

Faculty Senate Minutes

October 3, 2018

Senate Leadership in Attendance

Tom Ingram, FAC

Theresa Jorgensen, Secretary

David Coursey, Chair

Bill Carroll, Chair Elect

Ray Elliot - Parliamentarian

Senators and Student Representative in Attendance			
Taryn Allen	ELPS	Margaret Jackymack	SAC
Revenor Baker	INSY/OPMA	Heather Jacobson	SOC/Anthro
Donelle Barnes	Nursing	Ankur Jain	MAE
Brett Boyea	Political Science	Kayunta Johnson-Winters	Chem/Biochem
George Chave	Music	Paul Kraweitz	Kinesiology
Diasha Cipher	Nursing	Darryl Lauster	Art/Art History
Norman Cobb	Social Work	Peter Lehman	Social Work
Stefan Dancila	MAE	Dennis Maher	Theatre Arts
Kathy Daniel	Nursing	Stephen Mattingly	CE
Rashaan Deshay	CRCJ	Jeffrey McGee	MANA
Venkat Devarajan	EE	Chris Morris	History
Ramez Elmasri	CSE	Taner Ozdil	PALA
Majie Fan	Earth and Env Sci	Stephan Romanoschi	CE
Jackie Fay	English	Mike Roner	Biology
Doug Grisaffe	Marketing	Joseph Sabbagh	Linguistics/TESOL
Manfred Huber	CSE	Salil Sarkar	COB
Shiek Imrham	IMSE	Mary Schira	Nursing
Penelope Ingram	English	Peggy Semingson	C&I
Tim Ishii	Music	Yash Singh	Student Government
		Terry Skantz	Bus
Guests			
Toni Sol Provost Lim President Karbhari			

Press from Shorthorn

Reporter – Yeamin Siddiqi

1. Gavelled to order 2:32
2. Remarks from President
 - Thank you for being a part of the Senate. Ribbon cutting on Friday of SEIR Building. Thanks to those involved in design of building to help figure out what aspects of the building would support our researchers. Things are working well so far.
 - **Senator:** From CS, a few of our faculty have moved there, and they have expressed concerns about privacy of the offices. Would you consider letting them make changes to add to privacy of offices? **President:** Let me see it and talk to John Hall and Dwayne and get back to you.

- For those wondering what will happen with next buildings, we have a TRB request for a building that will house School of Social Work and Smart Hospital. Will see if legislature will fund. I have been meeting with legislators to let them know why this building is special and has a greater need than other requests.
- New chancellor was here on 3rd day of his work. He'd like to come back and get to know us better. He is spending a lot of time with the legislature. Good thing.
- Strategic planning – hopefully deans have engaged with all of you at college level. This is not a new strategic plan. We are halfway through our period of implementing initial plan. Reviewing and revising. We heard there might not have been as much discussion at departmental and college level, so we have added two open forums to discuss this plan with faculty in the coming week.
- **Sol:** Liberal Arts was asked to come up with another plank for the strategic plan. **President:** It wasn't a plank. Liberal Arts faculty came up with aspect of how we engage with the community. Focus is on serving megacity. It can be divided into critical aspects: educate, share knowledge, technology, and economic development. We should have one in terms of engagement with community, that is where that one goes.
- President departed at 2:38

3. Remarks from Provost

- Echo president's remarks that your work representing the faculty is very important. We are a community of scholars. We should be faculty driven/student centered.
- Hiring of next batch of faculty. Faculty hiring approval has gone to deans and was copied this year for first time to the chairs. Colleges should be forming search committees and sending out advertisements. Reach out to colleagues around the world and encourage them to apply. That is how we can get good ones. The ones we want are the ones who don't want to move.
- We have 44 positions that are given to colleges, on top of that there are two positions for division of enterprise development. (Non-degree, professional certificate) That organization makes a fair bit of profit. Using profit to hire two faculty members on academic affairs side. Idea is that both enterprises, academic degrees and non degrees, interact. Additive manufacturing and business.
- **Coursey:** Are some of those positions based on growth model? (7%) **Provost:** Institutional reserve gets about 3 positions per college. Some colleges get more positions because they are asked to use some growth funding to support the positions.
- 4 of the positions, Dwayne is chairing. Highly senior positions that can come here and have impact immediately. Dwayne is putting together multidisciplinary committee. Hired for each of the strategic themes, but will have home in a department.
- Proposal to president – because of increase in enrollment, can we have \$1 million more to hire tt faculty? Waiting until census date and dollars come in. Still on the table.
- **Senator:** What is net gain in tt faculty when you subtract retirements? **Provost:** We don't have retirement numbers yet.
- Goal in strategic plan by 2025 we want to reach 800 tt faculty. We are at 521 today. New ratio would be 70%tt/30%non tenure track for those who impact classroom teaching.
- **Senator:** UTA digital – is it an initiative or a unit or what? **Provost:** It is to harness the capability of technology to deliver knowledge. It is to remove restriction on time and location. There are several projects going on. Conversion to new LMS system. From Blackboard to Canvas. There is a trial in engineering to take some classes taught in Division of Enterprise Management and

transfer it to Engineering. Then we can count the credits on academic side. There is a huge market for that. Credential can happen through online, lead to degree. Go to strategic plan forum on Friday or Wednesday, there will be discussion of UTA Digital there.

- Because of march to tier 1, the only criteria left is national academy members. We need 5 in faculty to reach tier 1. This would mean large infusion of permanent funds to university. We have 2 now, one in physics, one in mechanical engineering. These hires don't count against academic affairs budget. I cover start up package, president covers permanent salary. Nobel Laureates also. Arts and Science, Engineering, Medicine, Science. Those four academies only. We need three more faculty in these academies minimum.
 - Senator: Increasing infrastructure (people) on campus as part of strategic plan? **Provost:** Yes, two parts in staff – those focused on research, and staff support for faculty.
 - UT System is asking us to develop new workload policy. We are a bit ahead of other campuses. We are almost done. We are asking for input from a list of people. Once that is done, the president will review it, then we will send it to system on November 1. 2 things, we want to recognize faculty contributions toward student success, and we want to provide leeway to units to decide on workload. Chair will have lots of power in deciding workload.
 - New dean of CONHI is from Duke, coming in February.
 - In my time we have recruited four new deans. Next project is Honors College dean.
 - Princeton contacted us to visit SEIR to understand how we built it, collaborative design.
 - **Senator:** Will you hire a dean for Honors College? **Provost:** Two divisions under provost. Honors College is viewed more as a division rather than a college. Current dean left for NAU. I think Honors College is hidden jewel. Goal is to bring a prominent position working with enrollment management to recruit the best undergrads we can recruit. It needs to be plugged into colleges. It can't be an afterthought. Should be integrated experience. Honors enrollment is 300-400. Way toooo small. It grew to 800 now. Needs to be at 3000. We need more coordination between Honors College and the other colleges. I have asked all the deans to think about what honors means to them, and if it should look different in their college. May come up with multiple versions of honors.
 - **Senator:** In terms of the reorganization of the Honors College, what are your thought on interdisciplinary studies? **Provost:** I will keep it there in Honors College. Separated University Studies (completion degree) vs interdisciplinary studies (for high achieving students – develop their own degree, and every one of these students should be an honors student)
 - **Senator:** Shouldn't the leadership of such an initiative come from faculty? **Provost:** I have asked Scott Ryan (dean of Social Work) to lead this. He has 12 people from every college. He started with faculty who have been involved in interdisciplinary research. Dean provided names of faculty.
 - **Senator:** There is a field of studies in social science within COLA - interdisciplinary studies. Will that remain in COLA, or does it move into this multidisciplinary program you are describing.
 - **Senator:** Will service learning still be honors college? **Sol:** It is now in Faculty Affairs in Nedderman. Center for Research in Teaching and Learning Excellence.
 - Provost departed at 3:11
4. Quorum call
 5. Minutes stand approved
 6. (Coursey: Skipping to committee report on FDL proposal so Toni Sol can be here for discussion)
 - Tenure and Academic freedom – Fay

- Proposal to change way FDLs are apportioned and determined. Deans want to keep determination and review within the college. The president would distribute the FDLs to the colleges. We didn't have a formal proposal to consider. We deliberated on the idea of the proposal in committee. We don't have enough time to consider this very substantial change to the process for this year. We are very concerned that some small colleges have received 0 FDLs over the years, and that is part of what motivates the president's suggestion of this change. How does 6% limit of folks on leave work, does that apply across unit level or across university? That has huge impact on small colleges. Does 6% rule count third year leaves, faculty grant buyouts, etc? In favor of keeping old selection process for this academic year.
- **Coursey:** President wants to increase number of FDLs. Wants to see increase from 11 to 30. He will put in \$80,000 if deans will match. If each dean puts in \$10,000 there is no guarantee they would get an FDL in their college. Deans want to move the decision-making to college level to ensure each college gets FDL. Pres wants a trial process of this, keeping university committee to oversee the process. Tradeoffs are we have existing system, nominations up through college, then to university committee who selects. Or we have an alternative version that is more decentralized. Historically, over the last 10 years, there are colleges that haven't received one of these in a long time.
- Discussion
- Call question on accepting committee report. Crowder call, Morris second. 1 opposed.

7. Chair Report

- Will completely release student feedback survey study (approval from system attorneys). Implementation of Teaching Task Force will begin meeting next week, led by Ray Elliott
- **Elliott:** Coming up with action plan and changes in HOP for how to evaluate teaching. Hope to have something by the spring.
- I will email out copy of teaching taskforce report to the senate.
- Pay raises. You have to search MyMav. Look at paystub for what you just got. Then compare to last spring. I want to ask all of you as senators to make sure that everyone on your faculty who got "Meets expectations" got at least \$800 pay raise.
- Course material use fees. Faculty members that have taught an Academic Partnership class should have been paid CMUF (usage fees). Check with faculty to see if they have been paid.
- **Senator:** Are you talking about course development fees? We were told they are being phased out. **Chair:** Will still have development payments and the CMUF will be more like a one time royalty estimating use over the life of the course. I think it is very unfair that Social Work faculty are excluded from development moneys when they make more money for university than faculty who use Academic Partnership.
- **Senator:** Offer letters. Make sure to download offer letters to your computer from UT Share that tells you your pay raise.
- **Carroll:** Faculty Forum – next Wednesday the 10th. Noon to 1:30. Send out email to faculty again next Monday to remind. Hopefully fill up room. It has gotten the attention of the administration. Described plan for the forum.
- Discussion about structure of upcoming Open Faculty Forum Have had faculty contact me about traffic on west campus. Talked to John Hall and he is working with City Manager from Arlington to do a traffic study.

- Potential changes with growth model. I think it is a ways off. Will go to Budget committee. I have expressed to the Provost that it is critical that Senate have involvement in the development of the proposal, not after the fact.
 - Last year senate asked for information about relative salaries. Comparison of our salaries to national averages, to other universities, administrative vs faculty salaries and distribution. I will not distribute the data to faculty because it is identifiable data. The data is quite detailed. The spreadsheet will stay with the PAC and we will be discussing it in depth. Data about local comparisons we cannot get because it is considered price collusion by federal law.
 - Revisions to workload policy. This has been a 2-3 year process. FAC pushed for change to regents rules to have workload count everything we do. Regents passed a new rule, now all the universities in the UT system have been asked to write their own workload policies to respond to that rule. Faculty Senate worked with provost to create a process to develop this policy. I am happy with what we have right now as a draft university policy, it is very, very general. We have to be very careful about what happens at the College level and make certain there is faculty involvement.
 - **Senator:** How were accelerated online courses addressed in the policy. **Chair:** We don't address in university policy, leave to units to decide.
8. Committee reports
- ASL Committee – Jacobson
 - Changes to HOP regarding medical withdrawal from university. We identified a few issues. Why are these changes being suggested? Our main concern was about whether the process would change. The proposal included the removal of faculty and university undergraduate advisors in the process. Currently, students who want to withdraw from classes can drop up to 6 courses, or if they want to petition to drop courses after the last day to drop. The form doesn't identify it as a medical withdrawal (the request for exemption of withdraw rules – requires signatures from faculty and deans). It appears this proposal changes process to just include dean of students. Was our read correct, and if so, why the change?
 - **Chair:** I can ask the originator to come and talk to the committee to explain their rationale.
 - **Singh:** Provided some context from student perspective
 - **Senator:** I deal with all of our department requests like this and it really concerns me that these decisions might be removed from faculty and go completely to Dean of Students.
 - **Senator:** I spoke to undergraduate advisor in my department and she mentioned that, that the process for students who need to do a medical or compassionate withdrawal, it is very hard for them to get signatures. Also, course load reduction has been tacked on to this, in addition to medical and compassionate withdrawal.
 - **Senator:** There is no reflection of time frame. We are seeing students in nursing, who come back six months after the grade is submitted, and asking for a do-over for a medical issue back then.
 - **Coursey:** I will ask Lisa Nagy to come to meeting
 - Lauster moved to accept committee report. Maher seconded. Report was unanimously accepted.
 - **Coursey:** Things from Budget committee that we didn't get to last time. Bill and I met with president about Budget committee proposal. President had asked deans to engage faculty for their feedback about college level budgeting. For this year, we agreed to more progress. The pres and provost as part of the budget process will send a list of expectations to the deans about how the faculty will be involved in the budget process and those will be enforced. Linda Perotti is chair of the Faculty Senate Budget Liaison committee this year.

- Also from Budget Liaison Committee, had discussion about how scholarships are distributed. There will be a committee that will look at this, and it will have at least two senators on it.
 - If you are in the college of business or CAPP or science, we need senator on the FDL committee. Would prefer business or CAPP.
9. Motion for executive session by Fay, second Lauster.
- Entered executive session at 4:16.
 - Exited executive session at 4:50

Adjourned at 4:50