



**Faculty Senate Minutes**

January 29, 2020

**Senate Leadership in Attendance**

Bill Carroll, Chair

Kayunta Johnson-Winters, Secretary

Jackie Fay, Parliamentarian

David Coursey, Vice Chair

Tom Ingram, FAC and TCOFS representative

Peggy Semingson, TCOFS representative and FAC alternate

**Guests**

Toni Sol

Susan Dequeant

Maria Martinez-Cosio

Lucinda Buhrkuhl

Ann Cavallo

Karabi	Bezboruah	Public Affairs	Stephan	Romanoshi	CE
Brent	Boyea	COLA	Srinivas	Prabkar	CE
Tom	Ingram	COMM	Sara	Washington	CONHI
Daisha	Cipher	CONHI	Naoko	Witzel	Linguistics
Karla	Arenas-Itotia	Social Work	Terry	Skantz	Accounting
Patricia	Allard	Nursing	Dennis	Maher	COLA
David	Levine	CSE	Gavin	Mitchell	udent Body President
Heather	Jacobson	COLA	Margaret	Jackyman	COLA
Shiek	Imrham	IMSE	Tim	Ishii	Music
Ramez	Elmasri	CSE	Chris	Morris	History
Jackie	Fay	English	Bill	Crowder	COB
George	Gintole	Architecture	Matthew	Fujita	Biology/COS
Melissa	Walsh	COS	Keith	Burgess-Jackson	COLA
Nila	Veerabathina	Physics	Alan	Bowling	MAE
Kaushik	De	Physics	Christy	Spivey	ECON/COBA
Ankur	Jain	MAE	Michael	Richarme	Marketeyng/COB
Vistasp	Karbhari	UTA President	Elizabeth	Fleener	COEd – C&I
Kayunta	Johnson-Winters	Chemistry & Biochemistry	Thomas	Rusher	Architecture
David	Coursey	CAPPA	Taner	Ozdil	PALA
Teik	Lim	Provost	Barbara	Tobolowsky	ELPS
Norman	Cobb	Social Work	Delores	Agiular	CONHI
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	Jeff	McGee	Management
Andrzej	Korzeniowski	Math/COS	Peggy	Semingson	CoEd

Imre	Demhardt	History	Venkat	Devarajan	EE
------	----------	---------	--------	-----------	----

**Press:** Megan Cardona

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

2:35 P.M. **President Karbhari:** We have started the planning for the nursing and social work building. Had a meeting with Dean Ryan concerning the new building. He took Duane Dimos' position for this project. Dean will be sure that we are on time and collect information from the different groups and work with the people on the bid. There was an RFP sent out earlier for the companies and going through the down selection who will then be asked for a full bid.

UT-System will provide funding for the ACUE program. They will provide 30-33 slots. The program started in fall. UTA will continue its funding for the program as well.

Faculty Development Task Force-We took the report from the task force and shared it with the deans. The deans were unanimous that they wanted to do this through the colleges. There needs to be coordination with faculty affairs. The money in the pool now is \$180K, but will increase it to \$250K. Faculty Senate needs to work with Faculty Affairs to help provide guidelines as to how it should be spent and how the money will be apportioned to be sure that it is spread across colleges the right way.

**David Coursey:** By assessment do you mean for the initial discuss are you speaking of a post process review or how the faculty the faculty are accessing their performance?

**President Karbhari:** Both. Faculty senate should tell us how effective it is. The intent is to increase the FDL and not decrease. There is a state threshold of 6% for faculty to be on leave at any point and time. The addition of money may or may not hit the 6%. Depending upon the recommendation of the faculty senate. The plan is if there is more that's needed in the future, that we start to plan for that.

Some faculty asked about the report UT-Austin concerning equity for Hispanic faculty. UTA has not received their report. President Karbhari has asked Jean Hood to do a study for UTA for the Hispanic faculty as well as for African-American faculty. As soon as he receives it, he will share it.

Additional money has been added to senate travel so that senate has funding for it.

Title IX and SB 212-Asked Shelby Boseman to work with Jean on training and proper orientation of the new rules.

**Senator:** Regarding Title IX, do we have guidelines in writing? The feeling for the consequences for understanding the rules are dire.

**President Karbhari:** Will work on getting this in writing and a very valid point. While it appears dire, hopefully there is an understanding on the university's end and hopefully in the state in the very careful balance who work with students and their duty to report. If we are very cut and dry, we would be hurting our students who need help.

**B. Carroll:** What about administrative searches that are going such as deans and VP's?

**President Karbhari:** We are moving forward with searches. VP of Advancement is going well. There is one going on for the VPR and it's still in its early stages.

**Provost Lim:** We have two dean searches. COLA Dean search is going well, with a good pool of applicants. We are currently using a search firm. The Honors College Search is internally. The new academic personnel office is acting as the search firm and asking people to apply. Plan on having 2 new deans this summer if all goes well.

**Senator:** FDL: Will the additional money be equal to what is saved by the university by eliminating the 4<sup>th</sup> year reapportionment leave?

**Provost Lim:** The number that the president quoted includes the money that we have been using for the 4<sup>th</sup> year FDL. The regular FDL and 4<sup>th</sup> year leave were combined and added more money.

**President Karbhari:** That was the \$180K. The \$250K is \$70K on top and not a replacement. The intent was to add money to the program on top of what was already there so more faculty could go on FDL.

**David Coursey:** Just to be clear, we have asked faculty senate to grandfather people who were on this program. The president and provost have agreed. Faculty still have the option to be grandfathered. Not for new hires.

**President Karbhari:** Selection of CRM (Customer relationship management system)...committee came up with a preferred vendor and are discussing with them as to what it would take to move forward with the implementation. CRM serves as a database and a way to contact people. Now what we do is when we recruit students there are a large number of programs and excel spreadsheets for students who were contacted in 8<sup>th</sup> or 9<sup>th</sup> grade and have applied and have accepted admissions. Other universities will send letters, postcards and say happy birthday. UTA does this all manually. CRM allows us to do it on an automated basis. UTA is at a disadvantage and students feel uncared for by UTA. This will

become part of our system. A committee was assembled for o look at all of the options. The committee found one company and now negotiating.

**David Coursey:** There was a faculty senate representative on that committee.

**Senator:** It's one thing to have a faculty senator, but also important to have wide faculty representation and involvement that works for everyone.

**President Karbhari:** This is the intent to get wide faculty representation. To get input and use beyond admissions.

**Senator:** Important in the design phase.

**Senator:** Parents who were both UTA graduates, but the daughter was rejected.

**President Karbhari:** We have no legacy policy. It's based upon the application and merits. Most public universities do not.

**Senator:** Can students be admitted upon a probationary status?

**President Karbhari:** Not at all. The legacy status has absolutely no bearing. We would be running foul if we took to legacy status into account. Cannot be through alum or a faculty.

President and Provost exit at 2:53 P.M.

**Bill Carroll:** Quorum: 2:53 P.M. Will hold approval of minutes until February meeting.

**Toni Sol:** 2:55 P.M.

ACUE There will be two cohorts of 30, with three extra (each cohort).

1 Cohort-focus on new faculty in the second year.

2 Cohort-TT/NTT with high DFW rates.

Will be announcing this towards the end of February. There was a misunderstanding of the timing. It is a course. You can sit in on the class, which is a couple of hours a week. Then you take one of the tools that you learn back to the course and write a reflection.

**Senator:** What is the acronym and benefit?

**Toni Sol:** (American Colleges Universities Education) You get a certification. It's the only certification for teaching in higher education in the United States.

**David Coursey:** You will learn a lot. Great program, however it's very time consuming. Strongly recommended.

**Senator:** What's the deadline for the applications?

**Toni Sol:** It has not been decided. New people will meet with the current cohort and the first cohort so that they get an idea as to what to do.

We are also launching the next leadership academy. Keep an eye out. It's ran in the Spring and every other Friday. You have to had been at UTA for one year in order to apply for it.

**Maria Cosio:** Ally- can sign up for the boot camp that starts February 10<sup>th</sup>.

Microsoft is interested in coming to campus to present about TEAMS. They will be here for a half day and show their tools.

**Senator:** ECHO closed captioned...Office of Disabilities no longer takes care of this. They are being told that departments need to take care of this. But It's expensive \$3,500 per class.

Send information to Maria. CDE may not pay but can help convert information.

**Toni:** Next year, annual evaluations will go through Digital Measures.

**Senator:** Why? Disagreed that Digital Measures has been a success.

Summary of conversation about annual evaluations through Digital Measures: There was disagreement that Digital Measures is the best way to evaluate faculty, since there are still so many issues with the system. Faculty felt that it wasn't the best way to evaluate faculty, because there aren't appropriate tabs that help to show the best work. Additionally, it is extremely time consuming to input the work.

Toni exited at 3:13 P.M.

Ann Cavallo and Susan Dequeant presented on Maverick Advantage Faculty Engagement Program (MAFE). Please see her presentation. There's a faculty showcase event on February 24, 2020 for the MAFE experience.

3:35 P.M. Chair's Report, Bill Carroll

Committees have been updated to reflect the new membership. 50% of the senate is new this year, because of the addition of NTT members and regular turnover.

Budget Hearings: The senate is involved with the budget hearings for the academic units. They have all been completed. Had the final meeting with the provost. There were questions that came out of the hearings. For example, many colleges were projecting deficits. 5 of 8 colleges are reporting a deficit and needed more money to meeting their requirements next year. The Provost says you have to distinguish between need and the college overspending. He made a commitment to resolve as best he can.

Bill felt that the process was constructive and will meet with PAC to come up with a revised process for next year. Wants to get involved with administrative budgets. For example, what is the budget for the VP's?

**Senator:** Provost said he's open to sharing data on the extra income and expenditures of the university. Pointed us to his budget assistant, Susan Elliott and Kelly Davis but will share data.

**Bill Carroll:** Senate Budget request. Submitted to provost and he approved it. There will be \$130K. However, \$90K is for the travel program. The purpose is to be able to fund more requests and also fund NTT faculty. This is not in the bylaws or HOP. This is just a policy that we have.

Bill would like to write up a revised travel policy and bring back to the senate in February.

There was a motion to expand the travel program to NTT faculty. All approved. No one opposed.

Bill Had a meeting with John Hall, who is the VP of Campus Operations, about janitorial services. There are 31 vacancies on the janitorial staff. This is because the UTA pay scale is not competitive. The University has approved a higher pay that will be effective as of February 1<sup>st</sup>.

The Faculty Senate reception is Feb. 27.

3:53 P.M. David Coursey (FAC)

Libraries across System are trying to unite because the publishers of journals are increasing their fees significantly. They want to negotiate as a collective unit.

One big charge is to look at faculty grievance policies across systems vary.

Faculty involvement in president and provost searches.

Was promised a guidance document on SB 212 in early January and it isn't ready. This will be a topic with the vice chancellor on where we are with this.

**Senator:** Any idea how UT Systems choose a president?

**David Coursey:** The board of regents is typically really secretive with this.

Bill Carroll: In the past there has been a lot of faculty involvement, just not the last one.

**P. Semingson:** Title IX-There's a lot of student activism with title IX at Austin.

**David Coursey:** There will be a lot of discussion with this, which is why a guidance document is needed.

**T. Ingram:** UT System has developed a policy where there are two regents with oversight of president's searches. Usually two regents on the committee. There were some senators asked to be on the committee. Usually 9-10 people. Most of the discussion was what happens when the search goes on and there's a short list. There's generally no open discussion.

### **Committee Reports**

**Academic Freedom and Tenure** (Koushik De):

Review Department and College Guidelines for tenure and promotion left over from fall semester. Want help from senators to with reviewing the guidelines from their departments. They have a list of questions that they would like to answer and the list of criteria and send reply back to committee. For college and school guidelines, the committee can look and make sure there is consistency between colleges and they follow HOP.

**Equity and Ethics** (V. Devarajan): Nothing new to report.

**Academic and Student Liason** (Heather Jacobson): Doesn't have HOP admissions policy revised documents from Troy Johnson. Reported late grade recommendations at last senate meeting and they have been reported to Maria. Are currently working on find facts concerning the Impact University Studies. Charged with looked at university studies. Trying to find if there are university policies for online studies. There is no policy for online studies.

**Budget Liason** (Paul Paulus): No further reports (Paul wasn't available).

**Information Technology:** Nothing to report.

**Operating Procedures Committee:** Same as old business listed below and presented by Bill Carroll.

*Old business:*

Review of policy GA-LA-PO4 Handbook of Operating Procedures. Nothing objectionable in revision. Allows 60 days for approval of academic policies. 14 days for administrative policies. Can ask for additional time if needed.

Motion: "All in favor of committee recommendations on GA-LA-PO4 say Aye." All approved with no opposition. The motion carries.

Mult-term registration:

Bill: Does senate want to have a position on this?

Will assign a committee and then senator can attend sessions on this.

Express concerns about limitations.

Suggestions on how to successfully implement this.

Need feedback from stake holders.

Motion: Faculty senate request that the president and provost postpone the implementation of multi-term course for 1-year registration policy for further study effective immediately.

All in favor say Aye. Any opposed? All in favor with no opposition. The motion carries.

Deadline for free speech policy is February 10. There's no time to discuss extensively in senate.  
Bill asked for feedback from senate.

4:41 P.M. Entered Executive Session

5:07 P.M. Left executive session

Motion was made for the President to provide the resources necessary to conduct a faculty satisfaction survey campus wide. Recommendation made for this to be conducted every 2-3 years. All in favor say Aye. Any opposed? There was one No vote. The motion carries.

5:07 P.M. adjourned.



