Faculty Senate Minutes
March 7, 2018

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	Penny Ingram	English
Brad Bell	Architecture	Heather Jacobson	Sociology & Anthropology
Keith Burgess-Jackson	Philosophy	Kayunta Johnson-Winters	Chem & Biochem
Bill Carroll	CSE	Paul Krawietz	Kinesiology
George Chave	Music	Don Liles	Ind. Manu. & Syst. Eng.
Rene Courtney	Nursing	Chris Morris	History
D. Stefan Dancila	Mechanical Engineering	Alejandro Rodriguez	PAD
Kathy Daniel	Nursing	Mike Roner	Biology
Venkat Devarajan	EE	Joseph Sabbagh	Linguistics/TESOL
Maiie Fan	EES	Mary Schira	Nursing
Jackie Fay	English	Peggy Semingson	C&I
Katie Gosa (substitute)	Student Government	Maria Trache	ELPS
Tom Hall	Accounting	Ziyong Yang	Marketing
Manfred Huber	CSE		

Guests in attendance:
Maria Cosio-Martinez
Toni Sol
President Karbhari
Provost Lim
Margaret Jackymack

1. Call to Order 2:32 pm
2. Welcome
3. Comments by Provost Lim
   - **Provost Lim:** Student success – teleconference with UT System. They are pushing initiative for student success. Emphasizing faculty engagement. Each UT System

Provost is asked to engage faculty more for ideas about how to improve faculty engagement, so that students have success and graduate on time.

- Yesterday UCC met and UNIV 1131 was passed.
- Questions about workload are stilling coming back to me. I feel as though there is confusion about the exercise. Purpose, how, and what will be the end product.
- **Senator:** We gathered our faculty and provided strong input and have yet to hear back from admin. How firm is March 13 date? We would like to see results from our college.
- **Sol:** Talk to your dean.

4. President arrived at 2:38
   - **President Karbhari:** This allows us to document what our faculty are really doing. In our previous set up for workload, we were underreporting what our faculty were doing. There weren't categories to report everything. The legislature thought we did little. Instead of putting together a kluge and figuring out how to define workload for all the different types of faculty, we are using this process to make sure our workload policy reflects the differences between the disciplines/colleges/departments to define the flexibility from one faculty member to another.
   - **Senator:** The first part is a metric.
   - **President:** The challenge with the previous metric was that it didn't allow for capturing all activities.
   - **Senator:** Because workloads are set right up to the start of a semester, what often happens is that the actual workload ends up exceeding what is documented. (Cited personal experience)
   - **President:** Suggestion: challenge – we tend to plan in single year or single semester increments. We need to have averaging across years for flexibility.
   - **Senator:** March 17 is when colleges have to have their policies. University committee has a month to put these together. My suggestion is to have a plan for colleges to disperse their plans to faculty before they are submitted.
   - **President:** It might be worthwhile to do this simultaneously. If there is a big discrepancy between what colleges submit and what the faculty expected, then we have a way to handle it.
   - **Sol:** University will take input from units.
   - **Senator:** Contingent faculty. In COLA it went top down. For the contingent faculty, they ended up having more teaching and their flexibility was taken away. Are we interested in extending flexibility to the contingent faculty?
   - **Sol:** 5/5 with no service or 4/4 with service
   - **President:** Personal opinion – we tend to hire lecturers and then we put many other things on their plate. We shouldn't do that. We tend to overload and mix responsibilities. We need to look at this. What are the roles of each of the major

titles? We are doing a lot of mix and match rather than sticking with the functions for which we originally hired them.

- **Senator:** Process of aggregating policies – determining common denominator as policies move up.
- **President:** Let's play it out and see what lasts. We do need a certain amount of uniformity across the university. There will be some variances, but they can't be huge (akin to tenure and promotion policies.)
- **Senator:** How final is the March 17 deadline? Our draft paragraph was a short paragraph, we haven't discussed it. We were told we would develop the real guidelines later.
- **President:** We have to make progress. There are some departments in some colleges who have decided they are not doing it now. The pressure will come when the university puts forth the draft university guidelines. Likely there will be a process for feedback for those guidelines.
- **Senator:** When do you anticipate these will become operational?
- **President:** Not this fall, to the best of my knowledge (System's decision).
- **Senator:** Status of opportunity hiring?
- **President:** We are not doing any as far as separate hires for opportunity hires. Every search that is done needs to have a deep and diverse pool. We should aim to have a faculty and staff that reflects our student body. We are not putting aside special positions. We have to make sure the positions we hire are the best possible candidates. But in order to do that, we need to do work to make sure we get the best pool. Sometimes that means looking for candidates even when you aren't hiring.
- President and Provost departed at 3:05

5. Quorum is present.
6. Three sets of minutes from November 1, 2017, November 29, 2017, and February 7, 2018 were approved by acclimation.
7. Comments from Toni Sol, Vice Provost for Faculty Affairs
    - Update on Tenure &Promotion: President has files right now. He is meeting with Provost March 20. Shouldn't be much later than that.
    - We have call out for leadership academy. It has been a great success thus far. You can find it on our website.
    - Digital measures is plugging along. Engineering is getting on board (past the deadline). We will come to departments and have work sessions. We have found there is a glitch on data imported from HR. Meanwhile if your year of hiring is incorrect, then I or Jocelyn can fix it.
    - If you have a graduate student that you want to fix the errors in your data, that is easily done. We will give them their own login to manage your data. We proposed

to deans that could hire Ph.D. students to enter data (instead of the temps who are currently doing it.)

- T&P sessions – we only have 12 people coming up for T&P this year. We have already met with all the T&P people. We need to get the people going up for Promotion so we can get them into digital measures.
- **Senator:** Last fall when we generated reports out of Digital Measures, our activity report reported the GPAs for the classes and they were incorrect. Has that been fixed?
- **Sol:** Hopefully it will be fixed with update with Peoplesoft.
- **Cosio-Martinez**: SFS we are looking for new vendor for SFS system. We have a committee. We are down to two vendors. Our committee is still going through deep analysis so we don't get in same pickle as we are now. We'd like surveys that can allow feedback for lead teachers and coaches.
- FDL 18 applicants. We ranked them all and passed on to President.

8. Chair report
   - **Chair:** Letters from compliance. Compliance Committee met and I broached the topic with Jennifer Chapman. I am meeting with her to craft the letters to be more informative and to be kindler and gentler.
   - IT Executive Committee – university will be looking at alternative vendors for Blackboard. Only viable option is Canvas. Problem is that Blackboard seems to crash during synchronous testing.
   - **Senator:** I think we need more training for faculty beyond the gradebook in Blackboard. The training aspect really doesn't exist.
   - **Senator:** With respect to Blackboard, this comes as a surprise to me. So many other universities use it. I have colleagues who use it and the stuff they do blows my mind. They have great training.
   - **Chair:** Workload – I have been doing a lot of consulting with chairs and faculty. It's a real mixed bag. There are some cases where faculty haven't been sufficiently involved. Serious issue – communication. Info is not getting to faculty. We have to find a way to improve communication flow in the university. For anything in which there needs to be significant faculty input, the provost will tell deans, but then he will tell them in 10 days, he will send this directly to the entire faculty.
   - **Senator:** Also, degree of urgency. For workload, I never understood there was any urgency based on what the dean's office sent us.
   - **Senator:** The UNIV 1131 we were asked for feedback on that after it was sent to the UCC. The process unfolded completely backwards there.
   - **Senator:** The role of the senate has been so important. We have used faculty senators to open up the sealed can of communication. I want to recognize you, David, because you have made yourself so available to do this.

- **Chair:** Parental leave – looking at different models. Can we use sick leave pool for parental leave? University lawyer says it is complicated. It will be put on our legislative ask for this. Since the legislature should see this as not something that costs money, that this should be viewed positively. It is just the right thing to do.

9. TCOFS T. Ingram
   - Workload poicy – Dr. Steve Leslie – this is his baby. He went bright red when some of the universities reported that it was being done top down. He said "this will not happen." Coordinating Board is gung ho on having Community College as giving 4 year degrees. Training people to work. Expect flat budget or up to 12% decrease in budget. UT Austin reported that their Faculty Assembly passed a resolution that Digital Measures should not be used in T&P decisions or Annual Evaluations until it is vetted by the system.
   - **Chair:** I brought this up at IT Executive Committee. The president raised his voice with me. I will try to push for at least a concurrent back up plan. We need to be certain the system will work.
   - **Senator:** Digital Measures produces incorrect reports. (Average class GPA) Why are we making decisions on people lives based upon information that may not be correct?

10. Tenure and Academic Freedom - J. Fay
    - Call went out for nominations for University Committee on Tenure and Promotion. We didn't receive many nominations. The committee is vetting those.

11. Operating Procedures - Kay Winters-Johnson
    - Updating Senate Bylaws. We have other charges that we are working on.

12. Special Projects – C. Morris
    - Review HOP language on faculty input to department chairs (faculty governance). We looked at other HOPs from other schools in system. Ours is very top down. We are working on wording. We found there is another section in the HOP on chairs that needs corresponding changes.
    - **Chair:** Where are we with nomination for emeritus? **T Ingram:** Nominations haven't yet come in.

13. Equity and Ethics - Nothing to report

14. Academic and Student Liaison – Courtney
    - Examine AO across the campus. We were hoping to acquire data from university as a description of how that looks in various units. We have been in holding pattern. Coursey will help in talking to Pete to get the data. Each unit should have language in the workload about AO. Should say that AO workload decisions should be made in coordination with department chair. We also have a survey we were going to send out to find out what heavy user faculty of AO think.
    - **Chair:** UTA Digital – need more info on it from Provost

- **Senator:** These programs are 12 month programs. So the coordinator of our program was working 20 hours a week unpaid.
15. Information Technology – Dancila
    - Discussed 12 month relationship between committee and OIT 2 weeks prior to each faculty senate meeting.
16. Faculty senate travel policy. Sent copy of it to all. Summarized changes. Motion to approve – Dancila, Seconded by Morris. Passed unanimously.
17. Budgeting Committee - Carroll
    - Trying to develop process and procedure for getting more faculty involvement in budgeting. (Reviewed history.) Met yesterday with President, Provost, and Kelly Davis. President didn't rule anything out. He is concerned it is moving too fast. My pushback was that the thing you are worried about has already happened, meaning the senate chair is attending the budget hearings of all of the colleges. I think the president gave us the go ahead to approve this document. We are proposing we put language in the HOP. I think the president is not comfortable with that. I suggest we approve this document as it stands to give David and me the ability to work out the details.
    - Quorum call – quorum still exists
    - Vote on committee report going forward – unanimous
18. Bylaws – won't vote on them today. Will talk about it in April. Few substantive changes, except membership. The committee wants to make it clear that department chairs are not eligible for senate membership. Also language about NTT and tenure/tenure-track. Please read the bylaws. Does Operating Procedures accept the friendly amendments? **Winters-Johnson**: Yes
19. Nominating committee for open executive position of chair elect. Rene Courtney, Heather Jacobson, Tanir Ozdil, Michael Roner.
20. Adjourned at 4:27 pm.

Submitted April 16, 2018

Theresa Jorgensen, Secretary