



Faculty Senate Minutes

April 28, 2021

Senate Leadership in Attendance

Bill Carroll, Chair

Kayunta Johnson-Winters, Secretary

Jackie Fay, Chair Elect

Heather Jacobson, Parliamentarian

Guests

Caitlyn Burge- Incoming Student Body President

Kendall Riggs-Nursing Student (Following Dr. Allard)

Chongyang Zhang-The Shorthorn

Katie Hageman-Office of the Provost

Meghna Tare-Office of Sustainability

Elizabeth Heise- Office of the Provost

Toni Sol-Office of Provost

Name- First	Name - Last	College/School	Department
Atefe	Makhmalbaf	CAPPA	Architecture
Nila	Veerabathina	COS	Physics
Sergio	Espinosa	COLA	Music
Michael	Nelson	CONHI	Kinesiology
Srinivas	Prabakar	College of Engineering	Civil Engineering
Tatia	Jordan	College of Business	Marketing
Stephen	Mattingly	Engineering	Civil Engineering
Keith	Burgess-Jackson	Liberal Arts	Philosophy and Humanities
Kathryn	Warren	COLA	English
Julienne	Greer	CoLA	Theatre Arts
Christy	Spivey	COB	Economics
Brent	Boyea	COLA	Political Science
Taner	Ozdil	CAPPA	Landscape Architecture Program
Patti	Allard	CONHI	Undergraduate
Sara	Washington	CONHI	Nursing undergraduate
Amanda	Jackson	COLA	Theatre Arts
Manfred	Huber	Engineering	Computer Science Engineering
Jacqueline	Fay	COLA	English
Barbara	Shipman	COS	Mathematics
Venkat	Devarajan	College of Engineering	Electrical Engineering

Chunke	Su	Liberal Arts	Communication
Joyce	Myers	Education	Curriculum and Instruction
Alan	Bowling	Engineering	Mechanical and Aerospace Engineering
Jared	Kenworthy	Science	Psychology
Ramez	Elmasri	Engineering	CSE
Catheleen	Jordan	Social Work	Social Work
Doug	Grisaffe	College of Business	Marketing Department
Max	Hu	COS	EES
Andrzej	Korzeniowski	Science	Mathematics
David	Levine	COE	CSE
Imre	Demhardt	Liberal Arts	History
Salil	Sarkar	College of Business	Finance and Real Estate
Jodi	Tommerdahl	Education	Curriculum & Instruction
Matthew	Fujita	Science	Biology
Heather	Jacobson	CoLA	Sociology and Anthropology
Karla	Arenas-Itotia	School of Social Work	School of Social Work
Changhee	Chun	COLA	Art and Art History
Anne	Nordberg	Social Work	Social Work
Baohong	Yuan	COE	Bioengineering
Melissa	Walsh	Science	Biology
Amy	Austin	College of Liberal Arts	Modern Languages
Margaret	Jackymack	SAC	SAC
Jeff	McGee	COB	MANA
Chris	Morris	COLA	History
Kaushik	De	COS	Physics
Ankur	Jain	CoE	MAE
Barbara	Tobolowsky	College of Ed	Educational Leadership and Policy Studies
Thomas	Rusher	CAPPA	School of Architecture
Naoko	Witzel	CoLA	Linguistics & TESOL
Alan	Cannon	COBA	Information Systems & Operations Management
STEFAN	ROMANOSCHI	Engineering	Civil Engineering
Jing	Wang	College of Nursing and Health Innovation	Graduate Nursing
Karabi	Bezboruah	CAPPA	Public Affairs and Planning
Roxanne	Zascavage	CoLA	CRCJ
Estee	Beck	CoLA	English
Blaise	LaFleur	President	Student Government

Call to order at 2:31 P.M. -Bill Carroll

2:36 P.M. Interim President Teik Lim:

Summer and Fall Semester Operations-Registration is ongoing. Summer resembles this semester with a mix of in-person and online courses. Summer events will continue. Planning for fall in-person classes and events is continuing. Fall on-campus events will occur in a safe and healthy manner.

Phase 1: Some staff will come back regularly. Then phase 2, others will join in and will be spelled out in later plans.

We will remain flexible. We will pivot online depending upon the pandemic. The Health of everyone will remain our priority. Fall operations plans will come out mid-June. The committee is still working on it. We plan to continue to have COVID-19 testing for everyone through summer and next fall.

Working on getting COVID vaccination for faculty, staff and students. A partnership is with Texas Health Resources and you can sign up to get the vaccine. We are talking to 3-4 other entities to get vaccinations on campus. Everyone has different requirements. Other factors will matter. We are relying on these entities to provide this service to us.

Tier 1- We were notified in April that the state audit office started two weeks ago. Will hopefully notify others in July. This will give us access to additional funds. This has been in the making for more than a decade. This is due to the teamwork of the faculty, staff and students. After a successful audit, we will join other universities as one of four in the state of Texas. As Tier 1.

Athletics Dept- Plan on west side of campus. They are engaging with Populous. They are in College Park District Basketball Stadium. Reach out to athletic director, Jim Baker to provide feedback. This is a long term plan that will be implemented in stages and when funding becomes available.

Teik Talks-Please attend the next Teik Talk. Special guest will be Maria Martinez-Cosio who is interim dean of CAPP. Will discuss student success. May 11 at noon. Take a break this summer from these talks and then resume in the Fall.

Dr. Brian Samuel will join us on Monday. Looking forward to him hitting the ground running. He has been doing a lot of work behind the scenes with Jean Hood and Jim Spaniolo.

Faculty Senator: Important public university in California is requiring everyone to get vaccinated. Has the university explored this? If so, what is the response? Has anyone asked for permission to require everyone to get vaccinated?

President Lim: The governor has issued a statement that no gov. institution can require anyone to get vaccinated. There is nothing that we can do. We are doing what we can to ensure safety and for people to get vaccinated. This is also why we are trying to pursue partnerships to make it easier for people to get vaccinated.

2:48 P.M. **Provost Aswath:**

New Faculty Hiring:

Four received Starr awards from UT-System

Two of 24 positions are endowed chairs: 1. Dale Thompson Chair in the COS. 1. Fenton Wayne Robnett Chair in the College of Education. The hiring plan for this year had 63 available lines. Of these 63, 24 are filled. There are a number of ongoing searches. We are optimistic that a number of these will be filled before the academic year.

Tenure and Promotion: 2021 academic year, the number of Candidates: 16 to Full and 16 for tenure. That's a total of 32 people. 14 of the 16 have been promoted. Two were not promoted. All 16 were awarded tenure.

For 21-22 academic year. Toni asked the colleges to submit names of people who were being considered. 25 were considered for promotion to full and 13 candidates for tenure with a total of 38. If you know of anyone who plans to be considered for promotion, please tell them to submit as quickly as possible. It is a long plan for submitting and requesting letters.

Summer: 12% of classes, face to face, while 19% were hybrid.

Fall: Reverting back to in-person. 74% on campus, 24% are different versions of online.

Plan to have listening sessions sometime in June.

Senator: Being in person, even if COVID has gone down. Students will spread it. Are there plans for social distancing in class?

Provost Aswath: If guidance from the CDC brings in concerns we will pivot. We will plan. Safety of faculty, staff and students is our highest concern. Also, why we are trying to get vaccinations on site.

Senator: Can I give extra credit for vaccinations.

Provost Aswath: No. We cannot.

Senator: Any guidance for mask mandates in class?

Provost Aswath: Can follow TEA protocols. Therefore, could have some control over this. However, it's too early to say.

Senator: Plans for in-person classes in the fall, several students have had covid. Students will be close to one another. It is likely that one student will pass to others very rapidly. Are there any plans for social distancing in classes?

Provost Aswath: We are ready to pivot to online if necessary. We will follow guidelines of CDC, as well as local and state government. We will monitor our campus as well.

Senator: Since there's no way to find out if someone is sick, what are we allowed to do legally?

Provost Aswath: We are telling students that if they are sick, please don't come to campus. This is something that they can provide to you as a supervisor. We have an app to help students self-diagnose. Also, we tell them to stay home if they are sick. It's tricky to ask people about their health situation. We can't really ask them about their health situation.

3:07 P.M. President Lim and Provost Aswath exit meeting.

3:07 P.M. Quorum: Minutes for March were approved.

3:08 P.M. Toni Sol

Introduced Elizabeth Heise. Anything that previously went to Maria Cosio, please send to her and Elizabeth.

Bill will moderate faculty listening session in June. Annual reviews are done.

Bill Carroll: Emeritus nomination reviews are complete. Do they come to you?

Toni Sol: Yes, to me and the provost and we pass it on. Our summer project will be to get it into DM Flow.

3:12 P.M. Meghna Tare-Faculty Advisor Network on Sustainability

The first cohort is starting this summer. This is a great way to engage faculty on sustainability issues. We have a sustainability minor in CAPP and Engineering. Hopefully will come up with a certificate. Please feel free to contact her and will have two sessions on June 3rd and June 4th.

Senator: Center for Service Learning-they have such programs as well. What other programs and partnerships that exist between the two? Can you highlight?

Tare: This was included in the description in the website. Have spoken with them in the past and they have the information. There are a lot of students interested in service learning projects and there is room for engagement and collaboration.

Tare exited at 3:22 P.M.

Chair's Report:

COACHE: Survey closed as of April 12. 58.8% completions rate. This is the highest completion rate in the cohort. Rate in cohort was 39.4%. All colleges had over 60% completion rate.

Peer selected: UT-Austin, UNT, University of Central Florida, University of Cincinnati, Rutgers University. Last three are peer aspiration institutions. This provides opportunity to compare ourselves to them.

Not too much happening on COACHE until summer. Report from COACHE in early July. Will decide then how to present to faculty. This is the first year of the COACHE project. COACHE is a 3 year project. After this year, the data will be analyzed and then we will determine action plans as follow ups. Will continue to have COACHE job satisfaction website. Please keep the link. Will update via email and the website.

Presidential Search: In person meeting with chancellor on March 30th. Asked for update on search. He reiterated that they plan to do a search but the question is when. When regents are comfortable doing this...will resume the search. The desire from senate is to have an external search and the sooner the better.

Senator: Rumors that he will appoint the current people. Any thoughts? Feelings?

Bill Carroll: He said that they do not plan to take the same approach as they did in Austin. Regents Rules requires a search.

Senator: He listened to us, one by one. It was meaningful to have a close conversation to look at prospects. It was good to be able to communicate and speak about these issues collectively as a PAC.

Senator: Thanks to Bill, Jackie and PAC for staying on this. Grateful that chancellor hadn't had the opportunity to think that things had changed with faculty at UTA. He is reminded and that's important.

Bill: The Chancellor has a clear picture of what we want. I like everyone else want to get a search started. We are not the only institution in the system that has the same situation. UT Medical institution in Galveston.

Senator: That's an important point. He did comment that the UT institution in Galveston was much further along. Also, why we were put on hold. He said that Regents had not met physically in over a year. This is important component of selecting a president of an institution.

Emeritus Nominations:

Everyone turned everything in on time. 14 applications reviewed and completed. Will turn in to Toni.

FAC-Legislative session. Tenure Bills: Jeff is the UTA Liaison...won't come up to vote. Not likely to see bills passed although debated. The publicity around the debate did do some damage. We can't control that. Can't prevent rep. from filing a bill. Both bills were filed because a UT-Austin faculty filed a law suit against his students. They were filed to have a discussion, not that the bills would pass. However, we have to pay attention to these because things get passed, even when you don't expect it.

Senator: What are the Bills about?

Bill: 1. If a tenured faculty file a lawsuit against a student, that faculty member's tenure would be revoked (something to that extent). 2. Shortened the post-tenure review from 6 years to 4 years. There was another with less publicity (can't remember details).

Higher Ed budget-budget will not be passed in regular session. Budget will be passed in special session. More detail will be at some point during summer. Issue is COVID federal funds to universities? State doesn't want to make final decisions on funding until they know what the federal funds will be.

Senator: COVID relief funds- are you aware that this is going to students out of the budget relief?

Bill: Yes, it's required by law.

Senator: Is this going directly to students? NYU student it's going directly to their bank accounts (\$2K).

Bill: This is happening at UTA as well. It is required by law. The university doesn't have control over this money. Most of it is going to students.

Jackie Fay: Liaison at legislative saw a lot of support about community colleges. Parental leave policies came up with chancellor in FAC. Three campuses that have parental leave: UTD, UTSA and UT-Austin. Not all campuses have this. We brought this up to Jewel Washington, the new UTA CHRO.

Faculty Senate Travel Program- Restarted, website updated new fillable form. University mission statement revision-Provide input by May 14.

Proposed Remote Work Policy-Meeting with CHRO, Jewel Washington every two months. Salary issues, parental leave and ombudsperson.

Academy of Distinguished Service Leaders-assigning to operations committee. Have in place for nominations for next year.

Heather Jacobson has accepted the position as chair of her department and therefore, no longer eligible to serve as parliamentarian.

Senator: Motion to elect Bill as parliamentarian.

Bill Crowder-new parliamentarian. Need to check if he's in his 3rd term. If he isn't able to serve, must have another election in the fall.

Motion: Michael will be the new TCOFS representative.

Senator: Motion to accept Michael's Nomination.

Committee Reports:

DEI-Sergio Espinosa

1. One college reported lack of mentoring, macro-aggressions, lack of support for nontraditional research.
2. Survey is ready to go. It has been approved by senate and legal affairs. Anonymous and voluntary. It has been sent to Bill for approval.

Tenure and Academic Freedom-Chris Morris

Situation of tenure brought attention. The issue involves faculty in 5th year going through all reviews being terminated before tenure. It's legitimate, but problematic.

Senate Tenure and Academic Freedom Committee reworking the language to bring before the senate next year.

Budget Liaison Committee (BLC)-Kaushik De

Request information about the new budget model. Did receive presentation from CFO, Kelly Davis. It was informative but a general overview of the model. Therefore, waiting for details, including numbers. Have seen some numbers in some of the colleges. Some senators from some colleges have been contacted and started to see some details from the new model.

Model will be used but won't have impact on budget allocations for any of the colleges. Have contacted committee members and are ready to start meetings. May require BLC to meet during summer because this is an important charge. BLC will continue to look at this important issue.

Bill: Manfred Huber is in his 3rd term and leaving. Chair of IT committee for last 3 terms (6 years).

IT Committee-Manfred Huber

Issues with Teams will have another meeting with OIT to see how they plan to address the issues. Send an email if there are other issues that we need to bring up in the meeting.

Special Projects-Taner Ozdill

They reviewed the Emeritus submissions. Committee is 13 members, but 500 pages of documents, letters and CVs. Finished their task in 3 weeks.

Equity and Ethics -Venkat

Had a couple of meetings, since the last faculty senate meeting. Charges: 1) Review workload policies suspect that dept were not following these. 2. Recommendation of getting survey and report to senate.

Faculty unaware that policy was available in the college? No awareness of policy. Even if there is a document, not aware if faculty is following this document.

Some faculty given extra work or extra courses etc. Flagrant violations of workload policies. Sent out requests to all senators. Received quite a few coming in from various departments.

Sent email to COE to see if their document was followed. It appears that faculty are happy. Will work on this to a conclusion.

3. Investigate need for college ombudsperson. UT-Austin has one. Kathleen Jordan is leading this. Looking for discussion with UT-Austin person.
4. Administrator review will be postponed.

Academic Liaison Committee-Heather Jacobson and Kathryn Warren

1. Charge of looking at impact of pandemic from faculty. What can faculty ask or request, even if there is no mask mandate?
2. How should faculty in shared labs and spaces deal with returning to campus.
3. Faculty who refuse to follow guidelines?
4. Student Feedback Surveys-Issues with reliability.

OPTS Committee- No report

Old Business

Land acknowledgement statement

Kenneth Roemer-sent revised statement. Included feedback from three Native American people. After further input from DFW community leader, one complex issue is with Kitchi. Caddo-to say pass through is incorrect. Kitchi is Wichita Tribes.

Motion to approve revised Land Acknowledgement Statement.

54 in meeting.

32 in Favor

2 opposed

Motion passed.

Remote work policy and procedure-wait on this.

Academic partnership affiliation-Wait because it isn't completed.

Davis Price will present to PAC during summer.

New Business

Tenure Process-Chris Morris' committee needs to be charged with looking at procedures of which faculty can be terminated. Has to do with Power of the deans and provost.

Faculty should be reviewing cases when faculty are terminated.

Senator: Context- The tradition of tenure is given 5 years for development of work and go up for tenure in their 6th year. Assumption of annual review is to provide feedback in order to get feedback and help faculty obtain tenure.

6th year should be to evaluate if a faculty member should receive tenure. Five years ago, the president decided there should be a mid-point check. Faculty Senate agreed to put it in as a serious review. In none of this, was there a concern that a person should be fired in 1st, 2nd 3rd or 4th etc. This is why we need to look at this. We need to see the number of people let go after their review. Provost said that these numbers will be given to us. Should be reported to faculty senate annually.

Bill Carroll made this charge for Tenure and Academic Freedom Committee (Chris Morris)

Faculty Senate-come back to campus and have in person meetings? Hybrid? Remote? This will be handled via email. Will send an email about the calendar and next year's meetings.

Special presentation

5:09 P.M. adjourned.