



Faculty Senate

The Forum for Professors at UTA

"An Elected Legislative and Deliberative Faculty Body Whose Primary Purpose is to Represent UT Arlington Faculty"

Faculty Senate Minutes
MINUTES - September 6, 2017

Senate Leadership in Attendance

- Tom Ingram, FAC
- Theresa Jorgensen, Secretary
- David Coursey, Chair
- Ray Elliott, Parliamentarian
- Dan Cavanagh, Past Chair

Senators and Student Representatives in Attendance

John Adams	Finance and Real Estate	Heather Jacobson	Sociology & Anthropology
Amanda Alexander	Art/Art History	Seokjin Jeong	Criminology & Crim. Just.
Donelle Barnes	Nursing	Kayunta Johnson-Winters	Chem & Biochem
Brad Bell	ARCH	Don Liles	Ind. Manu. & Syst. Eng.
Keith Burgess-Jackson	Philosophy/Humanities	Chris Morris	History
Bill Carroll	CSE	Taner Ozdil	PALA
George Chave	Music	Yuan Peng	Psychology
Norman Cobb	Social Work	Alejandro Rodriguez	PAD
Reni Courtney	Nursing	Mike Roner	Biology
Bill Crowder	Economics	Joseph Sabbagh	Linguistics/TESOL
D. Stefan Dancila	Mechanical Engineering	DJ Seo	Civil Engineering
Kathy Daniel	Nursing	Maria Trache	ELPS
Kaushik De	Physics	Martha Walvoord	Music
Venkat Devarajan	Electrical Engineering	Zhiyong Yang	Marketing
Jackie Fay	English		

Guests in attendance:

- Toni Sol, Vice Provost for Faculty Affairs
- Maria Cosio-Martinez

Press:

- John Hong - Shorthorn reporter

1. Call to Order 2:36 pm
2. Welcome
3. Identification of press members and visitors
4. President Karbhari was not present (Provost Lim will join later in meeting)
5. Announcements from the Provost (Sol)
 - Total new faculty 75: 34 Tenure Track, 31 Non Tenure Track. 41 approved new hires for 2018
 - Take back thanks to your faculty for their compassion for students. Almost 4000 AO (Accelerated Online) students are in Houston. Many of them need accommodations to complete their courses due to hurricane and flooding. We are working on solutions for them. We may create another section and give them a week later closing date.
 - **Senator:** It needs to be solved – five week courses are in their fifth week.
 - **Senator:** Do students need to request accommodation? **Sol:** Yes – you need to take that info back to your department. You need to document contact with students who have requested accommodations. To protect you and the student. Send the name to Heather Snow in Student Affairs. She is collecting all of these names.
 - Financial aid issues to attend to for them. About 100 students applied for emergency funds. Up to \$500. Also in Student Affairs.
 - If you have National Guard called up, it is their responsibility to share their orders with you.
 - Fall Faculty Associates meeting October 5 at 4pm. Honor emeritus. Drinks and food to be served in Rio Grande ballroom.
 - Please convey to your faculty that the emeritus process is a serious one. It's a promotion. Have your departments take it seriously.
 - **Cosio-Martinez:** Workload – UT system has a workload measurement that doesn't actually relate very well to our actual workloads. There is a System Taskforce to design more flexible regulations. Currently is in feedback period.
 - **Cavanagh:** UT System FAC has been active in there. We need to make sure there is faculty voice in the process.
 - **Coursey:** This is a 3 page proposed Regents Rule, to give campuses more flexibility in how they define workload. There is nothing in there that stipulates how much anything counts.

- **Cavanagh:** Historically we have been duplicating our reporting to the System and to the THECB. Now it will be the same. It turns out the UT System is the only one in the state that interpreted the law like we did. Updating the policy will match how all other systems interpreted the law.
- FAC will write model HOP policy for workload.
- **Sol:** When will FAC have that?
- **Cavanagh:** We'd like to have it ready to go when the Regents Rule is approved (November)

6. Quorum call – there is a quorum

7. Reports

a) Chair/Post Chair

- Not much has changed since spring. The T&P policy that we hashed out last spring is now in the HOP, approved by the president a few days before the new semester.
- For new senators, please note how important your role is. (Described how role of the senate came into play in the T&P modification process.)
- System projects – I am chair-elect of System FAC (Cavanagh). One of my initiatives is centered around NTT faculty. UT System is 2nd largest system in country (behind CA). We are able to change the course of academia on some things. We think how we treat our colleagues need to be thought about.
- Physician burnout conference at MD Anderson this fall.
- We still have two voting members at the system FAC (Tom Ingram and Coursey).
- Should be getting emails from President's office about breakfast with the president.

b) Committee reports

i. Budget Liaison Bill Carroll

- Proposal for faculty advisory committee on university budget. This is very needed. It is my understanding that the proposal for this committee got stuck and maybe is in danger of falling through the crack. To keep this going, we met over the summer. We still strongly support this idea and recommend it be a priority on the senate this year.
- A related thing, last year we had recommended that the central administration come to the senate and give a fairly detailed

presentation on the status of the university budget. I recommend we try to do that again, but in early fall.

- **Cavanagh:** We have spoken to the pres. He has a differing view on that than us. We are meeting with him tomorrow and that is on our agenda.
- **Coursey:** That committee (Budget Liaison) is supposed to advise provost and president (in senate bylaws).
- **Cavanagh:** Anybody who is interested about academic budgeting – contact me – I have a powerpoint from a conference AAUP that I went to last year.
- **Coursey:** I am giving a workshop on the Growth Model and working understanding on where your money comes from.

8. Old Business

None

9. New Business

a) Need to elect new TCoFS (Texas Council of Faculty Senates) rep.

- We send two people to that – one is elected. We have a nominee – Martha Walvoord. (Plus for TCoFS from Toni). Meets two times each year. Travel is paid by Senate budget.
- Kay Winters-Johnson self-nominated.
- Crowder: Moved to close nominations. Morris seconded. Motion passed.
- Vote on TCoFS representative: Waalvord was elected

b) **Cosio-Martinez:** Faculty Development Leave committee – 7 faculty meet (due early December) twice to finalize who we recommend to be fund. Typically we get 10 slots to be funded. We rank them and send them forward to the president and provost and they decide who to fund. We need one rep, ideally from CAPP, Business, Education, or Social Work.

c) Committee assignments

- PAB had strategic planning meeting this year to charge specific committees with tasks. Initial charges. Coursey reviewed all committees and their charges.
- Senators from each college signed up for their requested standing committees.

10. Provost Lim arrived at 4:01

- I see opportunity on this campus. We are well positioned in the DFW metroplex. That is one of the reasons I came here. So many chances to make a difference. I have spent a great deal of time learning about the people in this university.

- I am trying to get a collective sense of what you all want. I view the provost's office as a service organization. We are here to make your life (and students' lives) easier. Value added – research, teaching, service, development. Toni gave you our focus. I will take questions to see what is in your mind.
- **Senator:** We all received an email from your office about recordings of our lectures being sold online. Can your office provide guidance to faculty community for how we should address this in our classes? Academic dishonesty? **Lim:** Ongoing saga. Bozeman will contact the company and tell them they are not allowed to do that. My understanding is that students are allowed to record the lecture, but they cannot make it available to commercial enterprise. It surprised me. Maybe difference between movie theater and public institution of university. My understanding is that it similar to taking class notes. Shelby is going to contact the company. I want to see how this plays out. Perhaps some of our faculty permitted this. I think it is okay to tell students they cannot record unless they have written permission from you. You are in charge of the classroom.
- **Coursey:** Perhaps Bozeman should come in and talk to us, then perhaps we can work on a policy to propose.
- **Senator:** Is there a plan to address diversifying the faculty at UTA? In some areas it is an acute problem. Gap between our student body and our faculty diversity. There doesn't appear to be a process in place where that can be brought in as an important factor in hiring. **Lim:** Yes, we want to diversify the faculty. Want them to mimic student body as much as possible. In engineering we typically have problems attracting female and minority candidates. Each search committee submits candidate list to Eddie Freeman in HR who must approve the diversity of the list.
- **Sol:** We used to have a targeted opportunity hire program that went around the typical hiring process.
- **Lim:** When I was dean of engineering, every monthly meeting I had with my provost, she asked me why I didn't hire a diverse pool of candidates. It is a partnership. Your search committee has to be committed to that. It starts there. We need to change the game plan to change the process. If I can find a qualified female or minority, I don't need ad, don't need interview. You still have to have money for the position. We created a pool of positions. We sent out ad, have quality female and minorities come give a presentation, they do an exit interview with me. Then I offer the person a job, right there. After switching that mode, in the last three years before I left, we hired 41 faculty, 40% were female or minority.
- Here, I am trying to survey the landscape. For this year's hiring, we will look at search committee pools and try to ensure they are diverse enough. If doesn't work the old way, they we need to propose a different procedure.

- The process for approving hires here is interesting. We have 41 positions approved. I just followed along with the existing process. But 41 positions is just a drop in the bucket for a university this size. I need to figure out the budget, the institutional reserve, so that we can hire more TT faculty. We are hiring too many NTT faculty. Institutionally, if we keep doing that, we are going to rob from TT faculty. We need to work together and change the mindset.
- **Senator:** Sometimes, diversification of the hiring in faculty can conflict with the growth model, or conflict with the strategic plan.
- **Lim :** All is more difficult when there are not enough hires.
- **Senator:** We got an email today that said our graduate students will no longer be supported through STEM tuition after 3 years. This is a big problem for our program. This is counterproductive to our goal of becoming Tier 1. We have to be able to pay our students to recruit them. UTD is paying 100% of STEM tuition. Also UNT. That is competition and is an issue. Please address this. **Lim:** Where did this come from?
- **Senator:** It came from our department chair via dean and confirmed by Dimos.
- **Lim:** I have no direct control over this policy since it is in Office of Graduate Studies. I am trying to guess what Duane and his office are thinking of. I am thinking that they are wanting to encourage cost-sharing, to have faculty write funding into their grants. We need to get together and figure out how to support students to support them to get it done.
- **Cavanagh:** This brings up a bigger picture, from before you came. We are in favor of, if this came out of VPR office, this should really have faculty input. Encouragement to increase shared governance. The more we involve everyone in these decisions early on, the better. **Lim:** I agree
- **Senator:** Structure of student body leans toward masters (at least in engineering.) This affects faculty hiring. 2) census on Monday. Trying to boost student numbers. Flat fee starts at 11 credit hours. To meet full time is 9 hours. Foreign students will sign up for 9 hours but refuse to take more because it needs to come out of their pocket. **Lim:** Flat fee – full time grad students should be at 12 credit hours and undergrad at 15 credit hours. We don't want to give perception of increasing credit hours or increasing tuition.
- **Senator:** I hope you will investigate the AP/AO model which operates under completely different business model – consider when you are hiring faculty. Second, Harvey crisis – it was so challenging when we received emails from all levels saying “be flexible.” We needed fast action in five week courses. We need university to evaluate crisis management process. Business and industry have models we can learn from. WE are still not where we need to be. **Lim:** Your college has been leader

in dealing with students in this situation. No precedent. There have been many meetings.



- 4:40 adjourned.
- Senator: How many were consistent with university committee recommendation?
Sol: I can't tell you that. There were many mixed votes at all levels.
- Senator: Can you speak to how the university committee functioned?
Sol: It went very well. They found it to be a rewarding committee to serve on. Lots of discussion. They weighed things. They didn't necessarily agree with the votes below them. Process was quicker than expected. The reason why the decision is so late is that the provost originally allotted too much time for the decision to be made, and then things got backed up because other things got scheduled and pushed back the process.
Chair: We were all surprised by how little time it took for the university committee.
- Senator: This is the second year the process has taken too much time for the decisions. Makes the final decision have a negative taste.
Sol: It should go smoother next year. President is meeting with committee next week to debrief on process.
- Chair: I brought up the lateness of the notifications to the president.
Sol: This was not on the president. It was on the provost. He thought deliberations would take longer, so he booked himself for other things in the interim.

11. Questions and Conversation with Jeff Nyland

- Information Technology Review presentation. Provided visuals of how foundation building, current projects, and proposed projects fit within the IT offerings that they provide to the institution. They aim to be university support, not just administrative support.
- IT has implemented governance process. Involves every organization around campus. Setting the future for IT services for the institution. Members have been very active. There is representation from Faculty Senate on each of the committees.
- Survey came out by email today related to technologies used for teaching. Please complete so we can get inventory of all the technologies.
- Discussion with senators included issues of Scholarship system, common data dictionary for UTA organization, availability of Lynda.com for students, need for internet boosters in some buildings (University Hall in particular), departmental websites, getting IT help during evening class hours.

12. Quorum Call

13. Minutes from March meeting were approved by acclamation

14. Elections for Secretary and Parliamentarian

- Jorgensen elected Secretary (unopposed)
- Ray Elliot elected Parliamentarian (unopposed)

15. Reports

a) Chair report (Cavanagh)

- Please double check your terms. I will forward what I have in a spreadsheet to the entire section. You can only hold three consecutive terms. Make sure your department does their elections.
 - It has been an honor to work with you all these past two years. Thank you for all your support and intelligent discussion. Thank you for backing me, especially with regard what we did 18 months ago. The university T&P committee made a big difference.
 - Chair Elect Coursey presented gavel to Dan
 - May 19 UT System Shared Governance Campus visit. There will be a chance for the Senate to come and have a chance to talk with vice chancellor Cuculo.
 - Recognize Tom Ingram who has served on the UT System FAC for years. This has been a great service to the university.
 - Health affairs committee is doing a nationwide conference on physician burnout late September at MD Anderson. There is talk of this going into the nurse practitioner side. How do we integrate our academic campuses with nursing program into this initiative?
 - Dual credit initiative. Now there is a statewide initiative between System, A&M system, THECB, community college system. Investigating quality of dual credit system.
 - Work group on online education. Surveying System as a whole, then will go from there. Coursey is on that.
 - Work load task force, being presented at Regents meeting in two weeks. The idea is that it will be much easier for campuses to be more flexible with how they report workload. They will be more locally defined. We are one of the campuses that will benefit by this rule change.
 - Coursey: Language will still stay minimum 18 SCH, but campuses will be able to decide how to substitute for those.
- System – academic affairs committee is looking at NTT faculty and what their roles should be in the system. This dovetails with work we have been doing. Title changes went through Regents. Representation is an ongoing issue of discussion. Career ladders, inviting their input.

- b) TCOFS no report
- c) Committee Reports
 - i. Academic Freedom and Tenure (Walvoord)
 - o Updated language was sent out. Thank you for the emails that helped capture the spirit of the discussion in our last meeting and also made the language better.
 - o Page 10. Redacted letters will be made available to candidate after they submit dossier, but before department or college report is finalized. Also added language about candidates being able to withdraw submission if they are only going up for promotion.
 - o Chair: I have been briefing the president on this as we move through this process. President would not approve sharing letters before the dossier submission. Do I have permission to tweak this language in small negotiations with president to ensure this gets passed into the HOP this spring. Any objections to that?
 - o Senator: In the current template on the Provost's website, it requests information below the signature line. This is the template that ACTP chairs are sending out. According to the HOP, we don't have to use this template.
 - o Discussion about how to handle information provided in letters above and below signature line. o Motion (Peng) to accept the amendments to language from committee. Second (Morris). Motion passes.
 - ii. Budget Liaison Committee
 - o Chair: Budget involvement proposal. President might not be interested in committee at university level. He is concerned about consistency. It seems to him it could be more effective implementing
 - o this at the college level in the actual creation of the budgets (faculty involvement in budget process at college level.)
 - o Vigorous discussion about where faculty input should be in the budgeting process. Department level/college level/university level

16. Adjourn 4:41

Submitted August, 2017

Theresa Jorgensen, Secretary