



Faculty Senate Minutes

November 1, 2017

Senate Leadership in Attendance

Tom Ingram, FAC
Theresa Jorgensen, Secretary
David Coursey, Chair
Ray Elliott, Parliamentarian

Senators and Student Representatives in Attendance

John Adams	Finance and Real Estate	Heather Jacobson	Sociology & Anthropology
Revenor Baker	INSY/OPMA	Seokjin Jeong	Criminology & Cr. Justice
George Benson	Management	Kayunta Johnson-Winters	Chem & Biochem
Keith Burgess-Jackson	Philosophy/Humanities	Don Liles	Ind. Manu. & Syst. Eng.
Bill Carroll	CSE	Luca Maddalena	Mechanical Engineering
George Chave	Music	Chris Morris	History
Norman Cobb	Social Work	Taner Ozdil	PALA
Gregory Cook	Art/Art History	Alejandro Rodriguez	PAD
Reni Courtney	Nursing	Mike Roner	Biology
D. Stefan Dancila	Mechanical Engineering	Joseph Sabbagh	Linguistics/TESOL
Kathy Daniel	Nursing	Mary Schira	Nursing
Kaushik De	Physics	Peggy Semingson	C&I
Venkat Devarajan	Electrical Engineering	DJ Seo	Civil Engineering
Jackie Fay	English	Martha Walvoord	Music
Katie Gosa	Student Government	Zhiyong Yang	Marketing
Manfred Huber	CSE		

Guests in attendance:

Vistasp Karbari, President
Teik Lim, Provost
Maria Cosio-Martinez
Duane Dimos, VPR
Amy Osborn
Margaret Jackymack, SAC

Press:

Photographer – Alex Price
Reporter – John Hoag

1. Call to Order 2:32 pm
2. Welcome
3. Identification of press members and visitors
4. President Karbhari comments:
 - Halfway through semester, no burning questions on my desk, so thank you. Homecoming is coming up. Please participate in street parade and party and attend basketball games (both men's and women's.) Large number of alums will be in attendance. Students would love to see you there.
 - In process of putting together tuition proposal. We have a proposal committee led by Katie Gosa with students, faculty, and community members. Going through different proposals and options and will give their recommendations to me in a few weeks. After it comes to me, I look at it and then we send a final proposal to system. At February Regents board meeting, we find out if it is approved or not.
 - You are likely to see discussion in press in December in terms of increases. We are amongst the lowest tuition in the groups among which we compete. Because of our low and flat tuition, we are deficient in some services, and we would like to improve those with tuition/fee increase.
 - Taskforce looking at teaching effectiveness broadly, arose out of Faculty Senate study on Student Feedback Survey (SFS). We will go forward in two simultaneous directions 1) look at survey itself, and 2) look at ways to evaluate teaching in other ways. Taskforce has lots of faculty, few administrators. We want broad input. As we think about modifying the SFS, we need to find other methodologies so that we neither disadvantage our faculty or our students. We connect evaluation with what we mean by teaching effectiveness.
 - There were no questions for President Karbhari. He departed at 2:40.
5. Provost Lim comments:
 - Part of tuition proposal focus is on student success. The system says whatever you put on the table must work toward making students more successful.
 - I head up taskforce on student success. What can we do both short term and long term to improve student success? We want to impact DFW rates on first year courses that freshmen take (math, history).
 - Ashley Purgason is forming subcommittees of this taskforce to work on student success. We want to impact 4 and 6 year graduation rates.
 - How to run this institution? Academic affairs needs funding to operate. We are the main generator of this institution. I want to make sure we get our fair share of the funding to make sure we are as productive as possible. We are where most of the revenue is generated. We are hiring 8 academic resource planning directors to work with deans and me to chart out for every college what you need to do to be able to

sustain your operation to have funding to provide high quality curriculum to make sure students are successful. Some colleges have five year plans, some don't. Each college may focus on different elements of uniqueness and strength, in order to generate the revenue you need to operate.

- This is not a spy I am placing in your college. This person is a member of your college, not a member of the provost's office.
- I am the chief academic officer. I am your advocate. How do we get from 40 to 100 tenure track hires each year? The planning directors will help with that process. Toni and Maria are working with your chairs to resist hiring NTT members. The more money you put in there, the less money you have for TT hires. Our (junky) data shows number of faculty has stayed constant. But NTT has grown, while TT is shrinking. Overall growth in number of students is far outpacing growth of faculty. We the growth of instructional capability needs to keep up with student growth. Also the proportion of NTT to TT faculty needs to be better balanced.
- **Senator:** WRT student success, the 4 and 6 year graduate rates are measured at institutions in which students may not work full time. I propose we develop alternate measures to evaluate student success. **Provost:** I agree with you, the measure does not work for our demographic of students. Unfortunately the system uses the 4 and 6 year rates. We are trying to educate the system that there are other metrics that can better evaluate our unique group of students. (About 20% of our students are full time first time students.) **Chair:** The chancellor's affinity group on student success report is due in late November. They will report additional metrics to evaluate student success.
- **Senator:** You mentioned about our hiring. What are factors preventing us from getting to the hiring numbers of TT faculty? **Provost:** Money. I am a newbie, so I am figuring out where the money is. Second, the first month of my position here, many proposals for NTT hires came across my table and I asked my assistant what to do with them. Historically, all were approved. We need to stop this. We need to resist hiring NTT faculty. The money we need is in IR (Institutional Reserve). This system is not going to hire 100. That is why we are hiring the college level CFO folks to determine how to generate more money. If a faculty member leaves, hire an adjunct to fill the gap for a semester.
- **Senator:** We have a growing number of adjuncts to fill in for retired faculty. But we never get TT hires. You have already identified History as one of the places where freshmen students are not doing well, and part of the reason is that we use so many adjuncts. **Provost:** It spirals.
- **Senator:** What % of budget does academic affairs get? **Provost:** \$750 million total, we get \$150-200 million. I am learning where the money is flowing.

- **Senator:** Back to graduation rates. Our biggest degree in the catalog is a 4.5 year degree. How do they count? **Provost:** I think that would be counted as 6 year in that case. **Senator:** So we are hurting the 4 year graduation rate as we grow.
 - **Senator:** It would be useful for us to be able to see a breakdown of the budget. 20 years ago in Faculty Senate one of the first thing we would see is budget. Then we can provide feedback about how to increase that money for hiring TT faculty growth. **Chair:** Kelly Davis has family emergency so she cannot be here until November 29 meeting. **Provost:** I agree with you. Kelly Davis will give presentation on budget.
 - **Senator:** How do you define the success of the colleges. It seems that the framework is set up so that some colleges can't be successful. Say more about how success is quantified. And then an opportunity for colleges to speak back that. **Provost:** I look at college success in two buckets. One type (that we don't have) – Service college. You are successful when you provide good service to other colleges. Other type is traditional – reputation, faculty want to come to college, students want to come to college, etc. If you contact 10 experts in liberal arts, and they say your college has a high reputation, they you have achieved success in my mind.
 - **Senator:** Growth model is a positive feedback model. It needs to be remedied. **Provost:** I agree. I wrote white paper before I left Cincinnati.
 - **Senator:** Hires go to colleges that have done well and have needs. How do you define doing well? **Provost:** Partly growth model, partly research. Kind of non-quantitative. I am challenging the model. We have to evolve the model.
 - Provost departed at 3:15.
6. Quorum is present.
7. Chair report
- 3 of our VPs are due for period review, Hall, Hood, and Davis. If you are interested in serving on the review committee (or someone from your department), let me know.
 - Workload – the BOR will vote on new workload policy next week. FAC has passed a series of guidelines that will then be passed along to universities to develop their own policies. One of the major proposals (other than getting rid of 18 credit thing) is that the plans would have to be approved by system.
8. Duane Dimos VPR comments on graduate student tuition funding
- First time talking to faculty senate. Here to talk about changes we have made to how we support Ph.D. students.
 - 2 years ago, I was asked to serve as dean of graduate studies. It became my job to manage how to support graduate students. I quickly came to understand from Kelly Davis that the money needed to execute the program with EGTA etc. was costing the university over a \$1 million over the budget. Also how do we get to a point where there is a more shared responsibility between what the upper administration and the departments provide as support to the graduate students?

- I called together a taskforce (some faculty, mostly administration) to talk about what we could do to move the needle. One of the things we did not want to do was overly shock the system.
- Spring 2016 Charter for the task force: various types of appointments at UTA to support students working on Ph.D.s These needed to be looked at and reevaluated. (Graduate Students Appointment Task Force). They looked at the appointment programs, etc.
- Outcomes drafted by GTA Task Force – Goal- continue to have a program that provides support within our resources to enable strong Ph.D. programs and shift responsibility for funding larger chunk of Ph.D. students with research funding.
- Recommendations: Revamp EGTA program to be more in line with GTA appointment for stipends, tuition support. No more EGTA offers going forward. Minimum level of support would be provided by administration.
- New GTAs would only be for doctoral students.
- External grants are expected. New GTAs should be supported on grants for half or so of their career.
- All GTAs will have a 50% teaching assignment and must be instructor of record.
- Flexibility for academic units.
- Ph.D. students will receive 9 hours of tuition assistance per long semester. All COS and College of Engineering students will receive 6 hours in the summer.
- Cap on GTAs for faculty who do not bring in research grants. Preference to students who work for faculty who bring in strong research grants. Reward to these faculty.
- New policy (once administration got these recommendations): DDA Dean's Doctoral Assistantship for Teaching Assistants
- 3 year term limit for Ph.D. teaching assistants in CAPP (at request of their previous dean), Engineering, Nursing, Science
- 5 year term limit for Ph.D. teaching assistants in Business, Education, Liberal Arts, Social Work
- Tuition benefit: flat rate + EDT(per SCH) – statutory tuition(per SCH)
- Requirement: be enrolled full time.
- (EGTA is grandfathered in. This impacts all new offers this year fall 2017.) (Average student will pay less than \$1000 for full time.)
- DDA program effectively is equivalent to the support level (per year) for students under the current STEM GTA program.
- PhD student funded by grants must have tuition support comparable to GTAs per federal requirements.
- **Senator:** This is a centralized model for distributing teaching assistants. Positives and negatives. Within the department, this becomes a game of musical chairs. Sometimes I don't know who will be my TA 2 weeks into my semester. That's what it looks like from grass roots. **Dimos:** All that is happening within the college.

- **Senator:** There is a built in assumption that any person can be a TA for any subject. That is not the case. As long as student perceives that money comes from somewhere else other than their advisor. Accountability. Continuity. TA need comes from course being taught. The faculty teaching the course needs to have a qualified TA with a good working relationship. If the funding for the TA were allocated to the faculty, then the faculty would allocate it to an appropriate student and it would mesh accountability and link teaching and research. **Dimos:** I appreciate that idea. (Discussed other parts of the dynamic.) The process starts with allocation at college level for number of TAs, then to departments for number of TAs.
- **Senator:** LSAMP students. How does this funding affect them? **Dimos:** That is a completely separate program.
- **Senator:** Supporting masters students? We did with EGTA? Can we still? **Dimos:** No. We need to use our precious resources for doctoral students.
- **Senator:** Some programs do not have doctoral students.
- **Senator:** We are seeing enrollment going up, and we are reducing our GTAs. It appears to be counterintuitive use. I am supposed to recruit good students from around the world. I have a moral issue – can I bring in students with the risk that they might not be funded after 3 years. **Dimos:** I completely empathize with what you have said. I don't think this is an unusual situation across universities. We have a little bit of flexibility. This isn't meant to leave any students high and dry. Dealing with this in a budget sense – one way is to contract the number of doctoral students we are bringing in. We didn't want to do this. It was the alternative.
- **Senator:** This 3 year limitation is associated to a student, rather than to a project. Some areas cannot be funded. So I will need to (fake) rotate students through projects. **Dimos:** I hear you. Expectation for the education of Ph.D. students at university is a shared responsibility between administration and the colleges, departments, and faculty. There is a reasonable expectation that the administration is responsible for 60%.
- **Senator:** Comment: I had a GTA student guaranteed 5 years. I got a grant for him for one year. Once I switched him to grant from EGTA, he wouldn't be let back in. You helped and gave me a quick answer and grandfathered him in.
- **Senator:** In nursing, our Ph.D. students in nursing only take 6 credits to be full time.
- **Senator:** No longer GRA or EGTA support for masters degrees? **Dimos:** Correct.
- **Dimos:** Number of dynamics. Students should understand that much of the responsibility on them to move through their program relies upon them quickly getting involved in research with a faculty member.
- **Senator:** What will happen to student after 3 years if no more funding? **Dimos:** We need to bring in students to an environment where we have grant funding to

support students. We have no history of dropping students out of the university. We are going to try to work with you all to try to help students be successful.

- VPR Dimos departed at 4:06.

9. Chair report continued

- Budget process. President's preference is to use Budget Liaison committee for having faculty involvement. As senators, I need you to check with your dean to find out what they are doing in regards to faculty involvement in the budgeting process. How will the deans form that committee to give input into the budget process? As a default, this can be the senators from your committee.
- **Senator:** I do not believe the deans should form that committee. The faculty should form that committee. Let's call these the budget advisory committee, formed by faculty, to review and advise the dean, we might have more consistency.
- **Senator:** I don't see how us as senators can make the deans do anything.
- **Chair:** This will be a learning process for both deans and us. We need to communicate with each other (across senators) how these committees are being formed.
- **Senator:** We need to stress transparency and understanding.
- **Senator:** Has the president tasked the deans with forming these committees? **Chair:** I think the faculty senate is to give some guidance about how to do this.
- **Chair:** Next step after the advisory committees that advise the deans, then copies of the proposals would go to budget liaison committee, then we would have representation from faculty at the hearings when the deans present to the president. After the president and his committee decide what to fund (no faculty input here), the resulting report goes back to budget liaison committee. Then a reflection and projection process.
- We are in a year transition right now. We can work on that process this year.
- **Senator:** At the strategic level, at the allocation level, that is where we need at least one member at that final executive decision. It is important for transparency, accountability. I read the president's email on this. He would prefer to have the past Faculty Senate chair at the dean's hearings. I see a problem with that. We need more representation than that.
- **Senator:** To be honest, I feel pretty good about this, from the standpoint that the president has agreed with most of what we (the Budget Liaison Committee) have proposed. The provost hit the nail on the head when he said the academic affairs component of the university is underfunded. We need someone at the strategic level to see where the other money is going. There is a long history of tension between academic affairs and the other parts of the university for chunks of the budget.

- **Senator:** The point of developing these committees is transparency? **Chair:** Yes, and for shared governance. Our valuable input needs to be accounted for at all levels of budgeting. We are advisory at all levels.

10. Reports

- a) Operating Procedures - Johnson-Winters: Meeting on November 8 to update Bylaws documents.
 - b) Student liaison – Courtney: Meeting today
 - c) Tech – Dancila: Working with OIT
 - d) Special projects – Seo: Met last week about HOP and faculty titles. Will meet with you about questions.
- **Senator:** In our unit some of our full-time NTT faculty were worried that they would be let go. The president and provost clarified that no one is losing their job.

11. Adjourned at 4:27.

Submitted November 21, 2017

Theresa Jorgensen, Secretary