Faculty Senate Minutes
6 September 2023
Student Government Chambers (UC 225)

Senate Leadership in Attendance
Andy Milson, Chair
Jackie Fay, Vice Chair
Venkat Devarajan, Parliamentarian
Kathryn Warren, Secretary

Senators in Attendance, followed by the unit they represent
(Department for TT, College or School for NTT)

Georgios Alexandrakis	Bioengineering
Adam Annaccone	College of Nursing and Health Innovation
Amy Austin	College of Liberal Arts
Shanna Banda	College of Science
Alan Bowling	Mechanical and Aerospace Engineering
Kim Breuer	College of Liberal Arts
Lauren Brewer	College of Business
Jivas Chakravarthy	Accounting
Manfred Cuntz	Physics
Thomas Dombrowsky	College of Nursing and Health Innovation
Sarah El Sayed	Criminology and Criminal Justice
Sergio Espinosa	Music
Julienne Greer	Theatre Arts and Dance
Andy Hansz	Finance and Real Estate
Michael Holmes	College of Nursing and Health Innovation
Darlene Hunter	School of Social Work
Melynda Hutchings	College of Nursing and Health Innovation
Joowon Im	Landscape Architecture
Penny Ingram	English
Aimée Israel-Pelletier	Modern Languages
Song Jiang	Computer Science
Theresa Jorgensen	Math
Cindy Kilpatrick	College of Liberal Arts
Un-Jung Kim	Earth and Environmental Sciences
Douglas Klahr	Architecture
Cindy Koomey	College of Nursing and Health Innovation
Andrzej Korzeniowski	Math
Laura Kunkel	College of Nursing and Health Innovation
Catherine LaBrenz	School of Social Work
Aera Leboulluec	College of Engineering
David Levine	College of Engineering
Qing Lin	Psychology

Rachael Mariboho	College of Liberal Arts
Steve Mattingly	Civil Engineering
Jeff McGee	Management
Anne Nordberg	Social Work
Cindy Plonien	College of Nursing and Health Innovation
Nicholas Pollock	College of Science
Rhonda Prisby	Kinesiology
De'An Roper	School of Social Work
Tom Rusher	College of Architecture, Planning, and Public Affairs
Brent Sasley	Political Science
Eli Shupe	Philosophy and Humanities
Aaron Smallwood	Economics
Amy Speier	Sociology and Anthropology
Chunke Su	Communication
Jodi Tommerdahl	Curriculum and Instruction
Regina Urban	Nursing
Nilakshi Veerabathina	College of Science
Jingguo Wang	Information Systems and Operations Management
Shouyi Wang	Industrial, Manufacturing, and Systems Engineering
Richie White	College of Liberal Arts
Naoko Witzel	Linguistics
Tim Wunder	College of Business
Yi Leaf Zhang	Educational Leadership and Policy Studies

Ex officio Members in Attendance
Jennifer Cowley, UTA President
Tamara Brown, UTA Provost
Minerva Cordero, Interim Vice Provost for Faculty Affairs
Daniela Pedraja, UTA Student Body President

Guests
Morgan Chivers, Maker Literacies Librarian for Experiential Learning
Bill Cleaver, subbing for Fred MacDonnell, Chemistry

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Meeting called to order by Faculty Senate Chair Andy Milson at 2:30 pm

Chair introduces the Senate officers, explains Vice Chair Jackie Fay's new position as UTA Ombuds, and welcomes the new Senators.

Remarks from President Cowley
- RISE 100 (Recruiting Innovative Scholars for Excellence)
  - This plan, a year in the making, was announced to the faculty over email on September 6. The email includes a link to the RISE website.
  - Faculty expansion with the support of the Board of Regents

- UT System created a Regents' Research Excellence Program that is giving UTA $13.4 million to support tenure-system faculty hires (UTA is adding $5 million in ongoing funds for a total of $18.4 million): 100 tenure-system faculty over the next few years
- Principles of the RISE effort
  - To build on existing strengths
  - To support the growth of doctoral programs
  - To use existing facilities and instrumentation to the greatest extent possible (It's lots of money for faculty, but we don't have a lot of space)
  - About ½ of the positions will support existing programs; about ½ will enable enrollment growth in existing and new programs
- RISE will proceed in phases
- Phase 1: 35 authorized searches for 2024
  - 10 Target of Excellence positions (through a nomination process)
  - 11 Critical Need positions
  - 12 Cluster positions
  - 2 New Program positions
- Expectations for new positions
  - Faculty will support PhD mentorship
  - Faculty member should be able to attract (or bring) grant funding, with the scale of funding commensurate with the area. And that external funding for research in the specific area is available.
  - Faculty member will further establish UTA as a leader in the given area of expertise.
  - Faculty hire at the Professor rank will serve as a leader in research building capacity within UTA.
- RISE 100 Faculty Review Committee will be established with faculty representatives
  - To review nominations for Target of Excellence positions and recommend nominations for those positions
  - To review Phase 2 proposals (next 65 positions)
  - Committee membership
    - Kate Miller, VPRI
    - Tamara Brown, Provost
    - Minerva Cordero, Vice Provost for Faculty Affairs
    - Andy Milson, Faculty Senate Chair
    - Dean representative
    - Assoc. Dean of Research representative
    - Center Director Representative
    - National Research Council Highly Prestigious Award Winner Professor
    - National Research Council Highly Prestigious Award Winner Professor
- Measurable outcomes (targets, goals) of RISE
  - To grow to 250 PhDs a year
  - To meet a target (TBD by Kate Miller [VPRI] and her office) for research expenditures, particularly in federal research expenditures

- Phase 1 will support critical needs; there are 11 designated Critical Need positions. What constitutes "critical need"?
    - Need for faculty in existing PhD programs
        - 3 PhD students per tenure-system faculty is a reasonable ratio for PhD programs with undergraduate programs; 5 PhD students per tenure-system faculty for PhD programs without undergraduate programs
        - These programs don't meet that ratio—Chemistry, Civil Engineering, Earth and Environmental Science, Educational Leadership, Linguistics—so they will each get 1 Critical Need hire
    - Need for full-time faculty to support growth in bachelor's and MA programs
        - Currently, the university-wide ratio is 36 students per 1 full-time faculty
        - Departments with a ratio of 45:1 or higher—Architecture, Computer Science, Kinesiology, Information Systems and Operations Management, Nursing, Psychology—each get one Critical Need hire.
- Phase 1 will also include Cluster Hires. Proposed clusters and impacted colleges:
    - Brain Health (CONHI, COE, COS)
    - Community Engaged Research (CAPPA, COLA, CONHI, COED, SSW)
    - Semiconductors (COE, COS)
- Provost's office will manage the hiring process through existing processes
- Exception: 10 "Target of Excellence" positions set aside
    - The purpose of these hires is to accelerate our success in recruiting highly accomplished full-time tenure-system faculty who will advance UTA's research excellence in alignment with the University's Strategic Plan.
    - Candidates suitable for consideration are required to meet the highest AAU/Carnegie R1 standards for academic accomplishment, which may be demonstrated by having received a [National Council of Research Highly Prestigious Award](), as well as contribute to the college's programmatic needs.
    - UTA faculty can submit nominations to recruit particular individuals; departments and colleges should work together to identify candidates. The RISE 100 committee can as well.
    - The RISE 100 committee will review the nominations and make recommendations to the Provost.
    - If an authorized recruitment doesn't work out, the position will be authorized for the next prioritized approved request.
    - One such search has already been authorized: a National Academy of Engineering faculty member will be coming in October.
- Phase 2 is less defined—it will focus on how to expand our research capacity in areas aligned with the strategic plan, collaboration across the campus
    - These searches authorized for the fall of 2024
    - Exact number TBD
    - Proposals will go through Deans' offices; Faculty members can work together in departments to submit proposals. Proposals can be submitted starting November 1.
    - Building on University's strengths – promise for particular areas
    - Some should be in cluster areas, across colleges, advancing research themes

- o Ideas for clusters—not meant to be limiting or conclusive (current brainstormed options)
    - Biomanufacturing
    - Multiomics
    - Data Science/Analytics
    - Cultural and Societal Transformation
    - Sustainable Communities
    - Global Environmental Impact
    - Establishment of Centers
    - Statistics and Data Science Resource Center
- o Ideas for programs for growth—not meant to be limiting or conclusive (current brainstormed options)
    - Applied Statistics and Data Science
    - Computer Science/Software Engineering
    - Data Science
    - I/O Psychology
    - Resource and Energy Engineering
    - Public Health
    - Online Master's in City and Regional Planning
    - Sustainable Building Technology
- o Ideas for new programs—not meant to be limiting or conclusive (current brainstormed options)
    - Air Traffic Management
    - Allied Health fields
    - Art and Music Therapy
    - Biomanufacturing
    - Biomedical Science
    - DBA
    - DSW
    - Energy Masters
    - Gaming
    - Higher Education
    - Hospitality
    - Human Resources
    - Meteorology
    - Neuroscience
    - Public Policy
    - Psychiatric Nursing
    - Sales
    - Semiconductor processing, photonics
    - Spanish Language Broadcasting
    - Sport Leadership & Management
    - Statistics
    - Vision Science/Optometry
- o Startup
    - 70% of startup will be supplied centrally

- ▪ Authorized central startup will be designated at the time the position is authorized for the search, e.g., $225,000 for startup at the time of position authorization. Any overage beyond what is authorized is the responsibility of the college.
      - ▪ With Target of Excellence searches, the startup to be negotiated in advance of an offer and subject to individual cost share discussion.
      - ▪ NRUF dollars and other sources of cash going into hiring these faculty
  - o Space
      - ▪ Space is at a premium on campus.
      - ▪ Phase 1 hires will go into existing spaces.
      - ▪ Some targeted space will become available through reallocation as a result of the newly adopted research space policy, which will return underutilized space to central administration.
      - ▪ Very limited opportunities for new space. No new research buildings in next few years. Four years away from having new space available in new Life Sciences building.

President Cowley: We are coming to you for consultation, asking for your input, thoughts, questions.

Senator: This is most exciting. Can you share the presentation with us?

President Cowley: There's a website linked to in your email with 75% of the information.

Senator: Is it okay to share this information with the faculty?

President Cowley: The information has already been shared; everyone got the email with a link to the website, and more information will be added to the site once it's finalized.

Senator: A question for clarification: prior to the announcement of this initiative, colleges were already planning to hire. Will these 100 hires be *in addition to* existing plans?

President Cowley: Yes. This is net new.

Provost Brown: I've received requests that Deans put forward and have authorized a portion of those searches so that can begin already (e.g., replacements, re-running failed searches). I did not approve anything that was listed as "new" because it was premature at that time. Now with information about some of these new allocations, they will be in addition to those other categories of requests.

President Cowley: Deans may change some of their priorities in light of this information.

Senator: Can you tell us a little bit about the ratio of basic science to clinically-related research faculty who will be hired?

President Cowley: That's up to you guys.

Senator: If we have more basic sciences brought in, has there been any consideration as to the infrastructure in terms of core facilities and the individuals to run those core facilities?

Kate Miller, VPRI: With the new research funds coming from the state, there are funds and allocations that will work their way through the system in terms of research support. [She will talk about that with the President's Advisory Council in October.] With respect to core facilities, we're starting a task force to identify a core laboratory program. The task force is made up of faculty who have been involved in major laboratories or in the University core facilities. The goal is to identify how to support core research instrumentation needs, including equipment and technical support. I'm expecting a report back from that group on January 15. Going forward, in addition to startup, we want to be investing in core facilities in a way that involves faculty input. We'll identify a steering committee in the spring and move forward with funds that the steering committee can make recommendations on for core facilities. We'll also be having a conversation this fall around Centers on campus, what makes a Center. We have a Center policy revised and dated August 2020 that, because of COVID, never really got implemented. So there's some confusion around Centers on campus. We'll start that process this fall. Those two committees will interact, and there will be more clarity.

Senator: In my department, we have a search that's been approved already, and I think it that would fit into the data analytics cluster hire, but I doubt our Dean knows that.

President Cowley: That cluster is to be proposed. That's a perfect example. Your department has an idea of how you can fit into the data analytics cluster, and you can talk to other departments.

Senator: It's a preexisting hire. It's already been approved.

President Cowley: Then you can go to your Dean and say "can we hold this," because we think we can do more as part of a cluster hire. That would be an option, to go back to your Chair and Dean. The cluster might be broader in impact.

Senator: You'd made a distinction between PhD programs and programs that don't offer PhDs, and you also mentioned tenure-track versus full-time; I think that was the verbiage. Are we still talking about hiring tenure-track faculty for programs that don't traditionally have PhDs as the terminal degree?

President Cowley: So in the case of architecture, because you don't have sufficient full-time faculty, then you would get an additional tenure-system line to support your programs at the bachelor's and master's levels. But it's unlikely you would be selected for a cluster, which is intended to support something else, because one of the aims of evaluation is whether or not it's going to advance PhD mentoring and support research expenditures. But there are plenty of opportunities to make a case for a hire. For example, the Rome Prize is on the list of eligible awards, so you could identify a Rome Prize winner and nominate that person for a Target of Excellence hire. So even if a program doesn't have a PhD, there are pathways to access faculty

positions, but one of our key goals is to grow our doctoral programs, so that will be a factor in evaluating positions.

Senator: And what about the percentage between what you're calling full-time faculty and tenure-track faculty?

President Cowley: In the case of "full time," what we're looking at is to support our bachelor's and master's majors, which will require a mix of non-tenure and tenure-system faculty. This pool is for tenure-system hires. If there are other non-tenure-system needs, that's up to Deans and the Provost to evaluate that and potential resources.

Senator: Is this a new initiative from the state legislature, or have you rearranged our existing funding?

President Cowley: This is the result of wonderful advocacy with our UT System about our aspirations and getting the support of the Chancellor and the Board of Regents to authorize this $13.4 million dollars, so that's the vast majority of funding, but we do have additional new streams of revenue from a variety of sources, and we have prioritized the addition of $5 million to support this initiative, but we wouldn't have these positions with just University resources.

Senator: Just a clarification: would departments have heard about replacement searches/the resumption of failed searches?

Provost Brown: If you haven't, you will soon. A lot of this has been evolving as we get further information. Deans will have known long enough to have shared what's been approved. There's a separate part: requests that departments may have put forward and then what the Deans submitted on to me. But if you're talking about a position you know a Dean advanced to me, and it was a continuation position, for example, those have been authorized to proceed. If you're asking about a new request and whether it went forward, that's a separate thing. You could ask your Chair or your Dean.

Senator: Is this recruiting initiative UT System wide or just for UTA? Are we going to be competing with other universities?

President Cowley: This program was established for UTD, UTA, UTSA, and UTEP (emerging universities in the UT System). We're the first to announce our plan. We're trying to get positions out as quickly as possible. We want to be ahead of what other institutions are doing to help us get to the next level of research excellence.

Senator: How did the SB 17 and DEI stuff all wash out? How did that affect all this hiring?

President Cowley: We'll be having a detailed conversation in Senate about that next month. The Regents adopted a rule at the August 4 meeting, and our TCI (Talent, Culture, and Inclusion) office has been working with other offices and legal counsels across the state. We'll be getting guidance 9/19 meeting with Chairs and Deans – more guidance – second round in November. There's a lot of perception around what SB 17 is that is not grounded in reality. There are carve-

outs for teaching and research. The impacts of SB 17 are relatively limited in terms of what activities we can engage in.

Senator: In Landscape Architecture, our terminal degree is MA, but we have terminal degrees, and we've been discussing establishing a PhD program.

President Cowley: That could be a proposal for a new program to be developed that would be given consideration.

Provost Brown: There's been some new guidance provided by the coordinating board about the timeline for getting approval for doctoral programs; the timeline has been extended by a year.

Senator: Was there any discussion about wage compression relative to the people you have? So is there a 101 program in the works?

President Cowley: The hires we're making will be at market, and the Provost's Office is working with Academic HR to make sure we're bringing in faculty at appropriate levels of compensation. $1.4 million working on market adjustments. It won't be enough to address everybody at every level. We'll continue the progress we made last year.

Senator: Summer work for faculty. Some of us do work over the summer, including on UEP and working with graduate students over the summer. If there could be a bit more transparency about where that tuition money is going. Some of us do what feels like free work over the summer.

President Cowley: Tuition money goes into a bucket, and that bucket pays for everything at the university. It's not differentiated by credit hour or semester. The vast majority of new revenue went to support faculty and staff merit raises, market adjustments, increase in benefits cost. ¾ of the money gets taken up by those things.

Senator: So there is no support for faculty who work over the summer, and we should say no to doing it?

Provost Brown: Faculty do get compensated for work that they do in the summer. I'm hearing you point out one area where that might not be happening, but it wouldn't be accurate to say that no work faculty do over the summer ever gets compensated. I can say something about the push to get students graduated. One of the criteria to be a Carnegie R1 institution is connected to how many PhDs we graduate every year, and the number needs to be 200 or higher.

President Cowley: And that's tied to state funding too. It's part of the formula.

Provost Brown: It's all interwoven. There have been times when we have not been at that number, and various strategies have been used. For some of the counting, the annual number is fiscal (not May, but August 31). Incentives get used to close the gap in the summer. During the spring it looked like our number for the year was going to be 136, so we scrambled to figure out how to make it happen. The push comes from trying to keep us where we need to be. We are

currently still short of the number we needed. We are at 166 for this past count year. That's where the pressure is coming from.

Senator: We're struggling with recruiting PhD students (in Accounting). I'd appreciate advice on how to recruit.

President Cowley: That's why we've made strategic investments in health insurance and pay. We did advocate $0.5 million to increase wages, and we focused on the low end. There are plenty of opportunities to do outreach. We're also growing our undergraduate research office with the goal of getting more undergraduates involved in research to improve the pipeline into our graduate programs.

Kate Miller (VPRI): We're looking at how the office of undergraduate research can be more of a resource with more staffing to enhance the faculty's ability to support more undergraduates in research. Especially with our designation as a HSI, we need to do more to get our undergraduates into research.

President Cowley: Our rate of students 0.5% graduating to get PhDs – should be at least double that.

This RISE effort is going to be transformative. We want to make sure we have a highly engaged faculty involved in this process. This shouldn't be a passive process. We can all be part of the recruitment process. We need to finalize this soon from a process perspective, so take a week or so, study the details, and communicate any feedback to Andy.

Senator: I have been here through many presidents, and this was the most impressive effort, translated into high-level actions. I've never seen that much recruitment at one shot.

Senator: If there's more detail on the space issue . . . Is there some idea what the policy's going to be?

President Cowley: The policy has been adopted, and Kate will talk more about it next time. The policy says that if you're not using your space effectively, it can be pulled back in and reallocated. If a faculty hasn't pulled in a grant in ten years, they will lose their lab. The policy just got adopted in the last couple of weeks.

Chair: The PAC was involved in reviewing that policy.

Remarks from Minerva Cordero, Interim Vice Provost for Faculty Affairs

- Starting a process to bring in the Associate VP for Faculty Affairs (Maria Martinez-Cosio's former position) (internal and external search)
- Also recruiting for Assistant VP for Faculty Success – this position will be filled by an NTT faculty member. The search (which is internal) is about to start.
- The office will focus more on "faculty success" than "faculty affairs"
- Working to identify faculty who should be recognized with awards.

- Coming up with different ways to support faculty to be outstanding.
- Ombuds: Jackie Fay. Collaborating to best serve the needs of the faculty.
- 50 dossiers for T&P this year, largest number. The University T&P committee will have a busy season.

Senator: Thank you for recognizing the need for NTT representation. What's going on with the name change? Is it official?

Minerva Cordero: We're working on more initiatives focused on faculty success. I'd like to create a faculty development award for NTT faculty (similar to FDLs). We're looking for ways to provide support for faculty professional development.

Senator: Thank you for pushing for awards in research and giving support. There are also national and international awards in teaching; that would be another arena to look at.

Minerva Cordero: Yes, there are national awards for teaching and mentoring. This year I'm nominating two colleagues for the presidential award in mentoring. I'm working with academic analytics to identify eligible faculty. We really have an outstanding faculty, and I want to do everything we can to get that national recognition.

Chair introduces Jewel Washington, VP of Talent, Culture, and Inclusion, to introduce the Gallup Employee Engagement Survey (for all employees) happening this fall. (Note: it does not replace the COACHE survey.)

Remarks from Jewel Washington, Vice President of Talent, Culture, and Inclusion

- When she came to UTA she noticed there was a need to gauge community engagement.
- There's a theme of "people and culture" in the strategic plan.
- Working with a team on the Gallup employee engagement survey; Senate leaders Andy Milson and Jackie Fay and Senator Chunke Su are all on the "champions team," getting the word out.
- Purpose of survey: to give all UTA employees the opportunity to share what they want to share, in order to make sure decisions are made based on data.
- Gallup is a leading organization for employee engagement. A majority of universities use Gallup because they have so much depth in higher ed. and a good sense of best practices. If we wanted to compare our results to other peer institutions, we can. They have rich data.
- Areas of focus for UTA survey: engagement assessment, equity-focused queries, burnout-related questions, communication and change management, trust, exploration of hybrid work implications, customer centricity and collaboration.
- How to define "engagement"? Three buckets of employees: engaged employees (invested, passionate); not as engaged (still want to do a good job); actively disengaged employees (don't want to be here anymore but don't know how to leave). Trash analogy: an engaged employee sees trash on the floor and picks it up and throws it away; a disengaged employee walks on by; the actively disengaged was the person who put it there.
- All employees except for undergraduate student employees will get the survey
- 40 questions, including Gallup's Q12 index, plus other concentrated questions

- No one at UTA will see any one individual's answers. Gallup will provide a report of what the data looks like. Reports will be by group only. With units with 5 or more individuals, the leader of that group will get a report.
- Respondents have to complete all 40 questions for their submission to count. If someone completes only 5, for instance, their answers won't be included.
- On September 25, everyone will get an email from Gallup inviting them to participate. The survey closes on October 9.
- There is a [new website](#) for the employee engagement survey with FAQs.
- There are "champions" and "engagement coaches" who can give a presentation for faculty groups.
- On the back end (after the results are distributed to group leaders), there will be action plans made. "Engagement coaches" can help coach through the back side so that results get acted on. Chairs and Deans will have to come up with action plans. There will be "state of the team" conversations where the Chair talks to faculty and staff about the results for particular areas/units.
- There are tools that UTA and Gallup can provide to leaders to share with their teams.
- There are employee resources for self-engagement, team activities, engagement action labs and best practices.
- Timeline: data collection is 9/25-10/9; Gallup does analysis and reports results back in November. Then comes the action planning phase.
- Theme: Mavs Thrive Together

Senator: This is like giving students an assignment without them understanding what it's for. So what's the outcome going to be?

Jewel Washington: We're working with leaders to develop action plans based on results. There will be a whole process of action planning. This survey will be conducted every two years.

Senator: Is there going to be any division between full time and part time faculty who are contracted?

Jewel Washington: We'll be able to break down the data in all those areas. We've broken the database down into various classifications.

Senator: I've worked so hard and long with staff, and I'm concerned that when we get to the action planning, there's a power dynamic with staff that we don't face with faculty. So I wonder how that's going to work because the Dean can be a very intimidating figure. How do you envision that working when a Dean has to neutralize that power dynamic.

Jewel Washington: What we'll be doing with the leadership team is trying to make sure you hear all employees' voices.

Senator: I feel very strongly that leaders need to be strongly encouraged to listen to staff.

Senator: How does Gallup handle the fact that the actively disengaged employee is not going to participate? Survey results could indicate a higher level of engagement than is accurate.

Jewel Washington: Well, we can't force anyone to take the survey. Sometimes actively disengaged employees do answer surveys. All we can do is encourage.

Senator: I know someone in our department is going to lose the email or actively delete it. Since this is coming from Gallup, can I let people know that more than one will be coming?

Jewel Washington: Gallup will send reminders. If someone says they lost their email, the person can contact the TCI office, and they'll get Gallup to send another survey.

Senator: The champions and engagement coaches – are they available to speak to our departments now?

Jewel Washington: Yes.

Senator: Will departments receive statistics about how many people answered the survey?

Jewel Washington: No, but on our site, we'll have some kind of dashboard indicating how many people have filled it out, but not by department.

Senator: Can you give us examples of what the action plans will be? Because many of us are overworked.

Jewel Washington: That's a team decision. Each leader with 5 or more people responding will have access to the portal, with their scores and their opportunities. After understanding the results, the next step will be a staff meeting sharing the information and then taking action with the team. TCI and Gallup will provide ideas, and Gallup has a whole resource library. The engagement coaches will be there to support.

Senator: What are the key differences between the COACHE survey and this one?

Vice Chair: The COACHE survey team is supportive of the Gallup survey. They work harmoniously together. The COACHE survey will be implemented every 4 years. It's a survey only for full-time faculty, not for staff or part-time faculty. COACHE is tailored toward the faculty experience. We need the information from both. The fourth year of COACHE is the impact year. There has been an impact of COACHE, linked to initiatives around campus. We don't know what the action plans will be until we get the data.

Chair: We do have proof over the past year that the data from this survey matters. When President Cowley and Provost Brown arrived, they asked what the priorities of the faculty are. Salary was way at the top of areas of dissatisfaction, and we went through the process of making market adjustments to salaries around campus. Obviously not everybody is where they want to be, but data from COACHE helped tremendously.

Senator: There's a clear distinction between being satisfied and being engaged. The purpose of this survey is aimed at understanding how engaged we are, not necessarily how satisfied we are.

Senator: I noticed that you're using the word confidential when describing the results, but not "anonymous."

Jewel Washington: No one at UTA will know individual responses. Gallup will not release information about who says what. One of the fears that SAC has is that there will be one open ended question, and sometimes people take the opportunity to give very specific anecdotes/information.

Senator: Gallup wants to make sure that the same person doesn't take the survey multiple times.

Chair: There are 40 questions in the survey, but they're quick.

Senator: We had a presentation about the hiring. Are we allowed to present this information to the department and get their opinion? How do we convey it to you and when?

Chair: As soon as possible.

Election of Treasurer

- Why? Last year we undertook a revision of the Senate bylaws, making Senate proportional to UTA's actual faculty. 40% are NTT, so this body should also be 60/40. So that's one change.
- Another change: position of treasurer. We do have a Senate budget ($90K – used mostly for travel awards of up to $750), so we need someone who will give a report on that fund at every meeting.
- Five people interested in the position. Candidates give statements.
    - Adam Annaccone, Kinesiology
    - Julienne Greer, Theatre Arts and Dance
    - Joowon Im, Landscape Architecture
    - Annie Nordberg, Social Work
    - Theresa Jorgensen, Mathematics

Annie Nordberg wins the election and is the first Faculty Senate treasurer.

Motion to approve PAC election results, seconded; motion carries.

Chair orchestrates volunteers for Senate committees.

Nila Veerabathina, NTT Ad Hoc Committee Chair
Updates on committee's summer work
- Met with Dr. Cordero from DFA at the end of the summer, who wants to do more professional development for NTT faculty.
- Continuing with process of looking again at NTT nomenclature.

Meeting Adjourned 5:00 pm
Next Meeting: October 4, 2023