

**MINUTES**  
**Faculty Meeting**  
**Tuesday, April 12, 2016 3:00 pm**

**3:00 pm Faculty Meeting**

**a. Program Area alignment**

**ADHs and DH**

**Attachment A. Dr. Murphy indicated that Dr. Elliot received only 2 or 3 requests to change. If you wish to alter your Program Area assignment, please contact Dr. Elliot. This is the best way to allocate resources to you.**

**b. Post Tenure Review**

**Briers**

**Dr. Briers gave Dr. Robert Strong the floor to discuss issues raised during the Faculty Senate meetings.**

**The document has been provided to faculty many times to review. Dr. Strong mentioned several recommendations have been made and he encourages everyone to read over the document. Your voice matters and all can be engaged. Provide any suggestions to Dr. Briers or Dr. Strong. P&T calendar as Attachment B.**

**c. DH meetings**

**Murphy**

**i. Merit**

**Dr. Murphy indicated Dr. Hussey had announced that a Merit Pool existed, but had not provided the number. In other discussions, the available pool was described as 3 %. All figures are subject to change, and funding for Agency appointments was not predicted at all.**

**ii. Instructional facility update**

**Discussions of new facilities continue, and tentative locations have been proposed.**

**iii. FLSA**

**Dr. Hussey explained this very well. Depending on the IRS guidance, as many as 60 or 70 positions may be vacated in the Agencies. This could impact some staff positions as well, with changes to exempt or non-exempt status. Worse case -- \$51,000 and below must be hourly. All depends on IRS decisions that are expected to be announced in July.**

**iv. Budget rescission**

**There has been no discussion in any agency, or at TAMU, that there could be a budget rescission in the current budget. Speculation is that one may be possible after the election.**

**v. Corporate Relations: IDC**

**Attachment C. Dr. Murphy suggested that if you are planning to work with a private entity/corporation, begin the discussion with Corporate Relations – prior to providing even an estimated budget. Corporate relations will assist you with budgeting in a way that explains what we call IDC to corporate sponsors.**

**vi. SPHERE**

**Attachment D. A multimedia display projected on a Globe will be available in the AGLC this summer. If you are aware of data sets that could be better visualized on a global display, consider making use of this device.**

**vii. Position requests**

Seven position requests were submitted to Dr. Hussey. These were not favorably received. The Deans suggested we think of existing programmatic functions we want to expand/enhance, or new programmatic functions we want to grow into, and identify the resources we have – and then those we need. These initiatives must be – at a minimum – collaborative across the department – and really should engage other departments and colleges.

One example engaged the Youth Development Initiative (RPTS), our faculty in teaching and learning, and curriculum development, our Program Evaluation group – to improve curriculum, instruction, and evaluation in youth development programs using new models of quantitative assessment, existing data (big data), longitudinal assessment, etc. We should consider what we already have – and then identify what we need – to accomplish the tasks with new faculty – or to free up existing faculty to accomplish the tasks. Dr. Elliot will be convening a group of those interesting in developing new requests. Contact Dr. Elliot with suggestions.

## PROGAM AREA ALIGNMENT

NAME	ALED/USAL	AGSC	AGCJ	EXED	INTL AG
Andrews	2			1	
Beevers			1		
Boleman				1	
Boyd	1			2	
Briers		1			2
Cadena		1		2	2
Chilek				1	
Clement					1
Coppernoll	2			1	
Cummings				1	
Dooley	1				2
Dromgoole				1	
Dunsford			1		
Edney		1			2
Elbert	1				2
Elliot		2	2		1
Hancock		1			
Hanagriff		1			2
Harlin	1				2
Leggette/Archer			1		
Lindner	1				2
Mazurkiewicz				1	2
McKim			1		
Moore	1		2		2
Murphrey	1				2
Murphy		1			
Odom	1				
Patil	1				
Pina	2				1
Rayfield		1		2	
Redwine			1		2
Rutherford			1		2
Shackelford				1	
Stavinoha	1				
Strong J	1				
Strong R	1				2
Turner	1				
Vestal				1	
Wingenbach	2				1

College of Agriculture and Life Sciences  
Texas A&M AgriLife Research  
Texas A&M AgriLife Extension

**2016-17 Promotion and Tenure Calendar**  
College of Agriculture and Life Sciences,  
Texas A&M AgriLife Research & Texas A&M AgriLife Extension

**Promotion and Tenure Workshops**

**Dean of Faculties Workshops**

Sept 25, 4:15-4:45, ILSB3145

March 28, 1-2 PM, Rudder 301

April 13, 2-4 PM, Rudder 701

**Dean of Faculties New Faculty Orientation – Colleges Session**

**Demystifying the Tenure and Promotion Process.**

Overview of the tenure and promotion process at TAMU. The workshop is for tenure track positions at all stages of their career, including those putting together their dossier for this P&T cycle.

**Is this the Right Time or Not? Preparing for Promotion to Full Professor"**

Designed for associate professors contemplating promotion to full professor. When is it time to think about promotion? What criteria are used during the assessment of this promotion phase? What role can mentoring play in this process?

**College and AgriLife Workshops**

Oct. 27,10-11 AM,MSC 2405

March 23, 3-5 PM, KLCT 121

March 30, 3-5 PM, AGLS 129

April 6, 3-5 PM, AGLS 129

April 20,1:30-3:30,Rudder 410

August, place & time TBA

Anytime

**Agriculture Human Resources New Faculty Orientation – Faculty Promotion and Performance Evaluation**

Overview of the promotion and tenure procedure and process.

**Understanding the Promotion and Tenure Process**

Understanding procedure and process, faculty peer and administrator expectations for promotion and tenure, and characteristics of successful and unsuccessful dossiers. The program is applicable for faculty in the College, AgriLife Research, and AgriLife Extension, and for faculty going for tenure, promotion to Associate or promotion to Professor.

**Candidate Dossier Preparation Workshop:** For candidates preparing their Dossier for submission this cycle.

**Administrative Dossier Preparation Workshop:** For Heads, Resident Directors, P&T Chairs and staff involved in preparing Dossiers packets for submission.

**Awareness of Decisions in Evaluating for Promotion & Tenure (ADEPT)**

*The ADEPT Workshop is a dynamic and interactive workshop designed specifically for department heads and P&T committee members. The workshop focuses on a broad range of biases that impact the faculty evaluation process, and will share skills to mitigate the impact of such biases.*

**Administrative Check-Off List Workshop:** Final workshop to go over check-off list for compliance of the final dossier package. For Heads, Resident Directors, P&T Chairs and staff involved in preparing the final Dossier packets.

**Mentoring Beyond the Department,** one-on-one meeting with Dave Reed, [dwreed@tamu.edu](mailto:dwreed@tamu.edu); answer questions, explain the process, review CV, discuss strategy relative to timing, etc.

**Midterm Review Timelines**

February-March

As per Dept. timeline

As per Dept. timeline

**May 30 COB**

May 31-June 2

**Department Informs Candidate:** Department informs candidate of upcoming review and instructs them to start putting together packets using the latest Dossier preparation guidelines: <http://aglifesciences.tamu.edu/faculty-staff/promotion-tenure/>

**Candidate submits Dossier components to Department:** The candidate submits their Dossier components to the Head/Resident Director and/or Chair Departmental P&T Committee

**Departmental Review:** Departmental P&T Committee, then Head and Resident Director review Dossier, and insert reports.

**Department submits Dossier package to College:** (including candidate's CV, separate Statements on Teaching, Research and Service, Dept P&T Committee report, Head/Resident Director report(s), and any items in Item 13)

**College vets Dossiers:** College vets for compliance with current Dossier preparation guidelines; sends check-off list to departments

**All instructions, guidelines and forms needed can be found at:**

<http://aglifesciences.tamu.edu/faculty-staff/promotion-tenure/>

<http://dof@tamu.edu>

**June 6 COB****Department corrects and submits final version of Dossier to College by COB June 6.**

June 9 - August 1

**College and Texas A&M AgriLife Peer Review Committee:** Reviews and prepares reports.

August 1

**College and Texas A&M AgriLife Peer Review Committee:** Issues report to Dean/Director.

August

**Dean, Director and Administrative Team:** Review Dossiers

End of August

**Dean, Director and Administrative Team:** Issues report to Head to inform each candidate.

Early September

**Post-Review Mentoring:** At the discretion of the candidate, the College mentors mid-term candidates towards the perspective at the College-Agency Peer Review committee-level.**Promotion and Tenure (Mandatory) Review Timelines:**

February-March

**Department Informs Candidate:** Department informs candidate of upcoming review and instructs them to start putting together packets using the latest Dossier preparation guidelines: <http://aglifesciences.tamu.edu/faculty-staff/promotion-tenure/>

As per Dept. timeline

**Candidate submits Dossier components to Department:** The candidate submits their Dossier components to the Head/Resident Director and/or Departmental P&T Committee**Departmental Review:** Departmental P&T Committee, then Head and Resident Director (if applicable) review Dossier, and insert reports.**September 19 COB****Department submits bookmarked PDF of Dossier to College:** (including candidate's CV, separate Statements on Teaching, Research, Service, Extension, and other material, Dept. P&T Committee report, Head/Resident Director report(s), and external letters)

September 19-23

**College vets Dossiers:** College vets Dossiers for compliance with the current Dossier guidelines; return to Department to make corrections.**September 23 COB****Department returns corrected final Dossier to College:** One bookmarked PDF of Dossier.

September 26 – November

**College and Texas A&M AgriLife Peer Review Committee:** Reviews TAMU Dossiers and prepares reports to the Dean.

October 10

**Dept submits to Dean's office:** PDF of CV; Excel file of External Reviewers Chart and Grant Summary Chart; Word file of Biography and Summary Data Table and candidate's photo.**November****College and Texas A&M AgriLife Peer Review Committee Submits to Dean:** Final report**November****Dean submits to DOF:** Electronic copies of College chart (no need for College P&T and Dean's vote at this time), Faculty Biography Table, Faculty Summary Data Table and External Reviewers Chart.

November 17–December 2

**Dean, Executive Associate Dean & Administrative Team:** Reviews TAMU Dossiers.**December****Dean submits to DOF:** Recommendations to the provost by sending electronic and hard copy files of all candidates.

November-December

**College and Texas A&M AgriLife Peer Review Committee:** Reviews AgriLife Research and AgriLife Extension Dossiers and prepares reports for the Dossier**By end of Semester****College and Texas A&M AgriLife Peer Review Committee:** Submits Final reports to the College.**December****Directors:** Review AgriLife Research and AgriLife Research Dossiers, inform Head of results, and issues report to the Vice-Chancellor.

## **The Real Operational Costs in Indirect Costs**

**What are indirect costs?** Costs not readily identifiable with a specific product, function, or organizational activity but incurred for the joint benefit of both projects and other activities. An indirect cost (IDC) rate is simply a device for determining fairly and expeditiously the proportion of general (non-direct) expenses that each project will bear.

**What are these REAL costs?** Indirect costs include costs which are frequently referred to as overhead expenses and general and administrative expenses.

- Utilities costs
- Administrative salaries
- Accounting department costs
- Research administration
- Human resource costs
- Depreciation on buildings & equipment
- Libraries
- Infrastructure – buildings, electrical, telephone, computing, heating and cooling, roads, parking lots
- Operations & Maintenance
- Other facilities – greenhouses, specially equipped labs, biosafety
- Legal and technology protection

### **Why does the federal government negotiate an IDC rate with organizations?**

The Texas A&M University System applies for a federally negotiated rate to use on grants, contracts, cooperative agreement and other projects for the federal government. The IDC rate negotiated is the device to simply, fairly and consistently charge overhead costs to the federal government. It does not apply to ALL projects, but ~~it in~~ <sup>is in</sup> general a good guide for projects that do not include federal funding.

### **When should the federally negotiated rate be used as a budget line item?**

Where allowed on federally sponsored contracts, grants, or cooperative agreement.

### **How should overhead costs be shown on corporate or industry projects?**

For corporate sponsors, Operational Costs (i.e. indirect cost) should not be directly budgeted, but should be included in each line item. Also, a project management line item is expected by corporations to demonstrate and assure performance. Private industry understands Operating Costs are important and are real dollars for facilities, equipment and maintenance, administrative needs, water, electricity and other direct expenses related to conducting R&D. Do not refer to these costs as indirect costs, IDC, F&A or overhead as the reference is misleading. Such terms are only used to prepare budgets for federal or state projects where operational costs are limited to a pre-negotiated percentage.

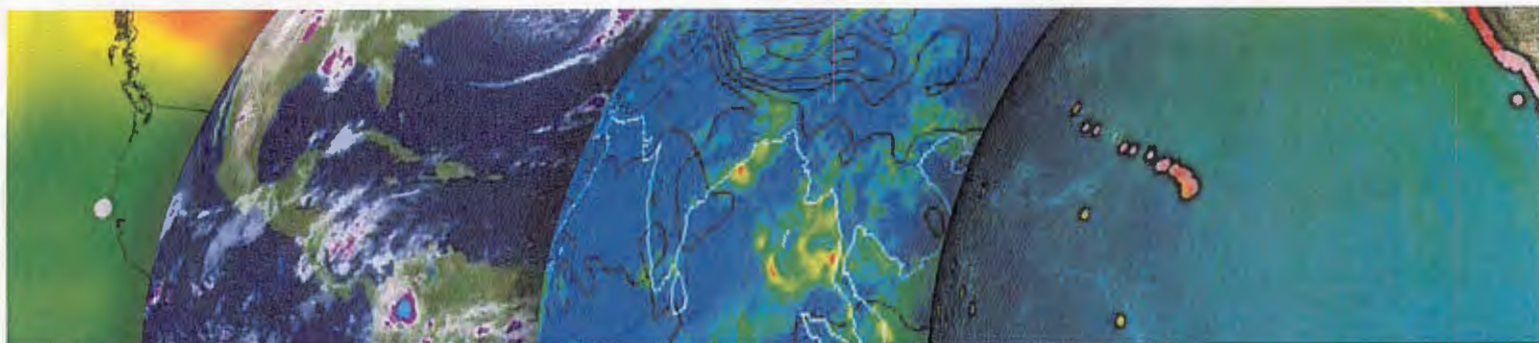
Reference:

<https://oamp.od.nih.gov/dfas/indirect-cost-branch/indirect-cost-submission/indirect-cost-definition-and-example>

[http://assets.system.tamus.edu/files/budgets-acct/pdf/FA\\_Rates\\_College\\_Station\\_Basec-FY2015-18.pdf](http://assets.system.tamus.edu/files/budgets-acct/pdf/FA_Rates_College_Station_Basec-FY2015-18.pdf)

**How does the Texas A&M indirect cost rate compare to other universities?**

University	2016 Rate for Research on campus
Virginia Tech	61
Penn State	57.2
UC Berkeley	57
UC Davis	56.5
UC Denver	55.5
Cornell other State Agency	55
Purdue	55
University of Michigan	55
Arizona State	54.5
UCLA	54
Michigan State	53.5
University of Wisconsin	53
Ohio State	52.5
Florida State	52
University of Oklahoma	51
Washington State	51
Georgia State	50.5
Iowa State	50
Kansas State	50
University of Florida	50
University of Kansas	50
University of Texas	50
University of Alabama	49
West Virginia University	49
<b>Texas A&amp;M AgriLife</b>	<b>48.5</b>
Auburn	48
New Mexico State	46
Oregon State	46
Oklahoma State	45.8
Cleveland State	45.5
California State	45
Illinois State	45
University of Mississippi	44
Cornell USDA	42.9



## *Science on a Sphere comes to the AgriLife Center!*

### *Dataset library*

To further extend the educational use of the Science on a Sphere display system, the NOAA has collected and developed a wide range of visualizations. These datasets – almost 500 – provide a new way to “see” the world.

Data sets include:

- Cropland yield, production gaps, intensity
- Vegetation and land cover
- Carbon flux
- Climate models
- Magnetic and geomagnetic fields
- Fire observations and vegetation
- Climate and precipitation models
- Surface temperatures
- Weather events

**Science On a Sphere® (SOS)** is a room sized, global display system that uses computers and video projectors to display planetary data onto a six foot diameter sphere, analogous to a giant animated globe. Researchers at NOAA developed the SOS system as an educational tool to help illustrate Earth System science to people of all ages. Animated images of atmospheric storms, climate change, and ocean temperature can be shown on the sphere, which is used to explain what are sometimes complex environmental processes, in a way that is simultaneously intuitive and captivating.

The SOS system was initially developed as a way to explore environmental data using new visualization techniques. When combined with the narration and supporting educational material, a well-crafted visualization provides a unique and powerful teaching tool. Over the past several years, NOAA has been using SOS to support educational initiatives, primarily in informal education venues, such as those found in science centers and museums.



**From June 1 to August 15, 2016**, an SOS system will be on display in the AgriLife Center and available for use by faculty and staff. The system can be reserved for use with classes, seminars, lectures and related activities. The AgriLife Center staff will have access to a list of almost 500 datasets that can be pulled up on the system for interactive use.