



Faculty Senate Minutes

April 8, 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

Pranesh Aswath-Provost's Office

Maria Martinez-Cosio

Kathryn Lea Hageman

Troy Johnson

Name - First	Name - Last	College/School	Department
Tim	Ishii	COLA	Music
IOANNIS	SCHIZAS	COE	EE
Baohong	Yuan	COE	Bioengineering
Sara	Washington	CONHI	Undergraduate Nursing
Doug	Grisaffe	College of Business	Marketing
Bill	Crowder	College of Business	Economics
Nila	Veerabathina	COS	Phys.
Antoinette	Sol	Provost's Office	Faculty Affairs
Margaret	Jackymack	SAC	Staff Advisory Council
Dolores	Aguilar	CONHI	Undergraduate Nursing
Patti	Allard	CONHI	Nursing undergraduate
Stefan	Romanoschi	Engineering	Civil Engineering
Kaushik	De	COS	Physics
Amy	Austin	COLA	MODL
Taner	Ozdil	CAPPA	Landscape Architecture
Rashaan	DeShay	COLA	Criminology and Criminal Justice (CRCJ)
Andrzej	Korzeniowski	COS	Mathematics
Melissa	Walsh	COS	Biology
Barbara	Shipman	COS	Mathematics

Wei	Chen	COS	Physics
Kathryn	Warren	COLA	English
Sheik	Imrhan	COE	IMSE
Ioannis	Schizas	COE	EE
Stephen	Mattingly	COE	Civil Engineering
Salil	Sarkar	COB	Finance and Real Estate
Sara	Washington	CONHI	Undergraduate Nursing
Chris	Morris	COLA	History
Brent	Boyea	COLA	Political Science
Tom	Ingram	COLA	Communication
Christy	Spivey	COB	Economics
Venkat	Devarajan	COE	Electrical Engineering
Amanda	Jackson	College of Liberal Arts	Theatre Arts
David	Levine	COE	Computer Science
Teik	Lim	Provost Office	
Jacqueline	Fay	COLA	English
Dennis	Maher	COLA	Theatre Arts
Matthew	Fujita	COS	Biology
Karla	Arenas-Itotia	SSW	Social Work
Ankur	Jain	COE	Mechanical and Aerospace Engineering
Alan	Bowling	College of Engineering	Mechanical and Aerospace Engineering
Naoko	Witzel	COLA	Linguistics & TESOL
David	Coursey	CAPPA	Public Affairs and Planning
Barbara	Tobolowsky	COEd	ELPS
Terry	Skantz	Business	Accounting
Karabi	Bezboruah	CAPPA	Public Affairs and Planning
Ramez	Elmasri	COE	CSE
Peggy	Semingson	College of Education	Department of Curriculum and Instruction
Srinivas	Prabakar	College of Engineering	Civil Engineering
Max	Hu	COS	EES
Changhee	Chun	COLA	ART
Alan	Cannon	COBA	Information Systems & Operations Mgt
Manfred	Huber	COE	Computer Science
Jeff	McGee	Business	Management
Beth	Fleener	College of Education	College of Education
Paul	Paulus	COS	Psych
Michael	Richarme	College of Business	Marketing
Imre	Demhardt	COLA	History
Bill	Carroll	COE	CSE
Michael	Nelson	CONHI	Kinesiology

Anne	Nordberg	SSW	Social Work
Heather	Jacobson	COLA	Sociology and Anthropology
Kayunta	Johnson-Winters	COS	Chemistry
George	Gintole	CAPPA	Architecture

Press: Megan Cardona, The Shorthorn

Call to Order: Bill Carroll (2:31 P.M.)

2:33 P.M. **Provost Lim**

Not a micromanager and interested in shared governance.

COVID-19-We have decided to go online until the end of the summer semester. We have not decided about the fall semester. We hope that fall will be normal, but still waiting. We have developed a pass-fail policy for students at UT-Arlington as of 4/7/2020, which has been announced to students and the UTA community. All UT-System schools are offering a P/F option, although there are differences amongst the institutions.

There is now discussion about a one-year automatic extension to the T&P at the UT-System level. The Chancellor asked the presidents to think about this and come back and discuss this. There may be a resolution in a week. The Board of Regents has already given the chancellor the power to delegate to the provost of each campus the ability to provide a 3rd year extension to the tenure clock, one year at a time. A 2-year extension is already in the regents rule. The 3rd year extension is under special circumstances.

We are in the process of adopting a more flexible admissions process that was approved by UT-System and supported by faculty senate, the undergraduate and graduate assemblies.

Spring commencement has been pushed out to the minimum, August, but is still dependent upon the pandemic. It could be by December that we do another commencement.

David Coursey: We were told that it could either 9/26 or 9/26. Is it actually 8/25 or 8/26?

Provost Lim: No. There is no set date. The chances of us having a commencement in either Aug. or Sept. is slim, but we want to keep our options open.

We will turn control of offering course online at all levels to Dept. Chairs and Deans. To monitor the DFW rates, they will be monitored the by academic planning and policy Division, CRTLE and Student Success Division. If they identify an issue, they will contact the instructor, the

dept. chair and dean to address the problem so that there is no issue with student learning and success.

All summer camps are canceled. Those that are ran internally by colleges etc., those will be decided month by month. I.e. for the month of June, it will be decided by May 1st if there will be on campus events.

Enrollment is tracking positively. This is a trend seen by urban institutions, although COVID-19 is causing unpredictability.

The chancellor has called me “administrator in charge.”

Two Tasks for the provost from the chancellor:

1. Lead the campus through COVID-19 successfully. This means that I will work with Deans, Chairs, faculty and VP’s to make sure that our students are serviced properly and successful in the pursuit for their degrees.
2. We need to work together (faculty, upper administration, deans, dept chairs, staff and students) to be able to continue towards the collective vision for the campus. The chancellor’s collective vision for UTA is a) a place of access a wide demographic of students. Especially first generation and low-income students B) Be able to strongly emphasize research. We are one of the top emerging research institutions in Texas and should be able to quickly march towards TIER-1. The chancellor feels that Texas is just too big to have only 2 TOP research institutions (UT-Austin and Texas A&M).

Finally, the chancellor said that we will not adopt any new strategic plans until a permanent president is in place.

Also, we will not develop any new degree programs until a new president is in place.

Faculty hiring will continue.

Senator: Has there been any discussion on extending EGTA/DDA funding for our PhD Students?

Provost Lim: Not directly, but I see the point of the question. Therefore, I will go back and discuss with Jim Grover.

Senator: Any discussion of hiring freezes?

Provost Lim: Anything is possible but at this point in time we are not discussing hiring freezes at all. All UT-System schools are doing soft freezes. This means that any position that is open and not critical can wait. This lies in the hands of the Deans. But nothing from his office about a hiring freeze.

Senator: If the university could provide us with a statement that the university's is an essential business, that would be helpful with traveling to campus and for technicians and students to continue summer research activities. Most companies have given this type of letter to employees to show to the police if it is necessary.

Provost Lim: There is a letter that already passed to the deans. No individual letter exists, but a general one for everyone. I will also pass this statement to Bill as well so that you can print and carry with you if it is necessary.

Senator: Does the essential letter apply to graduate students as well?

Provost Lim: Yes. I wouldn't call it a letter but a statement. As long as they are employed by the university.

Senator: The second question is that students should or could contact instructors for advice about the pass/fail or letter grade. I am concerned about this because we don't have access to the student's academic records. If asked for advice, we may have to give it before the end of the semester when only part of the work is graded. Instructor's advice could be interpreted as assignment of a certain grade to the student. Students may not like that advice and it could affect an evaluation.

Provost Lim: The intent is not for the faculty to give this type of advice. The intent is for the advisors or program chair to give this type of advice. This has been discussed when crafting the pass-fail messages.

Pranesh Aswath: Put this message in there to make sure that students made these choices wisely. They could not take the easy way out for a course that they didn't want to risk getting a bad grade. There are a lot of unintended consequences of getting a P/F such as if the course is a pre-requisite for another course. It is advisable for students not to choose Pass/Fail if they are getting a C or better, and it is a pre-requisite for another course. Getting a little insight from the instructor, the student should know if they will get a C or better, which is why the date is April 28th. The instructor should be able to tell them where they stand. No one will hold you responsible for that, but you can give the students an estimate as to where they stand.

Jackie Fay: In the pass-fail policy it says "courses that are required to get a C or above as a pre-requisite for another class need to be exempted from that policy because if a student gets a pass in the course, it will not count towards the major and they will be required to retake the course later." This seems to be a precise stipulation and it could cause problems in my dept in the core. We require a C or above course in the core taken by 95% of students who are not our majors but are not included in the P/F courses. They seem like the type of

students who would take the P/F and this would hurt them in their majors. I was wondering how do you implement this? Why was this included?

Pranesh: D is a passing grade. P is a D or better. But several courses require a "C" to go to the next course. This is why they have until April 28th to make the decision, as late as possible. Hopefully students have completed a body of work at this time. They can work with their instructors to know if they will get a C or better. If they are likely to make a D, they can work with their instructors so that it doesn't negatively impact their GPA by choosing a P/F. It has been debated for the past couple of week and this is the best that we could come up with that would work.

Provost Lim: My personal opinion is that I wish we could waive the requirement of a "C". But I couldn't convince the faculty and deans and the undergraduate college curriculum committee to accept this. We need to respect the will of the faculty on this.

Jackie Fay: This was the will of the faculty in some colleges, and it seems that it would have been best to leave it up to the colleges to decide. The programs that really wanted this have now pushed this on to us, when in fact it was their own majors. If we have to exempt them that will get the lower grades in the core courses. I suppose that it could not be a college by college, rather than a general university policy?

Preneesh: This is something that your college can decide, and if the advisors put in a waiver for the students.

Provost Lim: You can be more liberal but not more conservative about the policy. The way that it is written, we are giving the colleges quite a bit of flexibility.

Jackie Fay: Thank you for the clarification.

Heather Jacobson: Stephan asked students coming to instructors about advice on whether or not to take the P/F and instructors not having adequate information about how P/F may impact individual students. It may be best for faculty to receive some instructions from enrollment services. Also, advisors need instruction from central administration about possible impact on students that advisors may not be familiar with. The question is that students may need to get permission from instructors and advisors in order to select the P/F option. What is the actual process for P/F option?

Pranesh: We want students to have as much information as possible before making the decisions. Students need to talk to advisors about financial aid related issues. They should talk to their instructors, advisor and financial aid. We want them to have as much information as possible. They need to understand the impact of the decision.

The advisor makes the final decision. We don't plan to turn anyone down, but we want to make sure students have as much information as possible. There will be an option for students to make comments. There will be a Sharepoint document, and students must put down options as to why they are choosing P/F. When it gets to the advisors, the students have an opportunity to contact the instructor and then to talk to financial aid so that they understand the financial impacts of what will happen if they need to retake the course. The last point will be the registrar's office who will make the final indication in the grading system.

Senator: Will there be training for advisors?

Pranesh: Yes. We are trying to put together a set of FAQs for advisors and instructors, which will be done in the next few days.

Senator: Will graduate advisors be looped in?

Pranesh: Absolutely. We will work with Jim Grover with this.

Provost Lim: There are specific nuances in each program and curriculum that we don't know. We rely on the advisors or department to know. In addition to the FAQs that Pranesh is working on, be mindful of this matter (e.g., licensing purposes in nursing).

Senator: In addition to the form, students can reach out to instructors, but instructors don't need to give permission.

Pranesh: This is correct. It may be a nightmare to track students down for instructors. It may be easier for the advisors to contact the students. This is why, it is going through the advisors.

Bill Carroll: The Tier 1 press release was strong and appropriate. I had a question about the status towards meeting goals at the end of the year. Where do we stand on these goals?

Provost Lim: This is high stakes game. One of the rules of meeting Tier-1, you must keep up with the requirements for 2 years in a row. Last year, all five requirements had to be met. This fiscal year, in addition to the year of audit, if we don't make it this time, it will set us back for 2 years. The earliest we can get it is 2024-25.

Three things we are working on:

- 1) We now have 7 national academy members. We must not fall below 5. We need to make sure that we don't fall below.

- 2) Have at least 200 PhD students by the end of summer. We have a team working to graduate this amount. Graduate school has funds to assist.
- 3) Need \$45M in restricted research expenditures. Need to spend money! Need this by the end of the fiscal year. We were on track to go above by 12%. Some issues for now is that no one is traveling. This is a \$2M loss.

Senator: In previous years there were post-doc positions for PhD students who did not have jobs waiting for them after graduation. Will there be those positions this year?

Provost Lim: Yes and no. No- if students are on track to graduate under normal circumstances. We won't spend funds to make sure they get a position after that. For faculty who have research dollars to spend and the students have done enough to graduate, we encourage them to graduate. But we will supplement a faculty member with a grant to pay the salary for the postdoc to help the faculty to complete the project.

Senator: This is an important second year in our Tier-1 evaluation in which we have been hit by this virus. Several conferences have been canceled in the Spring and Summer semester. Faculty feel that the faculty evaluations will suffer. We need to have consideration for this. We should have a discussion about how to handle annual reviews of faculty.

Provost Lim: The deans and I are sensitive and know that some faculty progress will be impacted. We understand this.

Senator: Is the salary for a postdoc still \$48K?

Provost Lim: Not sure but can find out. Different colleges pay different rates. The discipline matters. Can get the number from Jean Hood.

Senator: Is there a way to delay the post tenure 6-year review?

Toni: People will be contacted in May. People coming up for 6 year review this year will be judged based upon the last 5 years. So no. After that, we have to see what is going on.

Senator: In regard to Pass-Fail, physics passed a motion to keep track of all letter grades so that in the future we can keep track of prerequisites etc. and help students graduate. Is this still allowed?

Provost Lim: Absolutely. This is what I recommended to some of the deans. We should keep record for how well the students are doing.

Senator: In terms of research expenditures, we need to know by May (3-4 months in advance) if we need to spend more money.

Provost Lim: People will be notified soon to help towards TIER-1 goals.

3:22 P.M. Provost Finished.

3:23 P.M. Troy Johnson-Presentation.

Before COVID-19 we had the best data ever in quality and quantity. We are still on track to reach the goal of 4000 students.

Excellence in recruiting, scholarship and excellence in student programs has helped. We are looking at a 12% increase although fewer high school students are graduating.

Graduate students enrollment is not good because of COVID.

Quality of Freshman Class:

- 314 more freshmen than last year from top 10% in class. These are students that have accepted their admittance.
- 149 more students with an SAT of 1350 or higher
- ACT of 30 or higher.

Once of the requirements for TIER-1 is to have quality students, and we are on track. Students with us 4-6 years ago are a threat because of COVID for graduation rates. 200 PhDs is important toward TIER-1, and we are doing all that we can to get there.

Admissions/Provisions:

Senator: Academic Partnerships-Have we severed our relationship with the outside company that was recruiting for online courses? Is UTA admissions office back as the sole arbiter of all standards?

Troy Johnson: The relation is not severed. There is a contractual relationship that continues. We have ceased the admission process at this point that some may have read about.

Troy Johnson shared a document related to the admissions provision. It has been forwarded and approved by the undergraduate and graduate assemblies moving forward. The FAQs are under development at this time. The document only applies to summer and fall but not Spring, 2021.

Acceptance and alternative to TOEFL and IELTS. Waiver of graduate admissions of GRE and GMAT.

Heather Jacobson: (Enrollment numbers) Has enrollment services seen an impact on enrollment due to the audit and negative media?

Troy Johnson: As the news stories broke, there was a peak in interest from current students, future students, graduates and community members. However, it wasn't large. We were contacted a little individually, and there were some questions on admission council phone calls. Dr. Rebecca Lothringer reported that we have heard nothing. Nursing held an event and was worried about attendance at events, but there wasn't a single question. There has been no negative manifestations in the market place.

Senator: Internationals Student Admissions: Has the international students office heard anything about the rate at which students are receiving their visas to attend? There could be a lot of fear for international students to even come to UTA. Have you heard anything?"

Troy Johnson: There is a lot that we don't know. What we do know that India is now delivering mail, they had stopped for a while. But it doesn't mean that students can get their documents quickly. There is variation with that. The universities world-wide are still sending and receiving electronic documents worldwide. Students can take the GRE at home. There are many improvements. This is happening in these kinds of realms. We are monitoring. We are having conversations about new summer starters.

Peggy Semingson: Should there be additional provisions regarding international student admissions such as time of arrival quarantine, visas and implications to admissions?

Troy Johnson: Some of this is covered in the general information. It may not be in the admissions document, but we try to make everything available in one spot. We will take this under advisement.

Peggy Semingson: There is a need for virtual recruitment. Other universities create a podcast highlighting UTA as well as social media leveraging.

Troy Johnson: Any ideas will be unwelcomed. Please send examples. We are losing substantial exposure at this moment. We lost a key recruitment with our Maverick speakers event because of COVID, so we are looking for other venues.

Heather Jacobson: For website help, who do we contact?

Troy Johnson: Please contact me. Sometimes we get a team together to understand what we need to do.

David Coursey: Is the GRE policy final or still in review?

Provost Lim: Both Graduate and Undergraduate assembly have approved.

Heather Jacobson: ASL committee read the document that Troy is discussing. If you have read it, please take a look and see our comments.

Bill: When we get into reports, we should consider a motion to support this document.

Heather Jacobson:

Provost and Troy exited at 3:55 P.M.

3:55 P.M. Toni Sol.

T & P- The group of provosts have been working on this since Friday, where the year extension will be for everyone. Once we figure that out, we can discuss 3rd year and future CPE's. We have gone online with teaching. We are running college sessions for teaching online. If you have questions starting next week. Everyone is welcome to attend. There are still one on one sessions that you can sign up for.

The FDL notifications went out today. Maria would like to be an auditor while we figure out how to work this out administratively. Encourage new faculty and other faculty who would like to retool online and face to face.

Maria Cosio: We are trying to monitor issues for faculty who are having issues with IT or their courses so that we can help.

Quorum Call – A quorum is present

4:01 P.M. Bill Carroll

PAC picked 3 representatives for the president's search.

Nominations for faculty senate chair-elect are due by April 15th. Anyone can nominate themselves or be nominated by a colleague, but it is a good idea to talk to previous chairs before running.

Faculty Senate Nominations Committee:

Karabi Bezboruah (CAPPA)

Elizabeth Fleener (COEd), Co-chair

Sheik Imrhan (COE), Chair

Timothy Ishii (COLA)

Alan Cannon (COB)

Sara Washington (CONHI)

Norman Cobb (SSW)

Nila Veerabathina (COS)

Committee work going forward via virtual meetings.

We have received 8 nominations for Professor Emeritus. If someone missed the deadline this year, one can be nominated next year.

Faculty Satisfaction survey- We have made initial contact with the company COACHE but haven't moved forward with this because of the COVID-19 pandemic. Most faculty senators feel that delaying for a year for more information would be useful.

Senator: Can we have assurance that the money will be there when we need it for the satisfaction survey?

Bill Carroll: No, we'd have to get approved for it again under the new administration. We has no control of the money because it wasn't put into our account.

Senator: I support you talking to the 3rd party survey. If we wait, it may imply that you are reviewing the new administration in their first year of operation.

Senator: If we don't move forward, this sends the message that the survey was about one person who is no longer with us. We should get feedback from faculty. It's about the faculty.

Bill Carroll: We have good feedback and will proceed accordingly.

FDL: Appointed an ad hoc committee a couple of months ago. This can continue over the summer. Applications due in mid to late fall.

Maria: Typically we have applications open by Nov. 6th. We could have guidelines set for Oct. in time for application reviews.

Bill: Will add Maria to the committee.

Bill: We have been trying to get financial information about the university. We have made progress over the past couple of years, although not always ideal. One thing that happened this year with the follow-up meeting with PAC and the Budge Liaison Committee to get

feedback. Paul and Bill put together a request to Kelly Davis to provide certain financial data for all VP units across the university. We have most of what we have asked for. We also asked for 10 years' worth of development data but still have yet to receive this. Will continue to push and hopefully will have it by the end of the semester.

David: A lot of people have had questions about how the academic partnership money works. David is willing to do another presentation as to how this works and how it gets to colleges. It is complex and varies for different programs. Important for faculty who don't understand it.

Goal for the remainder of the academic year:

- Vision statement for senate
- Review policy AA-FPT-05 Annual Review and Comprehensive Periodic Evaluation of Tenured Faculty
- Review of Policy of AA-FPT-06 Review of Academic Administrators

Bill: We will write a vision statement. We would like to move forward with a positive statement from the senate that will be useful to the faculty on campus and our statement of where we want to see the university go. We would like for this to have an impact on the future presidential search as well. PAC will take the lead in writing this. At the next meeting we can take it up and hopefully endorse it.

Important Policy Reviews to Finish this year:

Annual Review of Comprehensive Periodic Evaluation of Tenured Faculty

Annual Review of Academic Administrators-assigned to Special Projects Committee

Both will be reviewed by PAC and Committee on Equity and Ethics

Senator: When we take something long-standing and used for many years, are there things that are not working that we need to know before the committee discusses? Are there things to get us started? What are some issues that we don't know about?

Bill: There are committees that should be pulling this information. This should be the post-tenure review, and we have been through them. It's not something that we don't have familiarity with.

Senator: Is this just a matter of periodic review?

Bill: Yes, this is a periodic review. All policies are to be reviewed every five years. This is a big job, but what UTA has agreed to do for SACS.

David: The two key things on the periodic review of administrators is who gets the survey and moving the survey to the procedures manual.

Bill: Special Projects committee is reviewing the policy.

Committee Reports:

Tenure and Academic Freedom: (Kaushik De) No reports, will finish T&P reviews.

Venkat. Same as Kaushik.

Academics and Student Liaison Committee: (Jacobson) Reviewed proposed admissions provisions. Senate has been provided ASL feedback and Troy's comments. Would like to add Taner's comments to the document.

Bill: Include Taner's comments in the document and send it back to Troy Johnson.

Jacobson will add the comments and sent to Bill.

Motion: Propose that we pass a motion to support the admission provisions under the extraordinary circumstances of COVID-19. Document sent to Faculty Senate by Troy Johnson, with our comments, questions and concerns, including those raised by Taner Ozdil about international students in the meeting.

Motion passed with no abstentions, no's or opposition. All were in favor.

Budget Liaison Committee (Paul Paulus)-Was in a meeting with Kelly Davis and Provost Lim. We got all of the data that we asked for. One was a comparison of our data versus other universities. She gave dollars and percentages. We will go back to Kelly and get more detailed notes and clarification. Will meet with the Budget Liaison committee and PAC to get their feedback and to invite Kelly Davis to the next faculty senate meeting to discuss this data.

Bill Carroll: Will ask Kelly to put a summary together and present to senate.

IT Committee: Manfred: Had our first meeting with OIT will have another next week. Trying to set up a mechanism with faculty senate to learn of issues that need to be discussed.

OPC (Terry Skantz): No report.

Special Projects: Have ad hoc review for academic administrators. Please take a look. Will be sending out in the next few days. The committee needs to look at the emeritus information. They need to move on both items before the next senate meeting.

Nothing on nominations from the nominations committee.

Fine Arts Loading Zone policy (Tim Ishii)- Need clarification on the loading zone policy. Is there agreement between the City of Arlington and UTA?

There is a camera there, along with a sign. Hard for people to unload large instruments. One cannot park a car and take the instrument inside in the time allowed. Recitals are too far to walk for the disabled.

Senator: This affects Theatre Arts and Dance as well. They hadn't seen the policy yet.

Tom Ingram: Area between Music and Communication. It is an Issue. Want accommodations granted if it can be done legally.

Tim Ishii, Dennis Maher, and Tom Ingram agreed to document the issues caused by the policy and send to Bill.

Bill: Will talk to John Hall about the concerns.

Jacobson: Concerns about charging department to rent parking lots for events held at night.

Jackymack: If your department goes through parking, they will charge for every spot that you rent.

Jacobson: Is this a change?

Jackymack: It's been this way, but cracking down more recently.

Adjourned: 5:00 P.M.