



**Faculty Senate Minutes**

February 10, 2016

**Senate Leadership in Attendance**

Dan Cavanagh, Chair  
Theresa Jorgensen, Secretary  
Ray Elliot, Parliamentarian  
Toni Sol, Past Chair  
Tom Ingram, UT System FAC

**Senators and Student Representatives in Attendance**

John Adams	Finance/Real Estate	Tom Hall	Accounting
Amanda Alexander	Art/Art History	Desiree Henderson	English
Siamak Ardekani	Engineering	Seokjin Jeong	Criminology & Crim Just
Donald Butler	Engineering	Peter Lehman	Social Work
Miriam Byrd	Phil/Huma	Don Liles	IMSC
George Chave	Music	Chris Morris	History
Kay-Yut Chen	INSY/OPMA	Kytai Nguyen	Engineering
M. Roner	Biology	Mohan Pant	Curriculum + Inst.
David Coursey	Public Affairs	Yuan Peng	Psychology
D. Stefan Dancila	Mechanical Engineering	Amy Tigner	English
Kathy Daniel	Nursing	Martha Walvoord	Music
Chris Ding	CSE	Arne Winguth	EES
George Gintole	Architecture	Naoko Witzel	TESOL/Linguistics

**Guest in attendance:**

Linda Johnsrud, Interim Provost  
Maria Martinez-Cosio, Assistant Vice-Provost for Faculty Development  
Nakia Pope, Director, Center for Teaching and Learning Excellence

**Call to Order: Dan Cavanagh**

2:33 PM

Welcome from the Chair

- Three Shorthorn reporters in attendance.

#### Remarks from Interim Provost Johnsrud

- President is at Board of Regents meeting, defending tuition proposal. We can hope it is entertained. Will not make decision today. Making it a system approach. Chancellor is supportive of proposal. Our proposal is well grounded in what people on campus believe we need.
- I came in August in charge of strategic partnerships, for implementation of strategic plan. Asked to serve as interim provost. First thing I did was strategic hiring proposals. We scooped money across all the units (salary savings, instructional reserve). Reallocated it to hire faculty aligned with strategic plan. Every one of those 50 hires needs to be stellar. Needs to fit the strategic plan and needs to be the best person possible. The money was taken from all across the institution so we have an even higher responsibility to do well with that money.
- We are now Carnegie R1. Will allow us to hire the caliber of people we need to hire. I will be very busy with hiring these 50 people this spring. Priority. I can't imagine that we will be able to hire all 50 this spring. We hope to have another round of hiring if we can. I am concerned about the infrastructure. Next round we might look at, instead of faculty, hiring staff to support research. We have grown so fast that we have outgrown our support.
- I came to Texas as an academic affairs associate vice chancellor to address student success. That is my passion. We need access plus – we need to ensure student success. This is very important to me. I pay attention to enrollment but I am equally concerned about retention and graduation.
- 70% of Texas college grads have community college credits on their transcripts. Transfer UT (transfer friendly institution.) Work with our two year feeders. We need to get our faculty together with feeder faculty. Two year faculty want their students to succeed at 4 year institution. My office will address issues with transfer.
- One more project. I am a data geek. Not touchy-feely person. Haven't looked much at non-cognitive aspects of student success. I have come to decide that especially for transfer students, some of resilience, grit, mental toughness need to be addressed. Resilience can be taught. We are launching a train the trainer program to train them in resilience training so they can pass it along to students. Kickoff February 19. Cautiously optimistic that it will make a difference. More than half of our students leave us.

#### Questions to the Provost

- **Senator:** Some Student Scholars have been missing a lot of class for activities. Faculty is concerned about that. Can we explore this? **Linda:** This sits with Kim Van Noort in Univ. College. We have these subsets of students for whom we sometimes build in too much to retain them – can get in way of academics. Academic success comes first.
- **Senator:** Parking permit process for requesting visitor permits. Very bogged down. Broken. Can you grease the wheels on this. **Linda:** Will look into.
- **Senator:** For people who come on campus often (not employees), they are sometimes required to purchase full pass. Industry partners. Gets in way of student and research success.
- **Senator:** Received ticket for car that I don't own and never owned. Interim director of parking now. It is in flux.
- **Senator:** Faculty can't park Starbucks lot.
- **Senator:** I also got a ticket for car that is not mine. There is hiccup in system
- **Senator:** They issue citation based on partial match of address. They use incomplete information. They have access to a tool that is too big for them.

- **Senator:** Old rule – no tires could touch line. Gave tickets out for this. Then assoc provost called parking and said you can't treat faculty like this. They are maybe shifting too far toward money generating. One call from provosts office and tickets were removed.
- **Senator:** Perhaps need to adjust position of that office within the university. This should be a service – it should not be a prestige position
- **Senator:** What will happen to parking lost in F10 lost in building of SEIR? **Linda:** Will look into.
- **Senator:** CAPPA - do they need a college T&P committee?
- **Senator:** There may not be people going up for tenure but there will be hiring for people at assoc or full level.
- **Senator:** We still have school within college, so by HOP we are tangled up.
- **Senator:** HOP committee needs to look at to clarify.
- **Senator:** On budget proposals that deans are submitting next week (2016-17), is the money for hiring for next year or the following year. **Linda:** We are asking deans to take stock of all. Unless there is new money that comes in from the state, new positions can only be based on growth model. If college has grown, you get permanent dollars that you can use to hire. If you had a hiring plan, it would be for searching next year, people starting in 2017 fall.
- **Senator:** Chair counseled faculty in an email against working on weekend because of safety issues. **Linda:** Other universities were hit at same time. I had not heard anything about this, but I will look into it. That is not good.
- **Senator:** My lab was broken into during the holidays. Our administrative assistant's office was broken into as well.
- **Linda:** It is not clear to me who puts out such announcements. This did not come from me. I would hate to think we can't feel safe working on the weekends.
- **Senator:** I think it was just a caution from chair to be aware if you are only one in the building.
- **Senator:** Will academic advisors in units be eligible to take the positive psychology initiative? **Linda:** Give names to Maria. The training is long. Full week. We can train up to 90 people in our contract.
- **Senator:** Is focus on undergraduate grit or across board? **Linda:** Undergrad – but personally I would like to share it with all. It is powerful stuff. I would like to see it permeate out.
- **Senator:** With respect to hiring of tenure track faculty. They are defining body of university. Hiring has been scant in tenure track stream. How can we grow out of funds that are scooped up? Shouldn't funds be dedicated from system to hiring new TT? Meanwhile we have retirements, people moving away. We have no search. Somewhere there is a disconnect. There should be resources allocated toward our growth. We are growing. **Linda:** There are no funds coming from university system. Legislature allocated no dollars to emerging research universities. In the strategic hiring plan this fall, 15 positions were allocated to Engineering. UTARI was given hires – they were presented as associated with mechanical and aerospace engineering.
- **Senator:** Cost effectiveness of hiring full professor vs assistant professor level **Linda:** Vast majority of 50 hires are at asst. level.
- **Chair:** If you have other concerns, email me and we will get back with Provost. Move on to full agenda.

Provost departed.

Call for a quorum. A quorum is present.

- **Chair:** Entertain motion regarding minutes.
- **Secretary:** Will make minutes more concise and resubmit.

- **Chair:** Updates w.r.t. university committee for T&P for this year. It will be current interim provost, V.P. for research (has tenure as full prof.) and past provost (Elsenbaumer). It wasn't done in the way we suggested, but it is made up of the people we suggested. Helps with memory in provost position.
- **Chair:** Academic freedom committee is the core of a working group that is proposing draft language for how the university committee will be made up next year. Will have language shortly. Please get it to you faculty for their input. Will need to have it approved next meeting. Other changes have been put on hold, but will be addressed. Draft is looking like a faculty committee representing each college. Further details will be sent in draft. Will get vetted by senate academic freedom committee and presented to complete senate for a vote, so that is has some real review from us representing our colleagues. Draft within two weeks.
- **Senator:** Do we want a more formal feedback process or is it up to individual senators to bring it to their faculty as they wish?
- **Chair:** We don't want you to forget about this. You must solicit faculty feedback on this. We want to make sure everyone has input. Make it a priority.
- **Senator:** Take it to your department, ask your faculty to email comments to you, then send digest to Dan.
- **Chair:** I have been communicating with President and Provost on this and don't feel as though we are far apart.
- **Chair:** Timeline. Approve by March 23rd. I will submit to HOP committee which I am on. President has to sign off on any HOP change.
- **Chair:** Some departments send out requests for external letters for T&P now. We need to discuss the idea about candidates getting redacted (by Provost's office) external letters. President has put out idea that candidates should get their files at some point. The HOP is murky on this. There is language about "to the extent allowed by law". I have offered to write language for Provost. Feedback?
- **Senator:** Perception of those writing letters. We need to let them know this may be happening. If they feel their identity may be known, they may write it differently or even refuse to write letter. We probably want to err on the side of making sure we get the best information from the letter writer. There are also open record rules that allow the candidate to eventually get that info.
- **Senator:** Other systems do this (UCal) and they get people to evaluate their people.
- **Senator:** Is this fairly widespread? Is there is higher percentage of people being unwilling to write in those systems?
- **Chair:** I think this is going to happen whether we like it or not. However I do want to know how all feel about it.
- **Senator:** Process of being open forces the reviewer to stick to facts that are defensible as opposed to opinion. This is important and there is merit.
- **Senator:** When would the letters be made available in the process?
- **Chair:** Unclear. Maybe after the college or university committee.
- **Senator:** Might depend on level (assoc -> full) might need info early in process if they choose to pull their application. Assist -> assoc need to go forward anyway, so can get info later.
- **Chair:** President would like entire dossier including committee write-ups made available to candidate. I think there is a movement in academia to be more open in this process. We have argued for transparency in this process before.
- **Senator:** I support openness. I support revealing redacted form of dossier immediately after department level because faculty should have opportunity to rebut factual elements of letters.
- **Senator:** Advantage of the open system is that you (even assistant) can have knowledge early on to act (perhaps apply for new job.)
- **Chair:** Show of hands is fairly weighted toward providing letters.
- **Senator:** We need language now for sending out requests for letters. (Possibility that redacted letters may be provided to candidate.) We attack the other issues later.

- **Chair:** Discussed having uniform letter that goes out from every department. We need to take ambiguity out of dept. chairs' hands. I would like to provide that to make it fair for everybody.
- **Senator:** Principles: open, transparent, accountable, and fact based.
- **Senator:** Moving beyond theoretical, what does the president envision individual faculty doing with this information?
- **Senator:** Mentoring and feedback should come way before tenure decision.
- **Senator:** At the level of the university committee, there is quite a bit of discussion that goes on that is great info but it never gets back to candidate.
- **Chair:** We will continue this discussion at next Faculty Senate meeting. This is a big issues and big change for us.
- **Senator:** Check with colleagues at other universities to see how their university T&P committees are made.
- **Chair:** We awarded 18 travel grants through Senate. Next deadline is in April on Faculty Senate page.
- **Senator:** T&P in college of engineering – tenuring high level administrator – what is process?
- **Chair:** Very vague – three different ways in my time as Faculty Senate.
- **Chair:** HOP committee has been going very well. Amendments are being proposed correctly.
- **Chair:** Elections for chair elect of senate. Will happen in April meeting. You get a load release and summer stipend.
- **Chair:** Committee on Rules and Elections is working on apportionment. You will need to be aware of this for April senator elections. Heads-up.
- **FAC Council Report:** Shared governance best practices will be disseminated. Standing committee to work with UT System on issues – core curriculum, dual credit. Group formed to look at how to support existing faculty on getting grants across system. How to link up with Chancellor's quantum leap initiative.
- **Senator:** Go to UT System website on Quantum Leap so that you can use that language every time you can.
- TCOF meeting is later in month

### Committee reports

- **Chair:** Charging equity and ethics committee to look at faculty appeals process involving sexual grievances. There is a process now, but it is much more thorough for students than faculty. Now there isn't a faculty hearing panel. Look into whether we want to suggest a change.
- **Academic Freedom and Tenure:** We are hoping for as much faculty input as possible. We are rewriting the HOP language about T&P. We want this to be faculty governance – we need wide input from across the university even if it is “we've read the plan, we like the plan.” We are trying to create a model that is faculty run and faculty led. Send questions to me. We do hope to take up other issues. We want this done for next cycle, but we are aware there are other important things to consider.
- Operating Procedures Not charged
- **Budget liaison:** Growth model – still don't have AP and summer rates in growth model. Suggest someone in your college (associate dean) run those models themselves. There have been university wide errors. Those numbers are used for your positions. You need to independently verify those numbers. They are making errors. Feel free to contact me about how to do this.
- **Academic and student liaison:** Tasked with investigating process by which student plagiarism and academic dishonesty are handled. 2 changes suggested. One cosmetic – better directions on form that faculty fill out so that we are better equipped. We are also asking that faculty have option of appealing (currently only students have option to appeal). Will need to change language in the HOP.
- **Senator:** We need to make recommendation that there is faculty input on these processes.

- **Senator:** What is role of that office? Do they tell me that the student didn't cheat? The report I submit is to make sure it is on record.
- **IT IS:** Discussing making several software packages available more broadly. Mathematica is now made available for students for their personal computers. More cost effective.
- **Special committee on SFS:** Draft is close to being done. Expect it before next meeting.

#### **Old business**

- **Chair:** Email chair a copy of departmental T&P guidelines ASAP. Even if they say "see college guidelines." It is my opinion that these documents need to be public. Some faculty don't know their guidelines. I will keep hounding you until I have them.
- **Senator:** Needs to be process to make sure information is only changed in one place
- **Chair:** Emeritus nominations. Retirement needs to be done by time their nomination is considered by regents (so by the end of this spring retirement will be fine). Appointed past chairs of Faculty Senate to serve on this committee.
- **Senator:** Process for this has changed. It now needs to go through department T&P committee.
- **Senator:** Compliance training. Moved to new platform on Blackboard. May have experienced thinking you had done your compliance and then not being able to log into email. Cascade of problems. This new practice of cutting people off from email as form of punishment. Very inefficient. Also will these technical glitches affect faculty long-run (raises, etc.)? Can we ask Jennifer Chapman to answer to questions about this?
- **Chair:** New role of chair of Faculty Senate will serve on committee about this (Compliance ethics). I think it was a technical issue and I think they understand.
- **Senator:** I was cut off from my email. They populated something in the middle. Didn't go well.
- **Senator:** College of Education is interested in an update on the Center for Distance Education. Some faculty teaching online courses are lacking information and guidance. They don't know where to go if they have to ask something about course development or other types of help. Do we know name of person directing Center now?
- **Chair:** We brought this up to Provost at Presidential Advisory Board. She said someone should be in charge.
- **Senator:** There is a new university committee for mostly that – degree programs that are mostly online. Meets next week. Reps from nursing, social work.
- **Chair:** I asked President and Provost to present us with organization chart so we know who to contact on certain issues.
- **Senator:** Will there be a search for Provost?
- **Chair:** President said there will be a search, though not right away.
- **Chair:** Searches below dean level are encouraged to meet Rooney Rule (dean and above are required)

**Adjourn 4:16**

**Submitted March 11, 2016**

**Theresa Jorgensen**

**Secretary**