



**Faculty Senate Minutes**

February 7, 2018

**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	Penny Ingram	English
Revenor Baker	INSY/OPMA	Heather Jacobson	Sociology & Anthropology
Donelle Barnes	Nursing	Kayunta Johnson-Winters	Chem & Biochem
George Benson	Management	Paul Krawietz	Kinesiology
Bill Carroll	CSE	Don Liles	Ind. Manu. & Syst. Eng.
George Chave	Music	Chris Morris	History
Norman Cobb	Social Work	Taner Ozdil	PALA
Gregory Cook	Art/Art History	Alejandro Rodriguez	PAD
D. Stefan Dancila	Mechanical Engineering	Mike Roner	Biology
Kathy Daniel	Nursing	Joseph Sabbagh	Linguistics/TESOL
Kaushik De	Physics	Mary Schira	Nursing
Venkat Devarajan	EE	Peggy Semingson	C&I
Maie Fan	EES	Maria Trache	ELPS
Jackie Fay	English	Martha Walvoord	Music
Katie Gosa	Student Government	Ziyong Yang	Marketing
Manfred Huber	CSE		

**Guests in attendance:**

Maria Cosio-Martinez  
Toni Sol  
Ana Milian  
Jocelyn Krismer  
Margaret Jackymack SAC  
President Karbhari  
Provost Lim

1. Call to Order 2:30 pm
2. Welcome and introduction of President Karbhari

3. Motion to go into executive session (Morris, moved Dancila seconded). Entered executive session at 2:31 pm.
4. Returned to open session at 3:01 pm.
5. Provost: Open for questions
  - **Senator:** Can you please describe the process that lead to the UNIV 1131 course and the perceived directives that have gone out to incorporate this course into all degree plans?
  - **Provost:** Process for UNIV 1131 course implementation. Most of faculty are not aware of the issues in the first year courses. This is an opportunity to revamp the first year courses to involve all the faculty. President wants a required one credit course, but doesn't want to increase time for students to graduation. My input is to the council of deans. They were to go to their faculty and get feedback. This is not really mandated. You on the curriculum committee will have the opportunity to choose this course to engage students in uniform way. 50% of the time your dean or chair will assign faculty member to work with the students. We will try to put students in learning communities. Student Success Taskforce came up with all kinds of ideas. This is a good platform to test out these ideas. MAVS1000 is being shut down. (But some colleges are not doing the 1 credit course.) Look to your deans for details of the syllabus. We are looking to you to design it, the details particular to your college.
  - **Provost:** University College is being renamed to Division of Student Success – will have new Associate Vice Provost. For now, Liz Hannabas is working with us to implement this. One credit hour, mandatory, graded, cannot increase credit hour in your curriculum, put them in learning communities.
  - **Cavanagh:** I am on that task force. I want to offer that if you have any thoughts or suggestions, please email me. The robust data that we have on student success shows there is a big difference between grading vs not grading a course like this.
  - **Provost:** Learning communities helps a lot. They can really help time to graduation.
  - **Senator:** Do we have robust data on FIGS?
  - **Provost:** FIG students do much better than MAVS1000 students. Connect students to colleges and departments. We will have learning communities even for the undeclared.
  - **Senator:** I have been a FIG instructor for 5 years. You can do whatever you want. I always make sure the students are talking amongst themselves. I also try to introduce as many departments as possible.
  - **Provost:** Reports shows we don't do a good job at connecting with students. I suggested we have faculty be professional advisors (contacts) of students. We can try this within this course.

- **Sol:** Go back to your department and ask for ideas about what this might look for. This is one thing private schools do very well.
- **Chair:** Chancellors Affinity Group Final Report came up with three pillars of student success – belonging, advising, and finance. Have your faculty browse this (the executive summary.)
- **Chair:** The number one thing I have learned in Senate is that problems occur because of lack of communication. I really appreciate that you are having direct communication with chairs and directors.
- **Sol:** We have lots of faculty that are first generation. We could have faculty identify themselves as such (sign on door, or pin on clothes).
- **Senator:** Over break, there were course caps that were raised and wait lists that were cleared without communication with faculty or departments. Will this happen again?
- **Provost:** I hope it will not happen in the future. This is my first cycle of planning for the semester and implementing. We should have better communicated what we are trying to do. The president asked that students who want a class, get a class. He is concerned that students who are waitlisted are impatient and just go to community college. There was talk about which classes should be increased. The deans knew. But they did not necessarily communicate this to chairs. This is unique to me that we are still talking about registration and enrollment in the two weeks before class starts. We need to start the communication earlier. I am telling deans and chairs that they need to look at their waitlists and make sure that students who need the class, get the class. We don't want scrambling at the last minute.
- **Senator:** The dean did not know. It's not possible for the departments to fulfill this, we don't have the resources. We foresee the demand and put it in our hiring requests, but those are not fulfilled. So we cannot staff these classes.
- **Senator:** The idea of multi year contracts for NTT faculty? Will there be a push for that? I would like to advocate for that.
- **Provost:** The conversation is continuing, but right now the president is not comfortable with the multi year contract.
- **Chair:** One of the issues from the financial side is that colleges are not good at estimating their revenue flow, so they aren't comfortable planning for multi year contracts.
- **Provost:** These are all problems that won't be solved overnight. Where I came from, I am used to seeing 5 years into the horizon. As a dean, I was always looking at the next year, my associate deans were working on this year. I was able to predict next year's enrollment to within 10 students. I did it with tracking scholarships. We need to get better at forecasting. Forecast, and then react. First piece is academic resource planner for each college. They can pull data and

understand it. Need consistent definition of data. The growth model is complicated because there are so many exceptions to the SCH calculations. All things should be in the growth model – the adjustments should come in the money, not in the SCH.

- **Senator:** So we are embarking on unlimited growth? Do we have a target?
- **Provost:** Strategic planning. We are not making wholesale changes to our plan, but we are looking at what we are doing well, and where we need to work. Put more attention to the things that aren't going well. We have numbers we are targeting in this process of different type of students (on campus, online, professional development) (Maybe 50,000, 50,000, 100,000) Growth that we can sustain.
- **Senator:** Can you address disparities in the university. COLA is left in state of perpetual debt to the university. How can each unit be adjusted to affect more accurately our contributions?
- **Provost:** What is it that we want to be when we grow up? What constitutes a university and how to sustain it? We need a COLA. We need College of Engineering. Not every college is a money making proposition, but you bring value to the university. In the old days, COLA was a cash cow. Now it is not. All liberal arts are declining in enrollment. We need to keep the whole university healthy. I don't think we will ever shut down COLA completely.
- **Provost:** We are figuring out where is the base funding. We are looking into zero base budgeting model. Kelly is receptive. She is trying it with smaller non-academic units within the university. Currently our model is incremental model. Companies use zero base budgeting model. We need to keep in mind what are the essential units that we must have, and we will provide base funding no matter what. Music is expensive because it is usually one on one, customized. Each undergrad music student is like a Ph.D. student in Engineering. I want to hear your ideas. We need to be very specific about needs and challenges. It can't just be we don't have enough faculty.
- **Provost:** I am bringing consultants from EAB to help us think about how to make our colleges more sustainable. EAB is a consulting company which provides data services to universities. It is free because we are members of EAB.
- **Chair:** More and more students are bringing in transfer hours and bringing in AP and dual credit is really impacting COLA.
- **Provost:** In my former life, when we bring in 1000 engineering students, I give the numbers to our COLA and COS, so they can plan. We don't have that same effect here because we have so many transfer students.
- **Provost:** We should be at 7000 first time full time freshman (double current enrollment.)

- **Provost:** Let's look at your curriculum and morph it into something that students want. Increase your majors.
  - **Senator:** On that note, one of the areas that our students in history would like are areas that we can't offer them because our faculty have left and we can't replace them because enrollment is going down.....
  - **Provost:** When you come to the hiring committee, that might change. When you have faculty leave, the money gets swept back to President to dole out. The deans have already submitted their hiring plans. Before it gets to president, Duane and I are pre looking at the list and prioritizing to advocate to the president.
  - **Provost:** President can provide start up money, so you have money for two years to hire faculty to teach course, then when enrollment increases, you will get permanent increase in growth funds.
  - **Senator:** Strategic plan, four goals. Those goals stack the deck against liberal arts, so that the students who want to major in history are those who have rejected the STEM education emphasized in the strategic goals. I teach environmental history and sustainability. I get many students from architecture and biology. The history students want to study Tudor England, but we don't have anyone to teach that.
  - **Provost:** The state of Texas focuses on STEM (not STEAM). The 60 by 30 initiative is very STEM focused. It's not even STEM, it's all EEEEEEEEE.
  - **Provost:** Your program has to decide how are you going to continue to sustain yourself? Maybe you teach a course to architects and biologists so that you can support your other history programs. Make money in one hand to support other endeavors.
  - **Provost:** We have about 50 study abroad students each year. It is an incredibly small number for such a large institution. How do we fund study abroad? It will always be a money losing element. We need to engage with global institutes. E.g. in Hong Kong, gives out free ride scholarships to study abroad for two months (they have a metric in which they count international students, so they make this investment.)
  - **Provost:** We are looking for Vice Provost for International Affairs.
  - **Provost:** The ranking of a university depends on four colleges, Arts and Sciences, Engineering, Business, Medicine. These drive the ranking of the university.
6. Provost departed at 3:54.
7. Jocelyn Krismer -Digital Measures (DM) implementation update presentation
- This is a replacement for Mentis. Aims to eliminate manual data collection. DM is a central repository. Our goal is to have all faculty in and using it by the end of this semester. The president is not messing around.
  - **Senator:** I see how this will help administration. How will this help me?

- **Krismer:** You can do your annual review reports instantly. You can create custom cvs, custom biosketches for submitting a grant. It already has an NIH biosketch form in it. If your data is up to date, you can just print that report instantly.
  - dmproject@uta.edu, www.uta.edu/digital-measures
8. Chair update
- Scholarships issue. Scholarships went out without approval at department level. Memo went out to deans this week to ensure that funds are spent down. Please be sure that we are responsive to this, so that the same situation does not happen.
  - Need two people to work on consensual relationships committee: Schira and Cobb
  - Charge two committees with tasks: operating procedures look at HOP-250, what constitutes administrative units, and Equity and Ethics committee to monitor the process for the workload policy process.
  - **Sol:** Emeritus – due March 23 to Coursey (4 week process once it starts). Need an actual letter of support (not just an email.)
  - **Chair:** Assigning emeritus to special projects committee
  - **Sol:** Emailed deans that college elections to university committees in late March/April, including University T&P committee. Deans asking/working with departments on workload (can contact Cavanagh or Coursey with questions.)
9. Holding off on committee reports.
10. Textbook Affordability – Katie Gosa
- I am asking you for help on this. The sooner that you get your book selections to the bookstore, the sooner they can negotiate lower prices. Also consider the adoption of open educational resources. There are concerns from faculty about the quality, but in a meta analysis of courses using OER, students do better in courses that use OER. I have resources for how to find and get engaged with OER. March 5-8 the library has open hours in which a librarian will help you find OER resources for your courses. Also, you can get a \$1000 grant through UTA Cares to adopt OER resources for your course.
11. Faculty senate travel – raise from \$500 to \$1000? Do every year, rolling applications?  
Can we delegate this to PAC to decide?
12. Adjourned at 4:35 pm.

**Submitted February 26, 2018**

**Theresa Jorgensen, Secretary**