



UNIVERSITY OF
TEXAS
ARLINGTON

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 1/27/21

Senate Leadership in Attendance

Bill Carroll, Chair

Jacqueline Fay, Chair-elect/Vice Chair

Heather Jacobson, Parliamentarian

Tatia Jordan, TCOFS Representative

Guests

Margaret Jackymack, Staff Advisory Council

Katie Hageman, Office of the Provost

Ken Roemer, Emeritus Professor of English and UTA Land Acknowledgement Committee Member

Chongyang Zhang, The Shorthorn

First Name	Last Name	College/School	Department
Taner	Ozdil	CAPPA	Landscape Architecture
Karabi	Bezboruah	CAPPA	Public Affairs and Planning
Thomas	Rusher	CAPPA	Architecture
Atefe	Makhmalbaf	CAPPA/Architecture	
Bill	Crowder	COB	Economics
Christy	Spivey	COB	Economics
Alan	Cannon	COB	INSY
Jeff	McGee	COB	MANA
Baohong	Yuan	COE	Bioengineering
Ioannis	Schizas	COE	EE
Ankur	Jain	CoE	Mechanical and Aerospace Engineering
Changhee	Chun	COLA	Art and Art History
Roxanne	Zascavage	CoLA	Criminology and Criminal Justice
Estee	Beck	CoLA	English
Jacqueline	Fay	COLA	English
Kathryn	Warren	COLA	English
Imre	Demhardt	CoLA	History
Chris	Morris	COLA	History
Naoko	Witzel	CoLA	Linguistics & TESOL
Sergio	Espinosa	COLA	Music

Brent	Boyea	COLA	Political Science
Heather	Jacobson	CoLA	Sociology and Anthropology
Amanda	Jackson	COLA	Theatre Arts
Salil	Sarkar	College of Business	Finance and Real Estate
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Doug	Grisaffe	College of Business	Marketing
Tatia	Jordan	College of Business	Marketing
Barbara	Tobolowsky	College of Ed	ELPS
Joyce	Myers	College of Education	C & I
Srinivas	Prabakar	College of Engineering	Civil Engineering
Ramez	Elmasri	College of Engineering	CSE
Venkat	Devarajan	COLLEGE OF ENGINEERING	Electrical Engineering
J	Greer	College of Liberal Arts	Theatre Arts
		College of Nursing and Health	
Jing	Wang	Innovation	Graduate Nursing
Michael	Nelson	CONHI	Kinesiology
Sara	Washington	CONHI	Nursing Undergraduate
Deana	Furr	CONHI	Nursing, Undergrad NTT
Patti	Allard	CONHI	undergraduate
Qinhong	Hu	COS	EES
Barbara	Shipman	COS	Mathematics
Wei	Chen	COS	Physics
Kaushik	De	COS	Physics
Jodi	Tommerdahl	Education	Curriculum & Instruction
Stephen	Mattingly	Engineering	Civil Engineering
Stefan	Romanoschi	Engineering	Civil Engineering
			Computer Science &
Manfred	Huber	Engineering	Engineering
			Computer Science and
David	Levine	Engineering	Engineering
			Mechanical and Aerospace
Alan	Bowling	Engineering	Engineering
Chunke	Su	Liberal Arts	Communication
Aimee	Israel-Pelletier	Liberal Arts	MODL
Keith	Burgess-Jackson	Liberal Arts	Philosophy and Humanities
Teik	Lim	President's Office	
Margaret	Jackymack	SAC	SAC
Karla	Arenas-Itotia	School of Social Work	School of Social Work
Matthew	Fujita	Science	Biology
Melissa	Walsh	Science	Biology
Andrzej	Korzeniowski	Science	Mathematics
Nilakshi	Veerabathina	Science	Physics
Jared	Kenworthy	Science	Psychology
Catheleen	Jordan	Social Work	Social Work

Anne

Nordberg

Social Work

Social Work

Call to Order: Bill Carroll (2:30PM)

Interim President Lim

- Congratulations on a successful fall semester; “the wheels did not fall off the cart”
- Focus on implementing the refreshed strategic plan, rooted in 6 guiding principles and 5 research themes
- Plan to increase physical presence on campus as vaccination numbers increase
- \$38 million is coming to UTA from Congress via the Dept. of Education—\$10 million will go to students—within a week, spending plans will be sent to Board of Regents; money will also be used to cover losses due to pandemic (current losses around \$40 million)
- A new “e-learning transformation task force” has been established to explore what our new normal, including a greater use of digital technology, might look like.
- Enrollment: spring enrollment running behind by about 2% (1.7-1.8%) as compared to last year; drop in enrollment may lead to modest budget cut (stay tuned); units have been asked to simulate a 5% budget cut; hopeful that there will be no layoffs
- Student success and research metrics remain strong in spite of pandemic

Interim Provost Aswath

- Data on student performance, comparing pandemic semesters with immediate past; at the UG level, average GPA of students in the term jumped by .31 in the spring. In the fall, it fell back to the historical norm, though still better than Fall 2019.
- Student success and retention rates: last semester’s retention rate slipped a little bit, about 1.5%, but new student pipeline remains strong; international student enrollment has dipped; some concern with returning students, so anything faculty can do to help existing students; about a month ago, we were lagging about 10% behind, so this is a major improvement
- Looking forward to enrollment in summer, fall, spring – thinking about how to take lessons of digital learning from pandemic and apply them in future terms; in fall, want to have a significantly higher number of F2F classes, given vaccination; monitoring the situation carefully, willing to make changes

Faculty Senator: Do you think grade inflation, with faculty being more generous, affected that GPA jump? What about the P/F option?

Interim Provost Aswath: Re. grade inflation, yes, for spring 2020. But I don’t anticipate that for the fall. As for P/F, that had only a very small impact. 100,000 classes taken; spring, 3,200 classes elected to take P/F.

Faculty Senator: That \$38 million, what are some more details? Is it earmarked in a particular way? What’s the plan for spending?

Interim President Lim: The amount is similar to CARES Act money; second part of stimulus package from federal government. It has to be directed to cover losses or

expenses as a direct impact of COVID-19. For example, used to support faculty teaching online courses. We've retained little of the money because a lot of it goes to students and to cover our losses. By the time the dust settles, we may be looking at \$50 million in losses.

Faculty Senator: There was a 1.2% drop in enrollment, a lot from international students, who pay more—so that's a big financial impact, right?

Interim Provost Aswath: Right. Revenue per student declined dramatically. We were offering a lot of scholarships to attract new freshmen; fewer international students. But we are confident that more international students will come; they had a bridge to start overseas (in 900 sections) and then plan to start in person in the fall. An interesting experiment. Maybe this could be a regular feature of our international admissions.

Faculty Senator: About going back F2F in the fall: would a negative COVID test be required to return in person, can faculty opt out of F2F?

Interim Provost Aswath: We are increasing campus testing capacity, but we can't legally require people to take the vaccine or have a test taken before they attend class. The hope is that the vast majority of people (faculty and students) will get vaccinated. As for opting out, we can work through that, but our hope is that we'll be back to business as normal, with some combination of hybrid and F2F classes. We'll try to accommodate people with health considerations. Public health is the most important issue.

Faculty Senator: Students are required to have meningitis vaccine, why not COVID?

Interim Provost Aswath: It's not legislatively mandated.

Faculty Senator: "Business as usual" – what does that even mean anymore? Some faculty are more productive than they've ever been at home. Can we expect to see changes with enhanced online teaching, maybe a reduction on the size of campus?

Interim President Lim: We don't know how things will turn out. Students who want to come back to campus, residential life, that is important—campus life is important. Students sitting to listen to a lecture, that's not effective, but coming to campus to engage faculty and each other—that's what matters. Faculty need to be available to students to engage. Faculty have never clocked in and clocked out; as long as you fulfill your duty, that's what you need to do. We will still have a campus, and people will come to it, but activity will change. For teaching and learning, more digital technology (flipped classroom sort of thing). There will be more available tools for faculty to deliver course content. The task force is working on thinking about how e-learning platform will be transformed.

Faculty Senator: Will the UT System-imposed limits on online teaching prevent us from teaching in online modalities if that is what we have found works best for our students?

Interim Provost Aswath: We need to approach this in a nuanced way, to think about how we can use digital content to enhance the student experience. We are not an online university, and we're not putting all our classes online. As a community, we'll have to determine what that might mean.

Faculty Senator: Will online synchronous classes remain in the new normal? Some students are thriving in that modality.

Interim Provost Aswath: Programs officially online can continue; those not approved from online programming will have to have F2F classes at some level. They could probably have a class here and a class there to meet student needs, but programs need permission from System and the Coordinating Board to be entirely online. We are not an online university.

Faculty Senator: You said that lectures might be dying away. But many of us are good at it and value them. Can you clarify?

Interim President Lim: You'll have a lot of tools available. Traditional lecture will be around for a while, but down the road, some traditional lectures can be delivered online. This is a slow process of changing because it would require a SACS change where 3 hours doesn't mean 3 hours in the classroom. Sitting and listening to a lecture is the worst way of learning. Lectures can be improved by engagement.

Faculty Senator: In the new normal, will administration look to implement a residency requirement for full and part-time faculty to live in DFW.

Dr. Toni Sol: Right now, with a new position, for full-time NTT, we ask for a justification for people who want to live outside the DFW area. We're not comfortable hiring TT people who live in other states right now. If UT system comes up with a policy, we'll be happy to follow it. We're waiting on the System and Regents to discuss this.

Faculty Senator: Will tenure clock extensions be in place for fall?

Dr. Toni Sol: Nothing from System in place right now.

Faculty Senator: Are hybrid classes going to be the norm rather than F2F?

Interim Provost Aswath: Coordinating board defines online class as 85% or more online. Hybrid is 50-85% online. F2F is 50% or more F2F. So really most hybrid classes fall into F2F, technically. We don't have to change the modality if you have some hybrid content.

Interim President Lim and Interim Provost Aswath both left the meeting at TIME

Quorum call (we have a quorum)

Approval of minutes postponed till February

Dr. Toni Sol Call for emeritus is going to be coming out soon. It's a 4-week process at minimum, so it would be good if faculty can start thinking about whom they want to nominate now. Person has to be at least 30 days retired. You can propose someone who's intending to retire in May.

Dr. Maria Martinez-Cosio

- There are currently 16 applications submitted for FDLs. This is the last cycle where we use the University committee. Every college is represented; 6 from COLA and then spread out. We'll have recommendations to the Provost by March.

Chair and Vice Chair's Report (Bill Carroll)

- COACHE Faculty Job Satisfaction Survey
 - Almost ready to launch. Pre-launch message from Pranesh went out 1/26. Will be rolled out next week.
 - Open to everyone appointed full-time faculty, TT or NTT, in Fall 2020.
 - Faculty should promote the survey at faculty meetings.
 - Response rate: one of our sister campuses only got 30% or so – we would like to do better than the standard 55%.
 - Survey stays open until mid April.
 - Bill and Jackie will promote the survey among three affinity groups on campus.
 - Faculty (full-time faculty) can respond only *once*.
 - Incentives are not in place (other than the benefit derived by strong response).
 - Survey is very costly; website articulates the benefits (<https://resources.uta.edu/provost/coache-survey/index.php>). Data will be incredibly valuable for numerous initiatives that will benefit faculty and improve our working lives. Not a tangible or immediate incentive, but valuable.
 - Average time to take survey 25 minutes. Questions different depending on your rank and position in University.
- Ongoing searches
 - VP for Diversity, Equity, Inclusion – interviews conducted with finalists in January; meeting to discuss finalists; list of campus visits; visits being scheduled
 - Presidential search for UTA
 - Other campuses have had major searches during the pandemic era. There's no plausible reason to delay the search.
 - Plan had been to communicate with Chancellor over email and follow up with more formal communique from Senate. Decided to send email after holiday break; it's been sent. Bill received a phone call from his chief of staff, who said he'd get a phone call from the Chancellor. Decided to hold off on writing more formal communique, but Bill has yet to hear from the Chancellor, so plan is to write formal request to Chancellor and review it with Senate.
 - Special session to do that scheduled for 2/10, halfway between two Senate meetings.
- FDL proposal for 2021-22 presented to Drs. Aswath and Sol. Needs to go to Deans Council, probably in Feb. Moving forward but still in the pipeline.
 - Q: confusion about where funding for decentralized FDL program will come from. Dean of COLA has said there's no talk of transfer of money from Provost to College to fund FDLs.
 - A: Has been discussed a lot. Funding will be expected to come from colleges.
 - Q: That means we'll have zero FDLs in COLA next year. The decentralization will hurt us. This is really a budget cut: \$ that used to come from Provost's office is no longer coming. We'll have to cut the budget to fund FDLs. Sounds like new FDL program is really a budget cut in disguise. It's an unfunded mandate.
 - A: Yes, that's a concern, and it has to be part of the discussion going forward.

- Faculty Senate travel program, made inactive by COVID; planning to restart in February; expanded to fulltime NTT faculty; will fund virtual conference fees. We're in a good place financially, so hopefully we'll get some requests.
 - Q: Is there a limit? Is there a procedure?
 - A: Procedure is outlined on FacSen website; limit not set. Funding depends on budget. Last year, it funded around 100 people.
- Budget Hearing kickoff meeting 1/22 with PAC and Budget Liaison Committee; big issue is salary compression; University is still establishing its priorities; opportunity to have an impact remains, but money is tight; good news: state budget picture looks better than expected.
- Senate Reapportionment: happens about every two years, so we need to do it this year, to go into effect next year. Discussions starting. Proposal forthcoming at next meeting. We have up to 60 seats for TT faculty and 15 for NTT. Of the 60, we have only 47 allocated to departments right now. We're looking at ways to fill up the possible number of seats, which would require a slight adjustment of reapportionment formula that's in bylaws. One way to do it would bring us up to 58 fairly easily. Some colleges have only 3 senators. Looking for a way to put minimum number of senators per college.
- Faculty Advisory Council meeting (Jackie Fay)
 - Representatives from all UT System Faculty Senates, 5 hour meeting, and 1 hour meeting about intellectual property rights and online materials
 - Length of NTT contracts was also discussed (having contracts longer than 1 year); no forward motion, but discussion
 - Discussion of Regents' Teaching Award
 - Revision of application document proposed by UT System
 - Lots of advocacy to keep program, but reduction from 27 a year to 15 a year
 - Application packet reduced to 25 pp. maximum
 - FAC thinks more transparency for criteria and process necessary, how will they be distributed
 - Language re. serving diverse populations, DEI initiatives in teaching
 - Reports from each campus: highlights from UT Austin
 - Search for Provost
 - Has dedicated \$3 million/year, recurring, to be allocated for faculty salary inequity
 - Adopted land acknowledgment read before each Senate meeting
 - Renaming some buildings as part of a DEI initiative
 - Revising diversity statements
 - Ongoing initiatives for COVID, like vaccination plans
 - Committee reports: DEI initiatives should be immersed throughout committee structures instead of having just one committee devoted to DEI.

Committee Reports

DEI Committee (Sergio Espinosa)

- Task now is to write survey

Academic Freedom and Tenure (Chris Morris)

- Survey about tenure in departments sent out; nothing from a few departments in Engineering or COBA or Physics; data from the other units
- In some units (4, 5), there are no clear, specific written guidelines on tenure criteria, even though the HOP requires it; in 19 there are no guidelines for how to constitute the committee
- Senate can't police what departments are doing, but maybe as a body we can issue a recommendation/statement saying that the Senate urges departments to comply with the HOP and offer these guidelines in writing
- Is this a problem? Or is FacSen seeing a problem that doesn't exist?

****Land Acknowledgement Statement**** (old business)

- Dr. Ken Roemer, special visitor, presented the land acknowledgment statement and explaining the 3-4 year process that led to it. Dr. Roemer reading a brief statement from Dr. Les Riding-in, chair of committee; explanation of statement land acknowledgment task force.

The statement, which has not gone through the full University approval process and is therefore not yet official, reads as follows:

University of Texas Arlington Land Acknowledgement Statement

UT Arlington respectfully acknowledges the Wichita and Affiliated Tribes and Caddo Nation upon whose historical homelands this university is located. Their ancestors resided here for generations before being violently displaced by U.S. settlers and soldiers in the mid-1800s. We recognize the historical presence of other Tribal Nations who traveled through this land; the ongoing presence and achievements of many people who moved to the area due to the Indian Relocation program of the 1950s and 1960s; and, the vital presence and accomplishments of our Native students, faculty, and staff.

Suggested Abridged Version for Email Signatures and Similar Uses

UT Arlington respectfully acknowledges the Wichita and Affiliated Tribes and Caddo Nation upon whose historical homelands this university is located.

- Dr. Roemer offered some explanatory remarks, and Senators discussed whether to endorse the statement.
 - Growing up on Indian land, we thank our ancestors; this statement at UTA honors those who were here before us, being honest about people who lived on this land before colonization
 - This effort started with Native American Student Association; national roots too because these statements are being used around the country; all UT system schools being encouraged to have these; most recent committee is a mix of different voices, faculty and students
 - Traditionally, long statements used at conferences/programs by chair at beginning of meeting, or University websites; short form can be used on syllabi, or in faculty signatures

- Wanted to be honest about the history and the particular tribes, but also wanted to acknowledge that there were other tribal nations that moved through the area; DFW area was major relocation center in 1950s; wanted to acknowledge presence of people still here
- Senate endorsement is first step to bringing the statement to the wider university community and administrators
- Faculty Senator: concern about even broader context; Senator feels like they're being asked to endorse something they don't completely understand; Ken explains that statements like these often go back only as far as documentable histories (of course, one could go back further)
- Faculty Senator: are other places doing this? How widespread is this movement?
- Dr. Roemer: It's nationwide, at federal buildings, for example, and it's happening in Texas, at colleges and high schools.
- Faculty Senator: Is there a legal obligation? Could this acknowledgment lead to claims, compensation?
- Dr. Roemer: I don't know. But I don't think so. I've never heard of these causing legal problems. I have heard of problems when there's no acknowledgment of tribes who feel they ought to have been included.
- Faculty Senator: Every APT (American Physics Teachers) conference begins by reading this statement; this is an important statement
- Faculty Senator: Senator proposes amendment: to endorse the statement with the understanding that as new knowledge comes to the fore, the statement would be updated.
- Vote on amendment fails
- Motion to endorse land acknowledgement statement passes

Meeting Adjourned at 5:12PM