



Faculty Senate Minutes

November 11, 2020

Senate Leadership in Attendance

Bill Carroll, Chair

Kayunta Johnson-Winters, Secretary

Jackie Fay, Chair Elect

Peggy Semingson, TCOFS representative and FAC alternate

Guests

Shereka Wright-UTA Athletics Department

Chongyan Zhang, Shorthorn

Alicia Gill, SAC

Arafaa Khan, Student Congress VP

Antoinette Sol, Provost's Office

Name Capitalize first letter of your first and Last Name. - First	Name Capitalize first letter of your first and Last Name. - Last	College/School	Department (please capitalize the first letter of the Department)
Andrzej	Korzeniowski	Science	Mathematics
Amanda	Jackson	Liberal Arts	Theatre Arts
Teik	Lim	Interim President, UTA	
Pranesh	Aswath	Provost, UTA	
Baohong	Yuan	COE	Bioengineering
Terry	Skantz	Business	Accounting
Ramez	Elmasri	College of Engineering	CSE
Atefe	Makhmalbaf	CAPPA/Architecture	Architecture
CATHELEEN	JORDAN	Social Work	Social Work
Shouyi	Wang	Engineering	Industrial, Manufacturing and Systems Engineering
David	Levine	Engineering	Computer Science and Engineering
Barbara	Shipman	COS	Mathematics
Patricia	Allard	CONHI	Undergraduate
Srinivas	Prabakar	College of Engineering	Civil Engineering
Karla	Arenas-Itotia	Social Work	Social Work
Aimee	Israel-Pelletier	CoLA	MODL
Jeffrey	McGee	Business	Management
Joyce	Myers	College of Education	Curriculum and Instruction
Alan	Cannon	COB	Insy

Tatia	Jordan	COB	Marketing
Nila	Veerabathina	COS	Physics
Keith	Burgess-Jackson	Liberal Arts	Philosophy and Humanities
Christopher	Morris	COLA	History
Imre	Demhardt	CoLA	History
Jared	Kenworthy	College of Science	Psychology
Choong-Un	Kim	college of engineering	Materials Science and Engineering
Doug	Grisaffe	College of Business	Marketing
Sara	Washington	CONHI	Nursing undergraduate
Stephen	Mattingly	Engineering	Civil Engineering
Kaushik	De	Science	Physics
Heather	Jacobson	CoLA	Sociology and Anthropology
Jacqueline	Fay	COLA	English
Julienne	Greer	CoLA	Theatre Arts
STEFAN	ROMANOSCHI	Engineering	Civil Engineering
Sergio	Espinosa	COLA	Music
IOANNIS	SCHIZAS	COE	EE
Matthew	Fujita	Science	Biology
Melissa	Walsh	CoS	Biology
Christy	Spivey	COB	Economics
Changhee	Chun	COLA	Art
Margie	Jackymack	SAC	SAC
Manfred	Huber	Engineering	Computer Science and Engineering
Naoko	Witzel	CoLA	Linguistics & TESOL
Anne	Nordberg	Social Work	Social Work
Karabi	Bezboruah	CAPPA	Public Affairs and Planning
Peggy	Semingson	College of Education	Curriculum and Instruction
Tom	Rusher	CAPPA	Architecture
Taner	Ozdil	CAPPA	Landscape Architecture
Chunke	Su	Liberal Arts	Communication
Qinhong	Hu	COS	EES
Ankur	Jain	Engineering	Mechanical and Aerospace Engineering
Roxanne	Zascavage	CoLA	Criminology and Criminal Justice
Brent	Boyea	Liberal Arts	Political Science
Bill	Crowder	Business	Economics
Estee	Beck	CoLA	English
Kathryn	Warren	COLA	English
Alicia	Gill	SAC	Vice-chair
Salil	Sarkar	College of Business	Finance and Real Estate
Barbara	Tobolowsky	College of Ed	ELPS

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

2:35 P.M. Interim President Lim

The semester has gone reasonably well with two more weeks of in-person teaching and five more weeks until the end of the semester. The deans and vice presidents have been working since early this year, on refreshing the strategic plans for 2025. He shared a draft with PAC last week, which is a work in progress. This will be completed later this year or early next year.

Refresh Plan Include:

1. Creative works teams on cultural understand and social transformation. This is some that a number of colleges, including COLA and School Social Work wanted.

Six Guiding Aspirations (will be the front facing elements of the Refresh Strategic Plan and not research teams). Research teams will be one down.

Six Guiding Aspirations

1. Student access and success
2. Research and creative works
3. Community of Scholars
4. Engagement and outreach
5. Global University
6. Inclusive excellence

Because of the pandemic, we will have a virtual commencement this fall semester. However, we hope to have an in person commencement in the Spring at the Global Life Field for social distancing.

Provost Aswath and I will start an Informal engagement with each academic departments. To hear student concerns. Meant to be informal and there is no agenda.

2:40 P.M. Provost Aswath

The planning for the spring semester is going well. Part of the registration is open for students and the modality has been updated. The full schedule will be updated on November 23rd. We have been sending communications to students on a regular basis. We only have 9-10,000 students registered thus far and we have a long way to go. However, making good progress

A number of faculty have scheduled exams on Nov. 19th and 20th before Thanksgiving. Dr. Cosio and Faculty Affairs have been working with vendors to be aware of the proctoring needs of faculty and Students so that we have the bandwidth. No hiccups.

Following closely is student persistence and retention data from data analytics. We are tracking a few points below last year. Many programs are equal to or better than last year.

Will plan additional listening sessions in the spring to get a head start on any issues.

Looking forward to visiting with the departments to hear from faculty and help to navigate these unusual times.

Faculty Senator: You mentioned a number of enrolled students at this point. Can you give us a percentage of the same date in comparison to previous years?

Provost Aswath: Not clear yet. There are differences between this year and last year. This year we went to a full year schedule for our freshman and sophomores and 5000 had registered earlier (April and May). Will report back to faculty senate as soon as we get the data.

Faculty Senator: Can we make an offer before students come here?

Aswath: You can make an offer but cannot pay them until they get here. You can make the offers wherever they are.

Faculty Senator: Last week in Faculty Forum, a question came up NTT promotions will be accompanied with increased salary? Answer was yes. Promotions should be accompanied with a raise, which is consistent with UTA's HR defines a promotion. "A change in classification involving increased responsibility and a higher salary range." What people are wondering is if they amount in payment of ranges will be centrally established or if it will devolve to colleges which will allow for inequities to open up across campus.

Provost Aswath: We have not had those discussions yet. Traditionally for tenure track, there is a set amount of money for promotion. There are two pieces to this question. One is the salary part and the other is classification difference. We should include this component into that discussion.

Toni: We have a university policy and task force about three years ago. Never got to raise part. Need to have the conversation now.

Provost Aswath: Please bring up to Jean Hood. Come up with something to bring with colleges.

Faculty Senator: Not settled yet.

Faculty Senator: Maverick Global Network could help with a sense of belonging for international students.

Provost Aswath: Please send the link that you have Jay said we have about 3000 students on campus for students who have no place to go. They need to have a place of belonging.

Faculty Senator: Texas Tier 1. Is there an audit? How long do you anticipate? Time line?

President Lim: Audit is not set yet. Still need to lay out the ground rules. This is not a common audit. Only a few years ago with UTD. Not a normal audit. This will likely take us through the end of the spring semester. However, the pandemic will play a role. Guess is a May or June time frame.

Provost Aswath: Commissioner Keller? said UTA likely to meet.

President Lim agreed.

Bill Carroll: Can you give update on recruiting for multi-disciplinary positions?

Toni: Overwhelmed with more than 600 applications. We have to rethink how we are doing this. Try to get them to their respective colleges. Hard to keep up with the load. Try to decrease the load to make it easier for the colleges.

President Lim: There is one finalist under negotiation with the dean?

Toni: Yes. We sent some applications to college committees. One is under negotiation and don't know what is going on with the others just yet.

Bill: Have any idea to how they are distributed across colleges?

Toni: No. Eddie just sends us the list. We have to look at their degrees and assign them to a college. We likely will have to hire a student to do this.

Lim: Waiting for CV's to come in is just one way. We expect faculty to reach out to colleagues across the country who would be interested in applying.

Toni: Best way to go.

Faculty Senator: Can you talk about the budget for the diversity hires? Who will cover the budget for hires? How do you define diversity?

President Lim: When you say budget, you mean the salary? It's out of the strategic fund, which is out of provost's office. Although we call it diversity hire, it's really multidisciplinary. We are hiring faculty with multidisciplinary skills. Define as under-represented minority.

Faculty Senator: Will there be additional hires other than this?

Lim: Don't have the numbers right now, but still have unfinished hires from last year and endowed position hires. There are still funds for more traditional hires. There was a discussion about this, but we had not filled those positions just yet. This is all in our budget. The multidisciplinary hires is a third to increase URM Faculty in colleges. We also have pending work with the deans. We need to see how our budget will be for next year.

Provost Aswath: Last set will be based upon the needs and priorities submitted by the colleges. Based upon the new budget model, they will be responsible for carrying these costs long term.

Lim: You don't lose money if someone leaves the college. It is up to the dean to decide what will happen to the money. Just need to send request to the provost. Colleges will lose money, if enrollment is down.

Faculty Senator: The new budget model is great, but in colleges who have lost money due to a different budget model, the problem is not fixed. Will this be fixed? Does it address the issues from the previous budget model?

Lim: All the money, regardless of the percentages, was invested back in faculty hires. Nothing that provost and central colleges have. The funds were given back to the colleges. In the new budget model, it is attached to enrollment. Therefore, if enrollment is strong, colleges will get additional money. A number of colleges will benefit due to enrollment.

Provost Aswath: There will be a “blurring of the lines” when it comes to faculty lines, because the budget remains in your college. The deans have to make a decision as to how they will use the money to cover more faculty or for other costs. If you decline enrollment, your money will decline and you have to use that money to cover costs. This used to be done at the provost’s office, but now will be done at the college level.

Faculty Senator: On DEI, it’s confusing because members aren’t clear on the criteria. One of them is to give more weight to one born in the United States, rather than naturalized and also give weight to black applicants. Is there any criteria from the university?

President Lim: We need to stop using diversity hiring and more multidisciplinary to increase representation of under-represented minorities. There are stellar URM out there. Faculty need to find them for their colleges.

Toni: The point is to diversity the faculty, because we have a diverse student body. It is in the best interests of the students to have faculty who share similar life experiences.

Faculty Senator: You mentioned getting rid of ABD. However, it is normal for computer science to be ABD, but some schools need those.

Toni: Can leave them in there. However, you will get hundreds of applications. We were just trying to think of a way to decrease the load.

Faculty Senator: What is “ABD?”

Toni: All but dissertation. Applicants who have not defended yet.

Lim: Will look at all applications that come in, but go out and find the best faculty.

Provost Aswath: Open level, assistant, associate and full are all needed.

Faculty Senator: One of the themes that have been coming out in our discussion is more guidance for preferred language as to what diversity hiring means. Faculty members don’t have access to full representation of faculty data for hiring. It would be good to have a meaningful definition of URM.

Toni: Chair of your dept can ask Eddie for a report and you can see the makeup of faculty and students. You can see the make-up of your faculty and for your students.

Faculty Senator: I know what diversity looks like in my department. I am just curious as to those are the same as the university in terms of the hiring.

Toni: The university isn't hiring, but the colleges and departments are vetting these people. Bring people in and have them give talks.

Faculty Senator: Are there any strategies about closing racial and gender pay gaps across the university?

Provost Aswath: HR had done a study some years ago. Most recently, I have been doing a case by case basis and I ask HR to do a full review for the individual and the national averages for people with similar credentials. It is a much more complex interaction when it comes to accomplishments. Not as straight forward. It more complex in terms of grants, publications etc. We do get an estimate whether there is an inequity based upon race and gender. If that exists, we do make adjustments. This is a discussion that we have with the deans of the college. The budget comes from the colleges themselves.

President Lim and Provost Aswath both left the meeting at 3:17 P.M.

Bill: Introduction of Shereka Wright, UTA Women's Basketball Coach, from UTA Athletics.

3:26 P.M. Have a quorum and the minutes for September and October were approved.

3:27 P.M. Toni Sol: Encouraged to attend sessions for Digital Measures.

Toni (from Maria Cosio): Senators should share with their units that exams before Thanksgiving cannot be scheduled outside of class time.

Faculty Senator: Had a question about adding categories to Digital Measures.

Toni: Write Digital Measures help.

Faculty Senator: Is there a schedule as to when DM will articulate with Student Feedback Surveys?

Toni: Working on that. Hope to have this ready in the spring, but cannot guarantee it.

3:38 P.M. Chair's Report (Bill Carroll)

Tatia Jordan will be the FACS representative. She is the first NTT member to serve in this position for the faculty senate.

Faculty Senate executive team met with EVC Archie Holmes. It was more of an information session for him. It was a very cordial and useful meeting.

Chief HR Officer search: We interviewed 8 candidates and spent an hour with each. Great diversity in the application and interview pools. The search was narrowed down to 4, who come with considerable experience. At least 2 are at major R1 institutions.

DEI committee is planning a survey in January. There is great concern because there will be two surveys competing. Bill made contact with the DEI Committee and will meet to resolve this issue.

COACHE has to move forward because we're under contract.

Johnson-Winters: DEI survey is important, because it differentiates the issues that are specific to URM faculty. Perhaps it would be best to continue the DEI survey after the VP of DEI is hired?

Faculty Senator: Allow the DEI committee to have input on the custom DEI questions.

Faculty Senate Travel Program: stopped due to COVID. PAC discussed restarting it. Expanded it and allow for paying of virtual conference fees and reopen the program. We also approved to extend to NTT faculty last Spring. The wording on the website isn't consistent with this, but will be updated accordingly.

Budget Task Force- headed up by college PAC reps.

Academic Freedom and Tenure: Chris Morris

1. Charge is to review each unit's T&P documents. Kaushik De , last year's chair, sent a request before COVID. Chris will send another request for T&P documents from each department. Then the committee will meet about this.

Equity & Ethics: Venkat Devarajan

1. Want feedback from Bill about response from administration on the report submitted last time. Will send a reminder to Bill. The recommendation was submitted by Bill to the administration.
2. Work on charges this year.

Operating Procedures Committee-No report.

Academic Liaison: Kathy Warren (co-chair)

1. Met once
2. First charge is to review the proposed changes to the HOP admissions policy. This has been on hold since Spring due to the Pandemic. Heather Jacobson (co-chair) reached out to Troy Johnson to inquire if the document was ready for review. However, it was not ready due to major shifts in admissions in the state and nationally.
3. Second Charge was to review admission standards and practices for Incoming freshman and transfer students with the undergraduate assembly (hadn't started).

4. Charge 3: Identify the impact of COVID on students and academic programs.

Saw major impact on:

- a. In person learning and assessments-units that have service learning and educational requirements, student teaching and internships etc.,
- b. Restrictions and safety concerns- a lot of extra work for faculty to make accommodations. Faculty have concerns
- c. Units in which students have Lab education requirements
- d. Exams in order to be licensed
- e. Undergraduate students in general (students tuning in while driving or at work)
- f. Students need more hand holding. Students don't understand expectations of asynchronous classes. They are getting behind and can't catch up.
- g. Graduate students research and field work
- h. Graduate students who are parents and having a hard time separating the responsibility of home and work.
- i. Impact on faculty-Units taking pre-emptive austerity measures, such as increasing teaching load and adjustment of workload apportionments.

Bill: Any follow-up from senate today? Or do we wait until you have more results?

Kathryn: Wait.

Heather: I agree. Some of our data is pointing towards the question that was raised in faculty senate last week. Also an issue that Interim President Lim brought up a couple of senate meetings ago. The budget was set for this year. The question in the open forum was about the plan concerning austerity measures. This may be an issue for discussion in senate. Interim President Lim and Provost Aswath have both said how important transparency was to them. If senators have any information that they would like to share, they would like to add it to their agenda.

Faculty Senator: Can you say more about the pre-emptive measures?

Kathryn: Some units are increasing teaching loads for faculty. Others have overloads, but are compensating while others are compensating through workload adjustments.

Faculty Senator: The senate needs to be very proactive with this situation. If rumors starts spreading, there will be panic amongst faculty and staff. The faculty senate has the power to clarify this and to get the information needed. The rumors are spreading, but not the facts.

Bill: I agree. We will keep on top of this.

Venkat: The topic about the extra workload has also had some bearing on equity and ethics review and monitoring of colleges and departments. I would also like to be informed of your findings.

IT Committee:

Manfred Huber-Report was taken from comments in Teams because he had to leave: IT committee has met with OIT and discussed issues with Teams and Canvas Conferences. One important thing is to rule out confusion and concerns with Canvas Conferences was that it will still be supported through the spring semester, but the current plan at OIT is to end it then. They are working on a better manual for Teams to address different questions and needs that have arisen.

Special Projects (Taner Ozdil)-No report. Please share the updated lists for all committees.

Faculty Development Leave Ad Hoc committee:

Co-chaired by Peggy and Bill.

Committee members:

Bill Carroll, COE, Co-chair

Peggy Semingson, Co-chair

Patricia Allard, CONHI

Matthew Fujita, COS

Anne Nordberg, SSW

Stefan Romanoschi, COE

Tom Rusher, CAPP

Salil Sarkar, COB

Barbara Tobolowsky, CoEd

Naoko Witzel, COLA

Met multiple times over 2-3 months. Tried to get input from various colleges. The committee had to deal with major change in policy in the middle of the work. Had to refocus some efforts because of that.

Committee was finishing the work started by the FDL task force back in 2019. Lead by Dr. Lim and David Coursey.

Bill sent out full report.

Committee addressed:

Apportionment of funds at college level. The issue that caused changed and refocus was that the university is switching to a new budget model. Instead of apportioning funds, the committee decided to apportion leaves across colleges and schools.

Also looked at: Eligibility and frequency, Expectations of FDL recipients, Application process and selection guidelines and came up with recommendations.

See report (in attachment) for further details on FDL.

Estee Beck: Noticed the numbers for the FDL, but no numbers for the past awards. Is this really an expansion or a reduction?

Bill: Don't have reapportionment numbers. However, it is certainly an expansion of FDL. Only around 10 for the entire university previously. These were substantial increases.

6% limitation on the number of faculty that can be granted each year.

Morris: Is there time to discuss with colleagues and bring it back?

Bill: There is time, but there is pressure to get this out. Will present to the Dean's Council next week.

Brent Boyea: May not be any allocation of FDL this academic year. Could affect faculty who can work from home.

Bill: This report is for a program that wouldn't start until next year. Doesn't address this year. Should address this year at some point.

Taner Ozdil: Agree to table to look at closely. In past FDL was an honor for those who had been here a certain amount of time. Committee structure as well as the type of committee may vary from college to college. Need to be discussed as well as past rules.

Bill: Committee tied to the number of departments.

Jacobson: Page 4, issue for consideration was selection guidelines. Any information that you can share?

Bill: Each college tailor their criteria to their own issues.

Jacobson: Served on the selection committee. We don't have sabbaticals in Texas. We need to consider:

1. Across campus, the amount of time someone has served at UTA without any leave. This might be a good practice to have general ideas for colleges to consider.

Bill: PowerPoint doesn't include all of the issues, but tried to have some general guidelines.

Sakar: Wanted to leave some guidelines for the colleges to consider.

Heather Jacobson was voted in as the new Parliamentarian.

The meeting was adjourned at 4:52 P.M.

Chair's Report

Faculty Senate Meeting

December 9, 2020

Bill Carroll, Chair

Virtual Office hours, MTuWTh 4:00 to 6:00 PM, or by appointment or chance, carroll@uta.edu



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Faculty Senate

The Forum for Professors at UTA

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

Updates

- Pass/fail grading – Thank you for your quick response.
- Searches
 - Chief Human Resources Officer (CHRO) – Bill Carroll
 - VP for Equity, Diversity, and Inclusion – Jackie Fay
- COACHE Faculty Job Satisfaction Survey communication plan
 - COACHE direct messaging: need to get specifics from them.
 - University-level direct messaging: needs to complement COACHE messages
 - **Department-level messaging: Faculty Senators will promote at faculty meetings in January, February, and March. Will develop a script and FAQs for senators to use.**
 - Affinity groups (African American Faculty and Staff Association, Latinx Faculty and Staff Association, Women’s Faculty and Staff Network): Jackie and Bill will champion with group leaders. Will develop script/FAQs.
 - Website: purpose and value of COACHE, background, timeline, contacts, FAQs.
- Presidential search
- Faculty Development Leave program
 - Modified centralized program for 2020-21 funded by Provost Office
 - College-based program going forward (policies/funding TBA)
- Subvention funds
- Faculty Senate travel program – restart in spring 2021
 - Virtual conference fees
 - Travel when appropriate
- Budget taskforces
- Motions – write in chat before voting

Faculty Senate FDL Ad Hoc Committee Report

Peggy Semingson, Co-Chair

Bill Carroll, Co-Chair

Faculty Senate Meeting

December 9, 2020



UNIVERSITY OF
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Faculty Senate

The Forum for Professors at UTA

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

Recommendation Highlights

- Establish a Faculty Development Leave Committee consisting of faculty senators from each department in the college or school plus one NTT senator.
 - Review leave applications and send rank-ordered recommendations to the college/school dean
 - Have oversight of the college/school's compliance with FDL policies and procedures
- Apportion the number of leaves/year across the colleges/schools
- Full-time faculty members who have been employed full time for five or more consecutive years would be eligible
- Support a wide range of scholarly, artistic, pedagogical, or clinical activities that advance the applicant's career
- Colleges/schools establish policies and procedures to realize a Faculty Development Leave program consistent with these guidelines.
- Faculty members submit a report of their leave activities ... following return from their leave.
- Develop a policy for inclusion in HOP that formalizes the FDL program.

Committee Members

- Bill Carroll, College of Engineering, Co-chair
- Peggy Semingson, College of Education, Co-chair
- Patricia Allard, CONHI
- Matthew Fujita, College of Science
- Anne Nordberg, SSW
- Stefan Romanoschi, College of Engineering
- Tom Rusher, CAPP
- Salil Sarkar, College of Business
- Barbara Tobolowsky, College of Education
- Naoko Witzel, College of Liberal Arts

Background

2019-2020 Faculty Development Task Force (Lim and Coursey)

- *Merge former FDL and pre-tenure reappointment programs into one larger program for faculty starting in year 3 of their tenured or tenure-track appointments at UTA. For the sake of discussion, we will call this merged program as faculty development efforts (FDE)*
- *2.1 The purpose of the proposed FDE is to be flexible so that faculty may take this leave to focus on research, creative works or teaching.*
- *2.2 The rationale behind the proposed FDE is to ensure that there are more FDEs awarded and that these are more inclusive of the faculty body.*
- *2.3 The combined proposed FDE program will be managed within the college with guidelines provided by the division of faculty affairs. Approval levels include department chair or program director, dean and then President. Positive and negative outcomes for proposals will move up the approval chain. Provost serves as an advisory to the President similar to the tenure and promotion process.*

Background

Senate FDL Ad Hoc Committee considerations

- Apportionment of funds at the college level* (taking into consideration the 6% cap on full-time faculty who can receive an FDL)
- Eligibility and frequency
- Expectations of FDL recipients
- Application Process
- Selection Guidelines

* Apportionment of funds is not applicable under the planned incentive-based budget model. Instead, the committee recommended the apportionment of the number of leaves.

Recommendations

Each college/school will

- Establish a Faculty Development Leave Committee consisting of **faculty senators from each department in the college or school plus one NTT senator**. In the case of the School of Social Work, all their senators would serve on the committee. The FDL Committee will **review leave applications and send rank-ordered recommendations to the college/school dean** who will make the final selection of leave recipients. The committee will also **have oversight of the college/school's compliance with FDL policies and procedures**. The minimum should be three people on the committee. (This committee is separate from the research committee.)
- Grant the following number of FDLs each year.

College/School	CAPPA	COB	COE	CoEd	COLA	CONHI	COS	SSW	Total
Leaves/Year	2	6	12	2	12	6	8	2	50

Recommendations

- Allow FDL applications from any *full-time faculty member who has been employed full time for five or more consecutive years* as detailed below.
- Grant FDLs for a *wide range of scholarly, artistic, pedagogical, or clinical activities* that advance the applicant's career.
- Establish policies and procedures to realize a Faculty Development Leave program consistent with these guidelines. ***Codify this requirement in the HOP.***
- Not allocate a heavier load to the faculty FDL awardee in exchange for the FDL nor can the courses to be covered be offloaded to other faculty.

Recommendations

Each recipient of a faculty development leave will:

- Strive to complete the activities included in their leave application.
- Submit a report of their leave activities and result to their department chair, dean, and FDL committee within one month following return from their leave.
- Return to UT Arlington for a minimum of one year following their leave.

Faculty Affairs and Faculty Senate will:

- Monitor compliance with university FDL policies and procedures and report findings to the Provost.
- Develop a communication plan informing faculty members of the revised FDL program and encouraging them to apply.
- Develop a policy for inclusion in HOP that formalizes the FDL program.