



Faculty Senate

The Forum for Professors at UTA

"An Elected Legislative and Deliberative Faculty Body Whose Primary Purpose is to Represent UT Arlington Faculty"

Faculty Senate Minutes

October 14, 2020

Senate Leadership in Attendance

Bill Carroll, Chair
 Kayunta Johnson-Winters, Secretary
 Jackie Fay, Chair Elect
 Peggy Semingson, TCOFS representative and FAC alternate

Guests

Daisey Garcia, Shorthorn
 Antoinette Sol, Provost's Office
 Joe Carpenter, University Advancement, Communications
 Shelby Boseman-University Attorney
 Maria Cosio, Provost's Office
 President Teik Lim
 Provost Pranesh Aswath

First Name	Last Name	College/School	Department
Wei	Chen	COS	Physics
Manfred	Huber	Engineering	Computer Science and Engineering
Terrance	Skantz	Business	Accounting
Andrzej	Korzeniowski	Science	Mathematics
Shanna	Banda	Science	Mathematics - Guest
William	Crowder	Business	Economics
Roxanne	Zascavage	CoLA	CRCJ
Shouyi	Wang	Engineering	Industrial, Manufacturing and Systems Engineering
Choong-Un	Kim	COE	Materials Science and Engineering
Keith	Burgess-Jackson	CoLA	Philosophy and Humanities
Barbara	Tobolowsky	Education	Educational Leadership and Policy Studies
Venkat	Devarajan	COE	Electrical Engineering
Ankur	Jain	COE	Mechanical and Aerospace Engineering
Nilakshi	Veerabathina	COS	Physics
Alan	Cannon	COBA	Information Systems & Operations Mgt
Kaushik	De	COS	Physics
Srinivas	Prabakar	College of Engineering	Civil Engineering
Doug	Grisaffe	College of Business	Marketing Department

Tom	Rusher	CAPPA/Architecture	Architecture
Imre	Demhardt	CoLA	History
David	Levine	Engineering	Computer Science and Engineering
Stefan	Romanoschi	Engineering	Civil Engineering
Taner	Ozdil	CAPPA	Landscape Architecture
Chunke	Su	COLA	Communication
Jared	Kenworthy	Science	Psychology
Margaret	Jackymack	SAC	SAC
IOANNIS	SCHIZAS	COE	EE
Baohong	Yuan	COE	Bioengineering
Christy	Spivey	COB	Economics
Ramez	Elmasri	College of Engineering	Computer Science and Engineering
Amanda	Jackson	COLA	Theatre Arts
Brent	Boyea	Liberal Arts	Political Science
Anne	Nordberg	Social Work	Social Work
Bill	Carroll	Engineering	CSE
Estee	Beck	CoLA	English
Karla	Arenas-Itotia	School of Social Work	Social Work
Salil	Sarkar	College of Business	Finance and Real Estate
Catheleen	Jordan	Social Work	
Michael	Nelson	CONHI	Kinesiology
Blaize	LaFleur	N/A	Student Governance
Donelle	Barnes	CONHI	Nursing
Melissa	Walsh	COS	Biology
Patti	Allard	CONHI	patricia.allard@uta.edu
Changhee	Chun	COLA	ART
Qinhong	Hu	COS	EES
Alan	Bowling	College of Engineering	Mechanical and Aerospace Engineering
Jeffrey	McGee	Business	
Karabi	Bezboruah	CAPPA	Public Affairs and Planning
Naoko	Witzel	CoLA	Linguistics & TESOL
Sara	Washington	CONHI	Undergraduate BSN
Tatia	Jordan	College of Business	Marketing
Joyce	Myers	College of Education	Curriculum and Instruction
Julienne	Greer	CoLA	Theatre Arts
Atefe	Makhmalbaf	CAPPA	Architecture
Stephen	Mattingly	Engineering	Civil Engineering
Matthew	Fujita	Science	Biology
Christopher	Morris	COLA	History
Jacqueline	Fay	COLA	English

Sergio	Espinosa	COLA	Music
Heather	Jacobson	CoLA	Sociology and Anthropology
Kathryn	Warren	COLA	English
Peggy	Semingson	College of Education	Curriculum and Instruction

Call to Order: Bill Carroll (2:32 P.M.)

2:34 P.M. Interim President Lim

President Teik Lim: Last Academic year, we finished with another record of academic degrees and certificates confirmed, over 14, 30. Spring semester planning is continued with the provost's office. Will be similar to fall semester.

There is a lot of construction occurring across campus. The UC North entrance is completed and there was a virtual ribbon cutting event. Still have construction of Trinity Hall. Trinity Hall is construction of an old dorm to promote learning and the new home for Faculty Affairs.

We are gearing up to break ground in the Spring on the new Social Work and Smart Hospital Building in the Spring. Our goal is \$3.8M through gifts. To date, we have raised over \$300K in gifts with pending of \$5M. We plan to be finished in 2022 with occupancy soon thereafter.

For the next round of TRB (Tuition Revenue Board), which supports new buildings on campus we have submitted two Proposals:

1. Renovation and extension of Performance & Fine Arts.
 2. Renovation and extension of the Life Science Building.
- The costs will be \$125-135M each.

Not sure if the upcoming legislation will have a TRB, but we have submitted. See what legislation will do on TRB.

Have met all requirements for Teir 1.

Bad News: Our auxiliary services is projected to lose \$6M. We saw a significant drop in international enrollment. It takes 2-3 domestic students to make up the revenue for 1 international student.

We are projected to lose \$9M in tuition. However, since the budget was already set for this fiscal year, we will cover all budgets this year using one time reserves.

The issue is for the upcoming year. We will have budget cuts for the upcoming year, likely due to the loss of tuition revenue due to international student body drop for this upcoming year. We will likely also have a state budget cut, but this is an unknown. We are weathering this very well. We have not had to furlough or lay off anyone due to the negative impact of the pandemic.

Good News: Archie Holmes, the new Executive Vice Chancellor started on October 1st and replaced Steve Leslie. He will visit UT-Arlington on October 27th.

Look for new VP of Diversity , Equity and Inclusion. This committee is chaired by former president, James Spaniolo. The committee is supported by Korn Ferry. They are finalizing the position description. They are working on a list of candidates. If you have candidates, talk to Jim Spaniolo.

2:44 P.M. Interim Provost Pranesh Aswath

Provost Pranesh Aswath: the Fall semester has had a very smooth start. We are closely monitoring student engagement through data analytics. They are using the 2019 data as a baseline. This is to predict the persistence of students. They are doing this by departments, college, gender, ethnicity and a variety of other factors. Persistence is running 1-2% behind last year. Not significant but is slightly noticeable in certain areas. For example, international students are running behind. They have identified ways intervene in this difficult time. Students have indicated that there are specific things that they are looking for:

1. Greater level of activity on campus, such as in student clubs.
2. Greater engagement with faculty in terms of live events online.

This is extremely important at this time. They are not making friends or engaging with their peers.

We have about 350 students who are taking classes overseas. We are looking for dept. chairs and faculty to increase their portfolio and classes for students to take online from overseas.

The official spring schedule will be released at the end of the month.

Faculty Senator: Why has international students' enrollment been reduced? Is it mainly because of COVID-19? Not getting VISAs on time? Students not able to get an H1B visa?

Provost Aswath: There are about 350 students taking classes from overseas. Almost 200 are already in the program are current students who chose to go back home and continue the program from an overseas location. About 150 of them are new students. There are some that are physically here, but are generally transfer students. Students are just not getting VISAS, largely due to consulates that are closed. We have had about 90% drop in enrollment. Huge backlog other issue and students still won't be able to get visas for Spring. They will likely come in the fall. Biggest issue is the duration of status issue, which will limit the amount of time that they can stay in the country (2 years or 4 years). Usually, students can stay here for as long as it takes to complete a degree. We have been proactive and working with Systems to provide comments to the government, because the students don't cause a negative impact on our community.

Faculty Senator: Can you comment on the academic impact on international students? Will it have a negative impact given that they are not here? What about their research, given that this is a metric for TEIR 1.

Provost Aswath: Immediate impact is not having enough teaching assistants. Not having qualified students. It is impacting our planning as well. Yes, research can affect future grants and have a negative impact.

Faculty Senator: Can you talk about 15 diversity positions? Can you speak about how the job ads have distributed? Are there specific hiring plans within colleges? How are they linked to the strategic plan? When it is linked, it makes it difficult for certain departments to recruit, especially in the interest of diversifying the faculty.

President Lim: The 15 positions were set aside with the intention to diversify our faculty body. We don't always get pools diverse enough. We are opening the 15 positions, which are multi-disciplinary and not tied to any specific college. When you don't tie the positions to a specific college, there is no excuse for not filling the positions from under-represented groups

Toni Sol: We gave it to Joy and gave her a list of places to post the ad. We have over 40 applications right now.

Faculty Senator: Can you inform faculty about how to apply and how people learn about these positions. Can faculty post these positions in their discipline specific job search engines. When people apply, where do the applications go? Who evaluates them? Who will decide what fields these applicants will go? How can we as faculty can advocate to get people to apply?

Toni Sol: The department can identify someone and bring that person forward. There are college level committees. The college can send the application to the department. Faculty can identify someone and bring them forward. Yes, ads can be shared, they are public.

President Lim: The intent is to recruit and diversify our faculty body. We will be flexible. The best candidates will be from those that faculty reach out to and encourage them to apply. A resume can be sent to Toni. Lim is more focused on the outcome, rather than the process.

Faculty Senator: Question was related to international students. We still need a clear idea of the process. We still don't have a clear idea as to who is coming. Can Analytics give us an idea as to how many international students will come?

Provost Aswath: The problem is not the analytics issue, but when will the consulate open? When will these students get visas? This isn't in our control. We are in uncharted waters. In this context I will try to give updates but it's difficult to give concrete numbers at this point.

President Lim to Faculty Senator: I just want you to know that we I don't mean that we are not concerned about the process. We just won't be as rigid as in the past.

Provost Aswath left at 3:10 PM.

Faculty Senator: Can we have an update on COVID-19 cases on campus? Colleagues noticed an uptake in the number of staff with COVID. Are these staff on campus? Is there any information that they can share?

Joe Carpenter: We have been posting on the COVID page and there are a significant number of employees. Both student and employees. Most are in Davis Hall. There are a number of departments in Davis Hall. Contact tracing has been completed. Don't seem to be any links in the buildings or dept in Davis Hall. The work spaces and sections of Davis Hall have been cleaned as well as the basement of Texas Hall. This is where the majority of the cases have emerged. They have implemented polices over the next couple of weeks, which include staffing with essential personnel only. They are retrenching, which allows them to draw back the population of the building.

President Lim: We report such cases to UT-System. UT-Arlington are still in the middle in comparison to the other UT System institutions. Therefore, UT System isn't too concerned. Davis Hall is a high volume building which is why we see a slight uptake. Hopefully we won't see more cases in Davis Hall.

Faculty Senator: New TT faculty can they get extensions?

Toni: Anyone can ask for an extension. They just don't automatically get it for people starting in the Fall of 2020, unless the chancellor changes his mind.

Faculty Senator: Annual review for assistant professors. Is there any leniency or change?

Toni: As far as the annual reviews, the departments handle those.

President Lim exited at 3:18 PM

3:18 PM Quorum call (we have a quorum)

3:20 PM **Joe Carpenter**

Since the Spring, there is an increased need and advantage to speak to media. We can provide balanced and unbiased information that the public benefits from. We have a staff in University Advancement that are divided into each college. Their responsibility is to get to know the colleges and university. They are responsible for identifying stories, developing the content and pitching them to the press. They are able to get faculty into the press as they receive requests. Will generally get requests from the DFW regional media and sometimes national media. Some requests come with a time frame. The team then approaches the faculty network, based upon familiarity with previous interviews or stories. Will sometimes go to the Deans of the Colleges for recommendations.

We have to be mindful of the capacity in which we are speaking. There is openness in which faculty can go to the media. There are no restrictions to his knowledge as to any restrictions of the faculty speaking to the media.

We have been asked to submit OpEds. We make suggestions.

Most people who work in media relations are formal journalists. They speak the language. Please always identify in what capacity you are speaking, because you faculty. Some will always assume that you are speaking on the behalf of the university in an official capacity. Joe Carpenter at that point would be willing to step in and help.

Bill Carroll: Is there a requirement to get approval before speaking to the media?

Joe Carpenter: From his office, we work directly with the faculty member in which we are trying to schedule. Can't speak on the policies of individual colleges may have. He isn't aware of any policies that any colleges may have to ask permission to speak to media.

Shelby Boseman: There is no requirement and anything in regents rules that says you cannot speak to the media. Some Deans like a head's up or be involved. Outside of that, don't know of anything. Under President Lim, the university is very supportive of free speech. He gets 2-3 complaints per week based upon what faculty have said, but they generally don't lead anyone. The goal is to be a face for UTA with faculty expertise and knowledge.

Faculty Senator: Can you give us an example of something that faculty said that is objectionable? You have to be careful with the media.

Shelby: Most of the time, many things said, will offend someone. These days most people will find some way to be offended. The media accidentally identified a wrong faculty member who was a supporter of Trump, but it wasn't them. We hadn't had a faculty member disciplined in 6 years for any issues. Just be mindful about are you speaking as an expert of something related to your field?

Faculty Senator: I was asked to speak about a particular topic and when they came, it was something completely different. They wanted to know if I felt safe in the SEIR building if there was an active shooter on campus. I was annoyed because that's not what I had thought about, nor the topic that I agreed to discuss. I felt like I was put on the spot. I decided that I would no longer speak to the media.

Joe Carpenter: They try to vet the media and the topics before accepting. Sometimes it's unavoidable. We try to give the faculty some advice. It may touch on the "issue of the day." His office try to do pre-interview coaching. Also, the person speaking has to be comfortable. Will also allow people to listen in on the interview and allow his office to be the bad person.

3:45 PM. Joe and Shelby Finished.

Will delay approval of minutes until the next meeting.

3:46 PM. **Toni Sol**

Toni Sol : We have extended ACUE and Academic Leadership applications until October 30th.

Please encourage faculty join a presentation on the new annual faculty review process.

Sessions will be: Oct 2, 22, 26th

Nov. 2 is the launch date tenured and tenure track faculty.

Can sign up on UTA Digital Measures website.

Bill: There is concern that the premium Canvas Conference is going away.

Mario Cosio: We have a membership for Canvas Conference until December. Some faculty feel that it responds to their needs much better than TEAMS. We have been working with math dept and can we respond through TEAMS or is Canvas something that we really need? Premium Conference is a tremendous expense. They are trying to work with Canvas to see who uses it and to see if there is a way to get the cost down. Is there a way to control who uses Canvas Premium and then pass the cost on to the colleges. Also see what they can recommend to the provost. Hope to have a recommendation soon.

Faculty Senator: Have you heard anything from Music Dept on TEAMS versus Zoom. It doesn't do sound well. Was listening to an exam through TEAMS. He couldn't hear pitch.

Maria: No. We are trying to figure out how we manage the request. Depending upon the colleges to help us manage these things. Also, from the perspective of students, it's not always the best experience to have some courses in TEAMS, others in Zoom etc., too much variation.

Chair's Report:

Bill Carroll's Office Hours are Mon.-Thurs. 4-6 P.M. or by appt.

Review your committees. Some people are on several committees.

Statutory Committees are elected.

A few colleges don't have representatives. Please volunteer, but you will be on more than one committee.

We now have co-chairs for several committees. One reason is because we have expanded the size of the committees, because of the extended faculty senate size.

Committee Charges have also been send out by Bill Carroll. Made changes for this year a much shorter list. The committee can add charges to their own list. Please discuss with chair and co-chair.

Presidential search is still on pause because they don't want to conduct the search in a Zoom environment.

Faculty senate told chancellor how important it was to get search going. He indicated that he was enthusiastic about getting it going.

Senate Leadership is scheduled to meet with EVC Holmes on Oct. 27th.

Faculty Senator: Can you discuss with EVC Holmes the tenure extension with the new assistant professors?

Bill Carroll: Will do this. This is also being discussed in FAC in Austin.

Faculty Senator: Only one meeting on VP DEI committee. Have had several listening sessions.

Bill Carroll: Scheduled to start interviewing by the end of the month. Hope to have someone in the Chief Officer HR position at the beginning of the year. This is moving along as expected.

Faculty Senator: Important that VP DEI is a tenured faculty member and not administrative so that they care not vulnerable.

Faculty Senator: Will there be a listening session for Chief human resources officer search and faculty involvement.

Bill Carroll: There won't be anything until the final candidates are identified. Then there will be opportunities for people who are not on the committee to interact with them.

Job Satisfaction Survey:

We are using Harvard's program, known as COACH.

COACHE: developing a communication plan for survey in the Spring. Looking for themes that faculty senate thinks should be covered in the survey.

Steering Committee: Bill Carroll, Tom Ingram, Jackie Fay, Staff from various units who will help prepare survey. Someone from communications, faculty affairs, university analytics. Developing a plan to write custom questions.

We have the ability to add custom questions. We are looking for themes to add to the custom questions.

Faculty Senator: Is on the DEI committee. One thing that they were discussing is to have a survey on the climate for faculty of diverse background at UTA. Will there be space for such questions.

Bill: Will have space for 15 custom questions. Will make a decision later.

Faculty Senator: What is the deadline for the questions.

Bill: Meeting with COACHE on Friday. Next 2-3 weeks for deadline.

There is a vacancy in parliamentarian position. We want nominations for the November Meeting.

Parliamentarian determines if we are following Robert's Rules and Bylaws. The knowledge of Robert's

Rules isn't extensive. Understanding the Bylaws and HOP is important. If you don't know this information, it is doable.

We also need a TCOPS Representative. Not a time consuming position.

Review Committees: Need volunteers to serve on the program review committees.

Faculty Development Leave: Nov. 4th, we will vote on this.

Will have specific recommendations at the next meeting.

There are no committee reports.

The faculty Forum is on Nov. 4th from 12-2 P.M.

Meeting ended at 4:52 P.M.