

The University of Texas at Tyler

Office of the Faculty Senate

Thursday March 17, 2022

12:31-1:31 p.m.

Hybrid Meeting

Recording with captions is available at:

<https://uttyler.zoom.us/rec/share/-Xw7XTcRS9PndTgYp71IK9BXjbD5tO3RHI-wVErW2BmOKmOj8VWkt0mrDhKyON4.VIDRvAVfDd1dHseF>

Attendees:

Zoom: Suzanne Abbey, Lorri Allen, Carlton Allen, Kerrie Anne Ambort-Clark, Tyler Armstrong, Hanna Baker, Cynthia Ball, Tamie Bay, Pam Beall, Jennifer Belew, Sydney Blundell, Sharon Brown, Rachaelle Browning, Kenneth Bryant, Hannah Buchanan, Brenda Burton, Christina Chatman, Yonjoo Cho, Tammie Cooper, Reuben Cowan, Tammy Cowart, Tammy Cowart, Julie Delello, Wendy Duncan, Mary Fischer, Tessa Fuller, Livia Garza, Hadley Gasser, Lauren Hendley, Lauri John, Vicki Jowell, MK Kahrhoff, Deena King, CJ Kovacs, Alicia Krenek, Jaema Krier, Heshium Lawrence, Gerald Ledlow, Jerry Ledlow, Elizabeth Lee, Roger Lirely, Amy Lively, Kim Livingston-Cobb, Thomas Maryon, Colleen Marzilli, Laura McMullen, Rochell McWhorter, Lauralee Meyer, Theresa Moore, Michael Morris, Please mute, Harrison Ndetan, Sarah Norrell, Angela Nunez, Cindy Rutledge, Buka Samten, Kimberly Sheets, Brandy Smith, Zahide Sunal, Lynette Sutter, Rahmat Talukder, Katie Taylor, Olivia Vincent, Takova Wallace-Gay, Gwen Williams, Kent Willis, Barbara Elliott, Kristie Allen, Carlos Alvarez, David Barron, Pamela Beall, April Bedan, Ashley Bill, Mohammad Biswas, Vicky Bond, Christian Chesnut, Kayla Christiansen, Samantha Cockrell, Kit Covington, Diana Darnell, Bonnie Davis, Coby Dillard, Scott Dillingham, Rachel Dinger, Vandy Dubre, Dominick Fazarro, Crystal Frazier, Lori Fregoso-HSC, Amber Friday, Linda Friedemann, Andres Garcia, Jess Garms, Beverley Golden, Kyle Gullings, Terra Gullings, Racheal Harrington, Kamell Hawkins, Janice Helfers, Mychele Hughes, Teresa Hunt, Laramie Jackson, Kay Jenkins, Lisa Jett, Melanie Jones, Kris Kavasch, Mike Kennedy, Braden King, Geanina King, Lindsey Kleam, Catherine Kovacs, Larry Lowry, Peggye Mahfood, Becky McAfee, Jason McQuigg, Jonathan Mcswain, Amanda Midgett, Steve Myers, Carolyn Nanni, Patti Olusola, Cheryl Parker, Jacqueline Richardson, Jaime Romero, Patricia Royal, Jessica Rueter, Muthukrishnan Sathyamoorthy, Jared Sexton, Tanya Showen, Karan Singh, Ashton Smith, Saren Spicer, Paula Tate, Erin West, Cole Wilder, Jacki Wyman.

In Person: President Kirk Calhoun, Steve Idell, Kouider Mokhtari, Muthukrishnan Sathyamoorthy, Christine Forisha, Sarah Sass, Amentahru Wahrab, Barbara Wooldridge, Staci Zolkoski, Ruben Chavez, Marco Chavanne, Denise Duncan, Angela Nunez, Charles Brown, Jeremy Preist, Julie Anderson, Amir Mirmiran, Andy Krouse, Mary Logan, Scott Dillingham, Colleen Swain, Cindy Scott, Jared Seigler, Cora Wreyford, Rosemary Cooper, Leah Vellarde, Brittany Childs, Julie Philley, Stephanie Fenter, Jeff Noblitt, Sally Bouis, Tonya Gaddis, Katie Stone, Brista Hurst-Kent, Becky McKay, Sydney Blundell.

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AGENDA

12:31

Welcome and Call to Order

Dr. Sarah Sass

- Discussion of academic dishonesty moved to the April meeting.

12:32

President's Update

Dr. Kirk Calhoun

- SACSCOC
 - SACSCOC was very complimentary during the exit conference. We were in the "A" range with a few things to work on.
 - Dr. Calhoun was at a meeting about the health of our co-workers and the things we are doing in order to make this a wonderful place to work, paying special attention to the mental and physical health of our workforce. A couple of ideas:
 - Lactation rooms are needed for working moms.
 - On-site childcare is planned.
 - Dr. Calhoun talked with Dean Hickey. The University Academy will be part of making that happen. Dr. Hickey will come up with a plan (including hires) and a building.
 - No plans to subsidize the cost but the emphasis will be on affordability
 - Caveat: certainly the enrollment will be oversubscribed so there will need to be a plan to "triage" who gets in
 - Leave policy is being looked at to make sure we're consistent with industry standards. Committee is looking into how it can be modernized.
 - The new academic mark was unveiled. The athletic mark is moving fast. Target is to have it ready for the Board of Regents meeting in May. Currently still building consensus among athletes, faculty, staff, students, and alumni before moving forward. Jeffrey Noblitt (Vice President of Marketing) is accelerating this process to have something ready for Dr. Calhoun by April.
 - There's lots of construction planned.
 - The following buildings are targeted:
 - Medical school
 - Nursing building
 - Science building
 - UT Academy (need high schoolers in a different building)

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- It's important to know that the pots of money for building are separate from the pots of money for salaries. So it may seem more important to prioritize over buildings but this is a false dichotomy.
 - Salaries come from:
 - State revenue bonds. Not convertible to salaries.
 - Permanent University Fund (PUF). From oil and gas leases of university land out west. Not convertible to salaries either.
 - PUF funds are specifically being used for the medical and nursing buildings.
 - Revenue funding sources (RFS). This is an accounting where you can spend money in anticipation of generating revenue to pay it back, for instance the UT academy or paid parking lots.
 - Evergreen study of salaries on campus.
 - Only goes through 2020.
 - Only for the main campus. Health campus will be included in the future.
 - Take homes:
 - Salaries are by and large low. Below the mean of comparable organizations.
 - The point was raised that the College of Business is not even at the median salary for their discipline.
 - Dr. Calhoun answered that he understands that more needs to be done, but for now he wants to fix the most urgent and egregious problems, as reflected by the means. The study doesn't separate out different departments from one another, but this is not the end. More study will be done later.
 - Dr. Mirmiran said that he would look to department chairs to work on this and present their findings to him. He also pointed out that there was a record-breaking number of requests for promotion this year, which will increase salaries for promoted persons.
 - Some individuals not even making the minimum amount they should be making, although this is a very small number.
 - To rectify these problems will take more than a year.
 - To fix the most urgent problems will take \$500,000, and to fix more problems will take much, much more money.
 - A question was asked whether we can see the Evergreen study. Dr. Calhoun said yes, but it's very technical with a lot of graphs. He would rather disseminate the take-home messages. Also, Cindy Scott added that some salaries may have to be redacted.

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- Implementation plans:
 - Make a new pay plan to attract and retain staff
 - A question was asked about what it will mean to a person's salary if they switch positions. Cindy Scott answered that there is automatically a cost study any time someone switches positions.
 - Adjust staff to the conventional minimum when needed.
 - 3% pay raise across the board.
 - Merit pay can be stacked on top of other raises, such as merit raises.
 - The increase will be on top of current salary.
 - This applies to anyone who began January 2022 or earlier.
 - This will take \$2.5 million, and will be in the 2023 FY budget. This is the top priority, so that other priorities may not make it into the budget this time. This is already a done deal. Already in the budget.
 - Merit raises may not have room in the budget
 - The question was asked about how quickly the urgent problems are slated to be fixed. Cindy Scott said September.
 - All individuals who receive salary corrections will be notified.

1:09

Approval of January Meeting Minutes Dr. Joshua Banta

- Approved at 1:11

1:12

Provost's update Dr. Amir Mirmiran

- SACSCOC:
 - As mentioned previously, we got an "A" from SACSCOC, so kudos to everyone, especially Dr. Berman and her team and Carlos Alvarez. Also thanked were Dr Garcia for the Houston engineering Center and Sarah Odin at the Longview Diversity Center.
 - The merger is completed
 - Nothing is needed in terms of making the Longview Diversity Center an off-campus instructional site, so we can move ahead with the plan on that front.
 - Timeline:
 - A couple of weeks to receive the formal written recommendations
 - 4 – 5 months of back and forth on addressing the issues
 - Then the board will vote on reaccreditation around December.
 - They want more clarity from us about our QEP, but only because they like it so much and want to develop it even further. It stimulated some ideas from them.

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1:17

Health Campus update

Dr. Julie Philley, Executive Vice President for Health Affairs

- COVID situation on campus is much improved. The signs on campus may be changed to read, “Masks encouraged.”
- Dr. Philley had a very good meeting with UT system about forming a new College of Health Professions.

1:18

Office of Research and Scholarship

Dr. Steve Idell, Executive Vice President for Research and Dean of the Graduate School

Dr. Kouider Mokhtari, Associate Vice President for Research and Associate Dean of the Graduate School

- Dr. Idell:
 - Start-up packages for new recruits are being enhanced
 - For background, new professors in the natural sciences typically need a couple of hundred thousand dollars to start their labs (for supplies, personnel) in order to be competitive for extramural federal funding to keep their labs going and to return indirect costs to the university thereafter.
 - There is a pilot program in a few departments to reduce tuition for graduate students to 50% of the current rates. The idea is to increase enrollment enough to more than offset the revenue reduction.
 - The Graduate School is also adding “4+1” programs to allow students to complete a Masters degree in five years from the beginning of their undergraduate degrees.
 - The East Texas Research Conference is coming up, with a focus on entrepreneurship.
- Dr. Mokhtari
 - The new funding for startup packages is coming in large part from UT System sources designated for this purpose, such as STARS and Rising STARS. Those funds mostly cover equipment needed to start new labs.
 - The internal grants program received 15 interdisciplinary proposals. The committee will issue its recommendations by the end of March. The target for dispersing the funds is early summer.
 - There are four April events:
 - The East Texas Research Conference on April 11th
 - It will run from 8:30AM – 3:30PM over Zoom.
 - There’s a keynote address, presentations, panel discussions.
 - The presenters are a mix of external speakers and internal faculty who were nominated by their deans.

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- Please attend and encourage your students to do so as well. The registration is free to everyone.
- The “Three-Minute Thesis” competition is on April 15th.
 - <https://www.uttyler.edu/graduate/3mt/>
- The IRB merger is proceeding.
 - Lisa Bush is in charge.
 - There are three main IRB subunits:
 - Main campus
 - Health center campus
 - Healthcare facilities
- Don’t forget about PCR training, due May 2nd for all faculty who work in labs as well as their student researchers!

1:27

Faculty Senate President update

Dr. Sarah Sass

- There’s a Regent’s Outstanding Teaching Awards (ROTA) informational meeting tomorrow (March 18th) over Zoom. Note that graduate-only faculty are also allowed this time (those who only teach graduate students), as well as all other faculty who teach.
- The ballot to vote for president-elect for 2023 – 2024 will be sent out soon. The president will come from the main campus this time (Dr. Harrison Ndetan from the health center campus is the current president-elect for 2022 – 2023).
- The ballot for senator-at-large will also go out soon. The senator will come from the health center campus. We need nominations. Send to Dr. Sass.
- Midnight breakfast will occur next Wednesday from 10:00PM – 12:00AM. Needs volunteers. Email kjennings@uttyler.edu
- Homecoming events are next week:
 - <https://uttyler.edu/homecoming>
- “Meet your staff senator” is on Thursday next week at 9AM on the Harvey Deck.

1:30

Dr. Cathy Ross

- The wellness committee just met. Dr. Calhoun was very responsive.

1:31 **Adjournment**