



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

March 24, 2021

Senate Leadership in Attendance

Bill Carroll, Chair
Kayunta Johnson-Winters, Secretary
Jackie Fay, Chair Elect
Heather Jacobson, Parliamentarian
Tatia Jordan, TCOFs Representative

Guests

Katie Hageman Provost's Office
Chongyang Zhang-Shorthorn
Sarah Dergner-Nursing Student
Wayne Lam-Nursing Student
Anna Stafford-Nursing Student
Toni Sol-Provost's Office
Jeffrey Neyland, CIO
James Grover, Interim VP for Research and Dean of the Graduate School
Margaret Jackymack, SAC

Name - First	Name - Last	College/School	Department
	Johnson-		
Kayunta	Winters	College of Science	Chemistry & Biochemistry
William	Crowder	College of Business	Economics
Jodi	Tommerdahl	College of Education	Curriculum & Instruction
Venkat	Devarajan	COLLEGE OF ENGINEERING	Electrical Engineering
Katie	Hageman	Provost Office	(Guest)
Alan	Bowling	COLLEGE OF ENGINEERING	Mechanical and Aerospace Engineering
David	Levine	COLLEGE OF ENGINEERING	Computer Science and Engineering
Nilakshi	Veerabathina	COS	Physics
Chongyang	Zhang	College of Liberal Arts	The Shorthorn
Amanda	Jackson	COLA	Theatre Arts
Thomas	Rusher	CAPPA	Architecture
Deana	Furr	CONHI	Nursing, Undergrad
Brent	Boyea	COLA	Political Science
Christy	Spivey	COB	Economics
Baohong	Yuan	COE	Bioengineering
Margaret	Jackymack	SAC	SAC
Heather	Jacobson	CoLA	Sociology and Anthropology

Aimee	Israel-Pelletier	Liberal Arts	MODL
Manfred	Huber	CoE	Computer Science and Engineering
Taner	Ozdil	CAPPA	Landscape Architecture
Chris	Morris	College of Liberal Arts	History
Qinhong	Hu	COS	EES
Kaushik	De	COS	Physics
Sara	Washington	CONHI	Nursing undergraduate
Doug	Grisaffe	College of Business	Marketing
Barbara	Shipman	COS	Mathematics
Matthew	Fujita	Science	Biology
Blaize	LaFleur		Student Governance
Jared	Kenworthy	Science	Psychology
Ramez	Elmasri	Engineering	CSE
Changhee	Chun	COLA	ART
Salil	Sarkar	College of Business	Finance and Real Estate
Jeffrey	McGee	COB	MANA
Sergio	Espinosa	COLA	Music
Stephen	Mattingly	Engineering	Civil Engineering
Tatia	Jordan	College of Business	Marketing
Karla	Arenas-Itotia	School of Social Work	School of Social Work
Kathryn	Warren	COLA	English
Melissa	Walsh	Science	Biology
Roxanne	Zascavage	CoLA	Criminology and Criminal Justice
Julienne	Greer	CoLA	Theatre Arts
Anne	Nordberg	Social Work	Social Work
Karabi	Bezboruah	CAPPA	Public Affairs and Planning
Imre	Demhardt	CoLA	History
Barbara	Tobolowsky	College of Ed	ELPS
Jacqueline	Fay	COLA	English
Srinivas	Prabakar	College of Engineering	Civil Engineering
Estee	Beck	CoLA	English
Naoko	Witzel	CoLA	Linguistics & TESOL
Chunke	Su	Liberal Arts	Communication
Amy	Austin	Liberal Arts	Modern Languages
Keith	Burgess-Jackson	Liberal Arts	Philosophy and Humanities
Patti	Allard	CONHI	undergraduate
Sarah	Degner	MSN Education	Following Dr. Allard
IOANNIS	SCHIZAS	COE	EE
Catheleen	Jordan	Social Work	
Alan	Cannon	COBA	Information Systems & Operations Management
Atefe	Makhmalbaf	CAPPA/Architecture College of Nursing and Health Innovation	Architecture
Jing	Wang	Health Innovation	Graduate Nursing

2:30 P.M. Call to Order-**Bill Carroll**

2:32 P.M. **President Lim**

Summer 2021 -Mostly online with some classes on campus. Students have asked for more in person events. Planning for more in person courses in the latter part of the summer.

Fall of 2021-Most classes in the fall will be in person. All reported in his message which was sent. We will continue to adhere to the recommendations of the CDC, State of Texas and UT-System. We will remain flexible and plan online should the pandemic resurge.

Commencement: We are hosting in person May 13-16, 2021 at the Global Life Field Stadium. Purely voluntary for faculty and students to attend. We will hand sanitize, which will be conducted by Global Life Field employees. Mask wearing will be a requirement unless you are taking a drink. Any student who has graduated since December of 2019 can participate in this event. There are 19,000 eligible students. Of that 19,000, thus far, 6300 have signed up to participate in person. That's about 5-6 ceremonies that we will have to conduct. There will be a virtual ceremony as well. 500 have deferred to walk a future ceremony. Approximately 890 have responded that they will not participate at all. Student affairs is ready to run a memorable in-person ceremony.

Dr. Brian Samuel from Kansas State- will be the new Diversity, Equity and Inclusion (DEI) Vice President. He will join UTA in early May to help build the new DEI office. He was selected through a competitive national search. Dr. Lim has discussed with him the things that he will be working on.

Mission Statement: We have been asked to review and update our mission statement. The regents rules require each institution to update their mission statement every five years, and then send it to Academic Affairs at UT-System and then it is forwarded to the Board of Regents for Approval. This is our 5th year. It is required for us to do this in order to remain in good standing. We were able to delay this until the August Board meeting, but cannot go beyond that.

We have updated and extended our strategic plan 2020 to 2025. We started the process in 2019. We have added the 5th plan on research and creative world this past year. The current mission statement is not in alignment with our strategic plan, which is why it must be updated.

The plan moving forward is to assimilate all of the preliminary input and latest draft has been sent to Jackie Fay, Bill Carroll, the deans and the VPs. They have until the end of April to provide comments. We will bring all input together and get a near final draft. Would like to send this to UT-System by the end of the semester (mid-May). Academic Affairs will then conduct their own review and come back to us with their own review. We will then need to be

ready by June. The Board of Regents requires that official submission by the end of June or early July.

Provost Aswath

Tenure Clock Extension: Heard from the Chancellor today that the tenure clock extension will be extended for faculty who started between Sept. 1, 2020 and May 31, 2021. The tenure clock extension had already been done for the previous year for those who were on the tenure track process. However, those rules ended on August 31, 2020. This extension applies to all eight UT-System Institutions. Faculty can either opt-in or opt-out. We choose to remain with our existing policy which is an opt-out policy. This means that all faculty who have been hired during this time frame will have the additional year added to their clock, unless the faculty chooses to go up for tenure under the circumstances. If a faculty is making good progress, they can choose to go up under the normal clock. This is at the discretion of the faculty member. Dr. Sol will be happy to help any faculty who has questions about this new policy.

Tenure and Promotion Decision: Dr. Lim, Dr. Sol and Dr. Aswath has met, viewed the packages for this year and the decisions for tenure and promotion have been made. In the process of informing the deans who will notify the faculty within the next few days. In the early part of next month will be able to inform concerning the statistics for those who have gone up for T&P this past year.

Summer and Fall Semester Planning: Classes for Summer and Fall should post on MyMav by April 1. The schedules were sent back to the colleges on March 15th by the Registrar's Office so that the chairs could add in the modalities. This came back to the Registrar's Office on March 22nd, 2021 and were submitted to OIT to go into production. April 1 is the timeline to go into productions. Open registration starts on April 21, 2021.

Multidisciplinary Hiring: Expanded the number of positions for multidisciplinary hiring. Right now, we have, 16 faculty who have accepted their offers, 2 pending and 4 others at different stages of negotiation. If all goes well, we will have 20-22 hires. Two asked for 1 year deferral to finish up post docs. Will start in the Fall of 2022.

LinkedIn Learning: We have an institutional agreement with LinkedIn Learning. LinkedIn Learning has thousands of course that can be used as part of your curriculum that can be used as supplemental material as part of your courses. LinkedIn Learning is formally known as Lynda.com and was purchased by LinkedIn Learning. We have a site license for all students, faculty and staff. Faculty can log into the app store on our campus and it can be coupled to your LinkedIn if you wanted to do so.

Faculty Senator: Is there an accommodation process so that faculty could apply for accommodations in the event that they have health concerns or reasons why they should not teach in the fall?

Provost Aswath: Yes, there is a normal process that already exists through HR. It has to go through the vetting process. We are not changing any rules due to COVID. This process is already there. We can get the policy made available to the faculty senate.

Faculty Senator: Should be available on the HR website, correct?

Provost Aswath: Yes, they should be.

Faculty Senator: Have a series of questions that are directly from faculty in my department in reference to the new budget model. There is a concern that the new model is “half-baked” in its current form. The units get the money, but you have to pay rent for the space that you use, which is a concern for people that conduct research. The model kills us because we have so many square footage of lab space and the Dean and other COS chairs have protested this model. The feeling is that we should not adopt this model until we have a new president who can direct the new model. There are additional questions to this. The charges back to the departments can change frequently and seemingly randomly.

Provost Aswath: The request for new model came from the deans and not the administration. The deans were not happy with the growth model. They were looking for a new alternate way for transparency to see where the revenue was coming from and the costs were allocated. Everyone understood the cost of business. In that context, the new model is 3 years in the making. There has been a significant amount of back and forth. Still not perfect. There are ways to improve. We are still working on it and the deans have had a lot of input.

Rent is a square footage cost. We know what it costs to run this institution and essentially priced out. This is what it takes to run the Office of Facilities Management in order to garbage out, keep the lights on and run the facilities. Expectation is to bring in grant money and that should cover the real cost of running those labs. It takes money to run those labs.

President Lim: Agreed with Provost Lim on space charges. No individual will be charged for space. This is a charge to the college. Indirect costs generated from research grant is what is used for this. Every 4-5 years, we negotiate with the federal government the indirect rate which includes the costs of running such research space. Again, this will not go to individuals. Faculty won't see this charge.

This new budget model is 3 years old in the making. This was requested by the deans when President Lim started at UTA. The deans unanimously wanted to move forward. Since he's been interim president, he has received a memo asking to continue to move forward with the new model. Doesn't feel that a new president should be named first before moving forward holds water. If we wait, we will go back to the current model, which most of the deans dislike. The growth model has holes and no transparency. Faculty hiring is done centrally. Money is swept when faculty leave and money revenue goes centrally. Staff lines are swept, when staff leave. It is very compartmentalized.

Faculty senator: The department feels that with the current model, at least you know what you are getting. They would like to keep the current model until a new president is named.

Question: What is the reason for making such an important change to our financial model when we currently have an interim president, interim provost and interim VP of research and in the middle of a pandemic which prevents easy and transparent flow of information between parties? Why not wait until a new president is in place who can then shape the model to their goals and why the rush?

President Lim: The way the model will go into effect next fiscal year. No one will lose money due to the model. Following year is when it will take place (2022-23 budget year). Even then, there is governance in the model to limit any major damage in the colleges. By that time we should have a permanent president who can stop the model if he/she chooses to do so. President Lim values shared governance. If everyone (Deans, entire Faculty Senate and VP's) want to stop the new model, we can. However, that isn't his feeling.

Bill Carroll: Governance should include faculty. There has been no faculty involvement in this process.

President Lim: Doesn't think that this is the case.

Provost Aswath: The new budget model has been presented to the faculty senate, the council of chairs and stake-holders. Faculty senate, chairs and share-holders have been involved. We have made every effort for others to provide feedback.

President Lim: We expect the deans to share with faculty for feedback. Deans represent the faculty.

Bill Carroll: I agree that you have been generous with giving us presentations about the new model. There is no question that you are keeping us informed. I define governance as something other than being informed. It is a matter of semantics.

President Lim to Faculty Senator: Talk to Pranesh and Kelly Davis along with your dean. We are open to good ideas.

Provost Aswath: Open to making the new model better.

Faculty Senator: Thank you for explaining the model to us at the last meeting. What we need to assess the model is some data. It will increase transparency and decrease faculty concern.

Provost Aswath: Can provide some level of information. Getting into the nuts and bolts can be counter-productive. Some programs make money and others lose, but it doesn't mean one is more important than the other. You have to look at the overall health of the institution.

Faculty Senator: Have to find a compromise. People need to see how the model works.

President Lim: COS needs to get together and take this offline.

Faculty Senator: I will follow up.

President Lim: The new model is very transparent. It empowers the colleges to make decisions and de-centralizes a lot of the things that we do. Good step forward. Significant improvement over the growth model.

Faculty Senator: Should this be a part of the budget process that we just went through?

Provost Aswath: The process through the colleges was just looking at the strategies moving forward for the current year and the priorities for the college. Last year's budget minus 1.5%, which is the cut that we had to take for decreased enrollment and budget cuts. This year was a simple one.

Bill Carroll: Seems to me that it should be a part of the process. We need to get more input from the faculty. We are being told a lot of things, but no opportunity to receive input. There needs to be more direct input as to how things are allocated.

President Lim: This is a common misconception. However, the budget model doesn't allocate, it tracks spending. It's really a tool.

3:15 PM: Provost and president exited.

3:15 PM: Quorum called and minutes from February were approved.

3:17 PM: Toni Sol

Faculty and Associates meeting on April 27 at 4 PM. It will be virtual. There will be information sent out. Please RSVP and a link will also come.

Student Feedback Surveys-There will be a label for the pandemic as well as the climate events so that in five years, we will remember what occurred that semester.

Annual reviews were in the last stages and reports for faculty will be generated by the department by Mid-April.

Elizabeth Heist joined UTA as assistant vice provost. We will introduce her at the April Meeting.

Research Seed grants for new projects up to \$2000. There will be up to 5. She has to decide when it is due.

FDLs have gone up to the provost. 10 will be funded. The process will remain the same next year (as it is this year) until we have a permanent president. It will be centrally ran.

T&P – Please let the chairs and deans know if someone is going up for tenure and promotion. There is a call out to the deans for this. It isn't as easy as it used to be due to the extra year. Therefore, Toni needs to know who will go up. Workshops are bi-monthly and will start next week through August.

Bill Carroll-Chair's Report (started)

Jeff is coming to address the issues with the emails with COACHE. He will join at about 3:30 P.M. today. It' an open forum in terms of what kind of questions that we want to ask him.

Presidential Search-Jackie and Bill had been engaging with the chancellor's office for weeks. The letter has been sent from the senate to the chancellor. The plan is for the chancellor to meet with the PAC, tentatively on April 6th. The details need to be worked out and may be face to face, here on campus.

Faculty Senator: Is there any concern or feeling about not doing a presidential search and assigning a permanent president without searching outside?

Bill Carroll: The chancellor assured Bill that they were not going to do that, although things could change. This was not the intention. We have been pushing against them doing this.

Emertius call for nominations are due Friday of this week. We have 4-5 in hand and 2-3 that are being worked on.

COACHE is in progress, but closes on April 12. As of Sunday we were at 39.5% and 41% as of today. We need at least another 10% over the next three weeks to meet our goal, which is over 50%. We are doing well against other universities in the Cohort. The top respondents are from CoEd. Least is from COE. Bill said that he is taking action that the issue with COACH doesn't happen again. It has been white listed.

FAC- extension of tenure has been made.

3:29 PM Jeffrey Neyland joined the meeting.

COACHE: The survey has been white listed. It came to OIT saying that it was a proven fishing attempt. UTA has received about 9000 in the past 12 months. 462 were true fishing attempts and were removed. We don't want to be like UTEP, where they were down for more than a week and still not fully operational. It turned out to be an email that got opened. We have a lot of security in place to catch these. However, we do rely on people catching these and turning them in. In the case of COACHE, we mitigated it too quickly.

The good thing is that it has brought to our attention where we need to do a better job and some of the corrections that have been made. Training our groups from the help desk and desktop support team have been retrained to never try to solve a fishing problem themselves. Look at improving our operational procedures through automation. This will help to not have people make mistakes like this. We know how important this survey was to you. We are taking action to make sure that this doesn't happen again.

Faculty Senator: Can we implement the quarantine system to email? Faculty are worried that email has been removed with no trace that it even existed. We used to have the iron board that would allow us to know that emails were quarantined. Can we implement something like that?

Jeff Neyland: We have discussed this. Have to be careful so that the links do come back. Need to see that there is a way where there is a group quarantine and not an individual so that you are not exposing anything unwanted.

Bill Carroll: Issue of the banner saying that this email was from outside of the organization. Thank you for removing that.

Jeff Neyland: The banner was a nice thing to have. However, it was not communicated as it should have been. This was one of the first things that we talked about. We would like to roll it out, but in the right way. Pulled it back last Thursday. We have a changed management group in place to have a discussion about this.

Bill Carroll: Perhaps faculty senate can be involved in this. Two issues when policy not being followed. This is a big concern. What else is being done according to policy and procedure?

Jeff Neyland: We will have improved our practices and policies. There are times when people react too quickly and don't think things through. We are always looking at best practices and how.

Faculty Senator: Impossible to work with UPN off campus.

Neyland: Upgraded UPN.

3:53 PM Neyland exited.

Chair's Report-Bill Carroll

FAC influenced chancellor to extend the tenure clock.

Jackie Fay: FAC had an informative and useful meeting on parental leave-Presentations from UTP. They had 3 presentations from UTSA, UTD and UT-Austin. All campuses have been able to implement some sort of parental leave program. They explained the process to make this happen on their campuses. Who they worked with? Timeline, Who they had to talk to *etc.* In all

cases they used the workload readjustment because the state had certain restrictions in place to make part of their HR process. We now have that information from that meeting.

Bill: Have meeting with CHRO next week. This is one of the issues to discuss with her. Also, the salary adjustment issues.

Faculty Senator: When they say, parental leave policy, does this mean giving birth or after the baby has arrived?

Jackie: Both including adoption and applied to both men and women. They have data concerning who has used it.

Faculty senator: For the tenure clock, they have cases where it is an automatic opt-in at other universities. There is concern with some of our colleagues that if you have to opt-in it looks bad. If you opt-out, it looks goods. It would be good if the parental leave policy is opt-out as well.

Jackie: That's why UTSA made it automatic.

Faculty senator: For the institutions that have parental leave in the UT-System, do you know how long that leave is for? Is it paid at full salary.

Jackie: FMLA 12 week leave. Probably can't have any connection to the work place. With this you use work load adjustment leave.

Faculty senator: Where are they negotiated?

Jackie: Depends on the campus. UTSA to deans.

Elections: We have two positions to fill next year: TCOFS and Parliamentarian.

To elect, we need a special session. Therefore, we should take care of this at the next meeting.

Faculty senate travel program has been started. Our website will be updated soon.

Senate reapportionment: We will lose two senate seats if we reapportion. Bill recommends that we don't reapportion.

Senator elections have started, but there is some confusion there. Will send an email to each dean about what's needed for each college.

4:07 P.M. Jim Grover

Dr. Grover: DDA is one of the tuition support programs that we have, which has different names under different colleges.

Bill: Do DDAs still exist? What are the allocations?

Jim: DDA supports the tuition for doctoral students. There are a lot of nuances involved with managing that program for various reasons. The current situation is that for a graduate teaching assistant their stipend is budgeted within the colleges and paid from college funds. Their tuition is funded from central administration. It was that the Office of VPR. It is now sort-of in the graduate school, but there isn't a clear distinction between some of the funding in the VPR Office and the Graduate School.

DDA does exist and will continue, but the way that the funds are held and managed will change. That is part of the transition to the new budget model. It will be consistent with the philosophy of new budget model so that it is help within the college rather than centrally. GTA's stipend, tuition support and fringe will be Budgeted and accounted at college level. Colleges can plan and allocate what they want to budget for GTA's.

The way that it works right now is that a college can say that we have enough money to pay the stipend of the GTA, we want to hire the GTA. Then the central administration has to come up with the tuition portion of the package. This has become problematic because that amount has been increasing since this program has been in existence. It reached the point a few years ago where it could not increase any further. In order to manage those funds, a number of limitations were placed that affect various colleges differently. This is the reason why colleges need to manage for different circumstances. For example, COS shortened time to 3 years for each student. On the other hand a number of exceptions were granted that allowed students to be supported beyond the three years. In order to afford to pay for those, request would have to go from VPRs to central to CFO's office. That kind of one time funding is going away under the new budget model. It isn't sustainable. Under the new model, the money will just be transferred to the colleges and allow the colleges to manage it. There are a set of regulations that apply to the provision of tuition that stem from the fact that the stem colleges to charge for tuition support when submitting grants to NSF and NIH. The way that this is managed in a legal sense is that tuition support is provided as a benefit of employment. GRAs are benefits eligible appointments. For STEM colleges, they are required to maintain that parody between GTA and GRAs. There will be more flexibility for non-STEM colleges.

Faculty Senator: When administration generally move responsibility from central administration to colleges, it is generally followed by budget reductions. In the COE our program have extended. GTAs are a crucial part of classes. We need GTA support. Hopefully this will not result in the shrinking of GTA support.

Dr. Grover: The amount of money that was provided as one time funding in previous years will not be transferred. What will be supported is the amount of recurring funding that will be budgeted for this purpose. The reality is that the one time funding just isn't there.

Faculty Senator: In COLA we had a reduction in the number of DDAs that we were able to support. Where did the decision to reduce funding this year originate? When the money is transferred, will it be from the previous year's or this year's reduced amount?

Dr. Grover: The decision to reduce the number of lines of student support was not made centrally as far as he knows. For COLA, the way that the program is working is the way that we intend for it to work in the future. There is a fixed amount of money and the colleges make a decision as to how that will be paid.

Bill: Reality is that 6% of millions is 1/10 of budget.

Dr. Grover: Not a significant change to the budget.

4:29 PM Jim exited.

Committee Reports:

Adhoc DEI: Sergio

Went through the questions in the survey. Request that we authorize the survey. Shelby approved the survey and said it's legal.

Motion: Move to have the survey from the subcommittee DEI approved.

Motion passed: 32 yes, 4 no and 5 abstain. Survey has been approved to move forward.

Tenure and Academic Freedom: Chris Morris

Bill sent out a survey before the meeting that summarizes information from about two meetings ago. The questions refer to a specific requirement in the HOP and the results are mixed. HOP requires written guidelines for how the T&P committee is constituted. More than half of the depts do not have those guidelines. Many rely on the college level and do not have department level guidelines. This is technically a violation of the HOP. We ran the survey as a part of our charge, but what to do with this is a different question, because the faculty senate is not T&P policy police. Beyond going back to your department and having your colleagues improve or draft a document not sure what we can do.

Bill: Senate has some role in monitoring T&P practices.

Chris Morris: What do we do with dept. who are not in compliant with HOP?

Bill Carroll: Take it to the provost so that he is aware that this is occurring.

Toni: What do the depts say that don't have one?

Chris Morris: They say that they follow the college policy and the very general policy in the HOP. So what do we do with that?

Toni: Write a report, send it to the provost and cc me and we will look into it and talk to the chairs and deans. Give detail about colleges and dept. out of compliance.

Chris Morris: Collected and vetted nominations COB, COEd, CAPP, COLA for T& P Committee. Should be elections.

If your college isn't having elections, please contact Chris Morris.

ASL-No report.

Budget Liason- No report.

IT (Venkat)-No report.

Taner Ozdil-No report.

Bill: Academic Partnership affiliation-dept is conducting audit. Expects to have a report in April. Bill will bring to April Meeting.

Remote working policy and procedure will be discussed vial email.

There will be no P/F grading this semester. It was announced at the undergraduate assembly on yesterday.

5:11 PM adjourned