

**Faculty Senate Minutes**  
April 17, 2019

**Senate Leadership in Attendance**

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

| <b>Senators and Student Representative in Attendance</b> |                 |                    |                   |
|--|-----------------|--------------------|-------------------|
| Taryn Allen  | ELPS            | Penelope Ingram    | English           |
| Donelle Barnes   | Nursing         | Tom Ingram         | Comm              |
| Keith Burgess-Jackson                                    | Philosophy      | Tim Ishii          | Music             |
| Allan Cannon   | ISOM            | Margaret Jackmack  | SAC               |
| Daisha Cipher  | Nursing         | Choong-Un Kim      | MSE               |
| Norman Cobb  | Social Work     | Paul Kraweitz      | Kinesiology       |
| Gregory Cook   | Art/Art History | Dennis Maher       | Theatre Arts      |
| Kathy Daniel   | Nursing         | Steve Mattingly    | CE                |
| Kaushik De   | Physics         | Jeffrey McGee      | Management        |
| Rashaan Deshay   | CRCJ            | Chris Morris       | History           |
| Venkat Devarajan   | EE              | Anne Nordberg      | Social Work       |
| Ramez Elmasri  | CSE             | Mike Roner         | Biology           |
| Jackie Fay   | English         | Naoko Witzel (sub) | Linguistics/TESOL |
| Douglas Grisaffe   | Marketing       | Mary Schira        | Nursing           |
| Manfred Huber  | CSE             | Peggy Semingson    | C&I               |
| Shiek Imrham   | IMSE            | Terrance Skantz    | Accounting        |
|  |                 |                    |                   |
|  |                 |                    |                   |
| <b>Guests</b>  |                 |                    |                   |
| Toni Sol, Maria Cosio-Martinez                           |                 |                    |                   |
| <b>Press - Shorthorn</b>                                 |                 |                    |                   |
| Reporter – Peyton North                                  |                 |                    |                   |
| Photographer – Presley Glotfelty                         |                 |                    |                   |

1. **Gavelled to order 2:31pm**
2. Chair Introduced visitors.
3. Quorum call
4. Minutes from April meeting were approved by acclimation.
5. Starting with reports as we await arrival of President
  - Bill and David just at FAC. New things – UTEP has a new president and that appointment is very controversial. FAC will take up trying to find ways for faculty to have more input into presidential search processes.
6. President Arrived at 2:34
7. Comments from Karbhari:
  - Recap of status of higher ed funding in Texas legislature.
  - Thank you for your service through the year. Look forward to working with Bill. I am assuming you all have the results of T&P. The university committee has been very excellent at bringing

parity and equity across the board as to how we look at T&P. Over the next year, I would like for every department and college to look at their policies and procedures at their T&P policies. They need to be clear. We have to have criteria that are well positioned and clear as to how we will treat T&P, and the processes through which the dossier will be evaluated, and most importantly, how we will look at annual reviews. They can't be taken lightly by anybody. My request to Senate is that this be one of the focus areas for next year.

- **Chair** We will be doing committee work on that over the summer. **President** Most important task is to have the same level of clarity in T&P documents across the board.
- The email I sent across campus halting some social activities of our Greek communities was due to a large range of complaints we have received and investigations that have been ongoing for a while. We do want to have a vibrant Greek life on campus, but we also need to have safety. Some of what we are looking at in Greek life we need to look at across the board, e.g. sexual harassment. Taskforce has met and will provide recommendations. We must continue to look at climate on campus and how we treat behavior in general. I welcome comments from all of you as to how we together can continue to make progress at the faculty and staff level.
- Questions from Senate
- **Chair** Revised consensual relationship policy for GTAs? **President** I would like to see your opinion first. How do you all view the role of the GTAs with regard to the power relationship to students? **Senator** In our department they become instructors of record, so they should have the same standards of professional comportment. **President** I think GTA to GTA could be considered separately from GTA to undergraduate. **Chair** To clarify, the discussion we had with PAC was a followup to our discussion in senate of the consensual relationship policy. We need to see what comes out of HOP committee. **President** I do think that as we look at the growth of masters programs in future years, we might want to come back to this policy to see how it plays out in the future.

8. Comments from Provost Lim

- T&P - 24 dossiers submitted. 22 successful. One withdrawal. One denial of tenure. Of the successful: 12 assistant to associate. 10 associate to full.
- **Senator** I would love to see more mentoring of mid career faculty for promotion from associate to full. We need more structure. **President** We should engage in this discussion more. There are two views. You cannot mandate mentorship. It generally doesn't work out. Other view – you need to do it, but you need to train the mentor well. I would like to hear from the senate about how we could have an effective program. **Senator** Even some lunches, even group activities, bigger picture discussions. **President** I don't see why we couldn't do that irrespective of whether it feeds into a promotion. I think we need to take advantage of the expertise in this room and in the two academies. **Senator** We had mentoring program in COLA for associate to full. My mentor read my work and told me what I needed to get done. There was discussion about what the mentors would do. Not sure if it is still on going.
- **Chair** Change in raise that comes with promotion. \$5000 for assistant to assoc, and \$10,000 for associate to full. Once all hires are done this year, we will be up 5-6% in T/TT faculty. Thanks to pres and provost. Importance of shared leadership at this university. Progress.

9. President and provost departed at 2:59.

10. Chair/chair elect updates Committee makeup of NTT promotion committees. I expect the committees will be probably 5 members (mixed) with a majority TT faculty.

11. Coming out of FAC – SFS work has gone up to system. FAC is launching a special committee to look at that, kind of mirroring our teaching task force.

12. **Elliott** Update on teaching task force. Our work was mostly done by February. Most difficult was finding someone to do our website. We are not webdesigners.
13. Elections we need new parliamentarian and secretary.
  - Nomination for secretary – Kay Johnson-Winter
  - Move to close nominations. Seconded. Passed.
  - Jackie Fay nominated for parliamentarian. Motion to close nominations. Second. Passed.
14. Election Via closed ballot. 33 in favor for both candidates.
15. Equity and Ethics Report on Academy of Distinguished Service Leaders. The academy mirrors the other two academies. Same money that comes with it \$2500.
  - Discussion Motion made to adopt this report by Lauster. Second P. Ingram. Passed unanimously. Now it goes to the HOP committee. Should have pretty smooth sailing.
16. Senate bylaws We introduced last session the idea of NTT on the senate. Started at FAC. NTT should have role in shared governance. The proposal is that we have our existing 60 members, add 15 NTT faculty. Each college elects one full time NTT member. The remaining 7 NTT seats would be apportioned based on the number of full time NTT faculty in each college. This will also make elections easier.
  - **Senator** From CONHI I want to mention that this changes how the numbers of senators are appointed. We will now have NTT people on senate than TT people on senate (for CONHI)
  - Discussion Suggested amendment to limit the number of apportioned NTT to two. Seconded. Vote: Unanimously passed.
  - **Senator** Should should there be a requirement that they are on appointment of at least a year. Could it get out of sync with academic year.
  - Motion to close. Second. Vote on proposed changes (with amendment) to HOP and senate bylaws related to NTT membership on senate. Passed unanimously.
17. Grade grievance policy coming out of academic student liaison committee.
  - **Chair** I will describe this. It has been bouncing around senate for years. Concern was expressed that professors have no appellate rights and the HOP has no specificity about what the remedy should be and how it should affect the grade. Committee report suggests that there is appellate right of professor to appeal to the dean.
  - **Chair** Entertain motion to bring this out of committee. Barnes moves we bring out of committee. Morris second. Passed unanimously.
  - Discussion What if the committee is not finished with this? **Chair** I suggest I will sent this off to PAC to wordsmith, and then we can vote by email. I can do this without a vote. They will work on it over the summer.
18. Special Projects Tom Ingram – apologies for not getting much done. Family crises. Within the next 24 hours the special projects committee will get instructors for evaluating emeritus. Climate survey. Design issues.
19. Operating Procedures Kay Johnson Winters – policy 5-708 institutional oversight of life sciences... Everyone thought it looked great, as well as 5-707. Both are fine.
  - **Chair** Motion to adopt committee report. Passed unanimously. Send up to HOP
20. Chair Update on supplemental research compensation policy. Duane says the latest version will come around and back to colleges so that individual deans can set the amount for their college. It is going slower than we thought.
21. New business
22. **Carroll** On budget restructuring committee. He has now been given permission to give us overview of the process of the university fiscal structure review. Discussion.

**23. Adjourned at 4:29**