

Faculty Senate Meeting
Thursday, November 16, 2017
Alumni House
Call to order: 12:30 PM
Adjourned: 1:49 PM

Members Present: K. Camp, M. Veronin, S. Jones, J. Lamb, S. Spier, G. Duke, R. Stevens, K. Caruso, M. Souliman, L. Williams, M. Fischer, C. Snider, S. Sass, K. Mokhtari, A. Hall, J. Glavy, J. Placyk [zoom]

Faculty & Staff in Attendance: A. Mirmiran, B. Woodridge, H. Patterson, G. Bock, K. Swimberghe, C. Swain, C. Ross, B. O'Donnell, L. Jackson, P. Templeman, R. Sherman, G. Buentello, J. Chilton, D. Alfred, J. Francis, B. Head, T. Roberts, K. Marrs, T. Hunt, J. Jordan, S. Wood, K. Gullings, S. Morales, T. Wiklerson, B. Brooks, A. Perez, M. McGinnis, R. Cowan, L-K. Lauderdale, K. Archer, A. Bearden, A. Hayes

Zoom Meeting Participants: D. Butler, C. Powell, T. Brown, A. Preston, K. A. Clark, J. Wyman, R. Schumaker, D. Koslover, A. Kulkarni, J. Standley, C. Brown, G. Fender, P. Parchert, C. Strawn, A Weakley, M. Duncan, C. R. Barke, J. Helfers, D. Darnell, T. Scarborough, V. Pandey, T. Bianchi Gullings, P. Duncan, B. Golden, A. Consalvo, D. Paterno, J. Delello, L. Berman, L. Meyer, M. Del Principe, V. Viesca, E. Battle, J. NEaves, S. Rossman, J. Roberts, P. Speer, A. Wahrab

Invited Speakers: President Tidwell, Dr. Amir Mirmiran, Toby Wilkerson, Laura Jackson, Dr. Michael McGinnis, Howard Patterson, Dr. Gus Gordon, Dr. Kouider Mokhtari, Dr. Srinithambapati

12:30 – Call to Order – K. Mokhtari

Senate President Dr. Kouider Mokhtari welcomed all who were present and provided a brief overview of the agenda.

12:33 – Approval of Minutes and Senate Matters – C. Snider

Senate Secretary Colin Snider presented the minutes from 10/19/17. Senate unanimously approved minutes, with Gloria Duke motioning and Robert Stevens seconding.

12:35 – President's Update – President Michael Tidwell

Annual Faculty Dinner: The President's office is looking to host an annual awards dinner to honor faculty in late April or May. The dinner will be funded through the President's office, with a location to be determined. Proposals for format include black-tie, cocktail wear, or more casual format. Faculty Senate will work with the president on finalizing the format and dress code for the event.

Strategic Planning: The President thanked all faculty, staff, and students who participated, were forthright, collegial, supportive in the process of constructing the Strategic Plan. The University will next begin the process of undertaking a climate survey in order to help grow and serve a student-focused climate and culture on campus.

Salaries: The University soon will conduct a salary study to analyze equity internally and externally. The goal is to get salaries to the median throughout every area on campus, for both staff and faculty. This will be an ongoing project at the university in the coming months and years.

Searches: The searches for a Vice Presidents of Academic Advancement and for a Vice President of Student Affairs are ongoing. Faculty and staff are invited to interview sessions with VP candidates for Advancement to talk about what they'd like for campus. The President stressed the importance of advancement, particularly as state government walks away from funding higher education. He said that, given the university's size/status, it should be raising about \$10 million a year philanthropically, but is currently raising only about \$3-4 million, and the university lacks a presence in key areas like annual campaigns among alumni (of whom there are over 30,000). The University is beginning an annual campaign. The University also needs to address its lack of a real presence in corporate donations and donations from foundations area. The university will have a new executive director on corporations and foundations who will work to address this area in the hopes of improving donations to fund infrastructure, as well as scholarships and professorships. As for the search for a Vice President of Student Affairs, candidates have been selected and will be visiting campus beginning the week after Thanksgiving break.

Budget Update: The final budget from 2016-2017 is complete. The university did not run a deficit, nor did it gain a significant surplus that helps grow infrastructure. The President is continuing to lobby for greater public investment in the university, and he will be in Austin in February to request resources

Question: Has a consultant been selected for the Master Plan?

Yes. The university is actively working on moving forward on this, and hopes to begin work on the Master Plan soon. Additionally, in advance of a Master Plan, the University will be adding sidewalks on Circle Drive in order to improve safety for students walking on campus.

12:51 – Provost Update – Dr. Amir Mirmiran

Regents Outstanding Teaching Awards (ROTA): Provost Mirmiran sent an announcement earlier today strongly encouraging the faculty to consider self-nominating or nominating colleagues for the regents outstanding teaching award. It is important that the university showcase our excellent faculty to our colleagues in the System. Dr. Mirmiran has asked our Academy of Distinguished Teachers to review the applications and make recommendations to me so he can present them to the President for his nominations to the System.

Tenure and Promotion: In support of transparency and clarity of tenure and promotion expectations and processes, all deans were asked to work with faculty in each department and whether they have a college-wide policy or department by department or both, we have asked them to review and revise as needed to make sure the faculty understands the expectations for tenure and promotion. Dr. Mirmiran expects this process will conclude soon, no later than spring, so it can be implemented for next academic year.

Searches in Academic Affairs: There are currently two searches in Academic Affairs; one is a national search for executive director of the Office of International Programs, which will oversee the Intensive English Language Institute (IELI) and the other one is an internal search for the executive director of the University College. Both searches have committees with Faculty Senate representatives, and are expected to conclude by January 2018.

12:59 – Judicial Affairs – Toby Wilkerson

Toby Wilkerson from the office of Judicial Affairs presented on the services his office offers to campus. It works in several key areas: it advises or hears on academic misconduct cases; it advises or hears cases regarding behavior via its Behavior Intervention Team; it hears on conduct cases (which make up 90% of the cases brought to his office); and it is responsible for Title IX on campus. Judicial affairs works with the aid of reports from campus police, Resident Assistants, and faculty. The report form can be found online through the office's page if faculty feel the need to submit a report. Mr. Wilkerson advocated always submitting a report on academic dishonesty, even if the faculty resolve the issue in class, as reports help ensure a student is not a repeat offender of academic dishonesty. Academic misconduct (typically plagiarism) is often handled at faculty level, with the most common sanctions being a failing grade on the assignment (2/3 of cases) or for the course (1/3 of cases). However, Judicial Affairs can also investigate misconduct for faculty. Conduct cases have gone up lately, and the most often violated policies involve alcohol, drugs, academic misconduct, noise, and harassment. Finally, faculty can become Hearing Officers for Judicial Affairs, serving as third-party representatives on cases. For more information, visit Judicial Affairs' website at <http://www.uttyler.edu/judicialaffairs/index.php>.

1:05 – Tuition and Fee Proposal – Laura Jackson, Academic Affairs

This committee was formed as part of a regular tuition process. The Board of Regents sets tuition and fees, but each university forms a committee to submit a proposal to the President and then to the Board of Regents on how tuition and fees should operate for the coming two-year cycle. The committee simply puts together a proposal draft, and both the President and the Board of Regents have the power to amend the proposal.

With regards to the current proposal, given that UT-Tyler has seen remarkable growth over last several years, but this has led to deficit spending even while the legislature has reduced state appropriations 5-6%. This was the context in which the proposal was composed.

In composing the proposal, the committee was given a set of principles to consider as they drafted the proposal: access; affordability; student success and return on investment; quality; efficiency; transparency; flexibility; and responsibility & shared benefits.

The committees draft at time of the Senate meeting proposed a 6% increase in total costs (tuition and fees) across the next two years. This would mean that the current tuition and fees of \$3,911 for 2017-2018 would be \$4,395 at the end of 2019-2020. To put this in perspective, currently, UT-Tyler's tuition and fees are \$400 behind the average for all public universities in East Texas, and \$500 behind the statewide average. Thus, the university's affordability will remain intact. In return for the increase, university efficiency will improve the services the university offers students, 82% of whom currently get a job or enter graduate school upon graduation (compared to an 80% rate for public universities in East Texas and a 79% rate for universities statewide).

The proposal makes the following recommendations in fees:

- Raise student services from \$11 to \$13 per semester credit hour, with a cap at \$150. This cap will be reached at 12 semester hours, so students who take 15 credits or more will get those "additional" hours free. This system will encourage students to graduate more rapidly, even as the increase in funds will help student services improve and expand.
- The technology fee will go from \$125 to \$150 per semester, and was requested by students for better technological services and infrastructure.

- The medical services fee will go up from \$35 to \$38, with much of that going to address mental health based on conversations in community on campus.
- The athletics fee from \$12 per semester credit hour to \$16 per semester credit hour over two years, but will depend on students voting on this fee.
- There will be a new student success fee of \$100 per semester for things like open educational resources, student service training, on-demand degree programs, professional development, financial aid, career placement offices, mentoring, and/or other programs. This fee is designed to address strategic plan initiatives directly, pending regents' approval of plan.

Additionally, there will be two structural changes to fees:

- The university will establish a differential tuition fee of \$20 per semester credit hour for the Colleges of Business and Technology, Engineering, and Nursing and Health. These fees are intended to help pay the cost for programs that tend to require more expensive resources.
- There will be a change in the fees for the Houston Engineering Center. The University will no longer charge Houston students the \$175 per semester that they paid for Fine & Performing Arts, Student Union, and Recreational Facilities Fees. Instead, UT-Tyler will establish a Houston Engineering Center Fee of \$175/semester to address the infrastructure and other needs that are specific to the students at Houston Engineering Center

Question: why are fees from tuition separated?

The purpose was transparency, so that students could know how their fees were being spent. Additionally, there are committees for different fees that are made up of students and faculty; separating the fees gives greater autonomy to those committees on how to use those fees in those areas.

Question: On differential fees, will there be a class list?

Currently, any courses that have the course letters beforehand, but the issue has come up in another meeting, and the committee will continue exploring the issue.

Question: Would the increase in the medical services fee go toward things like counseling center?

That is the thought/goal, in order to not take from student services, which it had done up to this point.

Question: Did the committee talk about student housing fees (like meal plan)?

It did not, because the Board of Regents tasks the committee only with drafting a proposal for mandatory fees for *all* students. While students who live on campus do have to pay for meal plans, it is not a mandatory fee for all students enrolled at all of the UT-Tyler campuses.

1:28 – Intercollegiate Athletics Committee Report – Dr. Michael McGinnis & Dr. Howard Patterson

Pending approval by Board of Regents Athletic Committee, the University will file for Division II (provisional status) by February 15, 2018. There are currently two D-II conferences in Texas, and they are merging, with UT-Tyler becoming the 20th school in that conference. The provisional

period will be for three years, during which the University cannot compete for championships. The University will be eligible to compete for championships beginning in Fall 2021. In the first year of the Provisional Status, there will be two visits to campus from conference officials who will interview faculty, students, the administration, and the cabinet in order to determine the university's readiness for Division II. Beginning in the second year, athletic scholarships will be available for athletes. While there are programs with football in the conference, UT-Tyler will not have a football program in the foreseeable future.

Question: What are schools in the conference?

They include UT-Permian Basin, Eastern New Mexico, Western New Mexico, San Angelo State, St. Mary's, St. Edwards, and others.

Question: Do we have an expectation on return on investment?

The move to Division II will not generate revenue for the university. Additionally, in the short-term, student athletes' enrollment will likely drop the first 2 years. The reward in moving to Division II is in the ability to provide scholarships for our student-athletes.

1:34 – Faculty Senate Updates

Budget Update – Dr. Gus Gordon

Faculty Senate has 3 separate budgets: one for travel for the FAC, which comes from UT System; one of miscellany that rolls over and that functions as the Senate's operational budget; and \$1100 from the President's office for lunches. The Faculty Senate Budget, had been at \$3000 since the 1990s, but beginning in 2017-2018, Provost Mirmiran raised it to \$7500 plus while approving a 2-course-per-year course release for the Senate President. Up to this point, Faculty Senate has spent \$1238 of its budget.

Faculty Senate Survey – Dr. Jennifer Klein & Dr. Kouider Mokhtari

Faculty Senate is currently working on a climate survey for faculty. It will likely be administered in early January, and then Senate will share results with faculty.

Visit from System, Spring 2018

Building on the success of his Spring 2017 visit, Assistant Vice Chancellor Tony Cucolo will be on campus February 6-7 of 2018. He and Susan Franzen, who is an expert in UT System on climate on campuses, will be here to provide workshops and meetings on Campus Climate and Leadership. The Senate leadership will work on an agenda for the visit in December, and information will be forthcoming.

1:42 PM – Office of Research Update – Dr. Srini Khambapati

The Office of Research has been moved and now serves under academic affairs, reporting directly to the Provost. Currently, The office is reviewing internal grants program to explore complaints about stringency, part of which depends on source of funds. The office hopes to expand programs and flexibility to faculty in funding research. The office is also looking into grant-writing expertise on campus and exploring options such as subcontracting or hiring a grant-writer on campus.

There is the possibility of the establishment of development leave, which exists on other UT-system campuses, but the University is up against a unique problem of 150 faculty already tenured, 150 faculty eligible for development leave. However, the office is seeking out ways to begin to implement this program at UT-Tyler.

The Office has begun working with faculty learning communities on undergraduate research and on interdisciplinary research, and these will continue to develop in the current academic year.

Finally, Dr. Khambapati has been doing a listening tour in departments to find common themes/issues across campus while learning about different departments' needs. If faculty have any suggestions or comments, please do not hesitate to email him.

1:47 – Open Forum

Vice President William O'Donnell introduced Graciela Buentello, the new Director of Human Resources and Diversity, who joins UT-Tyler with over 14 years of experience in Human Resources.

1:49 – Adjourn

Kleanthe Caruso moves to adjourn, Mary Fischer seconds. Senate unanimously approves.