



Faculty Senate Minutes
9 September 2015

Senate Leadership in Attendance

Dan Cavanagh, Chair
Douglas Klahr, Secretary
Reni Courtney, Parliamentarian
Toni Sol, Past Chair
Tom Ingram, UT System FAC

Senators and Student Representatives in Attendance

Amanda Alexander	Art/Art History	Joseph Ignagni	Political Science
Siamak Ardekani	Engineering	Seokjin Jeong	Criminal Justice
Ivonne Audriac	Planning + Landscape Arch.	Theresa Jorgensen	Math
Donelle Barnes	Nursing	Susanna Khavul	Management
Miriam Byrd	Philosophy + Humanities	Don Liles	IMSC
Joe Chapa	Theatre Arts	Luca Maddalena	MAE
George Chave	Music	Emmalie Moe	Student Congress
Kay-Yut Chen	INSY/OPMA	Chris Morris	History
Thomas Chrzanowski	Biology	Mohan Pant	Curriculum + Inst.
Norman Cobb	Social Work	Yuan Peng	Science
David Coursey	Public Affairs	Kathleen Priester	MAE, SAC Rep.
Bill Crowder	Economics	D J Seo	Civil Engineering
D. Stefan Dancila	Mechanical Engineering	Jason Shelton	Liberal Arts
Kathy Daniel	Nursing	Johanna Smith	English
Ray Elliott	Modern Languages	Martha Walvoord	Music
Amir Farbin	Physics	Matthew Wright	CSE
Frank Foss	Chemistry/Biochemistry	Zhiyong Yang	Marketing
Tom Hall	Accounting	Suwon Yoon	Linguistics/TESOL
James Hardy	Education	Michael Young	Nursing

Call to Order: Dan Cavanagh
2:35 PM

Welcome from the Chair

- Welcome to new and continuing senators and guests. Opening remark about the reapportionment of senators as an ongoing matter, working with Maria Martinez-Cosio, due to changes in the college/school structure of the university.

Remarks from Provost Elsenbaumer

- The president is on a video conference with the Chancellor and apologizes for not being able to attend today's session. He wants to convey his thanks for a great start; we have a healthy enrollment. He also knows that there are teaching challenges due to a last-minute surge in enrollment, but it looks as though most departments are in good shape re instructional needs. Very few sections of classes were short and many were allowed to proceed forward due to either freshmen or seniors enrolled in these, in order to help students.
- **Update from the President regarding the budget:** it is new enrollment growth funding model. Significant funds have been pushed out to academic units this fall:
 - 4.7 million was allocated and awarded for merit this fall regarding faculty.
 - 750K additional funding to upgrade salaries for academic advisors.
 - One additional advisor for each college and school provided.
 - A total of 9 new advisor positions were provided, costing 372K including benefits.
 - Growth funding was 3.8 million as permanent budget increases in selected colleges and schools based on growth over the past 3 years from a 2010-11 base.
 - We now have a permanently funded center for African American studies that is doing extremely well, a 300K budget.
 - The president also provided additional 100K for faculty development leaves. The old budget was 100K, 10K for each member on leave. The new budget total of 200K means that we now can award as many as 20 per year.
 - The president also allocated additional 150K for faculty travel. It was 92-106K in the past, so now the extra 150K will help.
 - The new engineering science innovation building was awarded 70 million by the legislature this year. UT System is providing another 20M on top of that, therefore we currently have 90M. The total cost will be 125M, so we are looking for extra 35M from gifts and RFS (Revenue Finance System) money. UT System also is providing additional funding for renovation of the Life Sciences building, and those funds should be coming to us rather soon. We did not get a tuition revenue bond for that upgrade.
- **Campus safety**
 - The president is concerned about campus safety. There are increased activities regarding this:
 - There are additions to police force even though there was a 40% reduction in crime, Jan- Aug 2015 relative to same 2014 period.
 - In the last six months, six additional police officers have been hired and eight more are completing training right now and will be ready late fall or early spring.
 - We are looking at six more public safety officers being hired.
 - Through our facilities operation, we have added cameras around campus and invested more than 200K in last year alone regarding this. We also will be adding more.
 - New Mav park system: scans all license plates instead of stickers to give us a better idea of who is on campus and who should not be.
 - Campus carry: it passed the legislature last session. We are not permitted to provide any blanket statements regarding carrying a firearm across campus. The new policy will start in fall 2016. We are trying to provide a plan: how are we going to message it and address safety concerns and identify those areas on campus where we can make strong arguments about areas where individuals should not be permitted to carry concealed firearms. There are three members of the senate that will be on the committees addressing campus carry: Dan Cavanagh, Douglas Klahr and Tom Ingram.

Questions to the Provost

- **Cavanagh:** Regarding the parking data collected by scanning license plates, a concern is how long is it stored and who has access to the data, as well as how is it used. **Ron:** He will get back to the senate about this and will work with John Hall and the police department to find out about this.
- **Cavanagh:** There are rumors about the tuition assistance benefit to faculty and staff – is this going away? **Ron:** would be better to have Jean Hood talk about it, for there are nuances about the transition. As of August 27, we went through a transition: anyone who applied for tuition assistance for fall before August 27, should be covered on the plan, but no new applications will be accepted going forward. As for the reasons for this, it is best for the president to relay what he knows from system. It was a decision that came down from UT system. UT Arlington was an outlier in that we were one of very few campuses that had the tuition assistance benefit; most others did not have it.
- **Morris:** UT Dallas just announced a 100% tuition benefit program.
- **Coursey:** Regarding the three years for enrollment relative to what happened in 2010-11 concerning semester hours, what happens if a department had a large decrease but other had positives yet the college's enrollment trend is overall negative? **Ron:** It will hurt the college even if some departments are increasing in terms of enrollment. Each dean is given funds with the net growth or net loss in mind.
- **Coursey:** There is confused information about how online students count as resources. **Ron:** If you are generating semester credit hours on the books from online or in-seat students, those are counted in the growth model. What is not counted in the growth model are those programs that are funded differently from usual course funding, e.g., AP (Academic Partnerships). Therefore academic partnerships are different from the normal tuition funding model. Extension models also are different, and those don't count in the growth model as well, e.g., our executive MBA program in China.
- **Shelton:** Regarding campus carry, if students carry a firearm in class, what about during office hours? **Ron:** Yes they can. The understanding is that right now it is allowed everywhere on campus unless you have very specific and approved areas where it would not be permitted and those will be very special.
- **Dancila:** There is faculty concern re increased minimal enrollment requirements, especially in graduate level courses [10 student minimum for grad, 15 student minimum for undergrad]. There are heavier demands on instructors, who often are asked to teach as individual instruction students who were enrolled in a course that did not meet the minimum. There also is the issue of everyone getting their TA assignments and budgets late this fall. **Ron:** Every dean has provided a rationale why a class should or should not be continued. The only time classes were canceled was if alternate classes could be found. One example was one college that requested 10 classes be closed, even one with 18 students. If a class was around eight students in undergrad we asked department chairs to reclassify those as individual instructions for two reasons: one is that we have to report to UT system all of our short sections, and that is looked at, and the second thing is it is not cost-effective to pay someone to teach eight students at the undergrad level. However faculty members do get credit for teaching individualized instruction, albeit at a different rate. One example is a program with 60 masters' classes where there were only six that had less than twenty-five students. It therefore is a very small number, and there always is the option to make the argument that a class is important to run if a degree program is at stake. It all depends on how you justify the need. Regarding the late budget assignments, this was due to shifting to a different budget model.
- **Cavanagh:** Regarding the verbal communication of merit increase without any written notification – can you elaborate on this? **Ron:** There were uncertainties about reliability about the new People Soft system for last year some numbers were wrong in the letters versus what was put in the system: some people were paid double and then had to pay back. We want to avoid that this year. **Dan:** Are there plans to have some written record at some point regarding this? **Ron:** When we have confidence in the system, we will go back to written notification of merit increases.

- **Smith:** One chair said that she had no time to tell every faculty member her/his raise. **Ron:** It should not be a secret – everyone should be told about.
- **Chen:** Some seminars are capped at five. **Ron:** We ask that reasons be given for these special circumstance, e.g., perhaps no full-time instructor was available for that seminar. The 15/10 numbers are guidelines that they are providing.
- **Courtney:** Regarding the new growth model, is there an authoritative source for this? **Ron:** Kelly Davis developed it; it is a UTA internal process.

Departure of the Provost

Other Guests

- **Maria Cosio-Martinez:** Regarding Faculty Development Leaves (FDL), we encourage units to work on proposals, for we now have increased funding. We will be asking prior recipients to share their proposals. You need to have specific outcomes for these. The second thing is accreditation: I encourage you to look under “Forms” on the provost’s website to make certain that your credentials are up to par. Your degree has to match the learning outcomes for what you are teaching; we will have to respond to SACS questions about people teaching courses outside their credentials.
- **Dancila:** I’m not sure how to interpret this, for at Tier 1 universities, for instance, a physics PH.D. could be teaching aeronautics. **Maria:** we still need the match between the credentials, research, papers, and what you are teaching. **Sol:** You can rationalize why someone is teaching a course and provide justification.
- **Elliott:** Is it true that CIP codes will be matched with faculty members and their degrees? **Maria:** Other institutions do this. [**Klahr:** see <http://www.txhighereddata.org/Interactive/CIP/> for Classification of Instructional Programs (CIP) codes]
- **Nakia Pope:** I am also coordinator of QEP development, and we are at the beginning at the beginning stages of developing a theme. I hope to come back soon and give an update. There are two members of the senate on the QEP Development Team: Douglas Klahr and Frank Foss.

Departure of Maria Cosio-Martinez and Nakia Pope

Call for a quorum. A quorum is present.

Call for a motion for the April 2015 minutes to be approved. Motion made and seconded. Minutes approved.

New Business

- **Cavanagh:** Increased travel funding is due in part thanks to senators Crowder, Jorgensen and Farbin who met last spring regarding this. This came out of prioritizing some items in the strategic plan. We all sat in a room and made some recommendations, and the president and provost funded these proposals. The president would like the senate to possibly administer the funds for faculty travel.
- **Walvoord:** Will there any priority to faculty who do not have start-up funds? I heard from colleagues who have start-ups who are being restricted from applying for travel funds. **Dan:** the impetus was networking more outside UTA, so the initial thought is that it will be run like applying for research. I will find out about this.
- **Sol:** My department requires a faculty to use up her/his start-up fund before he or she enters the department pool, which contributes around \$400 toward travel.
- **Cavanagh gives gift of appreciate to Sol for her years of senate leadership. Hearty applause throughout the chamber.**

- **Cavanagh:** Remember to communicate to your department what we discuss here. We are not allowed to access the faculty email list to send out senate minutes and therefore dependent upon senators to relay information.
- **Sol:** Regarding FAC (Faculty Advisory Council), one of the regents is interested in post-tenure review and wants to link up annual review with comprehensive review and have a model chart with model numbers. There is concern from faculty regarding scoring professors.
- **Ingram:** This is similar to A+M's proposed system of several years ago as to whether you are profitable as a professor or not. The reality is that once a regent requests a report and gets two more votes in agreement with this, the report goes forward.
- **Sol:** The chancellor is to come out with a leadership plan and have a brick mortar leadership institute that will focus upon leadership at all levels. It was also suggested to him to have some peer-to-peer aspect. The IP (intellectual property) process was made more industry-friendly. Some changes were made that were not previously in the policy such as student intellectual property along with some changes such as Sec. 11.5 on the reimbursement of licensing costs (previously 50/50) to encompass a wider spread 30-50 (inventor)/50-70 (institution/system). This would take into consideration team inventions and accommodate multiple creators (Team Science).
- **Hall:** The Special Committee got all the data that it requested from the administration, receiving it early (May 1 instead of June 1). We are still analyzing data and hope to have a report by early next spring.
- **Cavanagh:** The Special Committee is doing excellent work, for they are looking into how SFS (Student Feedback Surveys) actually correlate with student learning. The provost and president are behind this as well.
- **Wright:** There was a room allocation this summer. The president and provost walked through the Engineering Research Building and found lots of empty offices. Without notifying deans or faculty, they had the locks changed on some offices, especially those held by adjuncts and GTAs, although one full-time lecturer was locked out as well. Eventually there was a good amount of communication regarding this, and meetings were held, but given the way this was handled, people found it alarming: it was a good anti-example of shared governance. I would like to work with people in the senate who are interested in this, and also would be interested in having the senate issue a statement about this.
- **Cavanagh:** The senate can only act as a body, not as individuals. A senator can bring up a resolution and that can be voted upon by the senate.
- **Ingram:** Elections for secretary will now be held. The only name submitted to the Nominating Committee was Theresa Jorgensen. Are there nominations from the floor? [No nominations forthcoming. Motion to close nominations made and seconded. Jorgensen approved by acclamation] Elections for parliamentarian will now be held. The only name submitted to the Nominating Committee was Ray Elliott. Are there nominations from the floor? [No nominations forthcoming. Motion to close nominations made and seconded. Elliott approved by acclamation]
- **Cavanagh:** Regarding FDL committee members, the senate appoints 4 of 7 faculty members. Jorgensen has one more year on her term. In order to have a good balance, we need three more from amongst social work, education, business and nursing. Any self-nominations? [Jim Hardy education, Barnes from nursing]. I will contact business and social work regarding those people.
- **Cavanagh:** I will be charging committees with some things after they are formed. We would like to have a faculty survey run by the faculty senate and not run by a consulting firm. We want broad representation from constituents: if we get the data ourselves, then we get to keep it. I would really like to know what faculty issues are, so this will give us a pretty good picture of the state of the faculty.
- **Introduction of Emily Moe as the new Student Congress President**
- **Coursey:** Regarding online programs, there are lots of issues. We need to have a temporary committee for these issues, to get a state of where we are and the issue of the growth model and how students will count. **Dan:** the Budget Liaison Committee is you should sign up.

- **Cavanagh:** Since David Silva left, who sat on the university T+P committee, that seat is now gone. The president is looking into who the third voting member should be on that committee. The chair of the senate and the VP of HR are non-voting members. The president suggested that the senate chair become a voting member, but there may be a conflict of interest in my opinion. We suggested two alternatives: have the chairs of the Academy of Distinguished Teachers and the Academy of Distinguished Scholars serve as voting members. Whatever the solution, this would be just for this year, for we will be rethinking the entire committee over course of the year. The president thinks it should be an all-faculty committee. Another suggestion is to appoint Tom as past past chair. I will let senate know, for I have a meeting with president tomorrow.
- **Young:** There is a steadily increasing percentage of tenure denials – will the meeting tomorrow address that? **Dan:** I will be happy to share the email about this that I sent to the president. For anything official coming from the senate regarding concern about this trend, a senator needs to make a motion regarding this as in a resolution that then would be voted upon by the senate.
- **Ingram:** The President’s Advisory Board addressed it last spring got less than a satisfactory explanation. Address the numbers regarding tenure denials very carefully: it is better to address the criteria and how those were communicated, for talking about the numbers doesn’t get us very far.
- **Cavanagh:** The president wants to rewrite the HOP regarding tenure policy from scratch. We will see what that means. Shelby Boseman (University Attorney) has indicated that the HOP committee will be meeting regularly this year, so this may be an opportunity to have better clarity regarding tenure and promotion.
- **Audirac:** What is the rationale for this overhaul? **Dan:** I’m not certain, but perhaps it is connected with the thought that people denied tenure were denied due to unwritten criteria coming into consideration.
- **Morris:** What is the relationship between unit guidelines and university guidelines? Has this been discussed? E.g., books being not as important as peer-reviewed journals. **Sol:** That never came up once. They do look closely at external letters, however. Other things did come up, such as trajectories regarding teaching. The administration said that unit guidelines have to be better.
- **Cavanagh:** Please select someone from your unit to be a representation at the President’s Advisory Board, which meets with him and the provost the week before senate sessions. Once we adjourn, please also sign up for senate committees.
- **Ingram:** It is important to note that if you sit on the PAB, you are representing your entire unit.

Meeting adjourned at 4:14

Submitted by Douglas Klahr 12 September 2015

Approved by the Faculty Senate 07 October 2015