**Faculty Senate Meeting**

**Thursday, June 21, 2018**

**Braithewaite 1030**

**Call to order: 12:29 PM**

**Adjourned: 2:03 PM**

**Members Present:** Kouider Mokhtari, Sarah Norrell, Frank Dykes, John Lamb, Mary Fischer, Kerri Camp, Cathy Ross, Gus Gordon, Gloria Duke, Shawn Jones, Michael Veronin, Joe Glavy,

Kim Nimon [Zoom], Sarah Sass [Zoom], Scott Spier [Zoom], Wycliffe Njororai [Zoom],

**Faculty & Staff in Attendance:** Michael Gangone, Gracy Buentello, Kim Harvey-Livingston, Nan McClurg, Brenda Burton, Cheryl Parker, KT Helgesen, Barbara Haas, Amir Mirmiran, Greg Bock, Natalia Menkina Snider, Charles Barké, Colleen Swain, Srini Khambampati, Bill Geiger, Jeanne Standley, Javier Kypuros, Jeff Emge, Ona Tolliver, Amentahru Wahlrab, Torey Nalbone, Brian Head

**Zoom Participants:** Emily Battle, Margaret Morgan, Kerrie Anne Clark, Sarah Cowan, Debra Ellis, Cindy Strawn, Tonya Gaddis, Pam Beall, Michael Odell, Josh Neaves, Jason Smee, Vanessa Joyner, Katherine Hellman, James Epling

**Invited Speakers:** Dr. Amir Mirmiran; Dr. Ona Tolliver; Gracy Buentello; Dr. John Lamb and Dr. Cathy Ross

**12:29 – Call to Order – Kouider Mokhtari**

Senate President Dr. Kouider Mokhtari welcomed all who were present.

**12:30 - Approval of Minutes**

Gloria Duke moves, Cathy Ross seconds, unanimously approved.

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

*Enrollment*

The 2018-2019 incoming class will be UT-Tyler’s biggest and best-performing class we’ve had, with the highest expectation (graduation rate of 50% in 4 years with 90% retention in first year). faculty play important role in reaching this goal

*Career Success Conference*

The university will host its Career Success Conference on Thursday, September 6, with the goal of helping students make connections for and learn about career paths they have chosen.

*Soules College of Business*

The new building should be done in next few weeks. Once that is completed, there will be some renovations to Arts & Sciences building, including taking classrooms offline, but faculty will not be moved out. Instead, the building will provide more space for faculty offices and resources. This renovation will be temporary before funding for major renovation is finalized.

*Searches*

The VP for Business and Finances search is ongoing. Two candidates have visited, with one more coming. The VP Operations and Strategic Initiatives is also ongoing, andon campus visits should happen in late June and early July. The search for the Soules College of Business Dean is beginning, with VP Lucas Roebuck chairing and a search firm helping. The search will officially start in early Fall semester.

The search for Director of Office of Internatioanl Programs TP has formed a committee, led by Dean Wang, and the position will post in next few weeks. The search and hire will occur across Fall semester in time for January 2019.

*Faculty Workload*

The Faculty Workload Committee has drafted policy, which it will finalize in next few days, and then information will be shared with Chairs’ Council, Deans’ Council, Senate, and faculty at large to get feedback. There will be a few town hall meetings in Fall 2018 for any final changes before President Tidwell finalizes the policy in October and UT System gets it for approval in November. The final policy will go into effect in Spring of 2019.

*HOP Committee and Other Matters*

The HOP Committee is expecting to make significant revisions to the HOP in June and July, with changes occurring in terms of emeritus status, university committees, and other matters in time for Fall 2018 for our year of record for SACS. The committee is working on a request for retiring faculty and staff wanting access to university email after retirement. The university and the HOP committee are working on it, and an update will be forthcoming after conversations with IT. Finally, outside activity that had previously been reported once a year on annual basis underwent some changes when the University shifted to the UT system portal. Now, some update regularly and others do not. More information will be forthcoming.

*University Partnerships withi other Colleges and Districts*

UT Tyler has worked on establishing or better publicizing our partnerships with Bossier College, Panola College, Jarvis College, Texas College, and others. The partnerships are for students at one college to come to UT-Tyler and finish their bachelor’s or graduate degrees at Tyler. The administration will work on bringing together these faculty across these institutions into regional conference on interdisciplinary research.

**12:49 – Report from Student Affairs Advisory Committee – Dr. Ona Tolliver**

Dr. Ona Tolliver, Vice President for Student Success, provided an update on student affairs at the end of the academic year. She provided quantitative data on student orientation participation, the use of the Unviersity Center, the growth of the Greek Community, the number of student organizations, the use of the Herrington Patriot Center, the services available at the Veterans Resources Center, and other campus facilities and organizations available to students. Additionally, she highlighted available and new programs available for students, including the Money Mentor program, counseling services, testing services. Regarding student housing, with the recent purchase of The Reserve, we will have 5 student residential centers. Student affairs also continues to work on retention and persistence, with a new structure and integrative function that will work with faculty and students and will bring together student enrollment, student life, career success, and other services in order to help students sooner in the semester and improve freshmen retention.

*Question: How is your office working with Dr. Swain’s office?*

With Dr. Swain’s hiring, Student Success has already begun initial work with Dr. Swain, and will continue to develop that relationship through the summer.

*Question: Do you have a system to measure student success?*

EAB and internal measures via reenrollment will help quantify student success, and the office will then deploy tools based on timeliness of responses to measure ongoing student experiences and success.

*Question: Is it corrected persistence teams will focus in first year on Freshmen and then will expand?*

Yes – the focus will first fall on Freshmen, and then become a program available to other students.

**1:16 – Human Resources & Diversity Update – Gracy Buentello**

Annual Enrollment Benefit Workshop will be held on July 16th at the UC Ballroom. This is the day in which Human Resources will give an overview of benefits and any changes coming in the next fiscal year.  There will also be opportunity for employees to visit with the insurance vendors that day.

On that same day, at the UC Theater, at 2:30pm, the Employee Assistance Program representative will be presenting, *Preparing for Leadership: What it Takes to Take the Lead*. The presentation will assist faculty in getting acquainted with the UT Employee Assistance Program and services, review supervision techniques, such as identifying problem behaviors and observing and documenting work performance concerns, aid in developing strategies on approaching and meeting with employees, provide tools for setting expectations for change, procedures for making mandatory referrals to the EAP and support in applying organizations’ policies and procedures. This presentation is open to everyone and will be available on Zoom.

**1:21 – FAC Reports Panel Discussion – Dr. John Lamb & Dr. Cathy Ross**

FAC Representatives John Lamb and Cathy Ross provided updates on three policies and issues that System’s Faculty Advisory Council are working on.

1. *Dual Credit Study*

Currently, the FAC has worked on a study comparing dual credit vs. AP/IB courses in high schools and if/how that performance extends to college. That study is in draft form and will be developed in the coming months. Additionally, it will be participating in Denver in October in a national symposium on dual.

*Question: So essentially, if students do dual credit they have a higher GPA in college?*

Yes, but that’s not necessarily causal, and the breakdowns vary based on a number of factors that were also considered.

*Question: Are they looking at that data socioeconoicmally and geographically?*

That is being considered, particularly through lens of junior colleges

*2. Non-Tenure System Faculty*

The role/place of non-tenure faculty in the system is a major issue, whether it is full-time lecturers, adjuncts, or anything in between. 36% of full-time faculty are non-TT, and 64% of undergrad hours are non-TT and TA instructors. As a result, system needs to /support them. If we worry about retention, we need to be sure best faculty are teaching them, and if they’re non-TT, we need to ensure they are are being hired and supported well. The FAC document on non-tenure faculty is still in draft stage, but it has preliminary expressed several recommendations, including: that there should be sparing use of adjuncts; that there should be appropriate searches for non-TT positions; that they should be able to hold their positions on an ongoing basis; that campuses maximize number for how many years we can hire them for; provide mentoring, voting rights, and annual reviews

*3. Freedom of Speech*

FAC’s Subcommittee of Academic Affairs had drafted a document for FAC. It was debated, but a vote was tabled, so the official document cannot be shared. That said, there was a general acclimation that the subcommittee supports Regent Rule 4501 which allows regulation of time/manner of expression so as to not interfere with academic development. The major issue is allowing freedom of speech through differing views. The Subcommittee supports ideals of discovery, dissent, and debate, and believes dissent cannot interfere with freedom of speech of others. When the document is finished, we as faculty senate have chance to review, approve, or even develop our own.

*Question: Did the committee discuss the possibility of non-denominational prayers at commencement, given as we get bigger, there is more diversity in commencement?*

That particular topic was not stated

*Question: Did the issue of dissent mean the other point of view has to be accommodated, or is it something in Q&A can do?*

Other points of view are not required to be scheduled in response to a particular presentation/discussion.

*Question: Were there any specific events that precipitated this policy?*

Yes, as we need to be proactive and develop civil discourse rather than ad hominem attacks, and some schools have had more publicl events that had dissent that reached the media

*4. Other items*

* There will be a new census data project to investigate outcomes of UT grads, with data on how they do in 1, 5, and 10 years. An email will be forthcoming.
* There will also be a Student Success Summit through ACUE. System will fund 25 faculty (3 from each campus) for training.
* John Lamb expressed gratitude expressed to Cathy Ross for her time across 6 years serving on the FAC as she leaves in an official capacity. Her influence on chancellor hires and on dual credit studies were immeasurable, and she had an impact on so much more, and we need to appreciate her influence and what she has accomplished in serving as a leader representing UT-Tyler (Applause ensues)

**2:03: – Adjourn**

Faculty Senate unanimously votes to adjourn.