

Faculty Senate Minutes
1 November 2023
Student Government Chambers (UC 225)

Senate Leadership in Attendance

Andy Milson, Chair

Jackie Fay, Vice Chair

Venkat Devarajan, Parliamentarian

Kathryn Warren, Secretary

Senators in Attendance, followed by the unit they represent
(Department for TT, College or School for NTT)

Ishfaq Ahmad	Computer Science Engineering
Georgios Alexandrakis	Bioengineering
Adam Annaccone	College of Nursing and Health Innovation
Amy Austin	College of Liberal Arts
Shanna Banda	College of Science
Karabi Bezboruah	Public Affairs and Planning
Alan Bowling	Mechanical and Aerospace Engineering
Kim Breuer	College of Liberal Arts
Lauren Brewer	College of Business
Jivas Chakravarthy	Accounting
Bill Cleaver	Chemistry
Manfred Cuntz	Physics
Thomas Dombrowsky	College of Nursing and Health Innovation
Carlos Donjuan	Art and Art History
Sarah El Sayed	Criminology and Criminal Justice
Sergio Espinosa	Music
Julienne Greer	Theatre Arts and Dance
Andy Hansz	Finance and Real Estate
Bai Hoang	Political Science
Darlene Hunter	School of Social Work
Melynda Hutchings	College of Nursing and Health Innovation
Joowon Im	Landscape Architecture
Aimée Israel-Pelletier	Modern Languages
Theresa Jorgensen	Math
Cindy Kilpatrick	College of Liberal Arts
Un-Jung Kim	Earth and Environmental Sciences
Douglas Klahr	Architecture
Cynthia Koomey	College of Nursing and Health Innovation
Andrzej Korzeniowski	Math
Laura Kunkel	College of Nursing and Health Innovation
Catherine LaBrenz	School of Social Work
Aera Leboulluec	College of Engineering

David Levine	College of Engineering
Qing Lin	Psychology
Rachael Mariboho	College of Liberal Arts
Steve Mattingly	Civil Engineering
Jeff McGee	Management
Joyce Myers	College of Education
Anne Nordberg	Social Work
Mark Pellegrino	Biology
Cindy Plonien	College of Nursing and Health Innovation
Rhonda Prisby	Kinesiology
Stefan Romanoschi	Civil Engineering
Tom Rusher	College of Architecture, Planning, and Public Affairs
Eli Shupe	Philosophy and Humanities
Aaron Smallwood	Economics
Amy Speier	Sociology and Anthropology
Chunke Su	Communication
Jodi Tommerdahl	Curriculum and Instruction
Nilakshi Veerabathina	College of Science
Jingguo Wang	Information Systems and Operations Management
Shouyi Wang	Industrial, Manufacturing, and Systems Engineering
Richie White	College of Liberal Arts
Naoko Witzel	Linguistics
Tim Wunder	College of Business
Yi Leaf Zhang	Educational Leadership and Policy Studies

Ex officio Members in Attendance

Tamara Brown, UTA Provost

Minerva Cordero, Interim Vice Provost for Faculty Affairs

Guests

Jon Fagg, Director of Athletics

David Narrett, Professor of History

**

Meeting called to order by Faculty Senate Chair Andy Milson at 2:31 pm

October minutes approved by acclamation.

Remarks from Minerva Cordero, Interim Vice Provost of Faculty Success

- The search for the Associate Vice Provost for Faculty Success position is underway; three finalists are coming to campus starting next week: Nov 7, 15, 17; will meet with Faculty Senate and do a campus presentation from 9-10; an email with the candidate's CV, the location of the presentation, and a link to the survey will be sent over the faculty listserv. The three candidates are from outside UTA.

- The Assistant Vice Provost for Faculty Success search is also underway; this week are the interviews with the semifinalists; the finalists will do a campus presentation.
- Digital Measures (DM) is very slow these days; vendor apologizes.

Senator: Why do we need to upload reviews to DM?

Minerva Cordero: Student feedback surveys go in directly; everything else, you are responsible for.

Senator: My mistake. I thought you were talking about the student evaluations.

Senator: I ran my DM report, and it ended December 21, 2023. But it should end in August 31.

Minerva Cordero: The University has selected that date so that all your activities for the summer are captured in the review.

Senator: So, the activities that should be counted for next year are also counting for this year.

Minerva Cordero: I will share this with the Digital Measures person to see if we can change that.

Chair: I will send you all a calendar invitation for the Associate Vice Provost presentations so that you can make a plan to attend them. They will also be open to any faculty members. The Associate VP position will focus on TT faculty; the Assistant VP position will focus on NTT faculty.

Vice Chair: We have an update from the Gallup committee (the People and Culture survey). The survey is currently moving into the action plan phase. You'll start to see announcements about that coming soon. Unlike the COACHE survey, the results aren't shared with the entire campus, but just with unit leaders.

Committee Reports

Budget Liaison Committee, Annie Nordberg

- It is the time in all units to assemble our budget task forces. January 5 is when the university sends the budget packets to the departments.
- The procedure we follow for shared governance was developed during President Karbhari's time, and we have the green light to change it. It is a flawed process. We are trying to draft new sets of procedures. Won't be ready to fully implement by this cycle, but hopefully for next cycle.

Senator: I was part of one of those committees once, and we received information two days before we met. I would think that if there are people from business on it, it could be more useful. It was also confidential, and I didn't see the usefulness of that.

Chair: That's exactly the kind of thing we're trying to fix in the process: to make it more meaningful and less opaque.

Operating Procedures, Adam Annaccone

- Charges:
 - Making sure Senate bylaws are aligned with HOP; Douglas Klahr has been given access to SharePoint to make corrections to the HOP to bring the two into alignment. A subcommittee will look at it before they are published.
 - Making sure the formula used to apportion the Senate is accurate; formula will be shared with Deans to ensure its accuracy.
 - Regarding remote faculty: that information is with Human Resources, but it's reliant on faculty submitting their agreements. There are only two faculty who have an RWA on file. They'll have a proposal on this matter next month.

Academic Student Liaison Committee, Amy Speier

- They will be meeting every three weeks to work on university well being among students and faculty.

Chair: Yes—Student Affairs has co-opted the committee to look at wellness across the institution; wanting to look at wellness holistically.

Faculty Development Committee, Annie Nordberg

- Aka Travel Award Committee. Meets at the beginning of the month to review the previous month's applications.
 - There is a new form and procedure online for applying for money.
 - There is an old form hanging out online that some faculty have found and emailed it into the ether. The black hole has been expunged!
 - Two awards have been approved, ten are pending
 - Congratulations to Chris Morris and Amy Hatch on their awards.
 - COLA leads the race for travel awards requests so far.
- Treasurer's report (appended)
 - 126K request; transfer of 100K; will get remainder in the fall
 - In August, operating with a negative budget (over budget by 3.6K and change)

Senator: What are we paying 9K for in catering? What are we getting?

Chair: Snacks and food for receptions. It's a budget.

Information Technology, Cindy Plonien

- Discussion about connectivity, how Teams doesn't work well.
- Decommissioning of servers without notice; faculty have lost teaching tools. Probably what happened is that someone's server got decommissioned. Want to have a meeting.
- Next meeting will be with Chief Information Officer Deepika Chalemela and IT Security.

Senator: Can you ask Deepika why the things log you off after 15 seconds (okay, 10 minutes). Then you have to go through the two-step authentication all again.

Senator: There's a program called Caffeine that jiggles your mouse for you to keep you logged in. Not that I've ever used it or condone using it.

Senator: You can also play a song on loop.

Chair: There's a virtual brownbag with Imelda Wicks and Shelby Boseman coming up. They will discuss the work that has gone into making UTA complaint with SB 17. They'll be with us for an hour on Teams at lunch time. It will be open to all faculty, so please forward that invitation to your colleagues. And ask questions! There's a plan for a virtual brownbag with Deepika in the spring.

Senator: Could we discuss how TCI is impacting the current faculty (instead of focusing solely on the law's impact on recruiting new faculty)?

Chair: Yes. It will be open to any topic around DEI, SB 17, and UTA compliance. The idea is to have these discussions with VPs and representatives from different units on campus during lunchtime virtual brownbags instead of during our meetings.

DEI committee, Alan Bowling and Naoko Witzel

- Proposed change of name: Advocacy and Engagement (instead of DEI committee).
- Would like to be resource for faculty who have questions about SB 17.

Research Committee, Rhonda Prisby

- Compiled list of 16 different universities and tasks for different committees
- List of potential tasks for that committee
- University-wide, usually Research Committee or Council of Principal Investigators

Senator: What's the intent of the committee?

Rhonda: To oversee research infrastructure on campus, interface with the IRB committee.

NTT committee, Amy Austin

- First NTT meeting, 100 people in attendance and 30 people online.
 - Welcome from Minerva, report from Nila about strides that have been made, discussion of nomenclature (last year 82% of NTT faculty voted to change name; Senate moved to support nomenclature change). Options:
 - Professional track (UT Austin uses)
 - Academic Professional Track (TX Tech)
 - Instructional and Clinical Track
 - There will be a new survey coming out for NTT faculty to vote on the name change.
- Opened discussion up to NTT issues, and some things that came up were
 - Research support and recognition
 - Representation for adjuncts and salary

- Effect of RISE 100: people concerned about losing classes
- Workload issues; need for consistency and flexibility for those with heavy service duties
- Clear procedures for those wishing to move from NTT to TT positions
- Planning to come up with report for new AVP person
- Report from University Analytics to show the impact of NTT faculty on the campus (see appended slides); new graphics that point to just permanent NTT faculty contributions (excluding adjuncts from the calculations)

DEI Committee again, Alan Bowling

- Charges
 - To offer faculty support and resources related to SB 17
 - To create a space for faculty to process effects of SB 17
 - Being a resource for faculty senators around SB 17

Senator: A suggestion for the committee: maybe to explore what is happening with TCI and what TCI is imposing.

Senator: Has anyone thought about how the law has impacted the faculty who are the most impacted?

NTT Committee again, Amy Austin

- Slides and infographics (see appended)
- Are adjuncts included in these? Yes – but only if full-time
- NTT faculty teach 81% of 1000-2000 level classes

Senator: So we're teaching 56% of all the classes on campus?

Amy: Yes.

Senator: How does that compare to other, similar universities? That would be interesting to explore and to use as an argument.

Senator: Speaking only for engineering, typical full-time tenured faculty use 40% or less than their time on teaching. Did you factor that into this?

Amy: The point of this was to show the impact we're having on the students.

Senator: But it would be good to be able to do an apples to apples comparison.

Senator: What is the impact of this on the morale of faculty?

Vice Chair: Do you mean the impact of the information in this report or the overall NTT issues?

Senator: Let me put it this way: I know that some of my colleagues work very hard and carry heavy loads, and they don't receive the benefits or protection that I as a TT faculty receive.

That's what I mean: both groups feel bad, both those who receive the benefits and those who don't.

Vice Chair: One of the eight COACHE subcommittee groups worked on this, and an infographic will be coming to you soon.

Student Government, Daniela Pedraja (Student Body President)

- Working on a resolution to make election day an official holiday for students, faculty, and staff; they're interested in knowing how faculty feel about that.
- Asking that parking garages to be open to students in times of severe weather
- Looking into restructuring with DEI initiatives; trying to support student-led events
- Working to improve presence on campus
- Planning for homecoming week

Chair: Daniela mentioned the academic calendar. That's also on our agenda, it's something I sent out to you, and that's one of the options, to allow for that Tuesday of election day to be a holiday/no classes day.

Senator: I know the calendar that you're proposing starts on a Wednesday now. The current schedule that starts on a Tuesday and ends on a Tuesday and has an extra Monday off has, like, way extra Tuesdays. If we kept it that way, then having that Tuesday off for election day would make everything smooth.

Chair: Just to be clear, I'm not proposing the calendar. I'm just on the committee.

New Business

- Newly created Ad hoc Peer Review of Teaching Policies and Procedures Committee chaired by Joyce Myers; their charge is to review the policy, see if there are things that need to be updated/clarified/changed; if that's of interest to you, please reach out to Andy or Joyce.
- Newly created Ad hoc committee on the Honors College, Jackie Fay chairing. Its charge is to gather information about Honors Colleges at universities similar to ours, look at models, think about what we want it to be at UTA. If you're interested in serving on the committee, reach out to Andy or Jackie.
- Sharing of Senate service list (a list of Senators and committee assignments) so that Senators can ensure they're on an appropriate number of committees.
- Academic Calendar: two proposed academic calendars for 2025-26 were sent by email ahead of the Senate meeting for Senators to review. Chair asks for faculty feedback that he can share with the Registrar's office (he is the only faculty member on a committee that reviews the calendar).

Senator: I counted the days so that we could see how the two options compare. Between the two calendars, the only difference is in the fall. The springs are identical. In Option 1, as a colleague already mentioned, Tuesday is the heavy day. We have 16 instructional Tuesdays with that option. So, in order, Monday through Friday, you have 15, 16, 14, 14, 14 in Option 1. Option 2, starting on a Wednesday instead of on a Monday, that brings us to 14, 15, 15, 14, 14. So there's

still room, if we do take out the election day for Tuesday, then that would make it 14, 14, 15, 14, 14. So in case anyone wanted to know what the calendar options look like by the numbers, there you go.

Chair: Does one of those options seem preferable to the other?

Senator: In my opinion, Option 2 makes the fall mirror more to the spring, and for those of us who teach coordinated courses, it's a lot easier for the numbers to align so that we don't have extra days in the fall compared to the spring.

Chair: One of the things I'm learning on this committee: people from Residence Life were there as well, and they observed that there used to be three weeks before the end of the summer and the beginning of the fall, but now we have 10 days (or something), and if we keep pushing the first day of school up, and move-in date up, then we have less and less time to get ready. So that's one pressure in terms of the start date. The end date pressure they seem most sensitive about is that faculty will be upset if they have a day less to grade at the end of the semester. They're trying to be sensitive to that. There's also been some requests from students (Daniela may know more about that) for a real fall break. But if you take those days off, you have to add those days to the beginning or the end somewhere. Fall break right now, technically, is the Wednesday before Thanksgiving. I don't know what it would look like to give Monday and Tuesday off as well. I guess some students aren't there anyway.

Senator: What effect if any will this have on 5- and 8-week AO schedules?

Chair: Those weren't modified. The big difference was in the options for the full semester, 15-week courses.

Senator: I will also say from building AO schedules, we don't often recognize holidays when we build them. The AO schedule doesn't even look comparable to these schedules because we ignore the holiday.

Senator: Thanks for the numbers. I needed that. If we wanted to have a fall break, and we eliminated one Monday and one Tuesday for fall break, then we would still align, because we'd have 14, 15, 14, 14, 14, so that sounds like a great solution.

Senator: Yeah. Which means that we'd need Option 1, with fall break.

Chair: So that could be an Option 3.

Senator: Just being selfish, I teach one day a week Monday night courses, and so, when we lose Mondays, I lose a week of class. I know there are other one night a week courses that happen. Just keeping in mind that not everything runs on a M/W, T/Th schedule.

Chair: And we also have Labor Day in the fall to consider for Mondays.

Senator: I believe in making it easier for everybody to vote, but the people in Austin who control our purse strings, I don't think they agree, and I want to make sure we consider if we might be making the people who control whether we get money mad. I know there's someone involved at the University who does lobbying, and I'd want to run that proposal past them to see what the effect would be.

Senator: UT Austin has one week less of classes the entire semester. They started this fall semester the same day as us, but they have the whole week of Thanksgiving off for students and faculty. They finish, I think, two days earlier than we do. They have one less day for final exams. Their spring semester ends . . . last day of exams, I think, is May 1. That gives their students the possibility to start internships earlier in the summer and have them for four months.

Senator: They start a week earlier than we do in the spring.

Senator: I don't think so this spring.

Vice Chair: UT Dallas also has the whole Thanksgiving week off.

Vice Chair: Don't forget about the homecoming 5K team. We are behind CONHI. It's not too late to sign up. Accepting all friends of the Senate.

Chair: Virtual brownbag will be November 15; please forward that on. We'll have Deepika Chalemela and Jason Hardy probably in February. Who else would you like to hear from? Any of the VPs?

Senator: Just to be clear: the virtual brownbags are outside of Senate time.

Chair: Yes. The idea is that there will be more time for discussion. When people come in to present, we often don't have enough time.

Senator: What does "anybody" mean?

Chair: Anyone in your department. Any faculty.

Remarks from Provost Brown

- Celebratory promotion event last evening, 63 faculty: promotion and tenure
 - First celebration that included TT and NTT faculty in one program
- Reminder of Proposition 5, on ballot
 - NRUF has gone away. Instead, what is being proposed to replace it is to create the Texas University Fund. If that passes, there will be two funds: a National University Fund (NUF; we are part of that) and a Texas University Fund (for U of H, UNT, Texas State, TX Tech—emerging Tier 1). If that fund gets created, they'll be supported by that fund. What that means is the Tier 1 universities will be in the NUF, and the slices in the pie will be bigger. For us it will be a difference of \$11 million/year. The planning related to RISE 100 is on the basis of the resources at our disposal if it passes. If it doesn't pass, then the universities will stay in the same pot,

and everyone's slice will be smaller, and our commitment to hiring 100 new faculty will stay the same, but it will take us longer to get there. Fewer resources. Wording is confusing; only mentions those universities. The benefit to UTA is hidden. Not telling anyone how to vote. Want to make sure you're clear about what that proposition means. That fuller explanation isn't going to be on the ballot.

Senator: I thought there was supposed to be early voting in the MAC, but it's not happening, and no one knows anything about it.

Provost: Let me ask someone now.

- Update on the RISE 100
 - Committee has four target of excellence applications that it has received and that it is considering. These are people who represent the highest level of accomplishment, who do research in areas of excellence that we have here.
 - If you have ideas percolating, think about submitting them. Only ten opportunities, and when they're gone, they're gone.
 - So far: one from COE, one from COBA, two from COS.

David Narrett, Professor of History (guest): I know there has been a major issue in the Department of Political Science. As a faculty member here since 1984, I would be remiss if I did not speak to the issue because to me the Chair who resigned, Morgan Marietta, is a true scholar; he is courageous; and I am proud to be his colleague; and I look forward to meeting him. When he held this session to educate students, and he introduced it by discussing Hamas, terrorism, and President Biden's position, he was posing a central moral issue for our time. If Hamas is not terrorist the word has no meaning whatsoever. No words are adequate for the horrors. This war has been waged by Hamas against the state of Israel and the Jewish people at least since the year 2008. I don't want to make a speech about it, but I do applaud Professor Marietta for posing the question clearly in an environment where people are afraid to speak.

There is something else that concerns me, and that is the procedure for a department holding an educational session. Should it be that a Chair of a department has to write the Dean one week in advance with a risk assessment plan, a risk management plan (often these lie beyond the scope of the Chair of a Department, because they involve security) and submit his/her words to the Dean for approval. That part troubles me. He would have to submit his opening remarks. I read his opening remarks, and I thought they were true; he didn't foreclose discussion. If he has to submit his opening remarks, that seems to impinge on academic freedom. I am thankful for a professor like Marietta.

Provost Brown: If I understand you correctly, you're asking about a process for having a program.

David Narrett: Yes.

Provost Brown: What I can say is, the events surrounding the Chair of Political Science relate to a performance issue, and that's something I can't talk about. Now, in terms of events that we

have on campus, I can talk about that. I think what we want is to ensure that whatever events we have (agnostic of topic)—this is an academic community. We want to be able to have events that expose us to topics, where learning, awareness-raising, civil discussion can take place, minds can be opened to new perspectives that previous to that event were closed or unclear. We want to have events where we model for our students appropriate ways for engaging with one another on difficult topics so that they not only learn about the subject matter but so that they learn and develop their skills. I think that's what we're about. We want to make sure we structure things so that all of those aims are accomplished. We want to engage in whatever planning and preparation would allow for such learning, civil discourse, and academic engagement to happen around the subject matter and the way we

David Narrett: Can you speak to the procedures? The third part, where the Chair has to submit introductory remarks; that's troubling to me.

Provost Brown: The particulars pertain to a performance issue, not a lecture. A performance issue, so I can't talk about those kinds of things.

Senator: Are you saying that it is only this former Chair who has to communicate what events he is planning to hold? I also agree that risk management is beyond individual researchers. I can see that it is important for us to communicate with administration what kinds of events we're holding, but I do believe in academic freedom; we don't necessarily need your approval, though we can let you know we're holding events.

Provost Brown: When faculty are having events, there are not expectations that you would do that. The processes and procedures that have already been in place for planning events, whom you notify, how you reserve space, those are still in effect, and they remain unchanged.

Senator: I saw that article, and I just went through the compliance training. I believe that's in the compliance training. If you're having an event, you're supposed to do that. You're supposed to have a plan for the number of people, all these different aspects. As far as I remember, it was in the compliance training.

Senator: Submit our comments in advance?

Senator: So that may have been too far. But some of it is in the compliance training. It was a long compliance training. I don't remember exactly where it ended or began.

Senator: Might I ask: under what circumstances must one faculty member or Chair make someone aware of any kind of activity that they're planning where people will be speaking to each other outside of class. Who is subject to what rules, are there new rules? I assume that this professor doesn't have different rules than all of us have, so I'd like to allow you to clarify. Are there new rules?

Provost Brown: No. There are no new rules. That's what I'm saying. The questions you're asking about relate to a personnel matter, and none of us is aware of the personnel matter that underlies this particular situation. We're trying to figure out whether a personnel matter for one

individual spans to all of the faculty at the university who are not engaged in that personnel matter, and the answer is “no” to that question. That’s why I said earlier: nothing has changed. About our rules, our processes, for how we have events. What we have is a personnel matter, and that’s why it can’t be discussed.

Senator: I believe one of my colleagues is organizing a talk with an outside speaker who plans to discuss the current conflict. Is there anything I should advise my colleague to do, leading up to this event? Does he need—

Provost Brown: Not other than what would be our standard operating procedure.

Senator: Okay. Thank you.

Minerva Cordero: There seems to be a misunderstanding about Phase 2 of RISE 100 and whether it’s only for senior faculty.

Provost Brown: For Phase 2, Deans can start submitting those requests on November 1. Those requests should be in by the end of December. When I talk to Deans, some of them were worried about the timeline (if some colleges submit theirs earlier). They wanted to make sure that there would be enough time for everyone to get their nominations in. The money we’re using to pay for the lines is coming from two sources: System-provided funds and University-provided funds. The System funds have strings attached to them. They are supposed to be used to increase research expenditures at the University. When we think about which of these requests we’re putting forward, the committee will be paying attention to/making sure those folks don’t all need to be senior, but they do need to be increasing research expenditures. In terms of AAU-quality institutions, you need to have prestigious faculty (who have won prestigious and highly prestigious awards). The institution’s funds is to make sure we’re rounding out our whole portfolio, not just those that are increasing research expenditure, but also those who have received prestigious and highly prestigious awards too (COLA). We also have colleges and schools that don’t have anything on those prestigious lists; same is true for SSW. The University funds would be those we’d use to fund amazing folks in those areas.

Senator: Some issues came up at our campus-wide NTT meeting, 1) salary compression for NTT faculty, 2) pay for adjuncts. Are those two areas you’re looking at?

Provost Brown: I’m working with the compensation team in TCI, and I’ve asked them to run several salary studies. One is for adjuncts so that we can see what the range we’re paying is and how it compares with a market out there, what others are paying, what we’d want them to be paid. Then for the rest, like before, NTT salary studies are done separate from TT studies. Looking at promotion levels. When we did the study the last time, the biggest gaps were for NTT faculty, and we put in place some strategies to hopefully make sure the gap and the changes we’re making doesn’t widen back out. So, salary minimum for NTT faculty is one of those. Changes to promotion increases is another. We’ll see where those gaps are. Some of them will have been closed. There have been a number of equity adjustments that have been made over the course of the year as well that have moved some people to where they need to be. It hasn’t been

long since we did those increases, but a lot has been happening. The gap to close may be shorter now. That's what we'll be looking at. I'll come back with some ideas about that.

One of the things I know to be true is that we have a number of faculty that have not won awards, but they could. They just haven't been nominated. We can devise strategies to make sure they're nominated. For example, some societies rely on nominations from people already in the societies. Do we give an increase of some sort to people who get one of those prestigious/highly prestigious awards?

Last time I had \$1 million to put toward salary. This time I have \$1.4 million to allocate.

Senator: For NTT faculty who went through the promotion process and didn't get any raises, it was kind of like "a kiss from your cousin." And what about NTT faculty who are doing research?

Provost Brown: Thanks for mentioning that. I'll include that as something to pay attention to. The interesting thing about that is whether research is a part of the NTT workload. We can record things that are part of the job duties but not things that are not part of the workload or the job duties. And I know that people fall in different places on that. That's part of the answer. One of the things we'll do in the spring is look at our promotion guidelines and update those, and that will include NTT faculty, and so departments and colleges will have to name the different types of NTT faculty and what it means to be that type. What are the expectations for each of those? And then we'll have a clearer picture to begin to answer the questions you have. Right now when I look at the guidelines, I can't tell. Every case is like a one-off question. I want us to have some clarity about that. Spelling that out. If you're a research scientist, what does that mean for the amount of research that should be happening and how we recognize it. If you're a lecturer, is there a research expectation? Or is your workload 80% teaching and 20% service? In that case, it wouldn't be part of a reward structure. We need to go through this systematically so that we can be really clear and reward appropriately.

Senator: I think another thing that needs clarification is what happens when you're an Associate Dean or a Dean, and you're promoted. It needs to be clarified what happens when you go through the promotion process when you have an administrative appointment. We need clarity on that, so that if you're approached to become a Dean, you understand whether you're getting the \$10K raise.

Provost: There's another question that's come up as well that does involve Chairs. It has to do with eligibility for promotion if you're a Chair. If someone doesn't have the expected scholarship for promotion, but they say, "I'll be a department Chair and submit my dossier while I'm the Chair," is the lower level of scholarly output now acceptable? There was some discrepancy last year with the evaluations.

Senator: Is there any thought to retroactively looking at people who got promoted and didn't get a raise?

Provost: We can't cross fiscal years. When we distributed that million dollars in the spring, we made those promotion increases retroactive to 9/1/22 because it was in the same fiscal year.

Vice Chair: One issue is the capability of any faculty member to do their job effectively if they have 0% service in their workload because technically they don't have workload to participate in Senate, go to their own department meetings, or participate in major decisions in the department. While we're on the topic of workload, it's something that occurred to me.

Provost: Who has 0% service?

Senator: A lecturer.

Minerva Cordero: If I may say, with tenure and promotion, the smallest percentage in any of the three categories is 10%. So, any tenure-track faculty, with research, teaching, and service, the smallest is 10%. So no tenure-track faculty should have a 0% service load.

Senator: But she's an NTT faculty person.

Provost Brown: Yes, a full-time teaching schedule could be 5 classes, to get to 100%. So you could be assigned to teaching as your full load.

Senator: Yes. I have 0% service in my load. But I'm here.

Chair: She's donating her time to the Senate at the moment.

Senator: Yeah! And you're welcome! (laughter)

Senator: But even to promote from Assistant Professor to Associate Professor, you have a lot of service and a lot of scholarship that you have to show on there. And so then, yes, that is not considered into your full-time faculty job, is service or scholarship.

Senator: The other one I thought about: in the College of Business, the accreditation requires some kind of research from every NTT faculty person, but we have no workload allocation for it.

Senator: I'd like to ask for clarification about GTA and GRAships. It's great to support students better, but we have a minor concern about the need for those GTA and GRA students to register for the summer. Many of my colleagues are involved in fieldwork, so they need to go away (to New Mexico, Chile, Russia), so students may need to be away from the campus. So my colleagues want to know if there's any further guidance for the course registration for the summer.

Provost Brown: For the changes that were made enhancing graduate student support, the assistantships are now 12-month, but to get support, you need to be in class for at least 6 hours. The question is, how low can you go. In the example you just gave, if those students are giving research shouldn't they be in a class? You want to be able to pay students in the summer differently than the 9-months. Keep in mind, we have minimum salaries in place for students, so

what they're going to be paid will be the same. You want to get rid of the necessity of taking a class. The class can be fieldwork or an internship. What the class is can be anything you make it, taken online or from wherever. There's flexibility.

Senator: Just to clarify: is that for teaching positions, research positions, or both?

Provost Brown: I assume you're talking about research; if they're off doing research, they're not going to be here, teaching.

Senator: We're concerned with both GTAs and GRAs because they need to fulfill both appointments.

Provost Brown: But if you're talking about students who are going to be doing research in other countries or other parts of the country, that's not a GTA.

Senator: Right, for those cases it's going to be a GRA, but there's still the issue of the 12-month coverage appointments and the necessity to register for summer appointments.

Provost Brown: So, GRA in the summer—you're saying GTA and GRA, but what I'm hearing you say is if you have someone who GTAs for the nine months, you'd switch them to a GRA in the summer so they can go collect their samples and do their research. Of course!

Senator: But they would not be considered [unintelligible].

Provost Brown: Yeah, and it's about the credits. So I'll look into that.

Senator: So we can't pay hourly in the summer anymore?

Provost Brown: No, you can. If you are funded on a GRA or a GTA, it's 12 months so that health insurance can be there. For students you're not funding in that way, of course you have that option for other students.

Senator: Just to clarify: not only are we responsible for paying the insurance cost for researchers, but now we are also going to be responsible for paying the tuition? It's a lot of burden being placed on faculty to come up with extra expenses. We're not upset about students getting what they're getting. Now you have to fork out for tuition during the summer. It's escalating costs, which will price us out for being competitive for grants.

Provost Brown: The worry is that the grants you want to pursue don't have that kind of funding?

Senator: No. The cost for graduate students is reaching the point where faculty can't pay their own salaries.

Provost Brown: I'd like to know more about that.

Senator: For smaller grants, that is absolutely going to be true. With the additional tuition requirements, we're likely to see our salaries disappear completely on \$75K grants.

Provost Brown: Yes, with that size of grant, that would be hard to do.

Senator: That's the reality of the grants in some fields. You can't large grants for all your funding.

Provost Brown: We're providing bridge funding centrally for those gap areas that can be transferred to the colleges. We can talk more later.

Senator: I don't think that translates into new blue sheets and new grant applications. I think it only translates to existing funding.

Provost Brown: Let's have a conversation.

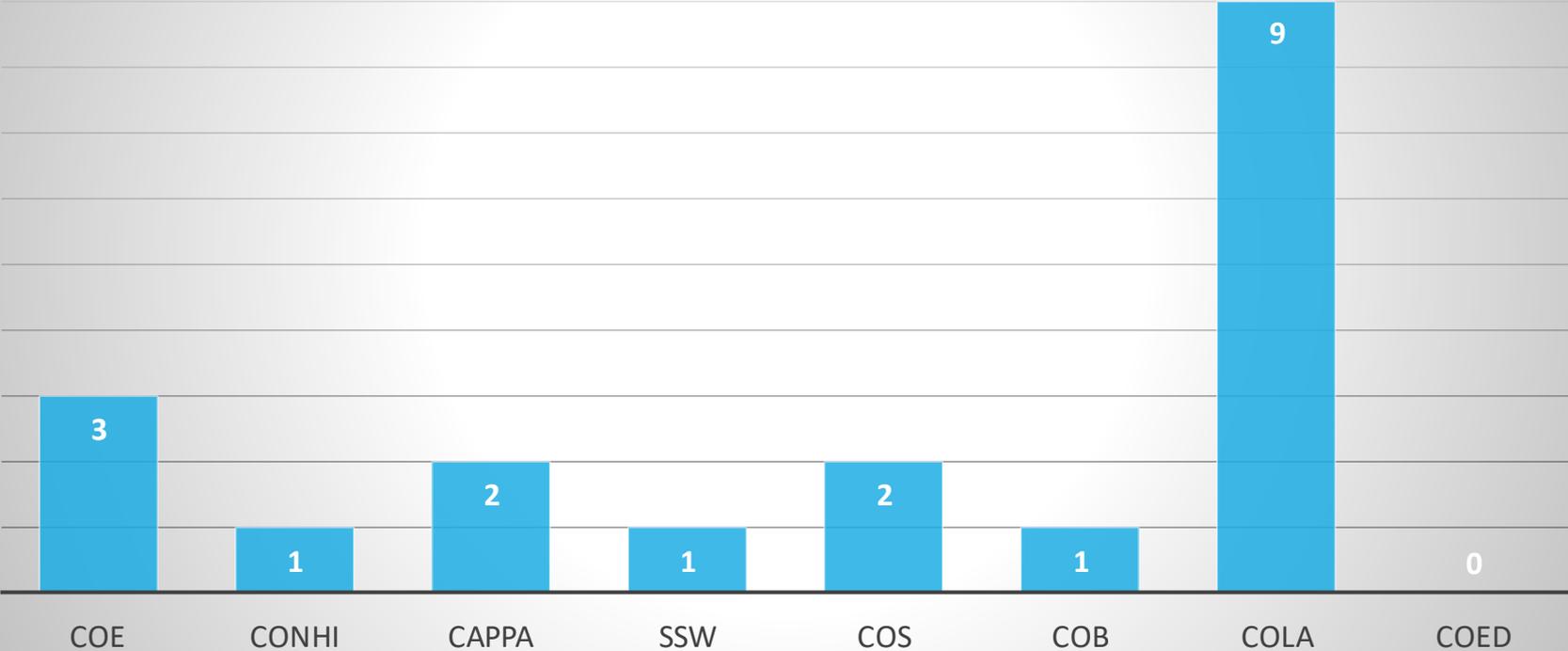
Meeting adjourned 5:00 pm

Next meeting: December 6

Travel Awards October, 2023

Travel Budget Balance Forward				\$84,750
College	# of Requests	# of Approvals	Amount Encumbered	Balance of Travel Award Budget
CONHI	1	(pending)	(\$750)	
CoE	3	(pending)	(\$2,250)	
CoB	1	(pending)	(\$750)	
CAPPA	0	-	-	-
SSW	0	-	-	
COLA	6	2 (4 pending)	\$1,500 (\$3,000)	-
CoS	1	(pending)	(\$750)	
Total	12	2 (10 pending)	\$1,500 (\$7,500 pending)	\$75,750

Travel Awards Requested YTD



Full-Time Faculty Counts & SCH generated by Full-Time NTT faculty

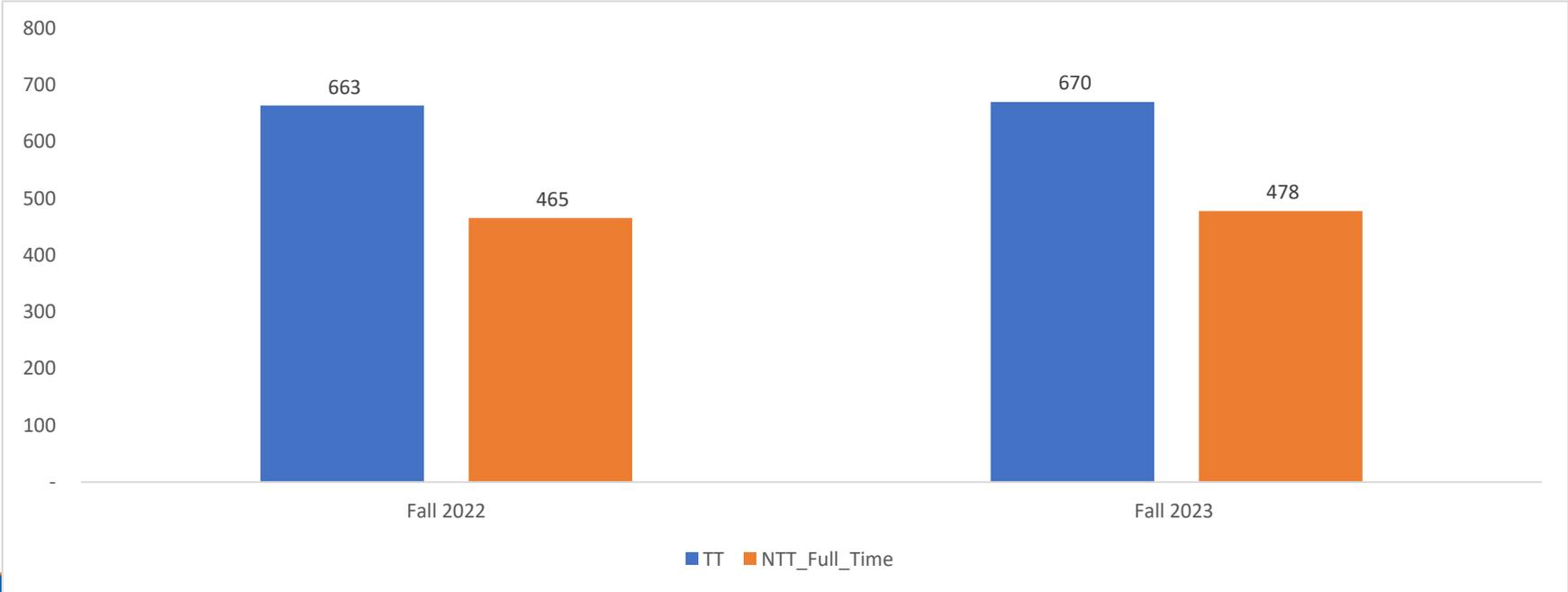
University Analytics Department



Few Facts about the Data

- Source: HR Data
- Chosen Filter Data Points for this Report:
 - All Tenured and Tenured Track Faculty is considered as Full-Time
 - NTT faculty with Full-Time appointment is taken as Full-Time irrespective of Pay Category.
 - Fall 2022 statistics is based on HR official count as on Nov 1st 2022
 - Fall 2023 statistics is generated as on date.
 - NTT Faculty Research Associate and Faculty Associate are excluded.
 - Teaching assistants are excluded from NTT.

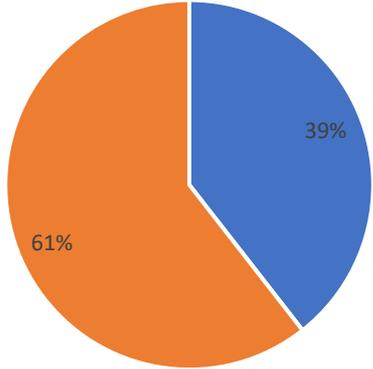
Full-Time Faculty Count



UTA Overall SCH

Fall 2022 UTA SCH

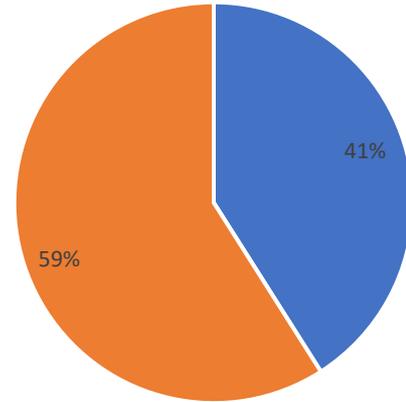
Total SCH
458,384



■ 1001-2999 Level ■ Others

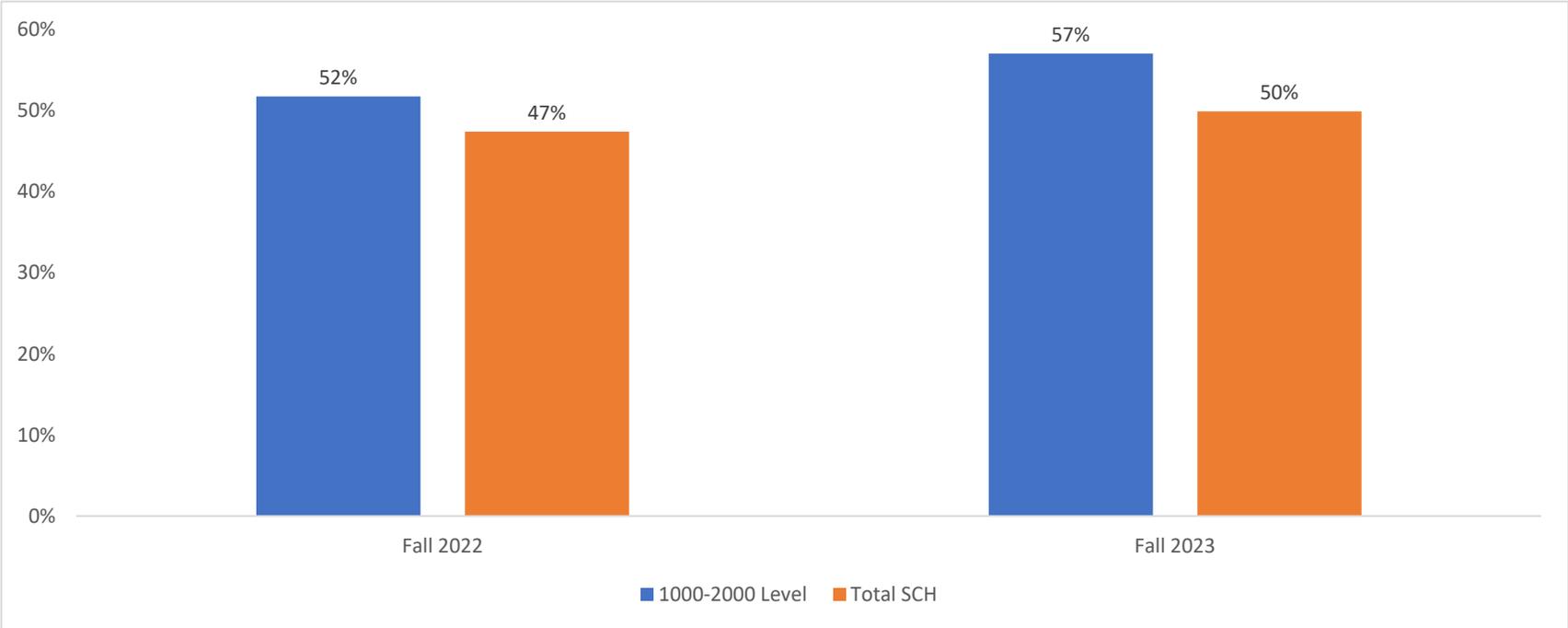
Fall 2023 UTA SCH

Total SCH
466,876



■ 1001-2999 Level ■ Others

% of NTT Full-Time SCH To UTA Total SCH



Faculty Counts & SCH generated by All NTT faculty

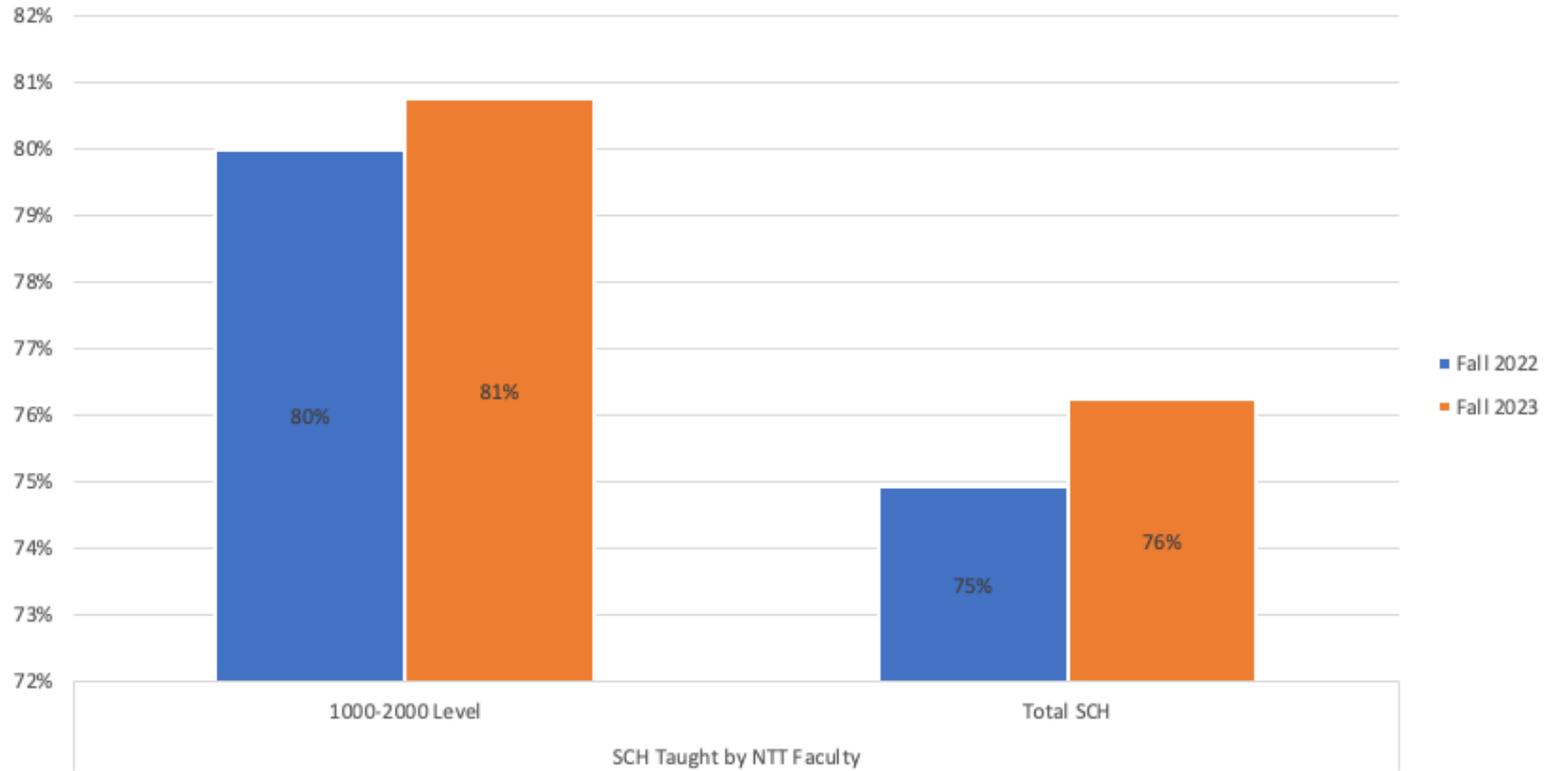
University Analytics Department



Few Facts about the Data

- Source: HR Data
- Chosen Filter Data Points for this Report:
 - All Tenured and Tenured Track Faculty is considered as Full-Time
 - All NTT faculty including Part-Time irrespective of Pay Category.
 - Fall 2022 statistics is based on HR official count as on October 20th 2022
 - Fall 2023 statistics is generated as on date.
 - NTT Faculty Research Associate and Faculty Associate are excluded.
 - Teaching assistants are excluded from NTT.

SCH Taught by NTT Faculty





ANY
QUESTIONS