



Faculty Senate Minutes

April 25, 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	Heather Jacobson	Sociology & Anthropology
Revenor Baker	INSY/OPMA	Seokjin Jeong	Criminology &
Donelle Barnes	Nursing	Kayunta Johnson-Winters	Chem & Biochem
Brad Bell	Architecture	Paul Krawietz	Kinesiology
George Benson	MANagement	Darryl Lauster	Art/Art History
Keith Burgess-Jackson	Philosophy	Don Liles	Ind. Manu. & Syst. Eng.
Bill Carroll	CSE	Chris Morris	History
Gregory Cook	Art/Art History	Taner Ozdil	PALA
Rene Courtney	Nursing	Linda Perrotti	Psychology
Bill Crowder	Economics	Alejandro Rodriguez	PAD
D. Stefan Dancila	Mechanical Engineering	Mike Roner	Biology
Kathy Daniel	Nursing	Joseph Sabbagh	Linguistics/TESOL
Venkat Devarajan	EE	Mary Schira	Nursing
Jackie Fay	English	Peggy Semingson	C&I
Tom Hall	Accounting	DJ Seo	
Manfred Huber	CSE	SAC	ELPS
Finance and Real Estate	Margaret Jackymack	Martha Walvoord	Music
		Ziyong Yang	Marketing

Guests in attendance:

Maria Cosio-Martinez
Toni Sol
Fred MacDonnell
Vistasp Karbhari
Teik Lim

Shorthorn reporter/photographer - Kyle Cotton

1. Call to Order 2:33 pm
2. Welcome and recognition of those promoted and earning tenure
3. Comments by President Karbhari
 - Expecting a record number of graduations. Hope many of you will be at ceremony. Good speakers coming. Some from the legislature. Will show them the value of our university.
 - Appointed new dean in College of Business. Thank search committee. Still searching for College of Nursing dean.
 - Thank you to all who took part in T&P process, especially the university-wide committee.
 - Comments on university T&P committee. Recalled history of the formation of the committee. In general doing a good job. Would like to see more emphasis at department and college level. There is variation in number of letters. Letters that come from chair and dean need to be summative. We need to pay a lot of attention to our annual reviews. At times, they don't meet the standard that I would like to see. We need to mentor our faculty, especially new faculty. Frankly, I have been concerned to hear that "so-and-so would have been tenured if they would have been mentored." We need to do a better job then. I would urge all of you in your departments to put the right things in place for mentoring. I think the committee is serving a very good purpose in bringing info to use and at looking across the board.
 - **Chair** One of the issues has been the state of what came from chairs and deans regarding supporting details. Take a careful look at your P&T guidelines. The university committee looks very carefully at what is in that P&T statement. They need to be clear.
 - **Lim** For promotion to full professor, suggest that those who are thinking of going up, several years before you go up, share your cv with senior faculty early. You don't want to be degraded in the system. Better to have feedback early. Consult with chair, chair should manage the process.
 - **Sol** We started working with a group of people about 3 years out before coming up for full and paired them with a senior faculty member to give them guidance. Look for announcements in the fall.
 - **MacDonnell** Concerns: thank you. The 2.5 merit pool is appreciated. The flip side is I don't think it is enough. I have looked at our peer institutions. UT Dallas has given a 2% merit pool every year except one. I have a very solid staff. It is very hard to reward them. It will look like a cost of living, not a merit increase. Related to our UT system budget, we have gone up about 25% in the past 5 years. The university is rising, but we are not spending it on our people. I am doing my best to motivate my staff and my faculty and morale is not high. I wish

it were higher. I think being recognized in your salary is one way to help. We need to spend more time paying attention to compensation.

- **Karbhari** Those numbers have three components. The TRB is for building. A certain amount of our tuition is counted in that budget. It is not real money that is added. The third is that we actually took a cut of \$7 million since our last budget cycle. Within the last budget cycle, we didn't get funded for growth. We lost about 15 million dollars. We've been hiring. That money came from money we already had. This 2.5% will max us out. It is not being spent elsewhere.
- When we built the College Park Center, we took on a large amount of debt. We didn't need to take on that much debt. We have been using interest on cash to pay that debt. We will be using that cash to pay off debt. When you actually look at all the numbers, it is not that high. Do we add new faculty, or do we give a raise? Deans say we need new faculty.
- **MacDonnell** We are all losing ground relative to the cost of living.
- **Karbhari** The state doesn't pay for any upkeep and maintenance of buildings. We have enormous needs on campus. It becomes a balancing act. We did do an equity adjustment for gender.
- **Senator** Would having faculty involved at a budget committee as we have been proposing help with these concerns?
- **Karbhari** We have been discussing how this should take place. Most of the budget lies with colleges. That's why we've said have more active level of faculty there.
- **Senator** Are we looking at other area universities that are living with these same state constraints, and yet manage to have raises and hire in arts and humanities?
- **Karbhari** I don't think we are doing anything different. We have been putting lots of money into infrastructure. We have been playing catch up. Some of our salaries and gender equity were bad. We need to catch up.
- **Senator** We are always falling farther and farther behind. For the 25 years I have been on this campus, it has been the same story. Every time we get new leadership, there is no new story. It gets demoralizing. I have never seen morale as low campus wide as it is right now. We are doing the best we can to survive with the minimal resources that we get and to give our students what we know they need. It wears on you.
- **Karbhari** I hear you.
- **Senator** I think it is a question of priorities. The upkeep of current existing faculty should be the priority.
- **Karbhari** We need to balance realities. Social Work needs a new building. Most of the money that comes from any growth comes from the colleges.

- **Senator** At the same time, the growth model is defined by the administration, not the colleges.
- **Karbhari** We are in discussions with the deans on modification of the growth model.
- **Lim** In my mind, the solution is how can we work together. Morph the model to give the deans the tools to grow the pie. We are competitive in recruiting faculty, so our offers are competitive.
- **Senator** They are leaving after a few years. As for figuring out how to grow the pie, the budget here is much bigger than it used to be. What is discouraging is that all we hear about are the needs.
- **Lim** Faculty who have left haven't left because of money. We have been able to match offers. How do you compensate using performance based model? Believe me, there is no more money here for raises. In Cincinnati, the raises are left up to colleges. Do we want to go to that model? I appreciate the discussion. Talk to your deans about the discussion this morning.
- **Senator** I would encourage you to include faculty more in these discussions, not just with the faculty senate.
- **Karbhari** Remember, we had a meeting. We are continuing the conversation. We haven't put it aside. It is ongoing as to how we are going to do it. (Lim left at 3:03)
- **Senator** Thanks for the dialogue and awareness on sexual harassment campus-wide.
- **Karbhari** Do you know how many faculty lines come to your colleges at the beginning of the year? We can make that available to you. The deans write proposals, they are evaluated, then they are provided. If you don't know how many lines are made available and how they allotted to which areas.
- **Senator** I am surprised by administrative salaries in our unit. (High) Who vets administrative salary schedules in the units?
- **Karbhari** The justification comes from the units and it goes to HR. If there is data to justify it, we approve it.
- **Senator** Retention of minority faculty through tenure. Large national studies about how minority faculty achieve tenure at a lower rate. We should stay out ahead of this and tailor directive mentoring for the future.
- **Karbhari** I have been pressing every dean and chair to have a mentorship program. You all need to look at that in your colleges and departments. Also, we have a committee on the recruitment and retention of underrepresented faculty (based on opportunity rule). It is led by Jean Hood and Jason Shelton. Goal is to look at exactly what you are talking about. Women, Hispanic, African American, Native American, Asian American in certain areas. (Karbhari left at 3:12)

4. Michelle Wilbanks Title 9 issues.
 - Presentation on sexual harassment and misconduct. 5-513 UTA HOP policy. We are in process of updating that now. You are required to report real or perceived violations. We are updating our website. We have an online reporting form. It can be filled out anonymously. We have an employee resource guide. We have a committee of faculty, grad students, student govt., and vice provost.
 - **Senator** How do you safeguard against retaliation. People fear retaliation in reporting.
 - **Senator** Karbhari came to Women's Faculty and Staff Network. Talked for 20 minutes, took 25 minutes of questions. Was open and frank about issues that we have on campus. I feel like we had a productive discussion. People shared experiences they had. He told people to "come talk to me. That should not happen." He didn't say he had answers but he knew there are issues and he wants to address it. I talked to Jean about having an ombudsmen program. We aren't in a corporate world so it is a bit different in terms of retaliation (T&P process, who gets travel funds). My feeling is that if the president is behind this messaging, something will happen.
 - **Senator** Has there been an uptick in reporting? Why this seemingly sudden action?
 - **Wilbanks** I have been on campus 6 months. It was rolling before me. We have requirements that we need to comply with. We are making sure we attend to those.
 - **Senator** We had a critical conversation in our department in our auditorium and recorded it and sent it to our faculty and staff who couldn't attend the critical conversation.
 - **Senator** We need to educate people so they know what they are doing can be offensive. (Wilbanks left at 3:34.)
5. Quorum exists
6. Minutes approved by acclamation
7. (Toni Sol not here for P&T report. **Include from emailed report**)
8. Election of chair elect
 - We have at least 3 nominations. How do we handle if we don't get majority plus 1? I propose eliminate the lowest vote getter.
 - Motion by Crowder, Second Walvoord. Approved.
 - Senator Huber will run election.
 - **Huber** Chair elect is only position 4 year position. 3 candidates: Bill Carroll, Stefan Dancila (threw support behind Dr. Carroll), Tom Ingram. Are there any nominations from the floor?
 - 5 minute introductions by candidates
 - Vote at 3:54 (counting)
9. Chair report

- University workload committee has met several times. It is trying to think of this like P&T guidelines at the university level – very general. There will be discussion of workload to annual reviews. Some colleges didn't give very thorough workload policies. The committee will probably send those back down to the colleges.
- **Senator** I tried to give input, but I was completely stonewalled. How can we give feedback? I shared resources, I was polite, diplomatic.
- **Chair** There are differences across campus about different views of what shared governance is. The faculty are not hearing about opportunities to give input until it is way too late. The provost will now directly tell the faculty 7 days after he tells deans. It has been a communication flow issue.
- Budget, I shared the senate resolution with president and provost. We are not going to get everything we want. They agreed to at the start of the budget cycle, the provost will sit down with our Budget Liaison committee and go over those packets (at the input of the process.) At the end of the process, after the deans have done their budget committee presentations, the provost will sit down again with the budget liaison committee and Kelly Davis to discuss his recommendations. Have something at beginning and end of the process. Not everything we wanted, but something.
- **Senator** Does every unit now have an established budget advisory committee?
- **Chair** No, not yet. We need to document this. I am writing a summary document to put together all the aspects that the president and provost agreed to.
- Student Success. The university is being aggressive about this. We discuss the issues at PAC, how can faculty have more involvement in how we adopt these things? Ashley Purgason will use FS Academic and Student Liaison committee to act as an advisory committee for her.
- Travel awards went up. First month of new process. We had 19 awards this month. The communication that went out worked. Will happen every month now.
- HOP suggested changes that have come to my attention. Revised HOP policy for website to HOP. Revised Sexual Harassment and Misconduct to Operating procedure and Equity and Ethics, Revision to scholarship to operating procedures and budget
- Course Material Use Fees for online classes owed to faculty. I am concerned that there are a number of faculty owed this money who haven't been paid. Will work with Equity and Ethics to look into this with me.
- P&T process – reflecting on the process. I am tasking Tenure and Academic freedom to take a look at those. No process is perfect.
- Academic and student Liaison. Faculty have expressed concern about recording law in Texas. We can have a student conduct policy that prohibits recording of faculty without consent/notification.

- Parental leave policy. Conversation with system attorneys. Paid paternal leave would be difficult without changes to statute. Could possibly be handled by workload adjustments. I am asking tenure and academic freedom to look at parental leave policies and propose something. I will share examples from UTD and UT Austin.
- **Senator** We need to consider FMLA and caring for aging parents
- **Chair** Looking at balance of money we are spending on administration vs money we are spending on faculty. Want report of the trends from System Analytics. Will forward to Budget committee.
- We had a presentation from Sharphorn, head UT System attorney about changes to termination policy in the system. 31008 regents rules. Termination is for “good cause”. Whether or not that should be broadened including not following values of university. One of the UT Austin representatives was all gung ho about this. Assigned to Equity and Ethics. We need to be very on top of this.
- Updates CQT has salary data for UT system schools by degree field. They now have national data for people placed outside of Texas. The data is inaccurate if you use the national data and not the Texas data.
- **Senator** Are we still using Digital Measures for T&P next year?
- **Senator** Is it true that UT Austin’s Faculty Senate passed a resolution outlawing the use of their Digital Measures type tool in T&P?
- **Ingram** Yes
- **Chair** Free speech policies. Still at FAC level advising.

10. Committee reports

- a) T&P- Jackie Fay
 - Finished the process of vetting the UCTP nominations for next year.
- b) Special Projects- Ingram
 - Emeritus – we have 12ish emeritus candidates. First stage is to make sure all rules have been followed. We still have colleges that don’t understand that a letter means a letter. Moving on to recommendations next week.
- c) Budget Liaison - Carroll
 - When we get your summary of agreements from the president and provost, we are going to work on getting it into the bylaws/rules of the senate in order to document it.
- d) Info tech and info security Dancila – nothing
- e) Operating procedures - Kay Johnson Winters
 - HOP 2250 – annual reviews and periodic reviews. We updated it as to who should be reviewed, how often, and by whom. We also defined who program directors are their review system. Removed survey.
 - **Senator** After this, what happens?

- **Chair** This goes to HOP committee and we discuss it. Shelby goes and drafts a final document and we see that before it goes to the president. If the president doesn't sign off on it, it doesn't happen.
 - Discussion of the policy
 - Motion to accept recommendation – Benson. Seconded by Courtney. Passed
- f) Academic and student liaison - Courtney
- Methane gas from system properties was passed in UT Austin senate. Our committee reviewed this. Our committee is recommending we support this resolution to form a committee to.
 - **Senator** I think it is odd that earlier discussion was about faculty salaries. This is revenue for the system. I am opposed to this.
 - Motion to approve – Morris, second Lauster. Passed (one against)
 - **Courtney** We were unsuccessful with getting any data on AP across campus.
- g) Equity and Ethics Committee - Crowder
- Conduct of ethics research – came from Jim Grover. Proposal had four levels of training. Plagiarism, ethical research design, ethics w.r.t. to animal subjects, ethics w.r.t. to human subjects. At issue here is who should be required to attend the training, how it should be delivered, how often the training should be required.
 - We recommend to make the trainings hybrid. Also post the training materials online. Committee was unable to reach a consensus on who should be required to participate. All new hires should go through this training. Whether or not existing research oriented faculty should do it was not clear. (Discussion)
 - **Chair** We will have Bill's committee write up their concerns and pass to Jim. We don't need a vote on this.
 - **Senator** Student Congress would like to change the last date to fill out student feedback surveys to last day of finals. (Discussion)
 - Motion to not support student resolution – Courtney, Second Dancila Passed unanimously

11. Bylaws

- Most all of it is clean up. Substantive change – department chairs no longer eligible.
- **Senator** – I move that we accept these proposed bylaws. Second – Jacobson Passed unanimously

12. Comments from **Chair**

- This has been a good year for us. When I was at FAC and heard summaries from other campuses, it was stunning to see how far ahead of other campuses we are in shared governance. Thanks to committee chairs and all senators for all the work you've done. If this is your last term on senate, thank you so much for your service.
- Next year, four meetings in fall, four meetings in spring.

- I want to say how much I appreciate Dan's work and his mentorship. His work has been invaluable.

13. New chair elect is Bill Carroll.

14. Chair Faculty satisfaction survey has been assigned to Special Projects committee.
(MacDonnell would like to participate)

15. Adjourned at 5:03 pm.

Submitted August 20, 2018

Theresa Jorgensen, Secretary