

FACULTY SENATE MEETING
Wednesday, April 25, 2012
Rio Grande B
2:30 PM

Tom Ingram, Faculty Senate Chair

Toni Sol, Chair-Elect

Joe Kongevick, Secretary

Douglas Klahr, Parliamentarian

Julie Alexander -- Library

Cheryl Anderson—Nursing

Robert Bing--Criminology/Crim Justice

Miriam Byrd--Philosophy & Humanities

Dan Cavanagh – Music

ThomasChrzanowski—Biology

Mark Cichock--Political Science

Norman Cobb – Social Work

Stephanie Cole -- History

Minerva Cordero-Epperson—Mathematics

Reni Courtney—Nursing

Tap Efendi—Accounting

Jennifer Fox--Student Congress

Sarah Frisof—Music

Chien-Pai Han -- Math

Desiree Henderson -- English

Brian Horton -- Communication

William Ickes -- Psychology

Seiji Ikeda--Art

Amy Israel-Pelletier -- MODL

Maria Martinez-Cosio -- SUPA

Anand Puppala -- CE

James Campbell Quick--Goolsby/Management

M.K. Raja – INSY/OPMA

BarbaraRaudonis--Nursing

Kevin Schuck – SAC Chair

Amy Tigner -- English

Jodi Tommerdahl – C&I

Lewis Wasserman--Educational Leadership

Matthew Wright--CSE

Robert Young--Sociology Anthropology

Call to Order 2:30 p.m.

Remarks by Faculty Senate Chair Ingram: Thank you all for being out this nice spring day. This is our last scheduled meeting for the spring semester.

Remarks by President Spaniolo: I want to invite everybody to attend a commencement if you can it's the first time we would have held commencement ceremonies in College Park Center and all of the ceremonies with the exception of Architecture will be in College Park Center for the first time. I am personally going to try to attend all of the commencements for the first time since I have been here. I think it will be a special experience I have heard from students who are excited about being at College Park Center for this ceremony and we are going to try to make it special. But I would appreciate those of you who do attend commencement send me your ideas, your reactions, your feedback because we want to learn from this initial experience and make it even better next year. Speaking of College Park Center, the remainder of that project, the residence hall, the retail, the university welcome center and the rest of the 750 more parking spaces will all be completed before classes start in the fall.

Remarks by Provost Elsenbaumer: Many people have been working extremely hard in the Provost's and president's offices on trying to make this graduation ceremony one that will be very, memorable for the students as well as faculty, visitors and guests. We are looking for any feedback that you might have that will help us make it even better in the future. Also I would like to mention about the spring faculty and associates meeting yesterday, thank you for showing up in support of our faculty who were being recognized for various awards. I thought it was quite an exceptional meeting.

Questions for President and Provost:

Q: Cavanagh--Music: I know everyone in my department is wondering any plans for Texas Hall?

A: President: We very much want to renovate Texas Hall. It is a very functional building that needs renovation, needs updating. As far as my priorities are it's right there at the top of the list of buildings that we would like to make more useful, more attractive and certainly can expect it.

Q: Horton – Communication: Is there any official kind of policy to going up for early tenure or from being discouraged about even attempting to go up early?

A: Provost: I will tell you that this is a topic of discussion that we had this past cycle probably more cases of early tenure decisions and I would say that as you might expect a good percentage of those individuals that probably weren't as prepared to pass to be approved tenure at an early stage. Typically we look for individuals that are going up for early decisions to be really, really outstanding at some very remarkable record. Otherwise we expect the faculty's on the tenure tract to take the tenure tract period to really mass a solid record of accomplishment. We haven't done the discussion that would lead to whether or not it is appropriate for faculty members. Unfortunately we think we are seeing or it is just our interpretation is that some individuals may be using this to opportunity approach as sort of testing the waters. That's really not what we want. It's at discussion stage and we want to see how it progresses in the future to see whether or not we do need a new direction in our policy.

Q: Courtney--Nursing: Dr. Elsenbaumer I have a question about tier one aspiration. We have a lot of conversations in our promotions and tenure committee as we review tenure tract faculty we have of course our criteria that we apply their performance to but the question is always for them is what really is the yard stick that is being used for them with tier one. It also has implications for tenured faculty in terms of how they are evaluated. How does one achieve fairness in judging performance knowing that we're not there yet.

A: Provost: I think your point is well taken. Just to frame perceptions and to frame how evaluations are done effectively I would say that when we look at individuals probably the most important thing to look at is their record progressing over time. The institution is changing so will expectations for tenure tract and faculty. As an institution is constantly trying to make itself effective over time means we are all constantly working at change. It also changes the perspective of how each and every one of our units and departments at the school and college level and that given how differential workload policy is much more evaluation control. And planning and management that goes on at the unit level to help workloads for individuals that it fits with this constantly changing environment, which we are creating constant change. Those are the two things that we look at in tier one institutions I think are essential and insure that this institution will continue to grow in the direction we expect it to.

Q: Klahr -- Architecture: It seems that the Professor Emeritus title is being awarded almost for longevity of service and not so much scholarship and there's a lot of discussion about the fact that it sends a message not just to us but to our alumni about our aspirations who gets emeritus and I just want to question whether or not we are grandfathering in people out of a courtesy but balancing that against the reputation of the institution because it is a lifelong appointment

A: Provost: We are a changing institution and I think many of these policies and procedures will have to evolve as well. As is usually the case there is always a little bit of lag behind policy change and how the institution I think these are the things we need to take a look at seriously but I think the discussion must first come from the units themselves. Start having those discussions and bringing them up in the colleges and so forth and bring them to your dean.

Q: Quick – Goolsby/Management: Is there any data on the number of tenure non tenure decisions for the spring and also the third year decisions?

A: Provost: I can't give you hard facts and figures but I will tell you that the number of individuals that aren't receiving tenure is typically low. It is probably in the ten or 15 percent range which isn't that different than most institutions. The number that were coming through seven years ago when I first started this we were doing 20 to 24 cases we are now doing 35-37 cases a year so the numbers that we are reviewing are larger but I would say the percentages are not changing.

Q: Quick – Goolsby/Management: Do we have a timetable for the vice president for research?

President: Soon.

Provost: I think we have a very competent capable individual in the interim position and so I think we are in pretty good hands for now. I know the process is moving along quickly I suspect the candidates will be coming to campus in the next month.

Q: Young – Sociology/Anthropology: Any additional end of the year funds for research, travel, and those sorts of things? And the second question is is there money for enhancing our computer equipment in classrooms.

A: Provost: Let me answer your second question first. I just had a conversation with President Spaniolo walking over here about making some requests for enhancing classroom technology, classroom equipment, as well as classroom facilities. The reason that is in order to benefit the students and benefit the students success much of the technology is available today if it were implemented in a broader scale across our campus would help a much larger fraction of our students be successful, succeed, enhance our retention and graduation rates. Regarding your first question--all the money is being directed toward the second question.

Q: Martinez-Cosio -- SUPA: Could you shed a little bit more light on how do you balance the flexibility of departments requirements versus the campus wide requirements.

A: Provost: What I think is very effective is for you, your colleges, schools, departments, programs to host a little meeting of your tenure tract faculty with university tenure promotion committee so Carolyn Cason and myself can come over and talk to you one-on-one. Hearing it directly from us I think is much more effective than trying to filter these messages three or four times. Let me offer that service.

We did at least two of these last year and I would tell you our tenure tract faculty members were extremely engaged. Linda Wilson is the one who actually schedules these for us, please contact her in our office, she will make it happen. The feedback I received from these meetings was extremely strong.

Q: Matthew Wright -- Computer Science Engineering: Can we get a quick update on the information security office?

A: President: Let me respond as much as I can. The director has resigned; we are doing a search for a new director. We have interim director at the moment and we are not stopping, the office is more than one person and it reports directly to our vice president of human resources. We are monitoring that very carefully, in fact, there is a presentation to the Council of Deans today on one aspect of information security. The process continues and there will be a transition that will take place, we hope to have a permanent director very soon and with as little disruption as possible.

Q: Ingram: Any updates on myedu, we have a meeting scheduled Monday.

A: Provost: Myedu is coming very soon.

Question: Is there any kind of information about The University of Jordan?

A: Provost: We signed an agreement with Hashemite University of Jordan turns out that we have a very large number of alumni in Jordan and in particular many of our alumnae are faculty members now at major universities in Jordan. One of them being Hashemite University has six of our alumni as faculty members many of them in civil engineering. We did sign a MOU that basically allows us now to engage in some very detailed discussion on exactly what kind of cooperation we might have with their institution. They do not have PhD programs they recognize that they need to have their students abroad PhDs come back to them and become faculty members. Opportunity to get a pipeline of PhD students

coming to UT Arlington from two major universities in Jordan Hashemite University and Jordan University of Science and Technology. We have tremendous opportunities here and hope it all works

A: President: Just to put this in a larger context as you all know, Dan Himarios our dean in college of business is assuming the new position as Vice Provost for International Engagement beginning this summer. This is really one of the things that he is going to be working on, identifying selective countries that we can become more involved based on the very positive experience we have had in China. Not that with the EMBA program and not that we are going to establish identical programs anywhere but we are looking for more opportunities to engage around the world.

President and Provost exit the meeting.

Chair Ingram: We have a quorum

Minutes accepted and passed

Chair Ingram Remarks: This is the last senate meeting of this academic year. We changed our by-laws so that we are following the academic calendar senators are elected for a two year term. You can serve up to three terms in a row without going off, once you go off your clock starts over. If your unit is electing new people for the fall we would appreciate as soon as that happens let Dr. Sol and I know so we can try to work with Connie in the Provost office and actually keep our membership about ninety-eight percent clean. Just again to remind you as of August 31 I will be stepping down as chair and Dr. Sol who is our chair-elect will be ascending to the throne so to speak. Also, I will be on for another year as past chair as our rules call for. Also want to say an extra special thanks to Dr. Dan Formanowicz who is currently the UT System FAC past president, he is also past chair of our senate. I can't even begin to tell you how many hours Dan has spent in Austin and working with the number of different UT System components. He did an excellent job there he stayed on the senate for us and has been certainly a counselor to me and tells me every time I screw up so you guys don't have to worry about it. In all seriousness, all the officers done a great job on the Exe committee especially the chairs for tenure and promotion, tenure and equity as well as equity those are not easy committees to get around everybody that served on it we really appreciate it. Hope you will be back for more.

Summary on some of the issues we are dealing with and will continue to deal with over the summer and should have a pretty full agenda in the fall in our first meeting as things go forward. As previously mentioned we have been asked to comment on a proposal on a change in the emeritus plan. So just to give you an update, what we generally see is to be a composite of the current tenure promotion process but also be sure to include more of an honorary title. We are proposing essentially that the deans and chairs not be in a direct line but will be allowed to comment. Hopefully that will keep the emeritus program in the hands of the faculty. The post tenure review now has been passed by the regents; now each campus is supposed to have a model plan how that is implemented on their campus. Dan will comment more on that in a few minutes. Faculty satisfaction survey, we are watching for that we are at a little bit of a loss on why that has not rolled out either. At any rate we are not letting it go and in fact I have been playing telephone tag with VP Jean Hood at HR so if I get some news I will email you before the end of the semester.

An open dissection ensued pertaining to the Faculty Satisfaction Survey information.

Young – Soci/Anth: Motion: That we request the results of the Faculty Satisfaction Survey be released prior to the end of this semester and the presentation be given on those results the first meeting of the fall semester to the Faculty Senate.

Ingram: The results need to be to the entire faculty, as well as the faculty senate?

The motion has been seconded

Additional discussion.

Formanowicz: I think there's two things here one is the motion that we are talking about I think that is a good thing the whereas has to do with if this is going to be done ever again in the future the senate be intimately involved in some way and I'm not making it as a motion but I think it is a different issue but it is part of the issue that is on the table right now. They did this, we never saw it before it went out or came out and I think there needs to be senate involvement in these sorts of things and I think that is a different issue but it is as important issue we wouldn't be where we are with this motion had that happened initially. I will point out that there was a presentation that was given that I don't know who was invited to it may have been the senate may have been the faculty I don' know Tom and I were there Toni was there on the results of this thing it was over at the student center it was a very gentle presentation I would argue poorly presented poorly analyzed benchmarked some general results inappropriately and I told them that. So there has been a presentation that folks were invited to I can tell you that they are going to fall back on that say we invited you and nobody came. Which is not necessarily the appropriate response I'm just telling you if they are going to come in here and give the presentation they gave that day then it is not worth giving. That is one thing I would tell you it was worthless it benchmarked us against Stanford and Harvard and all sorts of institutions that they should not have benchmarked us against--private institutions they had a list of twenty that they benchmarked us against and I asked the question are we being benchmarked against the major private institutions or could you tell me who was in that group and he said no and I asked a second question about that and he said yes there are some of those in there so we need to be careful what we want for them. We need the specific results that have been handled appropriately because they were not handled appropriately.

Motion passed.

Ingram: I will try to find out exactly what levels of data might be available. We will be still working over the summer on cleaning up our by-laws.

Meeting adjourned 4:12 p.m.