

**Faculty Senate Meeting
Thursday, October 18, 2018
Braithewaite 1055**

Senate Members Present: Althea Arnold, Gina Doepker, Frank Dykes, Mary Fischer, Joseph Glavy, Gus Gordon, Amanda Hall, Kathleen Helgesen, Randy LeBlanc, Gary Miller, Kouider Mokhtari, Wycliffe Njororai, John Placyk, Catherine Ross, Sarah Sass, Mena Souliman, Scott Spier, Nary Subramanian, Michael Veronin

Faculty & Staff in Attendance: Cheryl Parker, Colleen Swain, Jerry Stuff, Jimi Francis, Kara Marrs, Katheryn Courville, Kerrie Anne Ambort Clark, M. Saathyamoorthy, Rahmat Talukder, Ross Sherman, Sarah Bowdin, Sonja Warren, Nan McClurg, Lynette Sutter, Gracy Buentello, David Criswell, Ona Tolliver.

Zoom Participants: Suzanne Abbey, Rafe Biswas, Bonnie Davis, Tonya Gaddis, Joshua Neaves, Cindy Strawn, Jacki, Sonya Morale, Denise Duncan, V. Viesca, Tanya Schlemmer, USAC UT-Tyler

Invited Guest Speakers in Attendance: Jerry Stuff, Amir Mirmiran, Ashley Bill

Thursday October 18, 2018
12:00-1:50 p.m.
BRB 1055

AGENDA

12:00 p.m.	Lunch	Lynette Sutter
12:30 p. m.	Call to Order	Wycliffe Njororai Simiyu
12:33	Approval of September Meeting Minutes	Sarah Sass
12:35	Update on the Division of Operations	Jerry Stuff

Overview of VP for operations and strategic initiatives was provided. This area covers many support functions including campus buildings, parking, security, IT, campus police, environmental health and safety, facilities management, information security, director of compliance (vacant), senior assessment coordinator, and administrative officers. During the week of November 5th – will be requesting staff and faculty input on space. Please see the faculty senate webpage for the powerpoint slides related to this presentation. <https://www.utt Tyler.edu/faculty-senate/files/operations.pdf>

12:45 **Provost Update: Workload Policy** **Amir Mirmiran**
UT system has moved away from 18 credit system. Every campus is coming up with its own workload policy. On our campus, a committee of 12 members, 2 from each college, met about 10 times in the Fall. Two open forums (1 late spring, 1 in July) were held regarding workload policy at Faculty Senate. Committee members asked for input from each college/department. The policy was drafted and presented to faculty senate, chair’s council, and council of deans.

The present workload policy was circulated and questions were solicited. The comments and questions received fell into several categories.

1. If budget is revenue neutral and we are leaving it up to departments to decide workload implementation plans– if someone gets a course release, does that mean someone else is going to increase their teaching load and how will that be possible. Is this really empowering us?
 - a. The old 18 credit rule created problems in some departments where they had to “game the system” to show faculty were doing 18 credits. Going forward we won’t have to do that. Now department faculty can go through curriculum and create efficiency in curriculum and make adjustments within the department. It won’t necessarily mean a zero sum game
2. When we say budget/revenue neutral, this means that if students could take a course before they should be able to do so after the workload plan, and we want to make sure student credit hour offerings stay the same. Are there ways departments can justify the need for more faculty to deliver the curriculum they offer?
 - a. Under the revised workload, the department chair can justify based on growth or other criteria (e.g., student/faculty ratio) that could warrant adding more faculty
3. How do we guarantee equity and fairness among faculty and departments?
 - a. The unit/department workload implementation plans (WIP) will come through the dean and to the provost office. The Provost’s office will do an impact analysis – how does the new system compare to the 18 credit one. Will look at whether credit hours offered in Fall 18 is same as Fall 19, will make sure equity is incorporated. This will be an opportunity for faculty to revisit their unit/department T&P guidelines. No WIP will go into effect before provost will review
4. There is a fear that the department chair may give someone more load than a fellow colleague. This isn’t a concern about the workload policy itself but about the WIP. If we have difficulty with a particular chair that chair may need training to be fair and equitable.

Q: did committee come up with sample/template that departments can use? If we had one it could tie the hands of different departments.

No templates at this time. Chairs are asked to initiate discussion within their departments. We will need to develop WIPs by spring break at the latest and they should be submitted to the Provost’s office and President for review.

Search Updates

Office of International Programs– led by Dean Wang- doing zoom interviews

Executive Director for the Library- planning to invite candidates to campus 2nd week of November

Motion was made to accept workload policy and 2nded, motion carried with no one opposed.

01:05

Student Success Initiatives

Ashley Bill

An overview of current student success initiatives was provided, including services to identify students that are struggling. There is a new process to identify who is struggling and excelling. Note this service is currently for undergraduates only.

You can log in to the Education Advisory Board – Student Success Collaborative (EAB-SSC) here <https://uttyler.campus.eab.com/> You will be taken to a professor home page with the classes you are teaching and who is enrolled. You can click on a student and issue an alert (see this video for more helpful instructions on how to do so https://www.youtube.com/watch?v=IL_7v2HSyDU).

Different categories to issue an alert in: academic, advising, career development, enrollment/registration, financial, housing, student engagement

Alerts will be sent to the most appropriate person. You will get a case closed notification when the issues is resolved, but you won't know how it was resolved. For first-time freshmen, Patriot Strong teams have been developed. There are 6 teams that consist of an academic representative, advisor, career success coach, enrollment management rep, res life coordinator, student engagement representative for the colleges.

When not to submit an alert – if you have a Behavioral Intervention Team issue would go to BIT, Title IX issues, conduct issues, scholastic dishonesty issues, if a student has been marked as not attending on financial aid roster for attendance, if the student has a C, D, or F entered on mid-term grade roster – all of these categories already get alerted.

If you have questions about EAB-SSC alerts or Patriot Strong Teams please contact Ashley Bill. Please see the faculty senate webpage for the powerpoint slides related to this presentation. <https://www.uttyler.edu/faculty-senate/files/facultysenateeabssc1.pdf>

01:35 UT System FAC Update

Wycliffe

The FAC met on October 4-5.

- Toward the end of last academic year, the FAC advisory committee at UT system generated different white papers. One had to do with non-tenure status or contingent faculty. The consensus was that all campuses need to do a better job. We are revising HOP at different campuses (including UTT) to see how inclusive it is of contingent faculty.
- Shared governance –at the college level, we will be going to council of deans with the proposal that faculty senators can sit on governance committees within each college. We know chairs are already there and it may be helpful to have more faculty.
- Our current grievance system at UTT may be ineffective. The odds may be stacked against faculty who feel discontent and want to pursue recourse through administrative lines. UT system is trying to discuss and find ways to simplify the process of faculty grievances so that they can be heard quickly with sensitivity.
- Last month faculty senate made a motion to conduct a culture survey- survey likely to go out on Monday. Please take time to fill it out.

01:50 Adjourn (1:55)

Next Faculty Senate Meeting

November 15, 2018 at 12:30 p.m.