



Faculty Senate Minutes

December 4, 2019

Senate Leadership in Attendance

Bill Carroll, Chair
Kayunta Johnson-Winters, Secretary
Jackie Fay, Parliamentarian
David Coursey, Vice Chair
Tom Ingram, FAC/TCOFS rep
Peggy Semingson, TCOFS rep

Guests

Toni Sol
Maria Martinez-Cosio
Michelle Willbanks

Karabi	Bezboruah	Public Affairs	Dennis	Maher	COLA
Brent	Boyea	COLA	Michael	Nelson	Kinesiology
Tom	Ingram	COMM	Sara	Washington	CONHI
Changhee	Chun	COLA	Naoko	Witzel	Linguistics
Karla	Arenas-Itotia	Social Work	Terry	Skantz	Accounting
Patricia	Allard	Nursing	Jing Ling	Tam	Music
David	Levine	CSE	Ioannis	Schizas	EE/COE
Heather	Jacobson	COLA	Naoko	Witzel	Linguistics
Rashaan	Deshay	CRCJ	Mitul	Kachhla	VP/Student Gov.
Ramez	Elmasri	CSE	Chris	Morris	History
Jackie	Fay	English	Alan	Cannon	ISOM/COBA
George	Gintole	Architecture	Matthew	Fujita	Biology/COS
Melissa	Walsh	COS	Karla	Arenas-Itotia	SSW
Nila	Veerabathina	Physics	Alan	Bowling	MAE
Kaushik	De	Physics	Christy	Spivey	ECON/COBA
Aimee	Israel-Pelletier	MODL	Michael	Richarme	Marketing/COB
Tom	Ingram	COMM	Elizabeth	Fleener	CoEd – C&I
Kayunta	Johnson-Winters	Chemistry & Biochemistry	Anne	Nordberg	Social Work
David	Coursey	CAPPA	Taner	Ozdil	PALA
Teik	Lim	Provost	Paul	Paulus	Psychology
Norman	Cobb	Social Work	Stefan	Romanoshi	CE
Amy	Austin	MODL/COLA	Salil	Sarkar	Finance/Real Estate
Doug	Grisaffe	Marketing	Barbara	Shipman	COS/Math
Steve	Mattingly	CE/Engineering	Kathryn	Warren	COLA
Baohong	Yuan	BE	Amanda	Jackson	COLA
Andrzej	Korzeniowski	Math/COS	Peggy	Semingson	CoEd

No Press

Call to Order: **Bill Carroll** (2:33 P.M.)

2:34 P.M. The Chair introduced President Karbhari

2:34 P.M. **President Karbhari**

The Board of Regents approved a 2.6% increase in tuition across the board across all UT System institutions, despite the proposals submitted from institutions. The tuition stays constant for 4 years. This increase will come into place over the next fiscal year. There will be three areas that the money will be spend on: 1) Student success 2) Faculty retention and 3) technology/IT. For the graduate student portion, it will go towards increasing the graduate student stipends, which won't be much, because it's only a 2.6% increase.

\$60M was provided for the social work building for the School of Social Work and the Smart Hospital. The deans met last week about this with John Hall. There are a set of steps that we have to follow according to Regent rules. The next step is to figure out what goes into the building and a possible location. We would like to keep costs at about \$76M. We expect to get permission to construct by the end of 2020. The building would then open about 2 years after that.

Another project is to expand the Bluebonnet and Rosebud for better entrances and have a pedestrian walk way out front and a U-shape driveway.

Ally will look at the compliance of what we put up on the web, concerning our teaching materials. We have put aside some money for this. Maria and Toni will head the Ally program to assist with training of faculty and to help with courses.

If we finish all of our ongoing faculty searches, we will add approximately 87 more faculty lines to the faculty that we already have.

Senator: Provost asked for colleges to cut the budged by 3%. Is this the case? If so, Is UTA having financial issues, even with the 2.6% increase in tuition?

Provost: The 3% is not a budget cut. The deans were asked to go through an exercise to think about projects they wanted to support under the strategic plan and figure out where they money may come from. However, they were asked to come up with a plan to support the strategic plan that would include 3% of their budget. They money stays within the colleges.

President Karbhari: This is up to the dean and what projects that the deans what to add to their priority lists. It shouldn't be thought of as a cut, but a normal allocation of budget.

Provost: We gave a guideline of 3% as a reasonable amount to allocate.

President Karbhari: There is no intent to cut anything because UTA is doing well financially. The intent is to add more as we go forward.

Senator (a): The memo that you sent the deans asking for the 3% cut doesn't say that the funding is going to stay within the colleges nor does it say that the deans should come up with new programs. Do the deans know this? I can assure you that they do not. The memo that came from your office is different than what you have stated.

Provost: I am not sure what the miscommunication is, but the intent is not a budget cut. The intent is that the 3% is to be reallocated within the colleges to support the strategic plan. I thought that this was clear with the deans.

Senator (a): Reading the memo "Please provide plan for how you reduce your total budget for 3%." It doesn't say reallocated.

Provost: That isn't what it supposed to say.

Senator (a): There is a problem on campus with communication.

President Karbhari (a): We will send a clarification today about the fact that this is a reallocation, rather than a budget cut.

(A correction and clarification of the memo in question was sent in by the provost and read by Toni Sol (page 10). The full sentence reads "Please provide a plan of how you might reduce your total budget (excluding grants and gift accounts) by 3% in order to redirect resources to your strategic initiatives" See annex, which is below).

Point #4 from memo (This is in reference to the conversation between senator (denoted "a", along with the UTA President and Provost, which are underlined:

4. Budget Cuts Tab – Please provide a plan of how you might reduce your total budget (excluding grants and gift accounts) by 3% in order to redirect resources to your strategic initiatives.

In January 2020, Deans will be invited to present the strategic and budget plans of their college or school in relation to the allocation of all their funding resources. I am asking each Dean to use the enclosed PowerPoint template at the budget hearing presentation to provide the following information:

- Overview of strategic initiatives for AY19-20 to AY24-25 while taking UTA strategic plan into consideration. AY19-20 includes fall 2019, spring 2020 and summer 2020.

David Coursey: Works on the CAPP budget too. Although it's not in the memo, but in the actual document sent, there is a foot note that explains that.

Senator: A faculty member said that Karbhari said there would be a new dean of COLA last May. This raises several questions. Why would the President tell certain faculty this?

President Karbhari: That did not happen. He came to me to tell me that he was leaving UTA. We had no negotiations at my level. That was it.

Senator: This faculty is no longer with us. He reported to having a conversation with President Karbhari. He said, "Don't worry there will soon be a new dean."

President Karbhari: Said that he said nothing of the sort.

Senator: The provost informed the faculty this fall that there would be a new dean. He had learned the previous year. Why wasn't the dean informed?

President Karbhari: COLA Dean knew from the beginning when she signed her letter that her contract was for 3 years. When we lost the previous dean, we went to system for permission to name her as dean. System said that the only way that they would agree to it and not do a national search was to have a 3 year contract, after which we would have to do a national search. The dean was informed. President Karbhari has an email that went between him and Steve Leslie back and forth on the basis of which this was allowed. I tried to make it permanent, but was only given a 3-year contract.

Senator: The contract is public information. There is nothing of this sort in the contract in public records. Austin doesn't have any confirmation of this. Austin doesn't know anything about a 3-year contract.

President Karbhari: I have shown the email to the dean.

Senator: The provost told us that this was a mandate and requirement that the dean search was national. We have already hired a dean this fall without a national search.

President Karbhari: There was a different chancellor at the time who made the opportunity rule as the driver.

Senator: Is the requirement for a national search mandated?

President Karbhari: It is no longer mandated. It used to be.

Senator: Then why are we having a national search for the dean of COLA if it's no longer mandated?

President Karbhari: Because it was in the contract and was told to stand by the contract.

David Coursey: Dan and I can attest to this. When this all transpired with the COLA dean, the president did tell Dan and I the basics of what he is saying. President Karbhari's story fits what we were told three years ago.

Senator: This is not what Dan is saying now nor is what people in Austin are confirming.

President Karbhari: I will be glad to show you the email. It was no secret.

Jackie Fay: If this was a requirement at the time, what was the reason/rationale for not informing the faculty in the college?

President Karbhari: It wasn't a secret.

Jackie Fay: It wasn't in the email announcement to the college. What was the rationale behind that?

President Karbhari: There was no rationale as to not say the terms to the college.

Senator: Is there a policy now for a 2 term limit for endowed chairs?

Provost: Not that I am aware of.

Senator: Are there any endowed chairs facing a term limit?

Toni Sol: You have to look at the endowment. We have placeholder fellows who are appointed for one year. Some deans give a five-year term, depending upon how the endowment is written. You have to look at the endowment. The deans have the choice to renew or not to renew.

Senator: The reason that I am asking is because some of the term limits are being imposed upon for certain endowed chairs.

Provost: These endowments are approved by the colleges and needs approval by the president according to UT-System rules.

Senator: Is there a preference that have been communicated to deans?

Provost: I am not aware of any communications.

Toni Sol: No, it is not across the board for all colleges, but the deans may want to repurpose the endowments. They may want to use it for recruitment. You have to look at the endowment, what are the terms and who's running it. If you are appointing a fellow as a placeholder until you get an endowed chair, it has to go to Austin. If it is a renewal, it doesn't but it has to go to the president.

President Karbhari: There is no policy to restrict or not to restrict at my level. It's as is and up to the deans.

Senator: It is up to the deans and the colleges as per HOP.

President Karbhari: Yes, according to the HOP.

Senator: Because if the president were somehow to insist, that would be a violation.

President Karbhari: I am NOT doing that. You are putting words that don't exist. There is no way that I would control an endowed chair.

Senator: I am sitting on a committee that is reviewing an endowed chair in which the subject has come up. I don't need to worry about the candidate.

President Karbhari: You should not be worried, because the reviews are done within the colleges. The only reason that it comes to me is to sign off on.

Senator: The provost has instructed the deans to reduce the NTT faculty and this has come up on several occasions. However, the president has offered some dept. chairs more NTT faculty. What is the policy and the goal, because it appears that the president and the provost are operating across purposes?

Karbhari: No. I can tell you what I did with the chair of the English Dept. Chair said he had a large number of adjuncts. I asked him to make a calculation of what can be done if we converted adjuncts to NTT and then NTT to TT faculty. I was asking for a step process to see what it would take, how long it would take and how much money would be needed. That is what I asked for and what I am waiting for. Chair was concerned that they had too many adjuncts.

Provost: We are okay with permanent NTT faculty who contribute to the mission of this institution just like the T/TT faculty members. We have 743 adjuncts, but only 332 permanent NTT faculty. That is two times more. What he says is consistent with what the president says.

Jackie Fay: Wonderful plan to for many departments to transition temporary instructors into permanent frameworks. Is this idea on the radar?

President Karbhari: It is an idea on the radar. But I wanted to find out from Kevin is, what is the scale of the issue and we can find out across the university?

Senator: I heard from my dean that the provost suggested to the dean that she communicate less with faculty to keep morale up. The less faculty know; the less faculty will be upset. What is the president's goal in transparency and communication? There are instructions for Austin who place a high value on shared faculty governance.

Provost: She must have misunderstood something. I have always told the deans to communicate more with the faculty. This is not true.

President Karbhari: We should be able to communicate more and not less with faculty, which is why I am willing to answer questions.

Senator: Moving forward that if there are deans in the future that there is a term and not use the word permanent, because it means something else. This causes miscommunication.

President Karbhari: Absolutely.

Senator: You said that there were 743 adjunct and 332 NTT, What is the number of tenure track?

President Karbhari: 620 for 2019/20 and 707 for 2021, including all positions open right now and are being searched for.

David Coursey: This does not necessarily include people who may be retiring or replaced. That's the only way to count until you get an official retirement.

Provost: Retirement should not reduce the total number of positions because we put the money back into hiring T/TT faculty members. We put a control volumes around salary used to pay T/TT faculty. We don't allow the money to leave the control volume.

President and Provost exit at 3:03 P.M.

3:04 P.M. Bill Carroll asked for corrections or additions to the 11/6/2019 minutes. There were none, so the minutes stand approved as posted.

3:05 P.M. Bill Carroll introduced Toni Sol, Associate Provost, for her remarks

Toni Sol: TT we have 605. They are counting the positions that are not filled yet. Will do the official numbers in May and November and Toni doesn't have the official numbers yet. She is still going on Fall of 2018. In Engineering positions for NTT were moved to positions, it's not the person that was moved, but the position, which is another miscommunication.

Met with Deans today for the Faculty Development Leave and how we support faculty. Many things will be combined into FTEs (Faculty Development Efforts) which will be housed in your colleges. FDL goes to FTE from now on. There will be college committees. Colleges need to do something for NTT. Toni is asked to reach out to the deans to see what they are doing now for NTT faculty development. Toni will combine a list and come to the senate to have them review it.

Senator: Will FDL go to the college level programs?

Toni: That is the proposal. It hasn't started yet. Currently, they are the same.

David Coursey: Last year we had a negotiation. The sticking point even if it were at colleges we wanted the university to provide feedback. The dean's counsel rejected it because they didn't like the idea of university committee. The Deans didn't budge and faculty senate didn't budge. The FDL committee was created. FDL was expanded to include teaching and not just research.

Toni Sol: Not just research, but for people with special projects. For people who need retooling and this is to expand the FDL.

Senator: Will colleges pay for it?

Toni: The money still has to be worked out, but even COLA said that they have the money to do it. But the president will contribute money that will be folded into the college's budget.

Koushik De: His committee (Tenure and Academic Freedom Committee) looked at this at the general faculty level. Made sure there was a uniform distribution across colleges. That was one of our recommendations.

Toni Sol: Faculty need to work hard to make sure that the colleges are distributing fairly and equally.

David Coursey: Faculty Senate has to go back and do a review of this after a couple of years.

Toni Sol said that it will be monitored at the university level or the provost's level.

Senator: Can you give an update to 3rd year review?

Toni Sol: People hired up until this year will be eligible for FDL after 3rd year review. Deans decide to participate or not. People hired this year, it goes into the colleges.

Toni Sol: ACUE, CIRTLE etc.,

Box is going away. We are moving to One Drive. OIT will do this starting in the Spring. OIT will give a communication plan as to how they will do this. She thinks that they will do it by college. OIT will leave documents in Box for a while. It will be downloadable, but you won't be able to upload anything. OIT wants faculty to validate data to make sure everything transfers over.

Senator: Is this a UT-System thing or UTA?

Toni Sol: We purchased Microsoft 365, and One Drive is a part of this. We have unlimited storage that we don't have on Box. One Drive is secure.

Senator: J Drive, is going away?

Toni Sol: I think so. J Drive goes to One Drive. K Drive goes away as well. UT Share will be integrated into One Drive.

3:18 P.M. Bill Carroll introduced Michelle Willbanks, UTA Title IX Coordinator: Title IX Legislative Update (see her presentation). She finished at 4:50 PM. Bill will email her report.

Toni read correction on the behalf of the provost concerning a previous issue listed on page 4 with a faculty senator's question about colleges' budget. The memo reads (and is added to the bottom of these minutes): Point #4-Budget Cuts Tab-Please provide a plan for how you might reduce your total budget (excluding grants and gifts accounts) by 3% in order to redirect resources to your strategic initiatives).

Bill Carroll gave the Chair's report:

We now have a full senate for the first time this semester. All 62 seats are filled. The committee assignments need to be updated.

Use of endowment income for base salary of faculty has been approved by regents. UTA does not have plans to follow this model, per President Karbhari.

Budget process is on the way in the colleges. The committee for the colleges should include PAC representatives and three additional senators chosen by the deans. It is up to the PAC representatives to do this. The minimum number for this committee is 4, but you can have additional.

Upcoming meeting with central administration to discuss issues that have come up in the faculty senate (Edith Reed and John Hall).

Faculty Senate Reception will be at a UTA basketball game on Feb. 27, 2020.

Retired email issue revisited. It was not completely solved.

David Coursey's report: Customer Relations Management Software (CRM) vendor reception meeting...David Coursey is on this committee. It allows one to track all communications in marketing from initial prospects to alumni relations with a student.

Budget- Be aware that the University did not provide projection models this year for enrollment, because we don't know the financial models. There is a tab for enrollment projections, but they are not projections, but aspirational goals. Be aware of what the university is giving you by college and by department. Some can be very unrealistic. If you think that the goals are too high, you need to have a good documented reason, such as national accreditation report and survey of other programs in your area.

capacity issues such as space or faculty.

Bill Carroll asked for Committee Reports:

Special Projects: Tom Ingram

Review of HOP long-range planning.

Faculty Satisfaction Survey-The Collegiate survey by Harvard. It needs to be something to benchmark. 4-5 other UT-System institutions have used this model. Control is important. However, funding is about \$25-\$50K, which the faculty senate does not have this amount of money. If administration gets involved, they may want to control or be involved. The last one we did was 10-12 years ago and the university was involved. We want to have an outside source to do this.

University of Houston designs their own and use senate budget. However, the questions are untested. Better to use a standardized survey such as the Harvard Institution.

Senator: When will this happen?

Tom Ingram: Best estimate is in the fall.

Academic and Student Liaison-Heather Jacobson

Investigation of Honors College is on hold because of the Dean search.

Late Grade policy- The committee is trying to investigate why grades are completed late. For example, too short of a period between finals and when grades are due. Better communication/notifications. We need something similar to what is done with Student Feedback Surveys for the purpose of better communication with the faculty.

2 proposal drafts about late grade policy:

1. No grade policy
2. Roll over to an I (probably because what's different between a real I vs the fake I)?

Academic Tenure and Freedom: Kaushik De- Working on same issues as last time.

Budget Liaison: Paul Paulus

What kind of information is needed? Talk to Kelly David and President Karbhari. Discuss with Equity on

Operating Procedures Committee: Terry Skantz

Worked on how to change the HOP, but found no real changes to be made, just cleaning up the language. Changes to the HOP will be voted on in January. Bill will send out to the Faculty Senate.

4:45 P. M. Entered into Executive Session.

Executive Session Ended at 5:23 P. M.

Adjournment of Faculty Senate meeting was at 5:23 P.M.