

The University of Texas at Tyler

Office of the Faculty Senate

Thursday October 17, 2019
12:00-1:50 p.m.
UC Ballroom

Senate Members Present: Althea Arnold, Amentahru Wahlrab, Amy Hayes, Catherine Ross, Christine Forisha, Colin Snider, Dominick Fazarro, Frank Dykes, Gina Doepker, Joseph Glavey, Mary Fischer, Mena Souliman, Nary Subramanian, Nathan Smith, Randy Leblanc, Sarah Norrell, Sarah Sass, Venu Gopalakrishna-Remani

Faculty and Staff in Attendance: Robert Beatty, Gracy Buentello, Sam Carrell, Gloria Duke, William Geiger, Marti Halbrook, Kim Harvey-Livingston, David Hill, Lauri John, Andrew Krouse, Kimberly Laird, Amanda Lynn, Allen Martin, Cynthia Martinez, Kouider Mokhtari, Howard Patterson, Patricia Royal, Muthukrishnan Sathyamoorthy, Colleen Swain, Yong Tai Wang, Lidong Wu, Kerrie Anne Ambort Clark

Faculty and Staff Zoom participants: Janice Helpers

Invited Guest Speakers in Attendance: Amir Mirmiran, Michael Tidwell, Dave Hill, William Geiger, Amanda Lynn, Gracy Buentello

Minutes

12:00 Lunch

12:30 Welcome and Call to Order Colin Snider

- Reminder that senators are meeting the first Thursday of every month working on issues that we will be updating the broader community soon.

12:32 Approval of September Meeting Minutes Amy Hayes

12:32 Provost's Updates Amir Mirmiran

- Updates on the site visit for the proposed Ed.D. by the Coordinating Board. The desk report and feedback were very positive.
- Ph.D. in transformative leadership team is still working on a proposal for the coordinating board.
- ORS and Senate met with consulting firm McCallister and Quinn in September. Feedback from faculty was that they were interested in moving forward with a proposal from the firm.
- Provost is forming a committee with FS, USAC, SGA, CETL, Chairs Council, Deans Council, and Honors to have an academic speaker series. The hope is to get the programs started in the spring.

12:36 Updates on the Calendar Committee William Geiger

- Calendar committee was formed several months ago with representatives from each college and proposals were shared with chairs, deans, SGA, and USAC. See attachment for more details about proposals.

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Summary of three proposals:

- Option 1: keep the calendar the same that it is now (start and end times the same, week off for Thanksgiving, although they are proposing to have Monday of finals be a class day because of Labor Day and MLK holidays).
 - Option 2: reduce the number of minutes in MWF class from 55 to 50 minutes. This means we would have to add a week to the semester. Several options for this: move start of Fall semester forward 1 week; could also move Fall Semester up a half week (to a Wednesday) and then not have a full week off for Thanksgiving (only off W-F). This option was officially endorsed by the calendar committee. It also addresses concerns about the amount of time between classes (10 minute transition instead of 5 minutes).
 - Option 3: extending the amount of class time to 60 minutes and this would reduce the amount of weeks by one week. Students proposed this option.
- Any changes would not occur until Spring 2021 at the earliest, EXCEPT that nursing will begin a trimester configuration this summer (nursing schedule will be totally self-contained for class scheduling).
 - Question: Is there a perceived problem with the current system that we are trying to fix?
Answer: The 2012 calendar switch that we are on currently (where 5 minutes were added to all of the classes) has been a problem for a lot of STEM faculty and lab classes, as well as literature courses, because the additional 5 minutes in each class doesn't practically make up for the week off of the schedule that they lost.
 - Question: has a survey been sent to faculty about the proposed schedule changes? Answer: No, but Faculty Senate could do that to solicit input (that was what was done in 2012).
 - Next step in the process, after the calendar committee finishes their work, is to present the options to the cabinet.

12:51

President's Updates

Michael Tidwell

- No changes to or updates about Board of Regents decision about funding for new nursing building.
- Our new AVP of enrollment management will be David Barron. He will also work with UT-Tyler online and graduate enrollment teams.
- UT-Health Science Center Tyler is coming together with ETMC and Ardent (private medical company) to create UT Health East Texas. Now that UT Health Science Center is more financially healthy, there is renewed talk about strengthening partnerships between that organization and UT-Tyler. The possibility of combining their research with ours could move UTT to an R2 institution status.
- Question: What is the status of the salary compression survey? Gracy will answer later.
- UT-Tyler Press has published its first book: *A Patriot's Guide to Success*. The book has chapters written by local business owners on tips for success. UTT Press will be open for UT Tyler faculty first and then it will be opened up.

1:03

Update about Salary Study

Gracy Buentello, HR Director

- HR and VP Business have chosen a vendor to work on the salary study. The consultants will re-write job descriptions (Phase I), and to do a compensation study (Phase II). They will also look at all of the data to make adjustments if needed (Phase III).
- The timeline to complete the planning process is 6-9 months, and then the implementation will happen after that (contingent upon budgeting process).

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- Faculty can contribute during the process when the consultants come in. There will be town halls and focus groups when they are designing the market study.

1:14 **USAC and Faculty Senate Collaboration** **Amanda Lynn**

- USAC is the University Staff Advisory Council. Please see the attached slides for the list of the 2019 Executive Team.
- USAC members represent 15 districts that are based on the university organization chart.
- USAC committees work on staff development, STAR awards, benefits, and policies and procedures.
- All members of the UT-Tyler community are eligible to nominate staff members for the monthly staff STAR award. You should email star@uttyler.edu with a nomination for staff. You should re-submit if the person you nominate is not awarded in that month. The slate is cleared each month.
- 2019-2020 USAC events: Meet your Rep breakfast is Friday, October 18th in the UC Ballroom; Staff Development is 12/17-12/18; Faculty and Staff Awards are in the spring, and University Appreciation week in May 2020.

1:21 **Academic Dishonesty and Behavior Intervention** **David Hill**

- Dave Hill, Director of Student Conduct, gave a review of 2018-2019 statistics from student conduct
- You can reach him at dhill@uttyler.edu
- They respond to cases of academic misconduct, Title IX, Care (previously BIT), and student misconduct.
- You can send a report of student conduct or concerns to www.uttyler.edu/sci/, or contact Dave Hill directly.
- The process is broadly: Administrative Process, Hearings (if the student wants one), and then appeals (if called for).
- Most academic misconduct is handled at the faculty level. BUT-please notify the student conduct office to let them know so that they can check for and flag instances across classes and departments.
- Title IX: these cases can be reported to Student Contact, UPD, HR, Dean of Students, or Title IX office. If you fill out an online reporting form it will go to all of these offices.
- Behavioral Intervention Team (BIT) is now CARE (Campus Assessment Response and Evaluation). They can use for unusual or concerning behaviors, and things that are not necessarily threats.
- Faculty action items: tell other faculty about his office and their resources, invite Dave to meetings, classes, etc., contact him if you have any concerns, and you can also become a hearing officer (they are looking for new hearing officers so send Dave an email if you are interested).

1:36 **FAC Updates** **Colin Snider**

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- Faculty Advisory Council met in Austin last month. Colin and Dr. Cathy Ross are the FAC representatives for UT-Tyler.
- Governance committee is working on family leave policies, academic affairs committee is working on improving student teaching evaluations and open educational resources. FAC is also working on issues with salary and compensation system-wide.
- Senate Bill 212 has tightened up rules about Title IX reporting. Any “reasonable” suspicions of harassment, sexual assault, stalking etc. must be reported. Failure to report could result in termination and/or jail time. Our Title IX office is working to update the HOP to reflect these changes. They will be holding trainings for faculty and will present to Faculty Senate at the January 2020 meeting.

1:40 **Adjourn**

Next Faculty Senate meeting will be Thursday, November 21 in the Alumni House.