
- Ecosystem of Secure Research;
- Mentoring Academies – be involved in the growth process for our researchers;
- Councils of Thought Leaders;
- Service Satisfaction Models & Measures;
- Cycle of Award/Cycle of Service;
- PI Real-Time Access to Data & Resources;
- Research Commitments – realign to look at large commitments and seed grants.

Dr. Zenteno thanked Dr. Browning for her presentation. He asked Dr. Perry, chair of the Faculty Senate Research Committee to offer his thoughts on the presentation before moving to the Q&A session.

Dr. Perry stated he believed Research was moving in the direction of supporting faculty and was optimistic with the new structure. He felt the RSC model lacked accountability and there was a disconnect between the RSC's and faculty. In addition, Dr. Perry stated he was pleased to see that with this new structure there would be continued assessment for improvement and changing circumstances. Dr. Perry also noted that the recruitment of staff would be a joint effort. Dr. Perry stated he and the Faculty Senate Research Committee would prepare a summary from their meeting with Dr. Browning and would present that at an upcoming Senate meeting.

### ***Q&A Session with Dr. Browning***

***Question*** – How will the new research initiatives be supported? Will new proposals incur more F&A costs?

***Answer*** – Dr. Browning stated no new F&A costs would be incurred. F&A costs is set by federal agencies. Dr. Browning stated the restructure needs to get in place, but she will be speaking with the Deans to share the costs down the line, but right now we need to get the right structure in place and have it working appropriately.

***Question*** – How many staff were affected in the restructuring and was there a reduction in force?

***Answer*** – Dr. Browning stated that unfortunately, yes, due to the realignment of the management structure. There were six individuals that were impacted yesterday, November 29, 2023. Dr. Browning stated seven new leadership positions have been created within the pre- and post- award, plus the new assistant director and senior director positions.

***Question*** – Within the two-tiered system in Sponsored Projects Administration, what kind of mechanisms have you put in place to ensure communication will occur? Also, have you considered the possibility of redundancy will occur with a central office and the concierge teams?

***Answer*** – Dr. Browning stated that each group will have teams with pre- and post- awards and will have similar training and experience in the central office and concierge teams. The leaders will meet with the senior director on a regular basis. Even though it is a dotted line, it is a heavy dotted line to require the team meetings.

***Question*** – What are the plans for training, especially post awards?

***Answer*** – Dr. Browning stated during this process she has worked with consultants who, together, have over 70 years of experience, at universities such as Arizona, UAB, MD Anderson, Vanderbilt, and Rice. One of the consultants is currently working with Attain, a consulting firm similar to Huron, and has best practices on pre- and post- awards. Dr. Browning stated they will leverage the training modules through Attain, as well as other software and internal trainings. Dr. Browning also stated that she plans to bring in temporary assistance, if needed, so that proposals do not fall through the cracks while research is going through this transition/implementation phase.

**B. Report of the Chair – Dr. René Zenteno (*PowerPoint presentation uploaded to Faculty Senate SharePoint Site and [website](#)*)**

Dr. Zenteno provided an update from the recent University Leadership Council meeting:

- 2024 Annual Financial Report and Fiscal Year Budget – extended report; this will be presented to the Faculty Senate Budget Committee on January 10, 2024. Mary Dixon, Chair of the Budget Committee, has agreed to open up this meeting to anyone from the Faculty Senate who would like to attend. However, she will present a synopsis of the meeting at the January 18, 2024 Faculty Senate meeting.
- Payroll Changes – information will be forthcoming to the university on new processes; ease of adding employees and making changes. Please look to your emails for that information.

Dr. Zenteno reported on the outcome from his conversation with Interim Provost Shipley regarding shared governance in the College of Sciences. This stemmed from the conversation that took place during the November 9<sup>th</sup> Faculty Senate meeting. Interim Provost Shipley appreciated the concerns on shared governance, which she takes seriously. Dr. Zenteno mentioned that part of the issue is surrounding the move of the faculty in Environmental Sciences from Integrative Biology to Earth and Planetary Sciences department without input from the faculty. Dr. Shipley convened a working group to evaluate the process and to make a recommendation as to whether or not this plan should go forward. She is awaiting that report.

In his conversations with Dr. Shipley, she indicated there was an email that was sent yesterday to the faculty, staff and department chairs in the College of Sciences regarding a mid-point evaluation of Dr. Silva, Dean of the College of Sciences. She is seeking input from these groups on vision and planning, academic excellence, communication, innovation, and administration. The online survey will commence on December 6<sup>th</sup> and close on December 20<sup>th</sup>. Dr. Zenteno encouraged the Faculty Senate members from the College of Sciences to provide their input to the administration and to help encourage others from the College of Sciences to complete the online survey. Responses will be anonymous.

Dr. Shipley also wanted the Faculty Senate to know that if anyone had concerns about shared governance, whether it is with the College of Sciences or another college, to feel free to reach out to her or to speak with Dr. Zenteno.

Dr. Zenteno mentioned that Dr. Shipley was unable to attend the Faculty Senate meeting today. However, she provided a PowerPoint presentation which has been uploaded to the Faculty Senate Sharepoint site and the [website](#).

SB 17 – UTSA needs to be following the law by January 1, 2024;

- Working group members, vice presidents, vice provost, and deans received written notification on the status of items reviewed beginning, November 15<sup>th</sup>;
- UTSA will implement a two-step attestation confirming that required actions have been taken by December 14<sup>th</sup>;
- UTSA will provide notification on any pending inventory items as soon as determinations have been made; and



- An internal audit is planned for January 2024; this process may result in additional actions/changes.

SB 18 – UTSA leadership continues to wait on UT System for guidance; however, the working committee will continue its work, especially reviewing language to consider what the UTSA summary dismissal policy should consist of and affirm shared values to help define the process, including due process for faculty. The committee will meet on December 6<sup>th</sup> to map out specific process and policies.

**Comment** – The faculty and staff in the College of Sciences have shared with one of the Faculty Senate members that while they welcome the upcoming evaluation of Dean Silva, they are very concerned about the confidentiality of the process and their responses. In addition, this particular faculty member has been approached by the UTSA student newspaper, the *Paisano* and the *San Antonio Express-News* about the situation in the College of Sciences. Since they reached out at the end of the semester no articles have appeared in either newspaper, but it is possible this may be re-visited during the spring semester.

**Answer** – Dr. Zenteno understands the concern of confidentiality; however, he believes it is important to provide the feedback. He will also communicate the concerns to Interim Provost Shipley.

**Comment** – The same Faculty Senate member stated he believes it is important to decouple the working group and the issue of shared governance. The faculty member stated this is not the only instance shared governance has been an issue in the College of Sciences. The faculty member shared the example of the reorganization of the Department of Biology into three departments and the naming of department chairs; no one was consulted during that process.

**Answer** – Dr. Zenteno believes there is clarity with regard to shared governance.

### **C. Secretary of the General Faculty – Dr. Chris Packham**

Dr. Packham mentioned there was a UT System Board of Regents’ meeting on November 15-16, 2023 and there was email communication from members of the UT System Faculty Advisory Council regarding the draft model policies that were presented at the meeting regarding SB 17 and SB 18.

SB 17 – policy – [UTS 197](#) – Compliance with State Law Regarding Diversity, Equity, and Inclusion in Institutions of Higher Education

SB 18 – policy - [UTS 198](#) – Termination of a Faculty Member  
This policy language should assist the UTSA SB 18 working committee

UT Faculty Advisory Council meeting will take place in January 25-26, 2024 in Austin, TX. Dr. Packham expects his colleagues to share their thoughts on the policies that were presented at the November Board of Regents’ meeting and how their campuses are implementing/adjusting policies/procedures.

### **D. Committee Reports**

**Academic Freedom, Evaluation and Merit Committee – Ginny Garcia-Alexander**

Dr. Garcia-Alexander and the AFEM discussed developing an optional statement on academic freedom to include on syllabi. Dr. Garcia-Alexander stated the committee utilized the statement developed by faculty task force from Texas A&M University and policies that are relevant to UTSA. The Faculty Senate Executive Committee reviewed and approved the document. If approved by the Faculty Senate, the document can be shared with the entire UTSA faculty who can have the option to include with their syllabi.

**Question** – What does “reasoned exception” refer to?

**Answer** – Students do not have to accept everything faculty say or teach to be “true” but are expected to learn the material. Students are expected to use critical thinking and complete the assignments. Other universities have used similar language, such as UT School of Law.

**Question** – the document identifies things that the University will or will not do, and a viewpoint of the University about new ideas, whether or not offensive. Do we know that the University administration agrees with these statements, and will abide by them? Referring to the last sentence in the first paragraph – “The University of Texas at San Antonio will not penalize or discipline members of the faculty because of their exercise of academic freedom” and the sentence in the second paragraph “It is not the proper role of the university or any outside agency to attempt to shield individuals from ideas and opinions they find unwelcome disagreeable, or even deeply offensive.”

**Answer** – Dr. Zenteno stated that he knows the university agrees with the protection of academic freedom. Dr. Zenteno stated he was aware the Interim Provost is aware of the second statement.

**Question** – What is the actual motion being presented to the Faculty Senate?

**Answer** – Dr. Zenteno stated the motion would be for the Faculty Senate to accept the statement as an option for faculty to adopt the statement and include in their syllabi, should they so desire.

Dr. Mary Dixson mentioned that the optional statement is in line with the [Faculty Rights and Responsibilities](#) which may be found on the Academic Affairs website. She suggested adding this link to the Optional Statement if that would help clarify this matter.

There being no further discussion, the Faculty Senate moved to vote on the Optional Statement on Academic Freedom.

Per the Parliamentarian, Mike Baumann, the Faculty Senate Executive Committee’s memo recommending the statement constitutes the motion for the vote.

***The Faculty Senate vote was as follows:***

***Approve: 28; Disapprove: 0; Abstain: 10***

**Budget Committee – Mary Dixson**

Dr. Dixon stated the Budget Committee met on November 21<sup>st</sup> at 9:00 a.m. The first meeting of IRM will take place on January 9<sup>th</sup> and will have more information to present afterwards to the Faculty Senate. As mentioned earlier, the Budget Committee will meet with Sheri Hardison on January 10<sup>th</sup> for the Annual Financial Report and Fiscal Year Budget 2024 – we will be happy to open the meeting to all Faculty Senate members who are able to attend. You should have received the optional Outlook meeting request. If you have questions, please share them with Mary, in writing, so she can have them prior to the meeting. She has received a few questions, including ones about online programs and how it appears they are double-taxed, questions about IRM decision models, and requesting the university follow a model that is being used at Rutgers University to conduct a 5-year review of IRM (pluses and minuses of moving to this model).

**University Curriculum Committee** – Andy Lloyd, no report

**Graduate Council Chair** – Victor Villarreal, no report

**HOP Committee** – Sonya Aleman, no report

**Research Committee** – George Perry

Dr. Perry stated the Research Committee met with Dr. Browning earlier this morning regarding the new Research structure, which they believe is a good starting point to decentralize some aspects of their office. Their committee also met with Dean Hendrix on November 28<sup>th</sup> regarding the Open Access fee and will provide additional information that will be useful to faculty. Dr. Perry mentioned that UT System and other organizations across the state will be offering some relief to faculty on publications fees. For example, Sage Publications, which is a major publisher, will now be covered by UT System. Other smaller venues will offer smaller discounts. Dr. Perry will be working with Dean Hendrix and Emily Johnson to expand this as not all faculty have grant funding to cover the large fees.

Dr. Packham stated the UT System Faculty Advisory Council is also engaged in conversations around this subject.

**IV. Unfinished Business – None**

**V. New Business – Faculty Senate By-laws**

Dr. Zenteno stated the Faculty Senate Executive Committee has been reviewing and editing the Faculty Senate By-laws. He asked for the Senate to review the two documents that are on the SharePoint site – one is a version with Track-Changes and the other version is a Clean version which is easier to read. In addition, Dr. Zenteno has provided a PowerPoint summarizing the changes to the Bylaws. He asked for the Faculty Senate to review the changes so the proposes can be discussed and hopefully voted on at the next Faculty Senate meeting. Among the changes:

- Dissolution of the position of the Secretary of the General Faculty; this position has been held by Dr. Chris Packham and is a very important position; however, the Faculty Senate Executive Committee is proposing to move those duties to the

Secretary position. Also, with this change, the Secretary's term moves from one year to three years so there will be continuity. This position would assume similar role the Secretary of the General Faculty has undertaken over the years with representing the university as a member of the UT System FAC, liaison with UTSA administration, and supporting the Faculty Senate.

- The term of the Chair will change from two years to four years:
  - 1<sup>st</sup> year – Vice Chair/Chair Elect
  - 2<sup>nd</sup> and 3<sup>rd</sup> year – Chair
  - 4<sup>th</sup> year – Past Chair
- The Parliamentarian's term will change from one year to two terms and will remain a voting member and representative of his/her academic unit.
- Another change that will be implemented is having a nominating committee to identify and prepare a slate of nominees for the position of chair. In the past, the Faculty Senate had a nominating committee, similar to the other standing committees, but it was dissolved. This will be more of an ad hoc committee and led by the Secretary.
- There are other changes which are outlined in the PowerPoint.
- According to the By-laws, we need two-thirds (2/3) affirmative vote of Faculty Senate members to amend the By-laws.

**Question** – For the FTT representative on the Executive Committee, does it mean that person will need to chair one of the Standing Committees?

**Answer** – No, it is independent of chairing a committee. This year, it is a coincidence that the chair of the Budget Committee is an FTT faculty member, but it is not a requirement. The goal is to ensure the Faculty Senate Executive Committee has an FTT representative serving on the committee so their voice is heard.

Dr. Zenteno wished everyone Happy Holidays and a restful break.

VI. **Adjournment:**

There being no further business, a motion was made by Dr. Ginny Garcia-Alexander and seconded by Dr. Alexis Godet; the meeting concluded at 5:05 PM.