

Faculty Senate Minutes
February 13, 2019

Senate Leadership in Attendance

David Coursey, Chair
Theresa Jorgensen, Secretary
Bill Carroll, Chair Elect
Ray Elliot - Parliamentarian

Senators and Student Representative in Attendance			
Taryn Allen	ELPS	Qinhong Hu	EES
Karabi Bezboruah	Public Affairs	Manfred Huber	CSE
Brett Boyea	Political Science	Shiek Imrhan	IMSE
Allan Cannon	ISOM	Kayunta Johnson-Winters	Chem/Biochem
Daisha Cipher	Nursing	Paul Kraweitz	Kinesiology
Norman Cobb	Social Work	Steve Mattingly	CE
Gregory Cook	Art/Art History	Jeffrey McGee	Management
Bill Crowder	Economics	Chris Morris	History
Kathy Daniel	Nursing	Anne Nordberg	Social Work
Kaushik De	Physics	Taner Ozdil	PALA
Rashaan Deshay	CRCJ	Stefan Romanoschi	Civil Engineering
Venkat Devarajan	EE	Joseph Sabbagh	Linguistics/TESOL
Jackie Fay	English	Mary Schira	Nursing
George Gintole	Architecture	Peggy Semingson	C&I
Douglas Grisaffe	Marketing		
Guests			
Margaret Jackymack, SAC, Teik Lim, Provost, Toni Sol, Faculty Affairs, David Ardit, Sociology, Lea Sandoval			
Press - Shorthorn			
Reporter – Kyle Cotton			
Photographer – Presley Glotfelty			

1. Gavelled to order 2:30pm
2. **Chair:** President Karbhari is in Austin at legislative session. Congrats to Provost on appointment to National Academy of Inventors
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%.
 - In midst of biennial legislative session. President is in Austin, so I hold down the fort here. He is dealing with institutional priorities. Our institution priority is fully-funded formula funding, funding new social work/smart hospital building, continue to fund grants from the state. Please look at his testimony on your own.

- In my division, we just finished college budget hearings. I will continue to engage Faculty Senate based on the new process. Good process this year, more uniformity, deans are engaging the faculty more.
- Many of you have heard the news that one of our homegrown professors was elected to the National Academy of Engineering. We now meet all the criteria to achieve Tier One. Should be infusion of permanent funds to the institution.
- Graduation rates are high on our priority level. President and I were looking at some data that shows that we have reduction in 4, 6, and 8 year graduation rates, especially for minority students. We have more deliberate plans to increase the graduation rates for this year - student by student to get them through to graduation. Purgason is dedicating two staff to walk students through to graduation. We can't do it alone. We need your help. Your college, department, faculty. Here's how you can help. Give proper advice to students. Look at curriculum to offer courses that can get students to the finish line.
- Questions from the senate.
- **Chair** When will strategic plan be released for comment? **Provost** President says some time this week. Hopefully soon. Your deans have it. Communicate with them.
- **Chair** Process for workload. **Provost** Institutional workload has been approved by UT System. UT System thought that ours was the best in the system. Now review and revise at college level, with representation from every department. We want at least 4 faculty members at the college level, with senate member as well. Make certain that all levels of workloads are consistent and don't contradict each other.
- **Senator** For the minority student graduation rates, are you speaking specifically about undergrads? **Lim** Yes. Especially Hispanic students. The president is very concerned because we put so much effort into improving graduation rates, so to see rates dropping, it is alarming. But we have a plan and if we follow the plan, we should see improvement this year.
- **Senator** I am still concerned at the uneven quality of online on campus and I am wondering if there are plans to beef up UTA Digital, especially as we move into Canvas. I see a need for quality, and it is a neglected area and faculty don't know where to go for help. **Lim** Most online courses do not impact 4, and 6 year graduation rates. **Senator** But it is still an issue. **Lim** One of UTA Digital's charters is how to figure out efficiency, enhancement, improvement in online courses on campus, including in Canvas. Something of that magnitude needs to be done bit by bit. **Senator** I am involved in that, but I think the issue of quality needs to be constantly addressed.
- **Chair** Count of NTT and TT faculty. **Lim** The president asked me how many faculty we have on this campus. I thought it would be a two day project to find out. It has taken 6 months. We have TT accurate data from 2014-15 year that is agreed upon and is accurate to today. To keep the data for further years, we need to agree upon titles for NTT positions. Full time vs seasonal NTT faculty count is not as clear. They have been given different titles by different people. We are going name by name now. Your chairs have a list of all the names. Will have this NTT data accurate soon. There's at least a dozen people throughout the institution working on this. **Senator** When we have that data, there was also a question from the forum about the infrastructure – effect on graduation rates. **Lim** This ties into enrollment too. We have strategic team working on enrollment and graduation rate. We meet monthly on this.

- **Senator** Percentage of faculty related to the budget. Share of budget related to salaries. **Chair** have that for this year. The chancellor requested that. I will send it out to the senate. For every UT school we have it, it is broken down by faculty, management, and staff.
 - Provost departed at 2:53
4. Quorum is present.
 5. Minutes from November and January meetings are approved.
 6. Toni Sol – Faculty Affairs
 - We asked deans to include faculty senate member and one from each department faculty member to College workload committee. Remind your committee to put NTT workload in there as well. It should be in the college policy.
 - **Chair** In PAC we had a conversation about this. Some colleges might not have had much faculty input on the first round.
 - Deans need to send revised workload policy to provost by March 15. Chairs need their department policies approved by the deans by April 30.
 - August 1 Digital Measures profile will go live. You need to start working on that. We have dates for training programs online. If you want to see what information will be online, you can run an online profile report. You can exclude stuff with the exclude button.
 - Report on NTT promotion and title policy We passed it last March. It lingered in HOP committee much to our dismay. Context – almost 3 years ago we had a TT and NTT committee that came up with promotion policy. While it came up the ladder, things have changed, for instance, titles have changed. The things that have changed are the titles (which match the regents). Also two parts, peer review at levels, there is something in there that will probably go away. Regents allow 1 or 3 year contracts. We left it in the NTT policy. The president doesn't want 3 year contracts, but we left it in the NTT policy anyway. There is a typo that I have fixed. We are taking NTT workload out because it should be in the college policy.
 - **Senator** Question about when an NTT faculty member is let go. Who gets the position? **Sol** That is part of your department budget so it stays with you.
 - Academic Freedom and Tenure Operating Procedures **De** – our committee is fine with it. All of our comments are being addressed. Only remaining one is the process for the research tracks does not explicitly allow the departments to have their own policies and guidelines. **Sol** Let us revisit it. I just want to get it in the HOP.
 - Operating Procedure **Johnson-Winters** – our committee is good with it.
 - Motion to adopt committee reports made by Morris, seconded by Cobb – motion carries.
 7. Chair updates
 - Percentage of budget on administration and faculty. System has been backed up on this requested data. The primary data analyst has been very busy but he sent me some data this week. I will send to you. Roughly we are around 28%, Dallas is 31%, Austin is 20% (that is percentage of the salary budget that is faculty). There is a question about who is called faculty. (Management, staff, faculty)
 - Dual credit with under age minors in classes. System attorneys are looking at it to figure out how to handle it.
 - Use of access codes. Can we legally charge these? The legislature is very into open educational resources. The very first question the legislature asked the president is what are you doing with OER?

- Free speech on campus. Lots of politics involved in it. Chancellor asked the FAC to adopt the Chicago statement. At this time, we decided not to. Be aware of this. It will probably come back to us in about a year. Chancellor likes it because they adopted it at CUNY.
 - Teaching Taskforce at FAC – how assess teaching and reward quality teaching. If you have faculty going through comprehensive peer evaluation, do you use new workload standards or HOP? We asked for legal opinion. Shelby says follow HOP. I suggest you add a statement that clarifies the proportional assessment.
 - Starting to NTT vs TT student success. Relating to gateway courses.
 - Field of Study is still a big political battle at Coordinating Board. Still in a wait and see. I have heard that they think the Coordinating Board will win, some say they will lose. It's a big political battle between community colleges, universities, and the coordinating board.
 - Chair Elect updates
 - i. I attended a couple of the budget hearings. I think they raised about as many questions as they answered. We need to learn a lot more about what goes on in the budgets going forward. We have a seat at the table at least, at some meetings.
 - ii. Forum – I do plan to have a forum next year in the fall. Hopefully the president and provost will participate.
 - Chair Feedback on budget hearings. The deans seemed more prepared. The ARPs help a bit. Short discussion for faculty take aways on the process.
 - i. Key points of discussion: timeline was short, make expectations clearer in the process, maybe have starter questions/talking points, ask for seat at the table at the university committee, confusion between being participant and observer
8. Committee reports
- Equity and Ethics: Cobb
 - i. We are working on three or four things. Scheduling meeting before spring break. Looking at NTT representation on the senate.
 - ii. **Chair** Explained proposal for how to distribute NTT senators, what do they vote on, etc. (Discussion)
 - IT committee Nothing
 - Academic Freedom and Tenure De
 - i. Call for the University T&P committee nominations – Arch, COLA, Educ, Business need new reps. Deadline is February 27.
 - ii. We were charged to review research supplemental compensation policy. Had lots of discussion. A follow up meeting with VPR has been set. **Chair** There is a lot of push to expedite this. The explanation I have is that we are losing faculty to Carnegie Mellon etc because they can get a higher salary. Under HOP policy, stakeholders have 60 days to look at this. I will have feedback on this soon. We should have committee report by March meeting. Get feedback from your faculty. Where will this money come from? It is left to the deans whether or not to award this. Tends to lead to unequitable behavior. **Senator** There I nobody in my college who will get that sort of supplement. I was a bit concered about the equation with research bringing in hundreds of thousands in grant money. Maybe change the language to reward big time grant winners, not big time researchers. We all do big time research/creative activity.
 - iii. P&T review requested by President. Variation in departmental guidelines. President has asked us to look at all the different department guidelines to see if they can have

more clarity. We have quite a lot of apprehension about taking this on as a committee. We see the value. We know it will take a huge amount of work. Our hope is to have some feedback before next year's process. This is not a very well-defined process.

Chair When the president is here, we can ask him about it. I got the Provost to agree to collect all these. Memo went out to associate deans to get the policies by March 1.

De Our committee is waiting to receive a copy of the policies.

- iv. Faculty development leave policy, possible improvement to it. We have consensus within our committee, we have an approach about what to do next. We will report back in next senate meeting.
- Academic and student liaison Morris
 - v. HOP consensual relationship policy was out of date. As it exists, it is clear there was an original statement and then several passages had been taken on. We have had meetings with Bozeman and Hood to get legal and HR perspective on the policy.
 - vi. Senators discussed recommended changes to the consensual relationship policy in the HOP.
 - vii. Motion to send the document back to the HOP committee to accomplish the following:
1) the term "faculty" needs to be defined and the question of GTA's needs to be addressed. The statement needs to be qualified under consensual relationships that are prohibited and cannot be mitigated for example, the second bullet point, same department, supervisory position, positions where one partner is in power. The motion PASSED. There was 1 abstention.

Adjourned at 4:35