

Faculty Senate Minutes
November 7, 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 | Tim Ishii | Music |
| Karabi Bezboruah | Public Affairs | Heather Jacobson | SOC/Anthro |
| Brett Boyea | Political Science | Paul Kraweitz | Kinesiology |
| George Chave | Music | Darryl Lauster | Art/Art History |
| Daisha Cipher | Nursing | Dennis Maher | Theatre Arts |
| Norman Cobb | Social Work | Jeffrey McGee | Management |
| Gregory Cook | Art/Art History | Chris Morris | History |
| Kathy Daniel | Nursing | Taner Ozdil | PALA |
| Kaushik De | Physics | Linda Perrotti | Psychology |
| Rashaan Deshay | CRCJ | Mike Roner | Biology |
| Venkat Devarajan | EE | Joseph Sabbagh | Linguistics/TESOL |
| Ramez Elmasri | CSE | Salil Sarkar | COB |
| George Gintole | Architecture | Mary Schira | Nursing |
| Manfred Huber | CSE | Peggy Semingson | C&I |
| Shiek Imrham | IMSE | | |
| Guests | | | |
| Toni Sol, Vistasp Karbhari, Teik Lim, Hillary Green from SAC, Maria Cosi-Martinez, Liz Hannabas, Lisa Nagy Heather Snow | | | |
| Press - Shorthorn | | | |
| Reporter – John Hoang Photographer – Onye Orihie | | | |

1. Gavelled to order 2:31pm
2. Routine items until president and provost arrive
 - Chair: University is adopting Canvas officially as our Learning Management System. PAC is aware of this. Maria is here to talk a bit about implementation.
 - Maria Cosio-Martinez: Change talks started in August. Engaged with Faculty. Canvas offers us the flexibility and support that we have been needing for a long time. The president has been worried about risk management with Blackboard. We will have Blackboard through December 2019 to transition to Canvas course. We are 65% into meshing systems (MyMav with Canvas.) This spring we are working with College Champions (faculty who are identifying courses that will pilot Canvas this spring.) This pilot group will test the system this spring. Small group to work out the kinks. There are 3rd party tools that come along – Kaltura, Collaborate, etc. Bid for plagiarism tool. By spring test, by summer, expect all courses on LMS. By fall 2019, hope to have all courses converted.

3. Pres and Provost arrived at 2:36
4. Comments by the president, with remarks from provost
 - **Karbhari:** There has been a conversation going on between members of the faculty and the administration. I want to assure you that we take your thoughts seriously and value them.
 - It is homecoming week. We have a parade on Saturday and two games. We hope to be welcoming lots of alumni back. Would be great to have lots of faculty there.
 - We've had many discussions about the budget process. There was a proposal sent to us from Faculty Senate. We'd like to propose to do it in a way that has most of what the faculty want to achieve while also have a process that is moving without too much of a change at the same time. At same time as we send out budget sheets to the colleges, we would make those sheets (redacted) available to the committee of faculty. That committee can collect the wisdom of the senate and the faculty and bring that to the attention of the provost and CFO before we begin the process of the budgeting. We will ask the deans to follow the best practices that we have learned from last year. We saw in some colleges, the budget committee worked well. Some colleges may have been a bit lacking. We will ask a body (representative from each college) to provide a slate of faculty (I will suggest three) from that college from which the dean can select one to accompany him/her to the budget hearings (as an observer.) The complete list of the observers is made known to the provost. After the budget hearing, the provost will have a meeting with those observers and would brief them on where the process is at that time. We will continue in having David (chair of faculty senate) attend on behalf of everyone. Hope we will have a process that is somewhere between what the faculty senate would want, but would not perturb the deans too much.
 - **Chair:** Once the committee from the senate gets the packets and has a chance to review them they will sit down with the provost to discuss. Originally we had not proposed having someone from the college. We appreciate the president and the provost adding that component. When will budget packets be out?
 - **Lim:** I told the council of deans as soon as possible. Don't have a date.
 - **Senator:** Sounds really good.
 - **Karbhari remarks:** Stress this has no basis in a decision being taken. This is looking forward. This is a possibility, not a probability. One of the decisions that we will probably have to take is whether we will have a merit raise, and if so, how much it would be. This depends upon funding from legislature and credit hours that generate tuition revenue. We will know whether we are ahead of or behind last year. It could be that we have lots of money and we will do as much as we can in hiring new faculty and doing a merit raise. On the other hand, if we look at the opposite situation, we might be in a position in which we can do neither or we may have to choose one or the other. My request to you (want your input prior to any decision that may be needed) get a feeling from the departments if such a situation came up? Would we choose a small merit raise or would we choose additional faculty and staff? We want to pre think this because if we are forced to make this decision, when it might happen we won't have much time to think about it. No reason to come back today with an answer. Happy to hear opinions. Would like you to engage in discussion.
 - **Chair:** Clarification: When we say a small merit vs. x number of faculty? That matters.
 - **Karbhari:** 2.5% merit is about 6 million dollars. (*Don't hold him to numbers*) If we had a small merit, I would say it is 2.5% and smaller. Right now we are running a bit behind in terms of student credit hours. We have a gap to make up in spring.

- **Senator:** Will the additional faculty lines be distributed according to growth model?
- **Karbhari:** I am not getting into that. If there is no increase in SCH, there is no growth model. In our current model, the merit raise doesn't come from the growth model. It would not affect the growth model. This would be on top of. How it would be allocated, I don't know.
- **Chair:** Of those choices could be converting term faculty to TT lines.
- **Karbhari:** Yes, what are our priorities? Those are the inputs that I would like to get.
- **Senator:** I can anticipate my colleagues questions. "If I am to sacrifice my merit raise, will we get a hire?"
- **Karbhari:** I don't know any of those answers. That is why I am asking purely philosophically. We have only a short period of time to do it when/if the occasion occurs.
- **Toni Sol:** This is in response to faculty wanting more faculty hires and the worse case scenario in which we don't have the money to do both.
- **Chair:** Faculty may say the president and provost are asking us to make a trade off, when there is probably money elsewhere. How to we respond to that.
- **Karbhari:** I am asking for input. Purely hypothetical.
- **Senator:** I know from talking to faculty in our department that the year before last they were very disappointed with no merit raise.
- **Karbhari:** It all depends on whether there is additional money on the table. We have many needs. Raises have to be across the board – can't give one college a raise and then hire in another college. Sometimes the raise is small.
- **Chair:** Have this same discussion with Staff Advisory Council.
- **Karbhari:** We do.
- **Senator:** It makes it seem that the only place in the budget where there is flexibility at all is hires versus raises. What about other places in the budget?
- **Karbhari:** If we have something close to a flat year, if money can be found, where would we like to put it. That might be a choice we need to make. I have already presented to my leadership team hypotheticals as to what parts of their budgets can be cut to increase money in other parts of the pool. This happens every year.
- **Senator:** The negotiations of the legislature on behalf of us, does that happen at system level or individual universities.
- **Karbhari:** We present our request. (Explained the process)
- **Senator:** Simple question: What fraction of the expenditures at UTA is TT salary and benefits?
- **Karbhari:** Good question, I will get that to you.
- **Senator:** Followup – what do you think it should be at a tier 1 R1 university?
- **Karbhari:** I don't know the number but I will get it for you. We are trying to get a number that matches between academic affairs, HR, and payroll. I can tell you my opinion. We don't have enough tenure, TT faculty. In order to give that number, we have to deduct certain numbers from the budget. It gets complicated.
- **Senator:** I am interested in it as a fraction of all the expenditures.
- **Chair:** Will we have commencement before some final exams are completed?
- **Lim:** Yes in spring. In future, we will try to fix it.
- **Chair:** Field of Study. What are your thoughts about the issue at system?
- **Karbhari:** *Gave general explanation of process.*
- President and provost departed at 3:18.

5. Medical Withdrawals process - Lisa Nagy and Heather Snow

- Medical withdrawals. Process that Snow's office goes through to be eligible for a medical withdrawals. The HOP changes that you saw last month are meant to reflect what we are actually doing now. Medical withdrawals don't come into effect until the last day to drop has passed. Prior to that withdrawal deadline, we process medical withdrawals in two cases (if student can't go through regular process – maybe in hospital or had a sensitive issue). After withdrawal deadline, we require that the student demonstrate either that they had significant medical circumstances before the deadline so they couldn't go through regular withdrawal process (usually mental health circumstances) or that they had an intervening circumstance after withdrawal deadline (say they went to hospital after withdrawal deadline.) I process these, then send it on to Liz Hannabas, who looks at it from the academic point of view.
 - **Senator:** How many do you get each semester?
 - **Snow:** About 30ish. Increasing each semester. Many of those are the mental health cases. Situations in which students don't feel comfortable disclosing to you that they have mental health issue. It is up to the faculty to decide if they will get an incomplete vs withdrawal.
 - **Senator:** I am chair of the subcommittee that considered this proposal. We had concerns about lack of faculty involvement. I think communication that it has happened would be helpful to faculty. Also for the academic advisor – they should know (that it happened, not why it happened.)
 - **Snow:** We can build this communication in.
6. Toni Sol faculty affairs remarks
- We are going to flip the switch August 1 to move from data drawn into Mentis from Digital Measures. We will go college to college. Bring this info back from faculty.
 - **Senator:** When are they going to complete the process of pulling in information automatically?
 - **Sol:** Contact dmhelp@uta.edu. If you see incorrect info from research or HR in digital measures, contact them.
 - **Senator:** Our office yesterday sought out advice on where to post spring syllabi.
 - **Sol:** If you are flipped, put it in DM. If you are not flipped, you need to put it in Mentis. So stick it in both (so it is there when Mentis data goes away.)
 - **Questions about Canvas**
 - **Chair:** What assistance will there be, especially for online faculty?
 - **Cosio Martinez:** For AP faculty, we are working with AP to provide faculty support. With other faculty, multiple ways to support. December 16, 2019 Blackboard goes away.
 - **Senator:** I think it would be helpful to faculty to know which version of Canvas we will have and which modules.
 - **Cosio Martinez:** We bought the luxury version and we bought 365 24 hour help. Canvas has wonderful help community. Many people will share courses with you. Just drag and drop into your course. We are creating some master shells so that each course has some of the same elements.
 - **Chair:** In our online program we are talking about doing rollouts in cohorts. If your course is up for renewal, combine that effort with converting to Canvas.
 - **Sol:** There are workshops that we are offering on ADA compliance. It is not very difficult, but faculty need to be aware of the ways to do it. Tell your faculty about the training.
7. Quorum call
8. Minutes Approved
9. Budget Liaison committee report Lauster and Elmasri and Carroll

- Reviewed the current committee report and asked for feedback. Discussed how to select extra people for committee if college doesn't have enough senators for the committee. Friendly amendment to the document to do this.
 - Senator: I think there are discussions that we have at Faculty Senate that will inform this process.
 - Call the question:Ingram
 - Motion passes to accept this report/recommendation
10. Motion to go into executive session by Ingram, seconded by Lauster.
 11. Faculty Senate entered executive session at 3:59.
 12. Exited executive session at 4:45.

Adjourned 4:46