



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

December 9, 2020

Senate Leadership in Attendance

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

Guests

- Megan Cardona, Shorthorn
- Margaret Jackymack, SAC
- Antoinette Sol, Provost's Office
- Lisa Nagy, Vice President for Student Affairs
- Cindy Lowrey, Director, Student Access and Resource Center

Name-First	Name - Last	College/School	Department
Chunke	Su	Liberal Arts	Communication
Shouyi	Wang	COE	IMSE
Baohong	Yuan	COE	Bioengineering
Alan	Cannon	COBA	INSY
David	Levine	COE	Computer Science
Nila	Veerabathina	COS	Physics
Patricia	Allard	CONHI	undergraduate
Sara	Washington	CONHI	Nursing undergraduate
Alan	Bowling	COE	Mechanical and Aerospace Engineering
Sergio	Espinosa	COLA	Music
Cynthia	Lowery		Student Access & Resource Center
Michael	Nelson	CONHI	Kinesiology
Aimee	Israel-Pelletier	Liberal Arts	MODL
Changhee	Chun	LOLA	Art and Art History
Kaushik	De	Science	Physics
Jing	Wang	CONHI	Graduate Nursing
Manfred	Huber	Engineering	Computer Science and Engineering
Barbara	Shipman	COS	Mathematics
Blaize	LaFleur		Student Government
Ramez	Elmasri	College of Engineering	CSE
Jacqueline	Fay	COLA	English

Doug	Grisaffe	College of Business	Marketing
Keith	Burgess-		
Keith	Jackson	Liberal Arts	Philosophy and Humanities
Atefe	Makhmalbaf	CAPPA	Architecture
Venkat	Devarajan	COLLEGE OF ENGINEERING	Electrical Engineering
Amy	Austin	COLA	Modern Languages
Chris	Morris	COLA	History
STEFAN	ROMANOSCHI	Engineering	Civil Engineering
Jared	Kenworthy	College of Science	Psychology
Jeffrey	McGee	College of Business	MANA
Barbara	Tobolowsky	College of Ed	ELPS
Karla	Arenas-Itotia	School of Social Work	School of Social Work
Matthew	Fujita	COS	Biology
Catheleen	Jordan	Social Work	
Roxanne	Zascavage	COLA	CRCJ
Salil	Sarkar	College of Business	Finance and Real Estate
Tatia	Jordan	College of Business	Marketing
Terry	Skantz	College of Business	Accounting
Srinivas	Prabakar	College of Engineering	Civi Engineering
Anne	Nordberg	Social Work	Social Work
Brent	Boyea	COLA	Political Science
IOANNISS	SCHIZAS	COE	EE
Peggy	Semingson	College of Education	Curriculum and Instruction
Thomas	Rusher	CAPPA	Architecture
Kathryn	Warren	COLA	English
Christy	Spivey	COB	Economics
Deana	Furr	CONHI	Nursing, Undergrad
Amanda	Jackson	COLA	Theatre Arts
Stephen	Mattingly	Engineering	Civil Engineering
Julienne	Greer	COLA	Theatre Arts
Heather	Jacobson	COLA	Sociology and Anthropology
Taner	Ozdil	CAPPA	Landscape Architecture
Ankur	Jain	CoE	MAE
Teik	Lim	President's Office	
Megan	Cardona		Student Publications
Joyce	Myers	College of Education	Curriculum and Instruction
Karabi	Bezboruah	CAPPA	Public Affairs and Planning
Andrzej	Korzeniowski	COS	Mathematics
Qinhong	Hu	COS	EES
Naoko	Witzel	COLA	Linguistics & TESOL
Melissa	Walsh	COS	Biology
Estee	Beck	COLA	English

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

2:34 P.M. **Interim President Lim**

Although we had challenges in the semester, we had a successful fall semester. Thank you for offering the pass/fail option, although in a limited form. The P/F helps to provide relief under the circumstances.

In reopening- we have a plan to pivot to fully online if necessary. We will monitor in December and January. We plan to do a hybrid such as what we did last fall.

We are working on a strategic plan website.

Strengthening engagement
Health and the Human Condition
Cultural understanding

We will have a virtual Commencement at the Global Life Field on December 17 at 7:45 P.M.

The new Social Work Building will be next to SEIR. The cost is \$76M. It is being constructed.

Funding:

UT-System PUFF

\$11M will be financed and there will be a combination of gifts.

Plan to raise \$3.8M

\$1.2M will be from our reserve

The Deans are committed to raising \$1M each.

If we raise more, we will finance less. A lot of leg work do...

Fundraising will be an essential initiative for our campus as a whole. The plan is to launch a comprehensive campaign within 3-5 years. There is a lot of leg work to do before launching a campaign. The deans are ready to support a fundraising initiative. We meet with the deans every other week, along with the office of development.

2:41 P.M. **Provost Aswath**

Provost Aswath:

We have 3,500 courses for students to elect pass/fail. We are encouraging students to meet with their advisors before making a decision. We had a listening session about an hour ago. A large number of questions came up. Will have another listening session in about 10 days in the event that other questions come in. It will be similar in Spring. It will be available for students to select after grades come out.

Grades will be due at 8 am on December 21st and NOT NOON! This will allow students to have a chance to choose the pass/fail option.

Courses chosen for the P/F were chosen at the local level.

We are moving forward with the Spring planning. We had our taskforce meeting today at 11 am. Everything is going as planned for Spring Planning in terms of setting the classroom up for face to face and the various modalities. 16% of classes are fact to face, about 45% are hybrid, 40% of classes are to be completely online, which is similar to Fall. We are ready to make any changes to accommodate faculty and students.

Bill: Are there plans for the P/F grading in the Spring?

Provost Aswath: Not yet. No need to rush. We do realize that UT-Austin will do pass/fail in the Spring. We can make the decision early or mid-spring.

Lim: P/F is not a decision of upper administration only. Faculty also plays a central role in P/F. This is not top down.

Senator: We have Cindy Lowry and Lisa Nagy as guest. Does the president and provost have any updates regarding the 15 DEI hires?

Provost Aswath: At this current time, 9 positions are being authorized for the deans to negotiate. The candidates are diverse and well-qualified. The deans are working on this at this point. We are still waiting to get input from others.

Toni: Additional input is coming. We have received some inquiries today.

Senator: Can we increase support in OIT? They are difficult to reach. There seem to be too few people. You must leave a message. The chat option doesn't work.

Provost Aswath: This is the first time that I have heard of this. I didn't know that there was an issue.

President Lim: Will pass this information to Jeff Nylan to see if he is aware and if there is an issue.

Senator: With the 8 am deadline for grades, likely no one will really notice. Is there a plan to get the information out there for faculty?

Provost Aswath: We have used multiple channels to advertise such as email and faculty affairs newsletter. Will continue to send reminders. Didn't want to change this, but we were on such a compressed timeline. It's difficult to squeeze everything in.

Senator: Is there an update on NTT raises for promotion?

Provost Aswath: It is still in the early stages of consideration. Want to put together a committee because it is something that will go into the HOP. We have met with Jean Hood, but not the university as a whole.

Toni Sol: Have to write what HOP policy would like first.

Provost Aswath: Will likely address this the earlier part of next year.

Toni Sol: Kelly need to check the budget to see how it will be financed. However, it is moving forward.

Three Questions from chat read by Heather Jacobson:

Q1: What type of diversity are the candidates representing?

Q2: Can the college level hiring committees please get an update on which candidates were approved for beginning negotiations?

Q3: What process did these 9 positions that were authorized for negotiations go through. Were these candidates recruited by each department or through the central system?

Toni: Your deans should update. College committees should ask the Deans for an update. As for the diversity of these positions. We have everything from: Native Americans, African-Americans, LatinX, Hispanic, African people etc., Very Diverse people in the pool.

Provost Aswath: We have authorized the deans to negotiate, but that does not mean that they are hired. We don't know how many of those will be hired. This is just the first step of the process.

Senator: Have they reviewed all of the candidates so that there are no more candidates so that there are no more candidates might be coming to a college?

Provost Aswath: No. Nominations have come from colleges based upon the faculty identifying people and putting them forward or the normal application process. We are well over 1000 applications thus far and they are still coming in.

Toni: We prefer that the departments identify candidates and bring them to us. We have over 1000 applications. It became overwhelming. Now we have a student identify which college it goes to and put it in a spreadsheet. We take that sheet weekly and send it to the college committee chair. The chair works with their college and identify people to send to the departments if they are qualified. The chair has access to the 1000 applications. They don't have to wait around for the weekly list. They can look, although every week we are moving forward.

Provost Aswath: In each case, these candidates were invited for a virtual interview. They met with the search committee within the departments. Their reference letters were collected and vetted by the departments and sent to the deans. The deans moved forward with the provost's office.

Toni: Once the faculty has interviewed and the faculty have voted, the chair writes a justification for the hire, plus the dept. approval. The dean decides if the hire goes with the strategic plan of the college. The dean decides if they want to put the candidate forward and presents it to the provost's office.

Salil: Do you have any update for closing the racial and gender pay gaps to which you alluded to last time that you would handle on a case by case basis?

Provost Aswath: Most of these come directly from the chairs to the deans. They do an internal assessment, recognize that there is a disparity and bring it to Jean Hood. Then Jean would bring me into the loop and we have a meeting with the dean and make a determination. The final decision rests with the dean of the college. It is again a case by case basis.

Kay: Can you explain the budget for 15 hires? Some department are confused and think that there is no real budget and competitive startups for these hires.

President Lim: When we hire a faculty member, there are two types of funding used: 1. Support base 2. Start-up packages. These are in the provost's office now will be transferred to the colleges and departments. Is that what you are asking?

Kay: Yes, but the money is There?

President Lim: Yes.

Question from chat, read by Heather Jacobson: Senator received requests from tt faculty to receive something in writing that if they take the one year extension, that there will be no penalty. They will not be evaluated differently than if they were to decline it.

Toni: It's posted online under COVID. It is from UT-System. They have the one year extension already. If they don't want it, then they have to say that they want to come up normally during the Spring of their 5th year. This is already posted.

Question 2 from chat: Do we have an update on hiring outside of the 15 DEI hires and endowed chairs?

Provost Aswath: Yes. The deans are informed about these and moving forward. We have a few extra positions, not many that will go out this week to the individual deans. Informed the deans almost a month ago concerning the endowed positions. Some of them are moving forward with those.

President Lim: The number of continuing positions that were approved but not filled the last academic year. We are moving forward. We will let them carry over. There are at least 20 positions.

Senator: Students who have dropped because there was no pass/fail. Had they known would not have dropped. We need to consider this for the spring. Some faculty were wondering if the drop deadline could be moved to later in the semester to accommodate students under hardship.

Provost Aswath: Considered both of these issues. The first issue was the students who had already dropped. There was nothing that do about that issue. Extending the drop date would still keep the students under financial stress. That was the driving force going with the pass/fail. For students who are taking a course for a second time, you can't drop the course again. For spring, we cannot promise to make a decision early on, we would be causing problems for ourselves, if things improve. 5% of students chose the P/F option. This is a very limited number.

President Lim: The degree of complexity of the Pass/Fail is enormous. If we look nationwide, there are not many institutions doing the P/F option, even this semester. It is not clear if it helps students, although it does relieve them.

President Lim finished speaking at 3:09 PM, but stayed for the presentation by Cynthia Lowery in the event that there were questions for him..

3:11 PM Cynthia Berry Lowery-Guest speaker: Student Access and Resource Center.

Moving Towards an Accessibility Focus-

- Accessible Information
 - Management AIM
 - Centralized online services
- New features
 - Faculty Portal
 - Communication Module
 - Notetaking Module
 - Housing Module
- Learning Access Center
 - Specially trained learning specialists to work with students with disabilities
 - Adaptive equipment availability
- Campus wide access to assistive software.
 - Ex Read/Write/Equation

Purchases Equation Software for math students.

Senator: Not familiar with accommodations and resources for students, but suggest small videos that can go to faculty for additional information for the resource center.

Cindy: Appreciated suggestion- Good for faculty resources base. Have made changes and improved. We want to get those resources on the faculty resource page.

Senator: In light of the Shorthorn article, is there any chance of revisiting the issue of the name change? Improve communication?

Cindy: Many students don't realize that they qualify for services. They continue to struggle, which hurts retention. That was brought into the conversation about changing the name. In no way do we discount the word disability or students with disabilities. It is about greater accessibility. A lot of outreach changed due to COVID. We are trying to do this in virtual platforms.

Senator: In light of the Shorthorn article, students were upset. We want to avoid that.

Cindy: More interaction and collaboration with students thus far have been positive.

Senator: Question about the faculty portal: Was wondering more about the process . If faculty has something new to view, will faculty get notification? Will an email go out to faculty fully explaining these changes and changes in name so that faculty don't delete things that look like spam?

Cindy: Did send out emails early on. Things have been white listed with OIT. Have staff developing short PowerPoints on the web page for faculty.

3:46 P.M. Bill Carroll

November minutes were approved.

3:47 P.M. Toni: FDL and REP notice went out in...

Chair's Report:

Pass/Fail-concern if we will have to go through this next semester. We need to take a position on this depending on what we want to do.

Searches: CHRO-down to final 4. PAC meeting with these candidates. One meeting today at 4:30 P.M.

Jackie: Meet on Dec. 18 with shortlist of 25 candidates. Interview on Jan. 12.

COACHE needs substantial participation of survey. Communication plan to get people to participate.

We need to be on our faculty meeting agendas.

Presidential Search: Will write letter to chancellor to express our concern with delaying of the search.

We have approached this issue of search in a very positive light. No criticism of current administration.

Letter to be submitted late January.

FDL: University is moving forward with a modified and unified program.

New program needs to be highlighted and incorporation into the HOP.

Motion: Motion to approve and accept the Ad Hoc committee's recommendation report on the FDL.

Motion passed: 55 in favor, 5 against and 1 abstention.

Committee Reports:

Sergio: Adhoc Committee on Diversity, Equity and Inclusion

Were asked to fulfill three tasks:

1. Define what is a minority. Will not use the term minority, but under-represented groups.
2. How are we going to measure if a group is URM? There are several ways to measure it. Looked at percentage of populations in Texas and compare to faculty and student populations. The committee decided that they would measure based upon the student population and not the state of Texas. The key principle is that the faculty are to serve the students.
3. Develop a plan to increase DEI in faculty senate. Is there under-representation in faculty senate. Will do a short survey. Will send out a survey. Will ask for ideas.

Bill: Is the survey of the senate?

Sergio: Yes, the survey is only of the senate.

Bill: This is okay as long as it is short.

Question from chat: Who are the members of the committee and what is the representation on the committee?

Sergio: Karabi, Alan Bowling, Sara Washington, Matt Fujita, Amy Israel, Tatia Jordan, Mattingly, Chris Morris. The role of the committee is to define and present. The committee doesn't have power to do more.

Venkat: Equity and Ethics Committee

The committee met this morning. They have the document on misconduct and research and ways to mitigate that situation. The new report from the administration is much cleaner. It was sent to Bill this morning. Surprised at the number of issues that come up? One question that came up was how do you repair the reputation of faculty accused falsely? Paid attention to this and put some language in there to address this issue.

4:28 P.M. Dismissed

