The Faculty Senate met in regular session Wednesday, March 6, 1996 at 2:30 P.M. in Conference Room 4, Davis Hall. Chair John Beehler presided.

ATTENDANCE:
Present were President Witt, Provost Wright, Director of Libraries Wilding, Student Congress President Alvarenga, Senators Beehler, Bradshaw, Burquest, Chan, Dunn, Ellwood, Fairbanks, Frye, Gaupp, Hart, Harvey, Herrmann, Hickey, Hissong, Jackson, Korzeniowski, Manly, Matthys, McDowell, McKinney, Moore, Payne, Pinney, Porter, Rodnitzy, Rutherford, Thompson, Walker, Weed, Weems, Wilmore, and Yardley. Senators Barrett, Devarajan, Eidelman, Hamilton, Himarios, Jarboe, Jones, Jordan, Priest, Rajeshwar, and Zeidler were absent.

APPROVAL OF MINUTES:
The minutes of the January 31, 1996 Faculty Senate meeting were approved.

REMARKS BY THE CHAIR:
A moment of silence was observed in memory of Stephen Trued and Larry Ziegler, two University employees, who passed away recently.

The Chair congratulated Michael Moore, Assistant Professor of Political Science, for being named Outstanding Faculty Member of the Year by the Greek system.

Chair Beehler urged support of the "I'm Contagious" Campaign which is sponsored by the Staff Advisory Council.

He then reported on the February UT System Faculty Advisory Council meeting which he and Vice Chair Hissong attended in Austin.

1. A debate was presented on academic freedom vs. libel/slander. Faculty cannot express First Amendment Rights in a disruptive way. Beehler noted that if you repeat a libelous statement, you, too, can be sued for libel.
2. The Committee on the Advancement of Women reported on the study of granting leave for the birth of a child and extension of the probationary period for tenure track faculty who take such leave.
3. Preliminary results were presented on the Teaching Effectiveness Survey.
4. The short search procedure was discussed, as well as distance education and a faculty exit survey.
5. The Faculty Governance Committee is looking at potential faculty dismissal for cause, with a tribunal appointed by the President with a majority of members in that tribunal selected from a pool provided by the Faculty Senate.

Chair Beehler congratulated Dr. Witt upon being named President of UTA.

REMARKS BY THE PRESIDENT:
Budget hearings will be next week. The Deans will be heavily involved in the budget decisions.
An academic decathlon will be held at UTA next Spring with 1400 students coming to our campus. Future contact with those students and a scholarship program is planned as well as interaction with present UTA students from high schools where those students attended.

Student recruiters are phoning students who have applied for Summer and Fall admission to UTA.

Also in the recruitment area, UTA's Summer School catalog will soon be distributed with the Ft. Worth Star-Telegram.

New articulation agreements are being developed with TCJC and other community colleges. UTA is trying to target groups of outstanding students and attract them to our campus. As an example, we are offering special scholarship programs for advanced placement students this Summer.

The Key Shop is being moved from the Physical Plant to the Police Department in order to have closer control of the keys. Approximately 100 keys were found this past year but only 3 or 4 keys were reported missing.

Dorothy Estes is retiring this year and is receiving an award at Columbia University for Best Advisor for a University or College Newspaper.

**REMARKS BY THE PROVOST:**

A faculty forum on distance education was held earlier today. You will be hearing more about this in the coming months.

Burl Henderson is the new Vice Provost for Computing and Information Technology and will be in place on March 11.

Vice Provost Ridgway reported that nominations have been made for the Chancellor, Piper and Academy Teaching awards. A pool will be recommended to the Provost and President by March 27. Final selection will be done before Academic Excellence Week and the Award Ceremony on April 15.

**QUESTIONS FOR THE PRESIDENT AND PROVOST:**

The dates for the academic decathlon in 1997 will be February 21-23. Volunteers will be asked to serve as judges and faculty will be asked to join the students at some time during the weekend, perhaps at lunch.

An inquiry was made as to what topics and courses will lend themselves to distance education. Engineering, Nursing, and Social Work were mentioned and it was agreed that technology works better in some areas and with some groups of students than others.

**COMMITTEE REPORTS:**

*Academic Liaison—no report*

*Budget Liaison and Operating Procedures—Committee Chair Bill Pinney presented a report on administrative compensation. The report was accepted by the Faculty Senate, with discussion following. President Witt felt that faculty are assuming administrative roles (e.g., department chairs) as a form of academic service and should therefore continue to receive merit raises for service, just as if they had continued to teach. He suggested that their research program has probably lost momentum, and they might be given time to catch up when they leave, as in the form of release time. He further stated that a college not awarding stipends is subsidizing another. His policy is that there will be no stipends added to salaries on the front end or the back end unless there are very strong expressions to the contrary from the faculty.*
After revising the last two paragraphs of the report, the Faculty Senate recommended the following policy on administrative salaries to the administration:

All faculty and administrators should receive annual reviews for evaluation of performance and raise/promotion/tenure decisions. Administrators (full and part time) should be advised explicitly of the status of their 9-month academic salary rate, as well as the amount of any administrative stipend (supplement).

Administrators who retire from an administrative post to full time faculty status would retain their academic rate, but not any of the administrative stipend (supplement).

Ethics--Committee Chair Fairbanks reported that the committee is working on a consensual relationship statement between faculty and students. A draft will be available by the next meeting but the statement probably will not be completed for a vote this academic year.

Special Projects--Committee Chair McDowell reported that they have received one more nomination for Professor Emeritus and have acted upon it.

Student Services Liaison--Committee Chair Jackson reported that they will have some data from ACS in April.

Research and Development--Committee Chair Moore presented a report on the Faculty Development Support Policy, the purpose being to standardize faculty development support procedures across the campus. It was moved and seconded to accept the report as a policy recommendation to the President and Provost.

A motion was made and seconded to table the motion until the next meeting. After discussion, the motion to table was defeated. A lengthy discussion of the original motion was held. The question was called and the motion to accept the policy passed with the following changes.

Section I. B. 3. Add the word "rate" after nine-month salary.

Section II. B. The last sentence is to read "The amount of the differential provided by the University coupled with the grant should be equal to, but not exceed, the faculty member's normal salary."

President Witt commented that the source of funding for development leaves needs to be dealt with. He has a problem with routinely tapping into state instructional resources in one college to provide release time during summer for research for another college. There are some equity issues, such as those concerning summer faculty salaries, that need to be addressed by the deans and faculty.

Equity--The committee is still working on grievance procedures.

Senator Wilmore brought up the disparity in appropriate workloads for new faculty members. Chair Bechler suggested that the equity committee look at that issue next year.

Tenure and Academic Freedom and Responsibilities--Senator Walker said they have received a draft of the report from the University Committee on Guidelines on Promotion and Tenure and have met to consider it.

OLD BUSINESS: Senator Herman retracted his motion which was tabled at the last meeting that the Faculty Senate request the Board of Regents to name Robert Witt as the President of UTA and a motion was made to congratulate the Board of Regents on their designation of Robert Witt as President of UTA.

NEW BUSINESS: Professor Tom Hellier reported on the Guidelines for Promotion and Tenure, noting that all of the committee members were dedicated, worked hard and recognize the importance of the Promotion and Tenure process. The chairs and deans have not received the document at this point. Chair Bechler pointed out that discussion
will go on among the chairs and deans, as well as the Faculty Senate and a University Open Forum is possible.

Vice President for Finance and Administration Dan Williams reported on budget issues. The continuing decline in enrollment has an immediate effect on this year's and next year's budgets as well as on the next biennium. The formula funding system operates under a two year lag, i.e., the last base period year was Summer and Fall of 1994 and Spring of 1995. The next base period will be Summer and Fall of 1996, and Spring of 1997 for fiscal year 1998-99. We are looking at a 10% decline in state appropriated funds as well as the decline in tuition due to the decline in enrollment. However, tuition rates will increase. The university is a business and we have to run it like a business, and be able and willing to make business decisions.

Vice President Williams said findings of the cost savings committee are being reviewed, e.g., what findings were implemented and what else can be done. Legislative leadership says there will be no tax bill in the next session of the legislature so there will be very little increase in funding in terms of general revenue. We will need to generate our own revenue.

Funds in reserve this year will cover the $1.6 million shortfall but it will be difficult to cover the shortfall next year without budget cuts. The Educational and General annual budget is $100 million so the cut would be 3 to 5%--a $7 to $10 million cut over the two year period. There will be no devastating effect on research and there will be scholarships to replace the loss of financial aid.

A University Mission and Purpose Statement was developed by a committee and taken to the Undergraduate Assembly, then to the Graduate Assembly where two changes were made. The last sentence in paragraph one should read "highest quality teaching." Secondly, the words "gender equality" were inserted in the last sentence of paragraph two, after ethnic diversity. Senator Herrmann made the motion to table the issue until the next meeting. The motion was seconded and passed.

At the April meeting, the Faculty Senate will elect a secretary, parliamentarian, and COFGO representative. Members of the nominating committee are Senators Devarajan, Fairbanks, Jackson, Rutherford, and Wilmore.

ANNOUNCEMENTS: Senator Porter announced that Friday is the deadline for submitting abstracts for the Research and Creative Activities Symposium.

ADJOURNMENT: The meeting was adjourned at 5:00 P.M.

Respectfully submitted,

Michael Moore, Secretary