



Faculty Senate Minutes

March 25, 2020

Senate Leadership in Attendance

Bill Carroll, Chair

Kayunta Johnson-Winters, Secretary

Jackie Fay, Parliamentarian

David Coursey, Vice Chair

Tom Ingram, FAC and TCOFS representative

Peggy Semingson, TCOFS representative and FAC alternate

Guests

Toni Sol

James B. Milliken-UT System Chancellor

Maria Martinez-Cosio

Pranesh B. Aswath

Kathryn Lea Hageman

Karabi	Bezboruah	Public Affairs	Max	Hu	EES
Brent	Boyea	COLA	Srinivas	Prabkar	CE
Tom	Ingram	COMM	Manfred	Huber	EES
Daisha	Cipher	CONHI	Naoko	Witzel	Linguistics
Rashaan	DeShay	CRCJ	Terry	Skantz	Accounting
Patricia	Allard	Nursing	Paul	Paulus	Psychology
David	Levine	CSE	Anne	Nordberg	Social Work
Heather	Jacobson	COLA	Margaret	Jackymack	COLA
Shiek	Imrham	IMSE	Amanda	Jackson	MODL
Ramez	Elmasri	CSE	Chris	Morris	History
Jackie	Fay	English	Bill	Crowder	COB
George	Gintole	Architecture	Matthew	Fujita	Biology/COS
Melissa	Walsh	COS	Alan	Cannon	COB
Nila	Veerabathina	Physics	Alan	Bowling	MAE
Kaushik	De	Physics	Christy	Spivey	ECON/COBA
Venkat	Devarajan	EE	Michael	Richarme	Marketing/COB
Changhee	Chun	AAH	Elizabeth	Fleener	COEd – C&I
Kayunta	Johnson-Winters	Chemistry & Biochemistry	Thomas	Rusher	Architecture
David	Coursey	CAPPA	Taner	Ozdil	PALA
Teik	Lim	Provost	Barbara	Tobolowsky	ELPS
Norman	Cobb	Social Work	Andrzej	Korzeniowski	Math/COS
Amy	Austin	MODL/COLA	Salil	Sarkar	Finance/Real Estate
Doug	Grisaffe	Marketing	Peggy	Semingson	CoEd
Stephen	Mattingly	CE/Engineering	Kathryn	Warren	COLA
Imre	Demhardt	History	Karla	Arenas-Itotia	Social Work

Wei	Chen	Physics/COS	Delores	Aguilar	CONHI
Timothy	Ishii	Music	Aimee	Israel-Pelletier	COLA
Ankur	Jain	MAE	Jeff	McGee	COB
Choong-Un	Kim	MSE/COE	Dennis	Maher	COLA
Gavin	Mitchell	Student Body	Michael	Nelson	CONHI
Stefan	Romanoschi	CE	Sara	Washington	CONHI
Baohong	Yuan	BE	Keith	Burgess-Jackson	COLA
Ioannis	Schizas	COE	Barbara	Shipman	COS

Press: Megan Cardona, The Shorthorn
Emry, The Shorthorn

Call to Order: Bill Carroll (2:30 P.M.)

Agenda changes: Review of Policy AAFPTP06 assigned to Special Projects, Fine Arts loading zone policy concerns have been moved to April. Review of policy AAFPTP05 has been given to PAC and also moved to April.

2:39 P.M. **Provost Lim:** The last 2.5 days of online teaching has gone well. Faculty have really stepped up.

Status of University Leadership- Dr. Karbhari has resigned as of last Thursday. Chancellor Milliken has asked him to serve as the administrator in charge. Teik Lim is still the provost, but has expanded responsibility to manage the campus. As long as he is the leadership in charge, his goal is to practice openness and transparency. He is a collaborator with no interest in dictating.

The Tenure and Promotion decisions were made by Karbhari well before his departure. His decisions were made in accordance with the recommendations of the University T&P Committee, with the exception of one faculty member. The decision was made with favor in the direction of the faculty member because the dept. and dean said yes, but the T&P Committee said no. There were 30 cases in which 7 were assistant to associate with tenure. All were successful. There were 23 associate professors to full, with 19 were successful, 4 were not. All have received notice. The provost has discussed with the dean so that the 4 who were not successful will have discussions to strengthen their dossier for future submissions.

COVID-19-yesterday, the provost office sent out an email campus wide in response to the shelter in place order. People may come to campus to facilitate online learning, and to carry out other essential functions, but practice social distancing. Faculty, staff and students are encouraged to work remotely. There is still opportunities for online training for faculty that need it through Faculty Affairs, Distance for Learning Education.

We still have 250 students living on campus who have no place to go. We have a few students on campus (mostly international) and a few centers and labs open for student learning. Social distancing is still to be practiced.

The library is closed for student use, but laptops can still be checked out for students. The library live chat is open 24 hours a day and 7 days a week.

The auxiliary services fees for students who were on campus, but no longer on campus such as parking, dining and resident hall will be refunded. In terms of tuition and fees, there is no plan to refund students tuition under COVID. This can be considered for special circumstances, if UTA is at fault. This is the guidance from UT-System. Please try not to give incompletes if possible.

If student worker duties can no longer be carried out, then find something else such as career development for students to do. Issues with students paid from grants should be worked out with the research office.

The drop date has been changed to April 10th from April 3rd. Midterm dates are due March 27th. Registration is April 6th and continue beyond this.

The Pass/Fail grading has been approved by the undergraduate assembly, but there is still much work to be done. Individual units and college curriculum committees are working on this. Maymester is to continue as planned.

TT Faculty whose work is affected by COVID-19 will be considered case by case, extension of the tenure clock by 1 or 2 years (can get up to 3). This must be approved by the provost.

All campus tours, events and activities are suspended through the end of the semester.

Spring 2020 commencement will be postponed or continued online. Students will still get their diplomas as scheduled.

Faculty hiring will proceed online.

We have a COVID-19 website, which continues to be updated with information.

Senator: Is it possible to postpone the registration until after the drop date?

Pranesh: There is no connection between the registration date and the drop date. The date discussed is only the start of registration, not when it is closed. Registration will remain open until the start of summer and fall semester. There is no anticipation that this will be an issue.

Senator: What is UTA's strategy to initiate research in the area of COVID-19? It is a unique opportunity.

Provost Lim: There is much discussion with Jim Grover about this. Please speak to him if you are interested.

Senator: Is there any consideration for moving dissertation deadlines into the Maymester?

Provost Lim: This is reasonable and will have a conversation with Jim Grover about this and bring it back to the faculty senate.

Senator: Faculty governance: More specifically a committee on campus in which a faculty member is stepping down and then the committee being headed by a VP. Any information about the undergraduate curriculum committee?

Pranesh: He's hiring a new assistant vice provost for academic planning and policy, and putting her in charge of the UCC as a nonvoting member to manage the process. She will be 100% administration. UCC is usually managed by Diane Lang in Music.

Senator: Will there still be any faculty involvement?

Pranesh: Yes.

Senator: But it will be chaired by an administrator?

Pranesh: Nonvoting ex-officio chair of the committee.

Bill Carroll: Is the person administrative support or a chair?

Pranesh: Ex-officio chair member.

Bill: That doesn't seem appropriate.

Provost Lim: Heather do you understand what Pranesh is saying? Do you have a concern?

Senator: There is a concern that a faculty member not chairing the committee, especially at this moment in time.

Senator: Is this in the bylaws? How can a non-faculty member understand the issues in this position?

Lim: Let me talk to Pranesh and understand what is being presented and get back to you. If this is a concern, we don't want that.

Senator: Will fees be refunded to faculty and staff, for example for parking?

Lim: Faculty can still go to campus. Fees will not be returned. The athletic dept is refunding tickets, but not parking.

Senator: Is it possible to adjust the time for when the tenure applications are due? Also, there is not time to have a faculty review of teaching, since all courses are online. His goal is to have his application ready for fall.

Toni: If he feels he cannot complete the application in fall, he can ask for an extension. Usually the T&P review is already in route. Observer should be observing the online course instead of in-person. The forms for online teaching are ready to be downloaded.

3:11 P.M. Chancellor Milliken joined the meeting.

We want to reassure the public with the activities raised in the Protivity report and how that report affects UT-Arlington. He has read it and studied and asked questions. He wants to reassure the public that the students are taught by the same faculty, have to meet the same graduation requirements and do well with state regulations. This is the message that he would like to get out about UT-Arlington and there is no question about the quality of instruction and experiences of these nursing students. The records bear this out. Some issues have been dealt with. The question of leadership moves to another domain. The board and system administration has great confidence in the faculty and the leadership of UT-Arlington.

Provost Lim is the administrator in charge. He will send a letter to Dr. Carroll for nominations from the faculty for the appointments to the search committee for the new President.

Committee:

Chair appointed by the Chairman of the Board of Regents.

1-2 Regents (maybe 3) on the committee.

2 UT-System Presidents from Board of Regents (successful presidents interested in attracting the best leadership)

3 faculty members in which 2 Associate Professor rank (or above)

1 Dean on the committee

1 student (by student government)

1 alumni representative

Nonfaculty employee (at least 2 members Stakeholder community member)-have received suggestions for this.

The chair must have a strong consideration of diversity of the committee. This usually requires them to wait to see that there is diverse representation from university before they can build their committee.

Chancellor is screening search firms. He has hired 20 presidents.

Faculty senate should look at the Regents' Rule: 2201, which gives the requirements of the board governing presidential searches. It is his hope to be able to conduct this with efficiency and have a hire by fall and wants to work as quickly as possible.

This interim period is not the time to charter a new course. We want to hire someone who shares the values of the institution.

Bill: What is your vision for UT-Arlington moving forward?

Chancellor Milliken: My vision is different (?) than the collective faculty. This institution is doing 2 things well at the same time:

1. Providing access to under-represented minority students. This number in terms of diversity is the best in the UT-System.
2. Emerging research university Texas needs to grow in research. UTA is impressive in this areas.

His vision is to embrace these goals.

Bill Carroll: What are the issues that we have had for the for the Tier 1 funding in Texas. If we meet the criteria this year, we will be eligible. Is there anything that you can say about this especially with the COVID-19 issue.

Chancellor Milliken: Board of Regents is all in for UT-Arlington and Tier-1. There will be a period of disruption due to COVID which makes the picture uncertain. UT-System will do all that they can to advocate for recovery.

Senator: What is the status of getting an interim president?

Chancellor Milliken: has visited with people on campus, and made the decision to make the provost as the administrator in charge. Things happened fast and he needed to appoint someone and therefore, it is the provost. Chancellor is doing consultation with this now. Steve Leslie, the Board and the Chancellor are all looking to Provost Lim for this leadership. He has spoken to Lim quite a bit. Lim is on the 6:30 am calls with presidents and asking

questions. He is doing a fine job, but Chancellor is still looking into finding an interim president.

Senator to Milliken: Karbhari sent a letter that stated that he was supposed to resign in August. Why did it happen so fast?

Chancellor Milliken: There are a number of reasons why this was important:

1. The number of public records requests
2. Issues with the media and the audit
3. Leadership

In conversations with Karbhari, they both realized that it was a distraction, especially with the impact of COVID-19. Karbhari did great work during this crisis. He realized that it was important for him to step down.

Senator: Beyond what I read in Forbes and other media sources, would this have anything to do with the extraordinary pressure to increase number the number of students?

Chancellor Milliken: Anyone can read the report. But there is pressure to increase enrollment and there's nothing wrong with increasing enrollment, especially one that has had the tradition and mission of serving a diverse group of students. There is a balance to increase growth, along with faculty hiring and we need to keep that balance.

Elmasri: Looking forward, we hope that the search committee will look for someone who doesn't micromanage, is open to the faculty and communicate well with the faculty. This is something that we have suffered for the last seven years.

Milliken: Faculty and the dean on the committee will have a strong view about shared governance and appropriateness for the university.

3:47 P.M. Chancellor exited.

Provost Lim: Will include faculty governance in undergraduate committee (note: this is in reference to the above conversation about UCC).

Senator: What will happen with student feedback surveys?

Teik: Because of the UT-System requirement. We cannot suspend it. Would need UT-System approval. Expects students will be more understanding. Deans want to leave student feedback of teaching intact.

D. Coursey: Where are we with the recommendations of teaching task force as far as the implementation?

Toni: The results are on the CRTLE website.

3:53 PM Lim exited.

Senator: If a faculty member going up for tenure wants to pause their clock because of COVID-19, will that be accepted as valid?

Toni: It's case by case, but they can have up to 3 years.

3:54 PM Quorum call – A quorum was confirmed.

3:57 P.M. Minutes were approved for the December 4, 2019, January 29, 2020, February 26, 2020, and March 4, 2020 meetings.

MyMav will be down this weekend which is when midterm grades are due. There will be a one-day extension. There are 4000 courses in Canvas now.

UTA is helping faculty with TEAMS group. Many people are posting there.

Senator: T&P letters, where will this assurance about T&P be filed?

Toni: Where will you want to put it?

Senator: Not sure, but an email doesn't seem to be appropriate.

Senator: UTA COVID page, policy changes can go there.

Toni exited at 4:06 P.M.

Chair Report

Faculty Senate Nominations Committee has been appointed.

Karabi Bezboruah (CAPPA)

Elizabeth Fleener (COEd)

Sheik Imrhan (COE)

Timothy Ishii (COLA)

Alan Cannon (COB)

Sara Washington (CONHI)

Norman Cobb (SSW)

Nila Veerabathina (COS)

If you are interested in being faculty senate chair-elect, you can self-nominate or be nominated by a colleague. Nominations should be sent to the Nominations Committee.

Academic Policy Changes related to COVID-19 are being published on the UTA webpage at

<https://resources.uta.edu>

PAC has been meeting on weekly basis. Will meet again next week.

Committees will keep working on key issues. Bill will continue to work with committees on key issues that need to get done this year.

There will be a special session on April 8th at 2:30 P.M. until 4:30 P.M.

Emeritus Prof. nominations' deadline is March 27th. If you can't make the March 27th deadline, we will do our best to be flexible.

Faculty job satisfaction survey: We still have permission to move forward. We have made an initial contact with COACHE. Because of all of the disruptions we have not moved further.

Faculty Development Leave Guidelines: Established an ad hoc committee to work on this. Will report as progress is made.

FAC/TCOFS- FAC will meet online. Nothing more to report.

Committee Reports

Operating Procedures Committee (Terry Skantz) -Policy related to the Establishment of Centers and Institutes - Primary change was to increase the time length for the performance review from 3 years to 5 years. Also to specify the structure of the committee that will review the institutes and requiring members associated with the colleges and the to accept recommendations of the policy committee.

All were in favor of accepting the recommendations from the OPC committee. There were no abstentions.

ASL- No report

Tenure and Academic Freedom Committee- no report

E + E Committee- no report.

Paul Paulus: Kelly Davis said that she had the budget information Senate had requested and we will make arrangements to meet with Provost.

New Business:

Pranesh (?): Pass Fail Grading-other institutions started implementing pass/fail grading.

Colleges can come up with their own systems and options. Give a deadline such as April 28th to come up with options if they choose to do so.

Senator: Does this apply to PhD students?

Pranesh: No. Graduate assembly will take this up on April 2nd and determine what will happen at that level.

Senator: Read Maria Cosio's note. P/F option is exactly that an option. Faculty have the option to offer it and students have the option to if they want to accept it. For students doing well, and can manage this crisis effectively, they can choose to have the letter grade. For students who may become ill, loose jobs or other issues, they can choose P/F or an incomplete. Maria suggests that the students have the option to choose.

David Coursey: Gavin Mitchell, student congress president says, "we have seen an overwhelming amount of testimony that students are having issues at home." Successful students will be affected. P will not affect their grades, giving them much needed relief in these hard times. Prerequisite issues are why this should be done on a case by case basis.

Senator: Who's college rules apply if a student who wants to opt in need to do so by April 28th for Pass/Fail.

Pranesh: If a course is taught by COLA faculty, then COLA rules apply. You cannot go back and switch later.

Senator: We should support our students with the pass/Fail system.

Motion: Recommend that the university establish a pass-fail system with details made at the college level.

The motion was passed with no abstentions.

Student feedback on teaching: Do we want to make a statement about this?

Senator: We need to take a position on how these evaluations will be used.

Motion: recommend that faculty have the option whether to include SFS for the Spring of 2020 in all faculty reviews (annual, periodic and P&T).

The motion was passed with all in favor with no abstentions.

Motion: Senate recommends a 1 year extension by default be added to the tenure clocks and faculty have an option to not take that year at the time of their choosing.

Motion passed with all in favor, no abstentions.

Motion: Motion to table the discussion on a faculty workload and the percentage until April 8th special session. All in favor with no abstentions.

Session ended at 5:23 P.M.