

**Faculty Senate Minutes
February 13, 2013**

TO: Members of the Faculty Senate

FROM: Dr. Daniel Nathan, Faculty Senate President

RE: **Agenda for meeting #321, February 13, 2013**
Meeting starts at 3:15 p.m. Senate Room 132 Student Union Building

- I. Call to order – Dr. Daniel Nathan, Faculty Senate President at 3:17pm. Senators attending were: Mills, Davis, Perl, Pongratz, Chris Taylor, Adams, Barenberg, Borshuk, Cole, Drager, Held, Lee, Levario, Lourdes, Nathan, Ramkumar, Shi, Smith, Stodden, Swingen, Weinberg, Wilde, Wong, Agnello, Coward, Colette Taylor, Todd, Valle, Bayne, Watson, Caswell, Blum, Collier, Gaines, Lauderdale, Cochran, Loewy, Ross, Becker, Monroe, Syma, Whitfield, Peaslee, Brown, Dolter and Marks. Senators excused were: Ballou, Brashears, Kucera, Kvashny, Batra, Bradatan, Rice, Surles, Buchheit, Wang, Gilliam, Mondt, Decker, Duffy, Lastrapes, Meek and Wood.
- II. Recognition of guests:
- III. Approval of minutes, Meeting #320, January 16, 2013. Approved with corrections.
- IV. Speakers:
 - 3:20pm to 3:35pm Dr. Patrick Hughes, Associate Vice Provost for Undergraduate Education-Committee on Academic Advising and Retention (CAAR) Strategic Plan – Will speak at March meeting.
 - 3:35pm to 3:50pm Jobi Martinez, Director of the Cross Cultural Academic Advancement Center spoke about the Open Teaching Concept 2013. A handout was passed out.

Senator Agnello: I was wondering if you are going to send it digitally out on mass because then we do not have to send it to our colleges, but if you aren't then it would be nice if we had it digitally so we could forward it to everybody.

Ms. Martinez: I can do that. One of the areas we are short on is IT. I did bring my cards and if I could work with the group then I can send it out to the group. Or work with Dr. Wong to get this out to all of you.

President Nathan: Maybe it could be posted on the Senate website.

Senator Ramkumar: Ms. Martinez, thank you. If I heard you correctly, you have all of these seminars and classes and you film them so it is easy to view them?

Ms. Martinez: Yes we have them filmed. They should be up by mid-March on the TLPDC website.

President Nathan: One clarification. I think Senator Wong responded to it, it is one class period that is dedicated (open) to other students?

Senator Wong: We understand that we also have curricular needs that we need to fill so it is one class that you give up. That class is focused on the 2013 theme, however your approach is, like from an engineering approach, a biologist approach, historian's approach. We move some of our classrooms to larger theaters. Any of the students from any of those classes can come in and basically come and sit and hear that theme from a difference perspective.

President Nathan: So it is just moved for that one day?

Senator Wong: For one day. We wanted minimal confusion.

Ms. Martinez: We know that as we were planning that, that discussion came up of 'wait, our classes might triple'. We as a Center staff support those logistics. We actually help you secure the venue, we help you secure any media needs, and anything else. We help with all of that because we know as Dr. Wong pointed out that you all have other curricular needs and other obligations to focus on. We have a great staff that helps with that logistically. Applications are due March 15th however we are always flexible with our deadlines. I will make sure to note that on the digital copy.

Senator Farmer: What's the 2013 theme?

Ms. Martinez: Civil Rights, Human Rights: Questioning the 'Pursuit of Happiness'

Senator Wong: Do you have the whole description there? Do you mind reading it?

Ms. Martinez: (Read description of the Open Teaching Concept 2013)

President Nathan: Update on new faculty positions from Provost Smith: We are responding to the request made in the Faculty Senate meeting last week relative to replacement and new faculty hires in FY13. Here are the precise numbers gleaned from data collected from the colleges on November 1, 2012:

New Hires: 59

Replacement Hires: 104

Total = 163

Provost Smith: It really is a bit of a moving target because we have openings all of the time. People signal they are going to retire so we do a count on a given day. It may reflect someone signaling that they are going to retire sometime next year and that opens up a position. We started out the year at 143 we are now up to 163.

President Nathan: Any other news from the Provosts office? I actually know what you can share. Thanks to our parliamentarian raises at promotion came up and I believe you passed that along.

Provost Smith : We did have as I hope everyone knows, there was a 2% merit increase early in fiscal '12 and then we had one in August at 2%. The instructions that we offer to the deans is feel free to distribute 1.5% across the departments as you see fit and then hold back .5% in the dean's office to assure issues of equity and issues of flight risk and so forth so there is sort of a double check through the dean's office. That's how we administered those funds. The question that arose was that someone had read in the paper that there was a 4% increase. It happened that there was a 4% increase at the Health Sciences Center on September 1st because they had not had an increase at all in fiscal '12. So they sort of off-set our actions.

President Nathan: This was in response to a former senator inquiring about that 4% figure. Actually what I had in mind was Parliamentary Howe's suggestion that raises at tenure and promotion time might be bumped up.

Provost Smith: We have affected that. I believe now, Rob correct me if I am wrong; it is \$5000 at the Assistant to Associate and \$7000 from the Associate to Full Professor. So it was \$3000 and \$5000 and we bumped it up to \$5000 and \$7000.

President Nathan: So in case you think the Senate doesn't do anything. My gratitude to the Provost for forwarding that request to the President who then checked it out with Kyle Clark and then got it approved. Thank you.

V. Old Business: University Councils/Committees & Liaison Reports:

Senator Mitzi Lauderdale – Report from SGA. On referendum they voted to add two questions to Student Senate ballots. Really just a polling question. I think that the media could get ahold of it or somebody misinterpret it. 1. They are going to be asking students opinions on tobacco free and smoke free campus. 2. If they support the Texas Senate Bill on concealed handguns on campus. Just opinions and polling. I just wanted you all to be aware.

President Nathan: So they are going to be taking these polls?

Senator Lauderdale: It will be on referendum on Student Senate ballot.

President Nathan: At the same time that they are electing the next senators.

Senator Lauderdale: Which I believe is February 28.

President Nathan: The election for next year is open right now. Please participate. There were 83 nominations for the Senate this year. Of those, 48 people accepted the nomination. There are going to be 23 spots on the Senate. So there is competition pretty much across the board for Senate positions. Thank you if you participated by nominating somebody or encouraged somebody to accept a nomination. The broader participation we have I think the more influence we have in the University.

Anybody have any comments about the report from the SGA liaison?

Senator Boal: Did the Senate ever discuss how the Senate feels about concealed handguns?

President Nathan: The Senate has discussed that two years ago.

Senator Boal: I remember when the President raised a big stink.

President Nathan: Does anybody recall whether any action was taken? I think there may have been a vote.

Senator Farmer: We voted on the resolution that was unanimous minus one.

President Nathan: To the effect?

Senator Farmer: I'd have to look.

President Nathan: It wasn't in favor. I remember that it was not in favor.

Senator Farmer: I don't remember where we addressed it but I believe we addressed it to the Texas Legislature.

Senator Loewy: What did we conclude?

Ms. Gisch: Letters were sent to the Regents.

Senator Farmer: We recommended that the bill that was forwarded even as amended not be approved.

Senator Lowey: We recommended against it.

President Nathan: Right. Recommended against the bill that would have allowed concealed handguns on campus. I think I might ask Secretary Syma to see if she can find that information. The nature of the resolution from two full years ago.

Senator Farmer: It was during session. It would have been January or February.

Faculty Status & Welfare, Lewis Held, Chair-
OP 32.17 Revisions-attachment

Senator Held: Everyone should have received by email an attachment of the revised OP 32.17, Faculty Appointments and Titles. The only substantive change is in section 2, E. That change consists of adding the tract of titles pertaining to Professor of Practice. They would be in parallel with our tenure track positions but named differently and not eligible for tenure per say. Although at the end of six years, there is the opportunity for that person to be elevated to the equivalent of tenure. I think it is called continuing appointment. The Provosts office was very gracious in allowing me to participate in the wording of that section to allow for faculty input from the standpoint of voting. The way the document was originally delivered, there was not anything in it about that and I hope that you look over what we have added. That is up for discussion. I will tell you that the committee voted 8 in favor of all these revisions, 1 no and 1 abstention. The no was essentially against the whole idea of having a separate track. He felt like we already had adjunct, instructor, why do we need a Professor of Practice? The Provost addressed this, I think it was back in December, and we can access his comments. The discussion is open.

President Nathan: Senator Held, could I prevail on you since people may not have it in front of them to read section 4, 5 and 6 as amended?

Senator Held read these sections.

PresidentNathan: Questions or comments?

Senator Boal: As a faculty member I have a post tenure review every five years. Is there any equivalent for Professors of Practice? Past their sixth year a continuing appointment seems to be better than our tenure.

Senator Held: It does. No there's nothing in here that would require that.

Senator Boal: Should there be? If not in this section, then some other section. That they go through the equivalent of post tenure review just like we do. Do you have feelings on that?

Senator Held: For it to mean something it should be permanent appointment and not having to do a song and dance every three years or six years after you earn your keep. That was just my opinion. So the post tenure review policy as it stands is fairly innocuous. It's based not upon satisfaction which is the way the legislature wanted it. Luckily they amended it thanks to TACT to incorporate a standard of competence not satisfaction. You have got to do your job competently and they spelled out very exclusively what they meant by competence. So we figured a mirror image policy, OP 32.31 that says the same thing. So you haven't heard a lot about people being fired post tenure review because we mimicked the legislature standing. So, I think it would

be a moot point to incorporate Professors of Practice into that system because it's only demanding competence. We can if you want but currently it's not in there.

President Nathan: Senator Boal that is something that you could recommend the committee reconsider.

Senator Boal: I think we should all play by the same rules. If we have to undergo even an innocuous tenure review, I think they should too. In the same way.

Senator Held: Interestingly enough, OP 32.31 is on the docket for review this month. We can if you discuss inserting language in there that will incorporate Professors of Practice.

Senator Boal: I'd like your committee to consider it.

Senator Held: Thank you so much for saying that to me.

President Nathan: It is the case, correct my if I am wrong Provost Smith, in other positions like an instructor position when somebody is hired beyond a six year period, that's considered continuing appointment and also does not have post tenure review.

Provost Smith: I think the point is well made that it can be incorporated in but you need to create the position first. Then direct it appropriately through. That makes imminent sense.

President Nathan: You think that would be a satisfactory way of dealing with this?

Provost Smith: The big difference, just as a reminder here, if you are in a yearly appointment as many of our instructors are currently there is no onus on the institution to prove something that the person is not doing well you can essentially not reappoint that person for whatever reason. Obviously in a court of law it would have to stand up to issues of fairness and due process. But in the continuing appointments, even at the instructor level, as you correctly know, once you get into a continuing appointment then the onus is on the institution to prove something.

President Nathan: Other comments?

Senator Wong: This might be a continuation of a discussion we are having, in terms of the six year possibility of tenure by any other name, is there a process already set in place for review by which that would take place? Are they looking only at teaching evaluations, peer evaluations, is there any scholarly requirement? Because if there is faculty involvement, if the departmental unit is involved in that there needs to be steps in place as to how that is. I think from what I understand of the C-4 positions and the instructor positions, that's determined by the chair. In this case since we are involving the departmental unit do we need to lay out a kind of process by which these things are evaluated?

Senator Held: Let me first correct a misapprehension. The pertinent OP is 32.34 and even for instructors that you have to be voted on by the faculty.

Sr Vice Provost Stewart: And that goes through the Provost.

Senator Howe: Just as a point of information, it also goes through the standard committees so that Arts & Sciences for example would examine along with regular tenure review cases, requests for continuing appointment. So they do tend to move through the regular process.

Senator Wong: So there is a review process? That's all that I wanted to make sure.

President Nathan: Presumably this leaves it open to the department. The faculty in a department to set those standards for themselves rather than ask the University to set the overall standards.

Senator Boal: We have people in our college; we have professional appointments, some of whom publish quite a bit and others who never publish. They are the same rank and the same 'criteria' for evaluation. No real criteria is spelled out for them as to publications especially.

Provost Smith: The intent here of course with the Professors of Practice is that you do not have that scholarly requirement. They may be imminently qualified to teach and do some service but are not required to do scholarship. If someone does scholarship and that seems to add (as it usually does to their effectiveness in the classroom) then that is one reason why we petitioned the deans to think about Assistant, Associate and Full Professor of Practice. Create sort of a career ladder for people like this. Some incentive to continuously improve and do better because there would be a possibility of promotion. That would enter into those decisions I presume.

President Nathan: Other comments or questions about the report? I take it, Senator Held, the committee is forwarding it for approval to the Senate.

Senator Held: Yes, correct.

President Nathan: It doesn't require a second because it is a committee recommendation. Are we ready to vote? Any other comments or questions? If there are no other comments or questions I will call for the vote for passing as revised OP 32.17.

The motion carries and OP 32.17 is approved.

Alcohol Prevention Coalition-one liaison needed

President Nathan stated that there is a slot for one Senator on the Alcohol Prevention Coalition. If any of you are interested approach Patty or me at the end of the session or email us and let us know your interest. Agnello is interested.

VI. New Business: Vice President Election-Nomination Committee, Wendy Ross, Fanni Coward and Alan Barenberg-VP candidates are Aliza Wong, Gretchen Adams

Ballots were distributed to fill the Vice Presidential candidacy. Senator Wong was elected as Vice President.

President Nathan solicited suggestions to the agenda committee. President Schovanec will be speaking in the April meeting and give us an update on the legislative session.

Other suggestions on potential agenda items for the future:

Inviting the Chairman of the Board of Regents

Revisit the issue of concealed carry on campus

How the billion dollar endowment is going to be spent Inviting the Chancellor to speak

Inviting Kelly Overly or Kyle Clark to speak

Revisiting the need for a Faculty Ombudsman

Sharpening college's third year review procedures

Issues of college governance (Faculty Senate involvement with voting on core curriculum)

Parental Leave – stopping the tenure clock (also as relates to illness of parents, etc.)

University awards more consistent with OPs

Revisit 32.02 – clarification of language

Childcare on campus

VII. Announcements: None

VIII. Adjournment Adjourned 4:23