



**Faculty Senate Minutes**

November 6, 2019

**Senate Leadership in Attendance**

Bill Carroll, Chair

Kayunta Johnson-Winters, Secretary

Jackie Fay, Parliamentarian

Tom Ingram, FAC/TCOFS

**Guests**

Toni Sol

Maria Martinez-Cosio

Ann Cavallo

Joohi Lee

Karabi	Bezboruah	Public Affairs	Gavin	Mitchell	Student Gov.
Brent	Boyea	COLA	Jing Ling	Tam	Music
Tom	Ingram	COMM	Srinivas	Prabkar	CE
Changhee	Chun	COLA	Naoko	Witzel	Linguistics
Karla	Arenas-Itotia	Social Work	Terry	Skantz	Accounting
Bill	Crowder	Economics	Jing Ling	Tam	Music
David	Levine	CSE	Barbara	Tobolowsky	COE
Heather	Jacobson	COLA	Naoko	Witzel	Linguistics
Rashaan	Deshay	CRCJ	Mitul	Kachhla	VP/Student Gov.
Ramez	Elmasri	CSE	Chris	Morris	History
Jackie	Fay	English	Alan	Cannon	ISOM/COBA
George	Gintole	Architecture	Matthew	Fujita	Biology/COS
Max	Hu	EES	Venkat	Devarajan	EE
Manfred	Huber	CSE	Alan	Bowling	MAE
Thomas	Rusher	CAPPA	Christy	Spivey	ECON/COBA
Aimee	Israel-Pelletier	MODL	Michael	Richarme	Marketing/COB
Beth	Fleener	CoEd	Elizabeth	Fleener	COEd – C&I
Kayunta	Johnson-Winters	Chemistry & Biochemistry	Anne	Nordberg	Social Work
Margaret	Jackyman	SAC	Taner	Ozdil	PALA
Teik	Lim	Provost	Paul	Paulus	Psychology
Dennis	Maher	Theatre Arts	Stefan	Romanoshi	CE
Amy	Austin	MODL/COLA	Salil	Sarkar	Finance/Real Estate
Doug	Grisaffe	Marketing	Barbara	Shipman	COS/Math
Steve	Mattingly	CE/Engineering	Kathryn	Warren	COLA
Imre	Demhardt	History/COLA	Amanda	Jackson	COLA
Andrzej	Korzeniowski	Math/COS	Ioannis	Schizas	EE/COE
Daisha	Cipher	CONHI	Norman	Cobb	Social Work
Kaushik	De	Physics	Tom	Ingram	

## **Press – Colby Farr**

**Call to Order:** Bill Carroll

2:32 P.M. Introduction of new senators

2:36 Provost Lim

**Provost Lim:** Faculty development task force has finished its work. The written report has been forwarded to the deans. The deans are now providing feedback. There were three themes for the task force: 1) Teaching 2) Research 3) faculty development leave. Some of the faculty development activities will be started this year. Some will have to wait. This report will come to the faculty senate.

Faculty hiring: There are 85 approved searches for this year. Only 4 have been accepted, with 1 pending. However, 5 faculty have resigned from their positions, which gives a net hiring of zero. President Karbhari isn't happy about this. Please get your searches completed as soon as possible.

**Senator:** Math has had 6 phone interviews recently.

**Provost Lim:** Search Committee is getting ready for the hiring of the Dean for the Honors College, with Scott Ryan chairing committee. There will also be a search for next permanent Dean of COLA also starting

**Senator:** Question about what permanent means in "Permanent Dean." Will the new permanent Dean be permanent?

**Provost:** Yes.

**Senator:** What is the definition of Permanent? Not Interim. Was the current COLA Dean Permanent?

**Provost:** Yes. But she was not hired with a national search, so that's the difference. Regular appointment does not have a term. Permanent positions can have a term.

**Senator:** Asking a question for a colleague as a follow up to what was discussed at the open forum. Possibility of promotion to full professor is diminished after the first five years. After 5 years, is it not looked upon favorably?

**Toni Sol:** This isn't the case. What was discussed at the Open Forum was in context of STEM and from the perspective of an engineer. In practice the answer is no. Toni didn't go up for full for 12 years.

**Senator:** This was presented as a change in policy.

**Provost:** There was no change in policy.

**Toni:** There should be no big gaps in publications. If there is, this is a problem. You should have regular publications.

**Senator:** It's true that time is mentioned. It would be helpful if time is clear.

**Toni:** Every case is different. You have to show continual publications.

**Provost:** Make sure you don't have big gaps. No one from COLA has been rejected since Provost Lim has been at UTA. They have been successful.

**Senator:** Ceiling is leaking in the lab. Who can be contacted?

**Provost:** Contact first your chair, then dean and then John Hall.

**Senator:** Have parameters been decided for the Dean of the Honors College?

**Lim:** Still need to put the search committee together. Will allow the search committee to put together the job description for the Honors College Dean.

**Senator:** Will there be an external search?

**Provost:** yes.

Provost left at 2:52 P.M.

September and October minutes were approved.

**Toni Sol:** T & P is going forward.

**Senator:** Is it a good idea to have some ways to visualize Mentis profile before it automatically becomes a public website? There are minor inconsistencies in the way data is categorized (sub titled). The senator suggests to the faculty to check their Mentis faculty profiles (public website) for the accuracy of the information.

**Toni Sol:** Mentis has a help options that you can click.

**Senator:** Opportunity to review for website.

**Toni Sol:** Send issues to [mentis@help.uta.edu](mailto:mentis@help.uta.edu)

2:58 P.M. Presentation on Ally by Maria Martinez-Cosio and Ann Cavallo.

Ally is in Canvas (aligns with Canvas). Ally should be thought of as addressing more issues than just accessibility for students with disabilities because it allows you to convert lectures to different formats. For example, a document can be converted into an audio file and then students could listen to it on a long commute. We want to avoid any scrambling at the last minute to change items in a course. Echo 360 and Microsoft Teams also have accessibility features. Microsoft will be coming onto campus to run some workshops on these features. There is an Ally Leadership Team. CDE will run a workshop on all this software for departments if they request it. The program will scan your course and tell you the level of accessibility your materials are for students with disabilities.

CRTLE will be involved. There are currently 27 pilot classes now. You can also use closed captioning with ECHO 360. Currently working with OER, Library and Bookstores to make things more accessible.

For spring, please use Canvas to make your course materials accessible to students with disabilities. Must also choose books that are accessible to students or an alternative.

Maria and Ann are willing to provide workshops for departments if needed.

**Senator:** How long will it take to do such conversions?

**Maria:** Limited funds left from Mentis can be used to convert courses. A graduate student can be used for this. However, there aren't enough resources to do it for the entire university.

**Senator:** Can you use closed captioning for documents?

**Ann:** Closed captioning must be in real time. Instructor has to convert and then edit.

**Senator:** Do text books have to be audio and/or brail?

**Maria:** They just have to be accessible. They don't necessarily have to be both.

**Senator:** Where can you take the books?

**Maria:** This has not been worked out just yet.

**Senator:** This is too much work and time consuming. If one doesn't teach online, this isn't necessary.

**Maria:** Not offering the course online doesn't exclude you from making the course accessible.

**Senator:** The conversion is NOT very simple. Must prepare a PowerPoint.

**Maria:** PowerPoint is accessible and convertible. Faculty are encouraged to sit in on the workshop.

Maria exited at 3:20 P.M.

### **Chair's Report (Bill Carroll)**

Thank you for Faculty Forum

Bill is working with the President on how he wants to handle answering the rest of the questions. About 50 were submitted and maybe 10-12 were read. As the President is out of town and this week is Homecoming, he has asked to have until next week before he has the discussion with Bill about the remaining questions.

Bill wants to take up issue of expanding Faculty Senate travel fund to include NTT faculty at a later meeting. Bill believes this change should be made as NTT faculty are now on Senate. President apparently offered to put some extra money in the Faculty Senate fund to cover such a change.

Bill will be pursuing the cleaning-related issues around campus.

Retired.uta.edu email issue has been resolved. It will no longer be used.

Academic Calendar (AY 20-21) - does include fewer hours for classes and there is a discrepancy between TR and MWF. President Karbhari did pursue this issue. However, the calendar will stand as is, because it has been approved.

Tom Ingram's Report on TCOFS (Texas Council of Faculty Senates)

- Raises *etc* at some Texas schools will be based on enrollment. Tom has checked with the President and that will not happen here.
- Senate Bill 25 (deals with metamajors—Texas common core (based upon STEM, nursing, business, etc. undergrad. Common core). Want to decrease student debt. However, the legislature does not understand why you can't slot every course that a student has taken into a major somewhere. UTA needs to watch for this.

### **Committee Reports**

**Academic and Student Liaison** (Heather Jacobson)

Looked at admissions policy and was told that they will get a new draft at another time. Will look at issue with faculty poster grades late. Ask faculty why there are submitting late.

**Equity and Ethics (Venkat Devarajan)**

Met on Nov. 4<sup>th</sup>. Looking at proposed Faculty Research Supplemental Awards policy. Very few awards given to other colleges, but overwhelmingly given to faculty with large grants (COS/COE). Doesn't award other colleges who are research active. There needs to be better clarity to this document and the current approaches are not clear. The people who are making the decisions are not clear and transparent (see below for EE report).

**Budget Liaison (Paul Paulus)**

Also reviewed the same document and recommended reviewing the legal ramifications to the funding agency of this plan. Would like to know about rate of increase in number of administrators over time, how these numbers compare to peer institutions etc. Salaries of faculty as opposed to those of administrators etc. Has asked President for some data, who has provided links for such information.

Has asked for info on GTA stipends across university in order to compare these.

**Tenure and Academic Freedom (Koushik De)**

2 vacancies on university T and P committee from Colleges of Engineering and Science. This committee solicited nominations, vetted nominations and submitted names to the colleges, which are currently going through elections.

This committee is also charged with looking at how new T and P process has been going over the past few years (gathering feedback from colleges etc). Appeal to senators to gather this feedback from their departments. • This committee will also be looking at all the individual T and P policies on campus. If you are from a unit where you have concerns about your T and P policy, please let Kaushik De, Chair of this committee, or your faculty senator, know.

**Operation Procedures Committee: (Terry Skantz)**

Look at Policies from University Committees on Committees and see if HOP practices are abused. IF so, please let him know.

**Infrastructure Committee (Manfred Huber)**

Working with OIT to be caught up with all university systems. Let him know if there are any issues. Needs to check on charges.

3:57 P.M Entered executive session

Executive session ended at 5:01 P.M.

The meeting was adjourned at 5:05 PM.

The E&E committee met on November 4, 2019 at NH 515 at 10:00 AM. The meeting lasted an hour. Three members sent in their written opinions. The other four met in person.

The only agenda item discussed was the Faculty Research Supplemental Award Procedure. The broad points and conclusions were:

- 1) The document appears to address a very small audience – primarily COE and COS faculty members, who have very large grants.
- 2) From a broad university-wide equity point of view, it does not appear to reward “research active” faculty in other colleges, who produce excellent research output, although they may not bring a lot of funding.
- 3) The document is a little nebulous and difficult to understand despite several readings. Individual committee members appear to have interpreted the document differently. A re-write is recommended, with the objective of providing better clarity.
- 4) How is this type of reward system being carried out now and what are the proposed changes? The *current approach* is not described in the document.
- 5) Wouldn't it make more sense to take the salary offsets to pay for the faculty member's summer salary? If yes, is this normally allowed under most grant agencies' rules?
- 6) From an ethics point of view, the committee felt that more light must be thrown on how and where the RSA funds come from – from the direct costs of the research budget or from the indirect costs of the budget. It would be good to have a couple of examples of agencies such as NSF or NIH, which explicitly make such payments an allowable expense under the grant. In other words, a little more clarity on the ethics of the idea.
- 7) The rubrics for RSA are unclear. Will the percentages of payment remain the same regardless of the size of the grant? If not, a tentative table for progressive payments as a function of the size of the grant would serve as a good example.
- 8) At least one committee member felt the group making the final selection decision was too small and may not be transparent.