

Faculty Senate Minutes
January 23, 2019

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	Penelope Ingram	English
Donelle Barnes	Nursing	Tim Ishii	Music
Karabi Bezboruah	Public Affairs	Heather Jacobson	SOC/Anthro
Brett Boyea	Political Science	Kayunta Johnson-Winters	Chem/Biochem
Keith Burgess-Jackson	Philosophy	Dennis Maher	Theatre Arts
George Chave	Music	Jeffrey McGee	Management
Norman Cobb	Social Work	Chris Morris	History
Gregory Cook	Art/Art History	Anne Nordberg	Social Work
Kathy Daniel	Nursing	Taner Ozdil	PALA
Rashaan Deshay	CRCJ	Mike Roner	Biology
Ramez Elmasri	CSE	Joseph Sabbagh (Laurel Stvan)	Linguistics/TESOL
Jackie Fay	English	Salil Sarkar	COB
Qinhong Hu	EES	Peggy Semingson	C&I
Manfred Huber	CSE	Yash Singh	Student Government
Shiek Imrham	IMSE	Terrance Skantz	Accounting
Guests			
Margaret Jackymack SAC, Teik Lim Provost, Toni Sol Faculty Affairs, Maria Cosio-Martinez Faculty Affairs, Lisa Nagy Student Affairs			
Press - Shorthorn			
Reporter – Kyle Cotton			

1. Gavelled to order 2:32pm
2. **Chair:** President Karbhari is in Austin at legislative session
3. **Provost remarks:**
 - Census date is fast approaching. Always key. We freeze the semester credit hours and enrollment of the university on this date. It is very important this semester. It is counting year. Affects our funding for the next two years. Last push – if you are able to help in any way, encourage students to sign up for more credit hours. Research shows students who enroll in 15 credit hours are more likely to be successful than those registered for 9. We are trying to get better retention and more new students. As of this morning, Coordinating Board count total is up (from Spring 2018) 1.3%, AP Coordinating Board data is up 3.4%. Goal was 5%.
 - Faculty hiring. We have 57 tenure track positions in hiring process. President wants very diverse pool. If you are on search committee, make certain you have very diverse pool.
 - Budget season. Budget hearings are starting end of the month. We are doing unit budget hearings now (within Provost office – Faculty Affairs, Student Success, etc.) For the college budget hearings, the college faculty representatives should be observers. Please do not speak

up. Ask provost any question/concerns of provost or David Coursey after the dean's hour is over. Provost, Susan Elliot, Dean, Dean's ARP, and the faculty budget hearing reps will be in attendance at these hearings.

- Questions
- **Chair:** Where are we with late processing of appointments of faculty to late assigned sections? Any issues with that this term? **Provost:** Haven't heard of any issues this semester. But I am last to know. Please make certain to assign instructors to sections. If section does not have instructor, the class does not count toward formula funding. Must be done by census date. 113 sections are listed as STAFF still.
- **Chair:** The 5th plank of the strategic plan developed by COLA senators. How is that being addressed? **Provost:** President and I had strategic planning session with deans. The 5th plank came up. President doesn't want 5th plank as it is written. It is too COLA centric as written. All planks must be interdisciplinary. So the 5th plank principles need to be distributed throughout the other existing 4 planks. Deans have until today to suggest major changes to strategic plan.
- **Jackymack:** Friday at 5pm, classes were closed without informing students or instructors. **Provost:** Pranesh handles all that, upon consultation with the chair. **Jackymack:** The chair did not know. We did not know who closed the class. (English)
- **Senator:** 5th plank. Will there be an opportunity for faculty in COLA to discuss how this has been dispersed? **Provost:** Sure. Through your dean.
- **Chair:** Have COLA senators seen the proposed integration? (No) Can the dean release that? **Provost:** I did not see the entire process. Discussion was directly with the president. Talk to dean Cawthon.
- **Senator:** No other college had a forum to move forward with creating this plank. We need some feedback for faculty morale. **Provost:** From my perspective, you can always give feedback.
- **Chair:** Is it reasonable for COLA senators to give feedback on this by Monday? **Provost:** I don't want to circumvent the dean. I had been assuming the dean was communicating to the faculty. It is not my deadline. I need to talk to president.
- **Senator:** Would we need the president's approval to release this draft to the COLA faculty senators? **Provost:** No. If it comes through Elizabeth, I am fine with it. She can share information with you. The president is not concerned with you seeing it, he worries about things getting distributed campus wide without explanation. I will ask the president for confirmation.
- **Chair:** Where are we with Budget taskforce with Huron and looking at budget process? **Provost:** Bill Carroll is on this committee. President wants Huron to develop best practices, then he will convene a smaller group to design the budget for the university. Contract with Huron ends end of March.
- **Senator:** We met with our dean in the budget process, faculty were asked to provide input or suggestions about how there may be resource constraints, etc. There were very few guidelines for us. Can we share the input from each of the different college's committees through, I guess, the president? If everyone could see everyone's report, it would be easier for us to do this process next time.
- **Chair:** Dean has to report how shared governance process worked.
- **Provost:** Keep in mind that budgets are very different for each college.
- **Senator:** I am not asking to see the budgets. **Provost:** You can share all you want to.

- **Senator:** We found it helpful to have the steps in front of us during the meeting to follow. A starter list of questions of what you might ask would be helpful. There are general questions we all share. **Chair:** Good idea going forward.
 - Provost Left at 3:02.
4. We have a quorum.
 5. Lisa Nagy on academic calendar and overlap with commencement and finals.
 - Academic calendar committee – chaired by Jimmerson. We have tried to separate finals and commencement. I have a draft (hardcopy distributed). Calendar must be approved by Undergraduate Assembly. They will be doing it this month. Constraints: when Coordinating Board allows us to start each semester. We sometimes have mini sessions.
 - Note for December there is no overlap between commencement and finals week. Spring doesn't work, unless we move commencement into the weekend. There are campus operational issues with housing and summer camps. On the Thursdays, Nursing adjusted their finals schedule so that they could always have graduation on Thursdays.
 - Commencement has had fixed schedules for a few years.
 - Discussion about issues with scheduling.
 - **Chair:** I am sort of hearing that the primary issue is where a student has a conflict between attending final and commencement. Our concern would be that we do our best to eliminate that.
 6. Faculty Affairs Toni Sol
 - Spring elections are coming up – senate elections and UCTP. 5 positions open – we need full professors for the committee.
 - Senate will send out call for emeritus. Due March 22nd to David Coursey. Start asking faculty who they want to nominate.
 - August 1 we are flipping the switch for faculty profiles. The source of the information will move from Mentis to Digital Measures. The outward face of the profiles will still be Mentis.
 - We are doing a series of workshops by college on collegiality, diversity, ...(Principles of Community)
 - **Maria Cosio-Martinez:** I am recruiting one more member for faculty development leave committee. 20 proposals to read. Two meetings. Free lunch. (Peggy Semingson volunteered.)
 - Canvas – pilot group is doing well. Students love it. Especially the phone app.
 - Student feedback surveys – we have switched from IOTA to Smart Evals. Interface will be very intuitive. Phone app for students to do the survey.
 7. Updates – Chair
 - Univ Promotion and Tenure process. Second year of new process. Much smoother this year, (half the number of people going up.) Binders were in better shape. And Digital Measures part went fine.
 - We voted on and approved a non-TT promotion policy last year. It has been bouncing around HOP for a year. Came back with technical changes. Would like to get this back from the two committees that currently have them.
 - Budget process discussion. Reviewed how the process is going and asked for feedback. Also discussed how AO/AP affects the budget. Also discussed COLAs lack of budget.
 - If the provost and president think that role of the faculty senate chair in the college budget hearings is to sit there kindly and listen, that is not correct. I will say something if there is something said that makes absolutely no sense. I will not wait until after the meeting to say

something. If you think there is something critical to mention, I think you should speak up. You do not need to just be an observer. Let your dean be your college's advocate.

- How to handle summer now that summer is part of the budget model. Try to show revenue flows back from summer teaching, if you are concerned about chairs cutting summer salary. Feel free to contact me or Bill for help with this or anything.
- All of you have gotten your annual review back. Check if you get your annual review and it doesn't have a percentage of workload - it is supposed to, and it is to be used to weight your annual review. There is a question about whether it gets weighted for 6th year review and promotion. University lawyer is working on this.
- Workload policy. We had feedback from system that we were too prescriptive, e.g. with courseloads. Changes went to university workload committee. Provost gave members until the 23rd to get feedback from faculty. It will definitely come back to us before it goes to HOP. As far as implementation, we were told to consider it as an active policy for the annual review. I will
- Forum remaining issues – meetings with COLA chairs has been set. Regarding the set of questions not asked and their responses – Bill and I have gone through the questions and removed non-constructive questions. We will get the question list to you by the weekend. How do we get those questions answered? President and PAC suggest special session to answer them. Will probably be a Friday meeting. I suggest we do this in early March.
- Discussed dates for special session. Proposed last Friday in March, or March 8.
- **Bill Carroll:** Updates – good job pulling these budget committees over break. What can we do to streamline the process, while keeping it effective? I will go to COLA budget hearing. I will meet with COLA senators prior.
- **Chair:** Notes from FAC. Passed resolution to have more involvement of non-TT faculty involved in shared leadership. Passed on to two committees. This has been an ongoing debate over the years. We need to address it this year. FAC policy recommends inclusion.
- Newish business – for equity and ethics – proposed policies about how chairs maintain their office – term limits on chairs.
- **Senator:** Concerns with library, hindering ability of faculty to do jobs. There has been 100% turnover in library since new dean. Absence of digital information specialist that are needed for different grant funding agencies. We aren't eligible to get those funds because we don't have these people in place. Someone just made a donate of 250 maps and we have nobody in the library who is qualified to process them. **Chair:** Do we want to ask Rebecca to come talk to the senate? **Senator:** These issues never came up for me. I don't know how big of a problem this is. Ask your faculty if they have had any issues with library. **Chair:** Talk with your colleagues and send me your concerns.
- Concern with dual credit high school students in classes, underage minor interacting with adult learners. Shelby will give us a guidance document and Pranesh is talking with the coordinating board.

8. Committee reports

- Academic and Student Liaison: Met with Jean Hood and Shelby to review consensual relationship policy. Another committee on campus is looking at this policy as well. We have a document to send to you within the week. Hope to have vote on it this semester.
- Budget liaison: No report
- Equity and ethics: Nothing new

- Teaching taskforce We have our work underway. We are working on a website that we will present to President. Meeting second week of February.
- Info tech We are trying to get back to regular meeting with OIT so that we can stay up on what future plans are. **Chair:** Enrollment management is looking at buying personal interaction software. Committee was formed to look at Scholarship.
- Operating Procedures We have done a few things – looked at medical withdrawal. We have determined the document we have been given was well written. There is still desired input from departments and faculty. We did the greenhouse gas policy. After reviewing the issue, we have determined that we don't need to do anything differently than we are already doing. Now tackling non-TT policy issues.
- Tenure and Academic freedom We are working on proposed policy for reviewing FDLs in order to increase them and work with money. **Chair:** Can people who are currently administrators be considered for emeritus?
- Special Projects Working on campus climate/ satisfaction survey. Need to get group together. Hopefully deploy this spring.

Adjourned at 4:35