

Faculty Senate Minutes
March 6, 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	Douglas Grisaffe	Marketing
Donelle Barnes	Nursing	Tim Ishii	Music
Karabi Bezboruah	Public Affairs	Margaret Jackmack	SAC
Brett Boyea	Political Science	Heather Jacobson	SOC/Anthropology
Keith Burgess-Jackson	Philosophy	Choong-Un Kim	MSE
Allan Cannon	ISOM	Paul Kraweitz	Kinesiology
George Chave	Music	Dennis Maher	Theatre Arts
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
Rashaan Deshay	CRCJ	Mike Roner	Biology
Venkat Devarajan	EE	Naoko Witzel (sub)	Linguistics/TESOL
Ramez Elmasri	CSE	Mary Schira	Nursing
Jackie Fay	English	Peggy Semingson	C&I
George Gintole	Architecture	Terrance Skantz	Accounting
Guests			
Teik Lim, Provost, Toni Sol, Faculty Affairs, Duane Dimos, VP Research, Maria Cosio-Martinez			
Press - Shorthorn			
Reporter – Kyle Cotton			
Photographer – Presley Glotfelty			

1. **Gavelled to order 2:29pm**
2. Comments from Provost
 - Working on student success initiative. Regular enrollment and student success meetings. Strategic planning process is continuing on. You may have seen an announcement/invitation for upcoming forums related.
 - **Chair:** President aid strategic plan draft would be released by this faculty senate meeting.
 - **Provost:** Ask the president. But your deans have the draft, so you can get that from them.
 - Today is UTA Day at Austin. We have over 70 students and faculty and staff there representing UTA. I suspect that the president is not yet ready to release the strategic plan to public.
 - FDL process is completed. We have 12 approved FDLs, one more than last year. The president is concerned that we don't have more high quality FDL applications. Faculty Affairs will work with faculty to mentor them to submit more good quality FDLs. President wants on the order of 25 or 30 FDLs each year. COLA has 6 FDLs, COS 4, 1 Business, 1 Education, 0 applicants from Engineering.
 - Questions for Provost

- **Chair:** Title changes – affiliate. Are there accreditation issues with removing the affiliate title? What is behind the notion to not use that title? **Sol:** We are talking about giving the person the same title, but giving them a 0% appointment in the “affiliate” department. **Provost:** We don’t want two different titles. One title, (say, Professor) in both departments. We have cleaned up many of the titles. Simpler, more straightforward.
- **Chair:** Can you talk a bit about the budget requests from the colleges and in particular the NTT conversions that were approved? **Provost:** There was an email that went out to chairs for proposals to convert certain NTT positions to TT. College of Engineering submitted 3 and all were approved. COLA submitted 4 and all were approved. One more was approved. We initially thought most people would do an open search. 6 were actually person conversions, not position conversion. Either way, the faculty needs to approve it.
- Total this year is 65 TT positions either approved or completed this fiscal year. We have 33 people who retired or left, and we hired 65. Bad news is we have only made 16 of 65 offers. Of the 16 we offered, 13 have accepted. We are way behind in searches. We have great diversity in gender in our offers. 14 female to 4 male. But in terms of diversity of ethnicity, we are not doing well. Emailed deans yesterday, if things don’t turn around in terms of diversity, they may lose the position. **Toni:** We are pushing back on the pools. We need the initial pool to be as broad as possible. **Provost:** It takes a lot of effort to have hiring that is more diverse. **Toni:** We are asking that every person on the search committee to actively reach out to colleagues and acquaintances to invite people to apply. **Provost:** You can do this – contact someone who would normally not apply. Why don’t you come give a seminar and introduce this person to the faculty. I did that as dean, and then at the end of the seminar invitation, I offered them a job (after polling the faculty).
- **Senator:** About NTT conversions. Is it possible to convert position and hire the person who currently holds it? We were told we could only convert positions. What actually happened will contradict what we told our NTT faculty. **Provost:** When we sent out the call for proposals, we emphasized position conversions. But deans said they had the best person and it was a retention issue.
- **Senator:** If that is all done behind closed doors after the announcement went out to faculty, then this is not equitable. **Provost:** From my point of view we are still converting the position, but the faculty need to approve it.
- **Senator:** I have the documents that the dean and the chair have on this, and this was not how it was presented.
- **Senator:** So just to be clear, there is the policy on the one hand, but on the other hand there is a wink-wink-nudge-nudge, if the deans want to do it their own way, then you look the other way. What about the deans and chairs who took the upper administration on their word and trusted you and then did not make a request based on what you said. **Provost:**This is not a policy. I approved the position conversion, but it is up to the dean to decided how they do it.
- **Senator:** Faculty senate was told that it would need to be a national search and some of the people in the positions may not come out on top in the search.
- **Senator:** I can confirm that this is how my chair saw it.
- **Senator:** Why was one thing said to the deans and a different thing was said to us? **Provost:** This is not a policy. From my point of view, this is a position conversion, and it up to the deans how they want to handle hiring the conversion.
- **Senator:** How does this address diversity? **Sol:** Noone has been hired yet. The approval to convert the position has been done. **Provost:** If the dean or chair want to convert that person into the position, they need the support of the faculty. I am putting it back onto you.

- **Senator:** My issue is that we were told something different in the last faculty senate meeting.
 - **Provost:** This might be a matter of perspective. **Sol:** The departments that got the position conversion have two choices: position conversion (search committee, ad, whole thing), the other is person conversion. In either case, the faculty need to weigh in. **Provost:** This is good news, lets not turn it into bad news.
 - **Chair:** If you think there was a misunderstanding, have your dean to submit it to the hiring plan by April 1. We will entertain proposals.
 - Provost left at 2:58
3. Chair update on strategic plan. President said it should be ready by today. It is a little frustrating to not yet have it.
 4. Toni Sol updates
 - Provost has spoken to pres about t&P. I think they are still going back and forth. Decisions should be coming out soon.
 - DM profiles August 1.
 - Canvas conversion. We are white-gloving courses. 70 out of 200. Faculty have been positive in terms of the process.
 - New SFS software which is integrated into your systems.
 - Tool that you have – inspire for faculty. If you are teaching undergraduate students, you can check in with them, send them nudges.
 - Ray Elliott has created a sample teaching portfolio in Canvas.
 5. Quorum exists
 6. Minutes - Any corrections? They stand approved.
 7. Fay Report on research supplemental.
 - Our committee met and reviewed it. We were given an updated version and reviewed that. The main nature of our concerns was that the policy is too oriented around monetary items. Also, this policy does not have the ability to compensate people who achieve research excellence in ways that are not monetarily assessed. In non-STEM fields, they need to make grant of \$150,000 which is out of reach.
 - We are in principle supportive of ways for faculty to be rewarded for research excellence, however, we recommended the revisions that the policy should be truly reflective of the variety of ways that research excellence can happen across a tier one comprehensive research university. Colleges should have a big hand in this. Each college would have a certain number of awards.
 8. 3:12 Duane Dimos arrived to talk about research supplemental policy.
 - We are not talking about awards. We are allowing supplemental compensation to recognize the administrative and other aspects involved in running large research grants. We have other ways around the university that allow us to give supplemental compensation.
 - We are now at the point where we are starting to have a lot of our faculty having a great deal of success in getting grants, and other universities are trying to steal away some of these faculty. We are trying to create a way to provide ways for faculty to be compensated that don't become permanent salary. We looked at what many other universities do around the country. Some have formal procedures in their handbooks, others have less formal policies.
 - We have tried to put together for individuals who are very well funded, managing funded graduate students, writing program updates, for them to be compensated for this extra work, which I see as administration.

- One other thing is to make sure the resources are used as they really were proposed. (Some faculty with lots of grants aren't able to use all the salary budgeted to them.) This is about paying for the part of your research that the institution is already paying for.
 - We have set some levels above which supplemental compensation is warranted. This is meant to be self-funded. The money is coming from the grant that the person has.
 - Discussion among faculty and Dimos about the proposal and rationale behind it.
 - Dimos departed at 3:44
9. Chair We have the committee report. Parliamentary procedure would be to accept the committee report.
- **Fay:** Re-read committee report.
 - **Chair:** I would like an amendment to add a sunshine clause, that this policy be reviewed after 3 years.
 - Motion by Schira to accept committee report as amended, seconded by Elliott. Motion carried unanimously.
10. Committee reports
- Equity and ethics Burgess-Jackson
 - We discuss several issues about the NTT policy for joining the Faculty Senate. Norman was going to send something to you. (to allow NTT on the senate with some restrictions. 15 slots on senate for NTT. Each college gets 1, and the seven other slots would be partitioned based upon number of NTT full time in their college. Would not be allowed to be chair or chair elect. NTT faculty would vote for NTT representative, TT faculty would vote on TT faculty senator.)
 - **Chair:** Feedback on this should go to Equity and Ethics
 - No other committee reports
11. Chair updates
- President talked to me about diversity in hiring, the numbers were different. Not a single person who was offered a job (of the 18) would be considered a diversity hire.
 - **Senator:** For us it was an issue of fit for our department in the area of need that we have.
 - **Senator:** Can we push the administration on their strategy for hiring diverse people? What we are doing is far too little.
 - **Chair:** P&T policies are being collected so that we can review them. We are looking for clarity and if they fit the new university workload policy.
 - Any problems working on university workload policy? I think it is due for colleges in a week or so.
 - Consensual relationship policy. We did have the right version. We are setting up meeting with Shelby to go over what we passed in the last meeting.
 - Last meeting we were supposed to start process to elect new officers. My mistake I forgot. Unless I hear an objection, I am asking Peggy to chair the nomination committee. Let Peggy know. We will have election in April meeting
 - Free speech. It is still a very political football. At FAC we have discussed it with Chancellor. We did not endorse the Chicago statement. We said we have concerns with it. I don't expect anything to come down until we see what the legislative session does.
 - NTT – I am going to contact the president and the provost about if there have been departments or deans who were confused about the requirements for this, that they be allowed to submit NTT conversion proposals.
 - Bill Carroll updates I have been serving on this fiscal restructuring taskforce. I asked them to come to senate to explain the proposal they are going to make. Next year there is supposed to be more

meetings. Incentive based budgeting. It would be a transition period. It would be like a two year phase in if they decide to do it. Right now, the committee is just coming out with a report. They haven't yet presented this to the Dean's council yet.

- Chair: I have heard that the university is going to go to a one year growth model next year instead of three year model. This may change how your college has grown or loss.
12. Skantz Housekeeping issues in our college. I was asked to make a motion that housekeeping services should be improved such that faculty offices are vacuumed and dusted, and trash is emptied at least once each week. Seconded by Elliott.
- Discussion This impacts the view of visitors to the university. There are concerns about priorities for spending. Does housekeeping services come out of each college's budget, or is it our of the university budget?
 - **Chair:** John Hall's office has been cut significantly. There is a new housekeeping company as well.
 - Call the question by Skantz
 - Motion passes unanimously

Adjourned at 4:37