

**Faculty Senate Meeting**  
**Thursday, January 18, 2018**  
**Alumni House**  
**Call to order: 12:29 PM**  
**Adjourned: 1:49 PM**

**Faculty Senate Members in Attendance:** A. Hall, S. Sass, R. Stevens, S. Jones, J. Glavy, M. Fischer, L. Williams, K. Mokhtari, W. Njororai, K. Camp, G. Gordon, C. Snider, F. Dykes, K. Nimon, J. Lamb, S. Spier, K. Caruso, G. Duke (Zoom), J. Placyk (Zoom)

**Faculty & Staff in Attendance:** L. Lauderdale, C. Graves, R. Sherman, S. Park, J. Delello, A. Azghani, C. Ross, V. Betts, J. Standley, A. Ravenell, B. Head, S. LaLonde, C. Han, G. Buentello, B. Hass, K Helgesen, A. Arnold, P. Templeman, S. Khambampati

**Zoom Meeting Participants:** D. Gibson, B. Deal, C. Marzilli, H. Wu, C. Gipson, L. Meyer, J. Brown, K. Clark, M. Duncan, L. Allen, T. Bianchi, A. Kulkarni, T. Cowart

**Invited Speakers:** Dr. Amir Mirmiran, Dr. Srinu Khambapati, Dr. Mary Fischer, Jeanne Standley

**12:29 – Call to Order – K. Mokhtari**

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

**12:30 – Approval of Minutes and Senate Matters – C. Snider**

Senate Secretary Colin Snider presented the minutes from 11/16/17. Senate unanimously approved minutes, with Robert Stevens motioning and Frank Dykes seconding.

**12:31 – Provost Updates – Dr. Amir Mirmiran**

Due to travel, Dr. Mirmiran provided the following monthly update via a video presentation.

1. Current *Searches* – The search for director of the Office of International Programs (OIP), with three candidates visiting last week. The search committee, chaired by Dr. Javier Kypuros, hopes to reach a decision soon. Meanwhile, the search for director of the Office of Research & Scholarship will begin a national search next week, with a search committee to be formed in the near future. Dean Slann of the College of Arts & Sciences has announced he will return to teaching, and there will be a national search this semester for a new Dean of Arts & Sciences for Fall 2018. Finally, a search for University College executive position will begin soon.
2. Faculty Workload Policy Revision. The University is initiating work on revisiting the Faculty Workload policy in accordance with system requirements. The Provost is working with the Faculty Senate on the process and timelines for the revising the workload policy. Provost announced that a committee has been formed to work on the policy. The committee consists of 6 faculty (one from each college) and 6 administrators (one from each college). Work on the workload policy will begin Spring 2018 with the

goal of producing a final draft to be shared with the UT System by the November 2018 deadline.

3. *Graduate Research Funding.* Regarding the question of funding graduate research, there will be two separate types of funding. For thesis based students, funding will continue under its current program. For non-thesis graduate students, there will be a new program through the Office of Research that will create internal grants that will allow faculty to hire grad students as research assistants.

### **12:37 – Office of Research & Scholarship Update – Dr. Srinu Kambhampati**

- While a search for a permanent Director of Research & Scholarship is in underway, Dr. Kambhampati shared his vision for moving the office forward. He indicated that the current goal is to implement a vision for Research & Scholarship in line with our new Strategic Plan. This vision should facilitate research-friendly policies, increase diversity of faculty engaged in R&S, promote R&S in all disciplines, increase grant funding to benefit campus, and achieve excellence in research & teaching.
- Additionally, the Office of Research is working towards creating complementary initiatives and policies for sustained efforts and greater success in R&S. This includes exploring and implementing a hiring paradigm shift towards research, offering reduced work loads and development leaves, and expanding and strengthening internal grants to help faculty apply for and obtain external grant funding. The office also will work to encourage student research, support research-focused Faculty Learning Communities (FLCs), improve access to grant finding opportunities through Pivot program, and work with faculty on technology transfer and patents.
- There are several new programs in place to assist in this process. The Internal Grants program is for both STEM and non-STEM fields. It seeks to increase the diversity of faculty receiving grants, and new guidelines have made eligibility and requirements are more inclusive. Additionally, the funding has increased from \$70,000 to \$239,000, spread out across six different types of grants: a New Faculty Program (7 grants, \$70,000 total); a Presidential Interdisciplinary Grants Program (5 grants, \$100,000 total); a Bridge Grants Program (3 grants, \$30,000); International Conference Travel Awards (3 Awards, \$9,000 total); Presidential Staff Research Grants (5 grants, \$15,000 total); and Undergraduate Research Awards (5 awards, \$15,000 total).  
Additionally, the Office of Research is working to establish a Faculty Development Leave program at UT-Tyler to fit within UT system rules. Under this plan, faculty will be eligible once every 7 years for one of two forms of leave: one semester leave at full salary (with healthcare included, though retirement is not, in accordance w/system rules); or one academic year at 50% salary. Leave will be determined on a merit-based review system, and will have to be approved by department, then college, then university.
- The Office of Research is also working on several other initiatives, including but not limited to, reviewing office functions and organization, hiring a grant writer/editor to aid faculty and staff in developing grant proposals, promoting the use of Pivot to help faculty find grant information, instituting a process for nominating of new hires for Rising STAR (Science and Technology Acquisition and Retention) awards.

*Question: Regarding leave, do departments that have two tracks – tenure and non-tenure – have the option for developmental leave for non-tenure track faculty?* This is an issue the Office of Research will have to explore, especially for the Colleges of Nursing and of Pharmacy, where there are clinical non-tenure faculty

*Question: Can we entertain student awards that go to graduate students as well as undergrad research, with possibility of less than \$3000?* Faculty and staff can certainly ask for less. As for awards for students, it is on the Office of Research radar, but there is no concrete plan yet, as the source and allocation of funds will have to be reviewed.

*Question: For undergrad research, is the ranking of the faculty member taken into consideration?* No. A faculty member's name has to be in proposal, but rank will not be a factor in the designation of awards. The goal will be to offer 2 semesters of research.

*Question: For the Internal Research Grant, has the Internal grants document been made public?* The document has not been made public, because the President has to approve it first. A draft was shared with deans, chairs, and members of the faculty senate and research council for their review and input.

*Question: What about graduate research above/beyond thesis?* The Office of Research will work with the Provost's Office and the Office of Graduate Studies as they develop graduate funding.

### **1:12 – University Committee Report – Graduate Council, Dr. Mary Fischer**

In 2017-2018, the Graduate Council has been involved in reviewing 151 changes to graduate courses and programs (6 new programs, 58 new courses, 15 program changes, 45 course changes, 27 deactivated courses). Additionally, this year the Council has revised council by-laws, reviewed and submitted a Masters and a PhD program review guide, clarified graduate faculty status reporting, and clarified graduate QEP participation. Currently, there is a task force working on graduate student funding in order to clarify the process of receiving funding, the sources of funding, the amount, etc.. Another taskforce has put together a template of what should be included and what is not necessary on syllabi seeking Graduate Council approval. Finally, the Council is set to put together a taskforce to explore the question of and conditional admission status and GPA for graduate students.

### **1:20 – Celebration of Scholarship Event – Jeanne Standley**

The Library and the Provost's office are hosting a 4<sup>th</sup> annual Celebration of Scholarship on February 21 from 4 to 6 p.m., with a poster session beginning at 3 p.m. The celebration provides an opportunity for faculty share their research work.

### **1:22 – Faculty Senate Updates**

1. Faculty Senate is working with the Provost and administration to determine process and timelines, with deadline in late 2018, when the revised workload policy is due. More information on this process will soon be forthcoming.

2. Faculty Senate continues to work with the Provost's office and Graduate Studies to explore avenues for expanding access to funds for graduate students conducting research.
3. Tony Coculo, Associate Vice Chancellor for Leadership Development and Veterans Affairs, and Susan Franzen, Assistant Vice Chancellor for Organizational Effectiveness will visit UT-Tyler on February 6-7. AVC Cucolo will host sessions on best practices for shared governance, and AVC Franzen will host sessions on organizational culture and climate. More details will be shared with faculty and staff soon.
4. The Faculty Senate Interdisciplinary Research Task Force continues its work to advance interdisciplinary research work at UT Tyler in light with the new Strategic Plan. Dr. Deborah D. Stine, Professor of the Practice, Engineering and Public Policy at Carnegie Mellon University, a nationally known expert expert on facilitating Interdisciplinary research, will visit UT Tyler on February 14-15 to host meetings and a major presentation for faculty and staff on "facilitating interdisciplinary research" at UT Tyler. More details will be shared with faculty and staff soon.
5. The Faculty Awards Dinner will be held at the end of the semester, with the President's Office sponsoring the event, which will honor Faculty AND Staff accomplishments. The celebration will be after-five attire. More information will be forthcoming.
6. Climate and Culture surveys. Faculty Senate is making plans to help facilitate two faculty and staff surveys: An organizational climate survey and a organizational culture survey. More information on these surveys will be forthcoming.
7. As UT-Tyler approaches its 50<sup>th</sup> anniversary, Faculty Senate has begun work on a book project that will trace the institutional history of UT-Tyler, drawing on university archives and interviews with faculty and staff members. Drs. Mary Fischer and Colin Snider will be leading this project.

### **1:34 PM – Open Forum**

1. Student Success: In the spirit of teamwork and collaboration, and consistent with our new strategic plan, it is worth noting "student success" is everybody's business (faculty, staff, administrators, students)—not just the Vice-President of Student Affairs.
2. Start-up Funds for New Faculty Hires: Faculty report great variation across departments and colleges with respect to the availability of start-up funds and other supports (e.g., reduced teaching loads during the first year) for new faculty (and staff?). This issue is timely and important and deserves further consideration.
3. Strategic Plan: Faculty expressed a desire to see a final version of the strategic plan.

**1:44 – Adjourn.** Mary Fischer moves to adjourn, John Lamb seconds, unanimously approved.