



**Faculty Senate Minutes**

November 3, 2021

**Senate Leadership in Attendance**

Jackie Fay, Chair

Kayunta Johnson-Winters, Secretary

Andrew Milson, Parliamentarian

Bill Carroll, Vice Chair

**Guests**

Mandy Nguyen-Shorthorn

Jiwon Suh

Katie Hageman-Provost's Office

Name- First	Name - Last	College/School	Department
Margarita	Trevino	CONHI	GRADUATE
Jodi	Tommerdahl	COEd	Curriculum & Instruction
Alan	Bowling	COE	MAE
Keith	Burgess-Jackson	COLA	Philosophy and Humanities
Stephen	Mattingly	COE	Civil Engineering
Lauren	Brewer	COB	Marketing
Ioannis	Schizas	COE	EE
David	Levine	COE	CSE
Shouyi	Wang	COE	IMSE
(Max) Qinhong	Hu	COS	EES
Seungmug	Lee	COLA	CRCJ
Venkat	Devarajan	COE	Electrical Engineering
Jiwon	Suh	CAPPA	Public Affairs and Planning
Jeff	McGee	COB	MANA
Joyce	Myers	COEd	Curriculum and Instruction
Sergio	Espinosa	COLA	Music
Bin	Srinidhi	COB	Accounting
Amanda	Jackson	COLA	Theatre Arts
Cynthia	Plonien	CONHI	Nursing
Amy	Speier	COLA	Sociology and Anthropology
Amy	Austin	COLA	Modern Languages
Taner	Ozdil	CAPPA	Landscape Architecture

Vinayak	Kaushal	COE	Civil Engineering
Georgios	Alexandrakis	COE	Bioengineering
Chunke	Su	COLA	Communication
John	Diltz	COB	Finance and Real Estate
Bill	Carroll	COE	CSE
Brent	Sasley	COLA	Political Science
Naoko	Witzel	COLA	Linguistics & TESOL
Erin	Murrah-Mandril	COLA	English
Alicia	Gill	SAC	Chair of SAC
Alan	Cannon	COB	INSY
Michael	Holmes	COHNI	Undergraduate Nursing
Andrew	Milson	COLA	History
Thomas	Rusher	CAPPA	Architecture
Aimee	Israel-Pelletier	COLA	Modern Languages
Anne	Nordberg	SSW	Social Work
Kaushik	De	COS	Physics
Song	Jiang	COE	CSE
Melissa	Walsh	COS	Biology
Ramez	Elmari	COE	CSE
Julienne	Greer	COLA	Theatre Arts and Dance
Stefan	Romanoschi	COE	Civil Engineering
Theresa	Jorgensen	COS	Mathematics
Noelle	Fields	SSW	Social Work
Jared	Kenworthy	COS	Psychology
Andrzej	Korzeniowski	COS	Mathematics
Christy	Spivey	COB	Economics
Doug	Grisaffe	COB	Marketing
CY	Choi	COB	Economics
Imre	Demhardt	COLA	History
Kathryn	Warren	COLA	English
Darlene	Hunter	SSW	Social Work
Matthew	Fujita	COS	Biology
Fletcher	Coleman	COLA	Art and art history

Call to Order: Jackie Fay (2:31 P.M.)

2:33 P.M. Provost Aswath: We have just finished the second week of COVID testing. The cases on campus have declined substantially. Therefore, we are moving in the right direction.

Spring planning is going well. Jackie Fay was attending as well. Everything is moving in the right direction.

Nov. 12, 2021 at 2 P.M. is the celebration of Tier 1 status at Brazer's Park. Everyone is invited to come and celebrate this achievement.

Faculty Senator: We have made a request going into Thanksgiving to continue testing.

Provost Aswath: We are one of two institutions in Texas that are continuing testing at this level. All other institutions are discontinuing. We will do what we can to continue this to the best of our ability. It will continue on campus. That won't change. A bigger concern is the beginning of next year, due to spread over the holidays. The main thing is that we have our contracts in place to be sure that the company is locked in place so that we can continue our efforts. We are currently working on this and you will hear updates. We are hoping that the governor's office will continue to pay for this. Otherwise this will be an issue at the level at which we are testing and burning through a lot of money with this. If we have to spend this kind of money, we would have to be more strategic moving forward. But for now, so far so good.

Faculty Senator: Our CSE chair is wondering about the process and forms for requesting faculty to be remote. Was this approved. He said that he hadn't received any communication about this.

Provost Aswath: This was approved a long time ago.

Faculty Senator: This needs to be communicated to the faculty. Many are not aware.

Provost Aswath: Will get with Toni Sol, who is away right now. As far as I know, there has not been any changes.

Jackie Fay: It's been in the HOP and has been there for most of this semester.

Find it here:

<https://policy.uta.edu/doctract/documentportal/08D92F5616FD20A575A64A8C46B0014F>

Faculty remote work policy committee wrote the policy and shared it with Edith Reid. You can file a remote work agreement in conversation with your chair. However, the senator does bring up a good point in which most may not know about it, along with the chairs. How many know? How many are using it?

Provost Aswath: We can post this in the FAN for an update. This is a good way to get the information out.

Faculty Senator: Right now we are testing about 20% of the campus every week, correct?

Provost Aswath: Officially yes, but the compliance rate has declined substantially. It is well below the 30% of the faculty and staff. The students are doing much better. They are in the 50-60% range. There is no way that we can hold people responsible. The only thing that we can do is get the message out.

Faculty Senator: From a statistical standpoint, you don't need the sample. 3-5% may be enough from confidence.

Faculty Senator: We are right at that sweet point right now. We are testing about 3K-4,000 people and 1% gives you 30 people nightly. Below that, it becomes quite small. If it falls a lot more, then we would worry.

Provost Aswath: 8,000-10,000 per week is rigorous. We are at the sweet spot without compliance.

Faculty Senator: We are working on an NTT promotion policy within our department. One issue that I am wondering about is a university wide NTT policy-to what degree is there a university wide standard?

Provost Aswath: NTT is so diverse and disciplines are so different across the institution, we felt that it would be better to leave it to the experts in the subject matter to make the judgement calls. It's up to the colleges to make the decisions and then it's signed off by the deans, not the president or provost.

Jackie Fay: Are there any hiring updates?

Provost Aswath: Each of the colleges have come to us with their proposals. We have the new budget model and so it's just up to the colleges to let us know what they want to do. Some colleges are more conservative while others are more liberal with hiring. What was not filled have been carried over to this year. If you ask your deans, they will tell you who we are hiring and how many slots.

Faculty Senator: Are there going to be multi-disciplinary hiring this year?

Provost Aswath: No. That was a one-time thing that we used up. We put in a tuition increase proposal that is at the Board of Regents right now. If we get it, then that would be new money. That is different. We could potentially do a multi-disciplinary hiring process then. However, that would be up to the new president.

Faculty Senator: We still need to keep the ability and flexibility to address specific issues at the institution. One issue is the low number of tenured and tenure track faculty here at UTA comparable to other Tier 1 institutions. Last year, we saw growth in the number of faculty. It would be unfortunate to have a stall due to the budget model. It is important to continue that growth compared to other universities. I encourage to continue to add to the faculty pool, especially since this is the first year of that budget model. Are you going to take a look at the budget structural factors that affect hiring?

Provost Aswath: If new money comes in, we want to be sure that it's used for the purpose in which it is intended. For example, if a faculty position becomes vacant, then it should be used for faculty hiring. We will be sure that there is a good balance. It is also faculty senate's responsibility.

Faculty Senator: Faculty senate is not a part of the whole university budget. I ask that faculty be a part of the process.

Provost Aswath: Let me look into this and see what we can do.

Provost Aswath exited at 3:07 P.M.

Toni Sol was absent. No report.

**Chair's Report (3:09 P.M.)**

#### **Tuition review committee**

- Committee reviews amount and what the tuition increase is slated to be spent on
- Tuition increase has been proposed and is on its way to be approved by the Regents
- Meeting set up with the president, provost, Toni Sol, CHRO, Deans, Chairs and Shelby Boseman to discuss faculty request for ombudsperson position at UTA on 11/11/21
- Shared governance exercise (budget oversight process) beginning
- PAC will organize an election in each college for representatives for the budget taskforce for each college.

**COACHE (Bill Carroll):**

Posted preview report on the website in early September.

Goal is to post full report. However, we are working with OIT to get it in the form that would be compatible.

We have made presentations to:

1. The open forum
2. Dean's Council
3. WFSN

The last will be given next week. The COACHE committee needs representation from each of these committees.

The Open Faculty Forum was held last week. There was a large crowd on TEAMS. There was a new model used.

New model: instead of Q and A with interims, this time it was more of an open discussion format focusing on COACHE, which allowed us an opportunity to tell the wider faculty body about COACHE. Faculty were updated about the COACHE process, which was lengthy.

Strategic Funding Initiatives: Jackie et al. have continued to ask questions about it, e.g., which monies went into it, what are the nature of those monies, what sorts of projects could be covered there.

Faculty Senator: It would be useful to remind everyone that if they have questions about the presidential search to contact Jackie Fay, Alan Bowling or Kaushik De.

TCOFFS-No report.

Kaushik De: Watch COVID Dashboard. Presently, it shows that 2K-4K people get tested every week. Around 30-50 test positive. We are at 1.3% right now. We are urging the University to keep testing through the holidays and winter.

Faculty Senator: Do you have false positive or false negative results?

Kaushik De: We don't have data for that.

Faculty Senator: Who should go for the test?

Kaushik De: 20% of the campus receives emails to get tested. About half of the students go and even less faculty. You can go as often as you would like.

Faculty Senator: Do we have vaccinations available on campus?

Kaushik De: The campus provides clinics and give the Pfizer shot at the MAC on Wednesdays. Boosters are also available. Mondays are dedicated for students for the Moderna at Health Services.

Faculty Senator: Do you know the type of testing? For example, does UTA have antigen testing?

Kaushik De: No.

There were no additional Committee Reports.

**New Business (This portion taken from Kathryn Warren's notes):**

Criteria for academy of Distinguished Service Leaders. We cannot have this award until we have the criteria in place.

- Criteria document for Academy of Distinguished Service Leaders

1. This work began under the leadership of David Coursey when he was chair

2. Equivalent to the Academies of Distinguished Researchers/Teachers

3. It's in HOP, but there haven't been criteria – until now!

4. David C, Amy Austin, Matthew Fujita

5. Criteria/process mirror the criteria and process for the other academies (Jackie shares the criteria on her screen)

Q: To clarify – one of the questions was is service while you were an administrator (before you apply, as in being the chair), does that count?

A: Answer is yes, if the candidate otherwise qualifies for induction. The question of where administration ends and service begins is a tricky one, but the person has to have enough service that isn't by virtue of their administrative position to qualify.

Q: What's the deadline?

A: Once we have the criteria established, we can approach Faculty Affairs about appropriate deadlines. This first year the academy needs to be built from zero. The deadlines will be sent once we have the criteria.

Senator moves that we accept the criteria, seconded, vote by show of hands: 37 in favor, none against, no abstentions (there were 53 people in the meeting – not sure what’s going on with the rest of them)

Two items related to strategic funding initiative and to the way monies are being spent that Senators have brought to Jackie’s attention—for general discussion

### **Faculty Development Leave (FDL)**

#### **(Kay’s notes):**

Background provided by Bill Carroll: 2-3 years ago the task force was created by Karbhari for FDL. One of the issues was that who was going to pay for it. The deans didn’t want to have anything to do with FDL. Therefore, it was taken back by the provost. This satisfied the deans. We wrote a report, which included NTT as well as T/TT eligible to for FDL to make it more accessible to everyone. It would be great for the faculty senate to be in charge of the FDL program. It wouldn’t be in the provost’s office nor in the colleges. It would be a third party. We can request funding for it through the senate. The senate can then run the program.

Faculty Senator: is there money for FDL funded by the central administration or colleges?

Jackie Fay: This was always funded by the central administration and then proposal to move to the colleges. But with the new budget model, the money will be in the colleges. The main issue that came from the senate committee, was what would be the lack of funded for research creativity and a broadly construed funding source for all colleges.

Faculty Senator: This seems to be a perfect fit for the strategic funding initiatives. To go from the current levels of 15 FDLs given out to every year to something more of 5-10 more each year until we get to 50 for example. Strategic funds would be perfect for this. Would this be a good fit for strategic funding initiatives?

Faculty Senator: Yes, it would be a good fit. If we can be sure that the process is transparent that would be great. It would also create more opportunities. Deans were also concerned that if too many faculty are taking FDL, who will teach? These are things that senate can take care of. This is a great idea.

### **Graduate student support**

Severe, systemic underfunding of grad students on our campus

Independent comments and emails from widely separate departments and disciplines



Comment from Senator: Agreement across campus that our success hinges on the success of our graduate students, and their current stipend and support is not much, comparatively; we're losing grants, and the situation is getting worse. He would like to move that we increase the support given to graduate students as part of the strategic initiative. Increase by \$2000 per year.

Comment: Agree that we should increase support for graduate students, and it would be great to get it from the strategic fund initiative. In my department though it's not just the amount a single graduate student receives, but it's also the number of awards available. There's a Texas rule that we have to have a certain number of students per five-year period, but there's not enough funding to keep up with that. Furthermore, we've been told that the funding is going to come from the colleges instead of from central administration. We need more clarification on where the funding will be coming from. Finally, we don't even have enough faculty to support the PhD students.

Comment: I'm not clear on what the motion would be doing. In my department we had some general discussions about how students should be paid, but faculty determine how much they want to pay for research awards, and it varies dramatically. So a blanket "we need to spend more money" doesn't necessarily address disparities among departments. We need to be careful in our discussion to clarify teaching, research, administration funds.

Comment: I think we should stay away from specific numbers. Anything we come up with here is going to have to be negotiated anyway. To have a specific number in our motion is problematic, from a practical point of view. It would tie the hands of people trying to negotiate this with the central administration.

Jackie: Perhaps rather than making the motion very specific, we could get some agreement about how severe a problem this is. We could use general terms to address it and give more freedom as to what sort of plan could be crafted. We're at first trying to gauge the extent of the problem.

Comment: In the School of Social Work, something that's been brought up many times is that UTA does not provide health insurance. This is an issue. Our students are not paid enough, and I even bring in research money. Something that is universal, to my understanding, is health insurance, and I'd like people to think about that piece as well.

Jackie: This issue did come up at FAC.

Comment: In College of Science, there's a petition going around, across multiple departments, asking for exactly what was brought up – increase in stipend. We have a big pot of money (strategic fund), and given that a large fraction of the funding is meant to help us continue our trajectory that got us to Tier 1, and given that graduate students play an important role in getting us there (as did faculty), and this is a faculty concern, there is very strong sentiment in my department and my College to do something about it. Three things come up again and

again: 1) health insurance, 2) 100% tuition remission (grad students always have to pay between 15-20% tuition out of their meagre stipend). Provost has said that they'll entertain for how funds will be spent until the end of November, so we need to act fast. I'd propose that our motion be that we request that the Senate Chair form a task force that before the end of the month deadline, someone turn our discussion into a proposal that is presented to the Provost and President.

Motion: The faculty senate moves that UTA increase support to graduate students as part of the Strategic Funds Initiatives. We request that the Senate Chair form a task force to submit a plan for this to the UTA administration before the Dec. 1 deadline for strategic funding proposals.

Voting: 35 yes, 0 No and 0 abstains. The motion passes.

Jackie: We can keep it open to "graduate students," not just PhD students. People interested in funding MA students as well.

Comment: This is a permanent problem, but strategic funds are not for permanent, structural problems. Also: encourage your students to get on the ACA.

Jackie: It's true, we need a permanent solution, however, part of the strategic funds is related to the Tier 1 initiative, which is an ongoing funding source, it's a budget line, so I think the permanence/non-permanence of the funding is difficult to discern. The task force can certainly emphasize that the solution needs to be permanent.

Comment: Every project has tentative funding limits. Some sort of support from permanent fund would be useful.

Comment: We often hear that we have to wait on this issue – wait until the new president, etc. But I think we have to act now, if we want to be competitive. UTA can't run a competitive PhD or MA program unless we do something about this. It's true that we'll be told it's a one-shot deal, but I think we need to act anyway.

Meeting adjourned at 5:04 P.M.