

2018/19 Faculty Senate Report

BY

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The University of Texas at

TYLER

Our Mission

- As the primary governance body representing faculty, the overall mission of the Faculty Senate of U.T. Tyler is to provide “a systematic means for **effective participation of the faculty** in the affairs of the university by developing **channels of communication** for the faculty to **make recommendations to the President of the University and for the administration of U.T. Tyler to seek the judgment and counsel of the faculty** about matters of mutual concern.” HOP 3.6.0



Critical times

- The 2018/19 academic year FS agenda was guided by:
- A. A Gallup poll in 2016 which found that 66 percent of faculty and staff at UT TYLER were “either ‘Not Engaged’ or ‘Actively Disengaged.’”
- B. A new strategic plan that aspires to make UT TYLER the “primary economic and educational driver of East Texas and beyond” guided by FOUR pillars: Student Success, Engagement, Scholarship and Outreach.
- C. The reality of a 25 percent 4-year graduation rate, 42 percent 6-year graduation rate and 63.6 percent freshman retention rate in 2017 (<https://www.uttyler.edu/institutional-analysis/files/2017-2018-factbook.pdf>)
- D. Unfinished business from the previous year (2017/2018)



Critical times

E. New and exciting times with president Tidwell and a forward-thinking strategic plan.

F. A new level of transparency, inclusion, and commitment to shared governance on the part of the University administration and the University of Texas System.

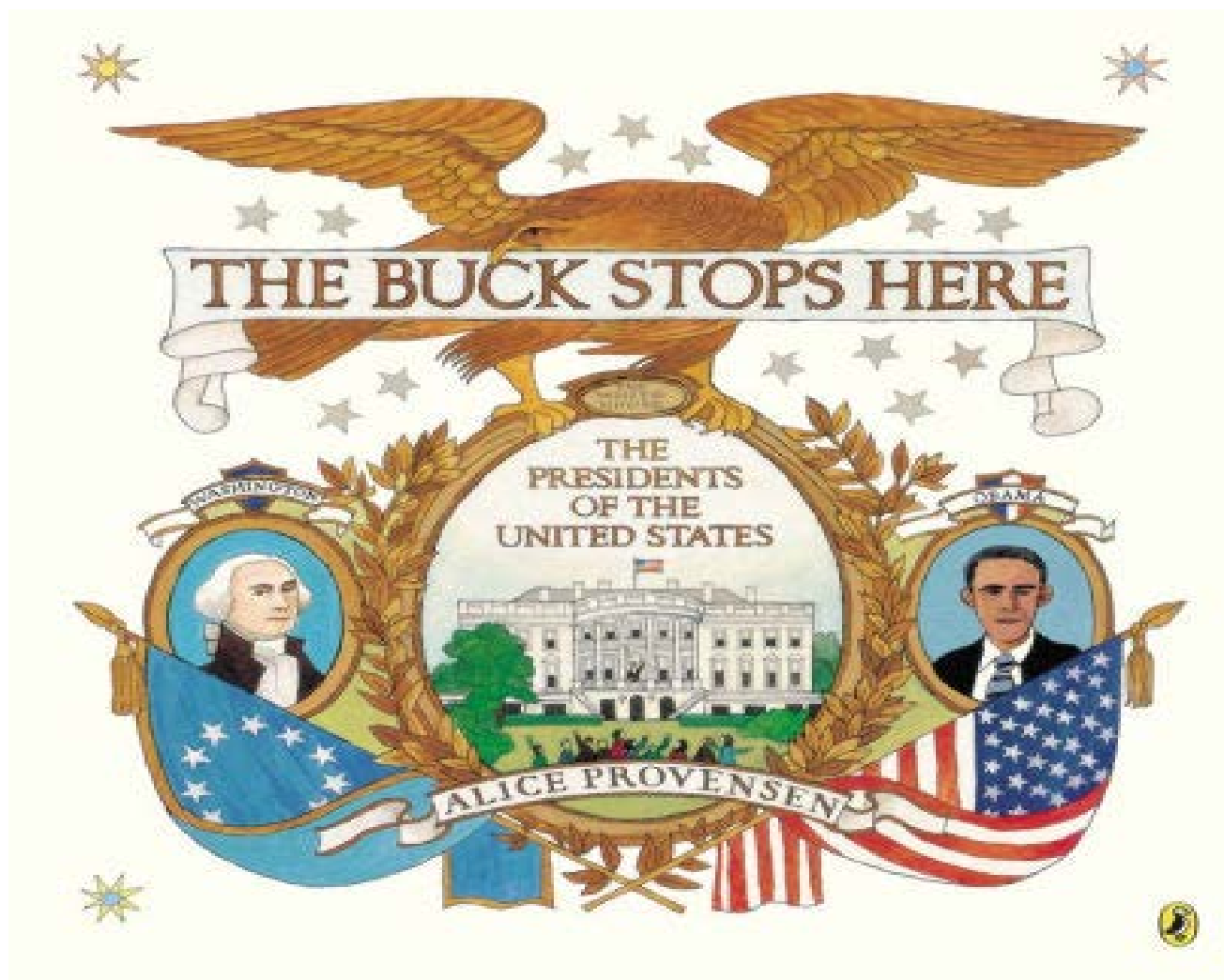
G. As a faculty Senate, we are committed to the University of Texas System's call to all our universities to shared governance, particularly with regard to decision making geared towards strengthening education for all students.

H. Departments with balances at end of financial year woke up in shock as their "hard saved monies" had been swept or for a better term, "re-invested"

I. The Plaza concept was adopted, funded and executed leading to loss of "convenient parking"



I took the bullets.....



Faculty Senate of Influence

- “Leadership is not about a title or a designation. It’s about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates and customers”. (Robin Sharma)



Strategic priorities

- **1. Execute the shared governance mandate by maximizing faculty engagement:**
 - University Committees and task forces
 - Addressed the administrative weaknesses of university committees
 - Recommendations from some committees led to changes to the names and charges for some committees moving forward
 - Search Committees
 - On August 23rd 2019, President presided over a workshop geared to sensitizing faculty on the responsibilities for implementing the strategic plan.
 - Transparency on budgeting and sources of funding in the wake of unused monies in the departments being “re-invested”
 - Town hall meeting called to address budgeting and financial health of UTTYLER including sources of funding for projects eg. The Plaza



Strategic Priorities

- 2. Collaborate with the President, Vice-Presidents, and other administrators on policy issues and related matters affecting the university:
 - Campus culture survey- administration, results and way forward
 - New work load policies and way forward
 - Faculty Professional Development
 - Contingent/Clinical faculty and their promotion structure
 - Revision of the HOP
 - Strategic Plan Implementation Initiatives Showcase
 - Internal inefficiencies and intervention



Strategic priorities

- 3. Recognize and reward faculty achievements in research, teaching, and service.
 - We are fortunate to have so many fine faculty members who are doing excellent research, teaching, and service work.
 - The work of these faculty members deserves recognition and reward
 - Faculty participated in nominating, recommending and vetting of applicants for various awards at the UT System, University and College levels
 - Faculty Senate representation on College Leadership Councils
 - Finalized outstanding faculty grievances



Other items

- Renewed participation in Texas Council of Faculty Senates
- Effective representation at FAC
- UTTYLER Faculty were well represented at the FAC of the UT System and the Texas Council of Faculty Senates (TCFS). Participation at these fora led to amendments to our HOP pertaining to contingent faculty and Faculty Grievances, among others
- Collaborating with USAC and SGA on various activities
- Monthly meetings with Provost
- Monthly Meetings with President and Provost
- Standing Monthly Faculty Senate Executive Meetings
- Faculty Senate Representatives only Meeting 1st Thursday of the Month in October, November, February, March and April
- Collaboration with CETL, Library Services and OIP
- Formal recognition for Faculty Senators rotating off senate after three years of service



Bonus

- Provost's boost to our budget to launch a Distinguished Lecture Series
- Faculty Senate President to be a speaker at all Commencement Ceremonies starting this coming fall (December)- bonus from President Tidwell
- Change in Faculty hiring: advertising and applications to be centralized in the Human Resource Department



Some concerns

- Meeting attendance records ie. Faculty Senate and Committee work
- Low participation rates on campus wide events/surveys eg. 53 percent on Culture Survey from faculty; Monthly meeting attendance declining or erratic, nominating and voting for candidates running for Faculty Senate Offices etc
- A workshop on “Mentoring” fell through due to changes in personnel and leadership philosophy at UT System.
- Too early to know how new leadership is going to relate with FAC and Campus




Pending issues/Ongoing

1. Distinguished Lecture Series
2. Culture Survey Electronic Suggestion Box
3. Diversity and Inclusion resolution follow up and task force
4. Salary and compensation after Promotion and after Post- Tenure Review
5. Student Faculty Evaluation Task Force
6. Family Leave Task Force
7. East Texas Research Conference
8. UT TYLER Book Project
9. Inter-College monthly showcases and social



Finally, the Journey is long, but

- “If you want to go fast, go alone. If you want to go far, go together”.
- So together, let us continue influencing the quality of our programs, operations, teaching, research, service and graduates, which are key to the reputation of our Institution.
- Ultimately what we get achieving our goals is not as important as what we become by achieving them! I can say with absolute confidence that we are at a better place given what transpired in the last 12 months.
- The team worked well together. My gratitude goes to 



Asante sana (Thank you very much)

- President Michael Tidwell
- Provost and VP Amir Mirmiran
- Vice Presidents
- Deans
- All invited Speakers/Presenters at our meetings
- Outgoing FS Past President, Dr. Kouider
- Outgoing FS Secretary, Dr. Sarah Sass
- Members of the Faculty Senate Executive
- All Elected Members of the Faculty Senate
- Lynette Sutter
- All the distinguished Staff and Faculty of UT TYLER



Finally: Asante or

