MINUTES
FACULTY SENATE
THE UNIVERSITY OF TEXAS AT ARLINGTON

The Faculty Senate met in regular session on Wednesday, October 17, 1990, at 2:30 p.m. in Conference Room 4, Davis Hall. Chairman I. Bernstein presided.


APPROVAL OF MINUTES: The minutes of September 26, 1990, were approved.

REMARKS BY THE CHAIRMAN:
Chairman Bernstein began by introducing a new Senate member to the Faculty Senate, Dr. Paul Paulus of Psychology.

REMARKS BY PRESIDENT NEDDERMAN:
President Nedderman updated the Senate on the Employee Assistance Programs.

1. Counseling Services for Faculty and Staff: There is a contract with a Family Services Agency (United Way Agency) in which UTA pays the cost of two in person consultations for faculty and staff who have problems. During the period March 1st through August 31st, 28 people took advantage of this service and the number is expected to increase as employees become more aware of this program.

2. Phase I - Employee Wellness Program: In the Fall of 1990, 366 employees participated in the Physical Fitness subset of this program. It must be a recorded organized activity.

3. Phase II - Wellness Education Program: Seminars have been offered dealing with aspects of wellness and health care education.

4. Smoking-No Smoking Policy: Smoking is permitted in designated areas only. This policy has been observed and could be considered a very successful one.

5. Employee Training and Development Program: In the Spring semester there were 723 participants in various
topics, such as: Communicating with the Public, Frustrations and Challenges, Making Time Management Work, and many others. The Department of Continuing Education has been successful waiving tuition for employees who are employed at least 50% of the time. Continuing Education offered 600 courses in the academic year 1989-90. There were 463 participants and 51% of these were job related participants, for example, utilization of personal computers.

President Nedderman remarked that the Employee Assistance Program is off to a good start, and will continue to grow. In March 1990, the sick leave pool program was implemented and as of August 31, 1990, 7952 hours had been donated to this pool by faculty and staff. During the same time period, a total of 3745 hours was awarded.

President Nedderman highlighted several items that will be considered in the up-coming session of the Legislation in January. They were as follows:

1. **Resident instruction:** This item includes faculty salaries. Dr. Nedderman expressed a need to continually increase the salary structure in order to remain competitive. The Council of Presidents of Texas is taking a strong stand relative to the Coordinating Board recommendation, with respect to an 11% faculty salary increase per year.

2. **Staff Salaries:** President Nedderman recognized that the "Staff provides the underpinning in the operation of the university." He remarked that UTA has had a morale problem. This is not unique to UTA as it is also present in all state supported universities. There has also been a problem of turnover in some areas, such as: Academic Computing. In addition, he presented the following statistical data with regard to the faculty and staff salary increase: Fiscal year '88, faculty salary increase averaged 11.5% for returning faculty; staff - 1.7% merit pool increase. Fiscal year '89, faculty average increase was 5.5%; staff - 2% mandated, 1.7% merit pool. Fiscal year '90, faculty average 6.9%; staff - 5.0% mandated. Fiscal year '91, faculty average increase well above 3%; staff - 3% merit pool. No funds were appropriated by legislature for these increases.

3. **Library Funding:** In fiscal year 1988 and 1991, the appropriation amount for the Library was up 13.6%. During the same time period, the cost of journals increased 37%. In Fiscal year 1988, journals had reached $168 per title and Fiscal year 1991, $230 per title.

President Nedderman remarked that at the Hearing, the matter of
staff salary was emphasized. Also, the matter of insurance premium matching, which has not kept pace for lower paid employees, was discussed.

President Nedderman reported on the items of the Coordinating Board Meeting:

1. **The Ph.D. in Quantitative Biology** - Approved in the first reading of the last Coordinating Board Meeting. It will have the second and final reading at the end of October. He congratulated the Department of Biology on their achievements.

2. **Renovation of Preston Hall** - The Coordinating Board Building Committee seem to have little difficulty in passing the renovation of the Preston Hall project.

Chairman Bernstein opened the floor for questions. Senator Balsam expressed concern that UTA may not be part of the UT System in the future. President Nedderman replied that this is not expected to occur. However, there had been many proposals studied, one was the California System. Recommendations should go through the legislature. Since 1895, UTA has had 6 name changes. President Nedderman felt positive about being a part of the UT System for a variety of reasons, one of which is the Permanent University Fund. UTA has managed to get $74 million in the past 5 years.

Senator Beehler questioned faculty and staff salary, regarding qualified Lecturers and Senior Lecturers. He asked if there is any "cap" on salary for Lecturers and Senior Lecturers. President Nedderman replied that this needed to be addressed at the next meeting for budget preparation. It is a matter of the allocation of resources. He expressed the following concerns:

   (i) salary structure at a competitive level,
   (ii) increasing the use of part-time people,
   (iii) raising the structure of tenure and tenure track faculty to the limit.

President Nedderman opened the floor to Vice-President Baker. Vice-President Baker remarked there is no "cap" on any salary. Lecturers salaries are a departmental decision based on their budget.

**REMARKS BY VICE-PRESIDENT:**

Vice-President Baker introduced Dr. Alfred C. Maldonado, Coordinating Board Staff member and currently, a liaison staff member for UTA.

Dr. Alfred Maldonado expressed his gratitude to the
administration of UTA for arranging his visit on campus. He stated there is a change in staff assignments within the division of University and Health Affairs, one of eight or nine divisions in the Coordinating Board. Changes in this division during the past three years include a change of staff from 8 or 9 people to about 30. Every Session, the legislature lets the Board carry out any new mandates. He also stated due to the growth of the Universities and State, and other changes dealing with Higher Education in Texas, the Division Head Dr. Bill Sandford suggested a better process of communication between the Coordinating Board and the Institution Administration and Faculty.

Dr. Maldonado further stated that he has the assignment for all administrative and/or programatic changes, and requests for the University of Texas at Arlington, University of Texas at Dallas, Texas Women's University, and the University of North Texas. This became effective in early 1990. Being more visible on campus, better known by the administration and the faculty, the Coordinating Board's efforts are to make a "two-way system of communication and cooperation." He remarked on being the first staff member to deal with initiatives, proposals, new baccalaureate/masters/doctoral degree programs, etc. He looks forward to working with the administration and faculty with regard to all the different initiatives, problems, and issues in the division. He then welcomed questions from the Faculty Senate.

Senator Tolbert asked what Dr. Maldonado would bring to UTA besides expediting the flow of information. Dr. Maldonado replied he would convey information such as administrative changes - looking at the initiative and providing help, given his responsibilities to the Coordinating Board.

Senator Hissong asked Dr. Maldonado if he sees himself as an advocate or as a liaison for the university. Dr. Maldonado replied that he sees himself as both an advocate and a liaison. He remarked that when something is recommended to the Board, the Board becomes advocates, whether it is stated or not. He added that a bit of Public Relations and Politics come with a position in a Regulatory State Agency.

Senator Rodnitzky questioned the two or three most important things the Coordinating Board does in terms of programs. Dr. Maldonado replied on some of the following areas of responsibilities of the Coordinating Board:

1. The allocation of money: Money made available by the legislature for formula funding for the universities.

2. Buildings, Libraries, Physical Plants, etc.: All things requiring resources to build and to expand universities.
Dr. Maldonado added there are 40-50 areas of responsibilities covered by the Coordinating Board. There are about 280 people on the Board staff.

President Nedderman expressed delight to have a staff member assigned to UTA.

Senator Beehler inquired about the criteria used when evaluating programs, for instance, the duplication of a program. He also inquired if the Coordinating Board looked at all four universities in the area as units or at UTA as serving a broader group being close to Fort Worth. Dr. Maldonado replied there are two types of proposals:

1. Non-substant - asking for something relatively minor that would cost very little.
2. Main Change - asking for a new degree program. This may include 12 new courses, adding 15 titles to the Library, or an increase in faculty.

He added that in evaluating new proposals, four criteria would be considered: need, cost, quality, and duplication. He further stated that duplication is a changing concept which has nothing to do with numbers. However, there is a need to cut down unnecessary duplication. Dr. Maldonado concluded by giving thanks to all.

OLD BUSINESS:
Chairman Bernstein recognized Senator Girardot for his Academic Liaison Committee report.

Senator Girardot read the Committee's report on the English Language Proficiency Examination. This was mandated by the Texas Legislature; it includes faculty and teaching assistants whose primary language is not English. The situation for non-tenure track teachers was of less concern than that of tenure track or already tenured teachers. Protocol has not been established for the University System although all have one common factor, an oral test administered under a local campus center. He remarked that UTA does have such a center, the English Language Institute. UTA policy is being formulated by Vice-President Baker and is guided by legislative mandate. He further stated that the Academic Liaison Committee supported the concept of testing teaching assistants as soon as possible and developing a policy relating to testing of faculty.

Senator Girardot stated that the policy is under current advisement. Special cases of most concern are:

1. faculty raised in U.S. possessions,
2. tenured faculty - born in a foreign country, primary
language not English,
3. tenured-track faculty - born in a foreign country, primary language not English.

Senator Girardot further stated that a policy has been forwarded and must be approved by the UT system and the Coordinating Board.

Chairman Bernstein opened the floor to questions. Senator Eisenfeld remarked on a form being sent out for faculty to determine whether their native language was English. He remarked faculty born in other countries completed the form with their native language being English. He asked whether there was a criterion for determining a native language. Senator Girardot replied there are many variations and no "single rule." Senator Eisenfeld questioned the helpfulness of all faculty responding with English being their native language. Senator Girardot replied there is a screening factor involved and Vice-President Baker screens all and makes a decision.

Senator Harrison questioned the validity of the data; what was the test validated against or correlated with. Senator Girardot informed the Senate that the grading of the speech test at other Texas Universities is local; it is graded by people who know the campus. Chairman Bernstein remarked that ETS generally prepares brochures describing the validity strategy used. Senator Harrison further remarked that the test would become a selection test and will therefore be subjected to federal and state laws. Senator Girardot mentioned the test is not subject to federal litigation.

Senator Paulus remarked that he was born in a foreign country where his native language was not English. He further added that he was a naturalized citizen and found testing personally offensive in its present form. He remarked that performance and student's ratings should be evidence of a language barrier.

Senator Woods emphasized the test may become a selection factor of faculty, but the intent is diagnostic and remedial. He remarked on a problem area of "marginal cases" and said there are six criteria for being an English speaker and exemption from the law. Some people may fit all six criteria and some may not, but a decision needs to be made on who will or will not take the test.

Senator Duwaji asked why the Graduate Teaching Assistants were excluded. Senator Girardot replied there was no question on whether they should or should not be tested. Senator Duwaji asked what would happen to individuals who do not pass the test. Senator Girardot remarked it has never occurred but, Austin suggested the teacher be permitted to teach with another qualified teacher in the classroom. Senator Buehler remarked that most large doctoral institutes would administer the test but
pay Graduate Teaching Assistants the same amount, only limiting
their ability to teach in the classroom.

Senator Porter asked whether it was under consideration what to
do with someone if they do not pass the test. Senator Girardot
replied that they would be sent to class. Senator Eisenfeld
asked who will pay for the class once someone is sent to class.
Senator Girardot replied that it is a local option, and El Paso
and Austin requires teachers to pay.

Senator Gaupp updated the Senate on the last session of the
Senate Meeting. He stated that one item was not resolved and
that the recommendation was on the floor. He said the Senate
recommended the presiding officer (Chairman of the Senate) be
given some time off by the administration, in order to carry out
the job of the Senate. He remarked that no feedback was made,
whether it was possible or negotiable for a subsequent chair.
President Nedderman informed the Senate the Chair could be
relieved one course in the Spring semester.

Senator Girardot remarked he had received notice of a change in
the State Employee Incentive Program, excluding faculty.
President Nedderman replied that the faculty are in the
laboratories of the university, what they develop is using
university facilities.

NEW BUSINESS:
Senator Mytykyn informed the Senate that several faculty are
expressing concerns on the Dan Dipert Travel Agency. He remarked
the faculty is basically using Dipert Travel Agency because they
had to. However, they were really doing the "leg work" on their
own, to insure they are in fact getting the lowest fare; the
faculty would then call Dipert with all the information. Senator
Mytykyn questioned the length of the Dipert contract and added if
a renewal is being considered.

President Nedderman stated that UTA has had a number of
complaints that are of concern and under advisement. He added
that Dan Dipert is out of town and would be back around October
20th, this issue will be addressed.

Senator Eisenfeld stated that some faculty expressed
disappointment with the Sponsored Research Policy administered by
the Graduate School. He commented that senior faculty have no
chance of getting grants and that the policy be spelled out and
made well known, so that faculty having no chance would not try
and get turn down. Chairman Bernstein stated that one possibility
would be to ask whether a discrimination exists.

Senator Rodnitzky moved that Dean Perkins be requested to attend
and address some issues in the Senate meeting. Motion was
ANNOUNCEMENTS:
Senator Porter requested that members of the Ethics Committee remain briefly for a discussion after the Senate meeting.

Senator Girardot requested the Academic Liaison Committee meet for a brief session after the Senate meeting.

ADJOURNMENT:
The meeting was adjourned at 3:50pm.

Respectfully Submitted,

[Signature]
Gangaram Ladde
Secretary

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11-28-90