

**Faculty Senate Minutes**  
4 October 2023  
Student Government Chambers (UC 225)

**Senate Leadership in Attendance**

Andy Milson, Chair

Jackie Fay, Vice Chair

Venkat Devarajan, Parliamentarian

Kathryn Warren, Secretary

**Senators in Attendance**, followed by the unit they represent  
(Department for TT, College or School for NTT)

Ishfaq Ahmad	Computer Science Engineering
Georgios Alexandrakis	Bioengineering
Adam Annaccone	College of Nursing and Health Innovation
Amy Austin	College of Liberal Arts
Shanna Banda	College of Science
Karabi Bezboruah	Public Affairs and Planning
Alan Bowling	Mechanical and Aerospace Engineering
Kim Breuer	College of Liberal Arts
Lauren Brewer	College of Business
Jivas Chakravarthy	Accounting
Manfred Cuntz	Physics
Imre Demhardt	History
Thomas Dombrowsky	College of Nursing and Health Innovation
Sergio Espinosa	Music
Julienne Greer	Theatre Arts and Dance
Andy Hansz	Finance and Real Estate
Michael Holmes	College of Nursing and Health Innovation
Darlene Hunter	School of Social Work
Melynda Hutchings	College of Nursing and Health Innovation
Joowon Im	Landscape Architecture
Penny Ingram	English
Aimée Israel-Pelletier	Modern Languages
Song Jiang	Computer Science
Theresa Jorgensen	Math
Vinayak Kaushal	College of Engineering
Cindy Kilpatrick	College of Liberal Arts
Un-Jung Kim	Earth and Environmental Sciences
Douglas Klahr	Architecture
Andrzej Korzeniowski	Math
Laura Kunkel	College of Nursing and Health Innovation
Catherine LaBrenz	School of Social Work
David Levine	College of Engineering

Qing Lin	Psychology
Steve Mattingly	Civil Engineering
Jeff McGee	Management
Joyce Myers	College of Education
Anne Nordberg	Social Work
Mark Pellegrino	Biology
Cindy Plonien	College of Nursing and Health Innovation
Nicholas Pollock	College of Science
Rhonda Prisby	Kinesiology
Stefan Romanoschi	Civil Engineering
De'An Roper	School of Social Work
Tom Rusher	College of Architecture, Planning, and Public Affairs
Brent Sasley	Political Science
Donald Schuman	School of Social Work
Eli Shupe	Philosophy and Humanities
Aaron Smallwood	Economics
Amy Speier	Sociology and Anthropology
Chunke Su	Communication
Jodi Tommerdahl	Curriculum and Instruction
Regina Urban	Nursing
Nilakshi Veerabathina	College of Science
Jingguo Wang	Information Systems and Operations Management
Shouyi Wang	Industrial, Manufacturing, and Systems Engineering
Richie White	College of Liberal Arts
Naoko Witzel	Linguistics
Tim Wunder	College of Business
Yi Leaf Zhang	Educational Leadership and Policy Studies

### **Ex officio Members in Attendance**

Jennifer Cowley, UTA President

Tamara Brown, UTA Provost

Minerva Cordero, Interim Vice Provost for Faculty Affairs

Daniela Pedraja, UTA Student Body President

### **Guests**

John Bayhi, Health Sciences Librarian/Research Associate

Walter Betts, Librarian/Research Associate

Morgan Chivers, Maker Literacies Librarian for Experiential Learning/Research Associate

Bill Cleaver, subbing for Fred MacDonnell, Chemistry

Whitney Russell, Metadata Projects Librarian/Research Associate

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**Meeting called to order by Faculty Senate Chair Andy Milson at 2:32 pm**

### Announcements and Reminders

- Faculty Forum with President and Provost: October 18, 2:30-4:30, SEIR 298
- Gallup survey has been released
- Homecoming 5K on November 11; any faculty (and faculty families and friends) can and should participate!

### Remarks from President Cowley

- RISE updates on questions that have emerged and progress that's been made (PowerPoint presentation appended)
  - Committee
    - Formulated the committee, expanded to include representatives from the Academy of Distinguished Scholars and the Academy of Distinguished Teachers; one other change: instead of having two representatives from highly prestigious award-holders, chose to include a member with a highly prestigious award (Florence Haseltine, Nursing) and a member with a prestigious award (Daniel Armstrong, Chemistry; categorizations of awards are from the National Council of Research Awards).
    - Committee will start their work next week.
  - Context around goals of RISE 100 program
    - Aspiration: to improve our research profile
      - Association of American Universities (AAU), 71 member universities, essentially the top 71 research universities in the country
      - To become a part of the AAU, specific metrics. Meeting metrics doesn't guarantee admission, but it does give us a standard by which to measure our own performance as a research university as compared to others.
      - Two phases of indicators.
        - Phase 1 indicators:
          - Competitive federally funded research (USDA is excluded because land grant institutions get automatic USDA allocations; not fair to compare non-land-grant universities to land-grant universities on this metric)
          - Faculty Awards, fellowships and memberships
          - Productivity of faculty in terms of scholarly output (this information can be accessed using Academic Analytics)
        - Phase 2 indicators more focused on students:
          - Doctoral education
          - Number of postdocs, PhD qualified research staff
          - Undergraduate education performance
      - So how do we compare to our AAU colleagues?
        - On awards: compared to the 71 AAU institutions, we fall below in number of awards in total and in awards per faculty. That's why this is a focus of the RISE Target of Excellence program.
        - Our faculty have not been nominated for enough awards, we know. Working with Academic Analytics, the Division of

- Faculty Success (Minerva Cordero) is identifying underrecognized faculty, people who should be nominated for various prestigious awards (trying to get existing faculty recognized)
- We do well in conference proceedings, especially with Computer Science faculty
  - We're also below when it comes to federally-funded research grants, per grant and per faculty; we're not the leader on major proposals (area for growth); health portfolio is not fully built out, could take advantage of NIH funding
  - Funding for RISE/framing/constraints
    - 70% coming from Regents' Research Excellence Program, specifically to grow research expenditures (especially federal research expenditures); can't hire faculty who won't be raising research expenditures using this funding source (e.g., no creative writers without funding)
    - 30%, other institutional funds, greater flexibility; could go to faculty anywhere in the university
    - Note that 72% of existing internal funding comes from just three colleges, and those three colleges have expectations of external research funding for their tenure-system faculty. They are also colleges whose faculty are more expensive.
  - Strategy for being more competitive with awards: Target of Excellence program
    - Currently, we have 1.4 highly prestigious awards per 100 tenure-system faculty (we have a lot of "prestigious" award winners, though)
    - With RISE 100, if we hire 10 highly prestigious award holders, we could get to 2.9 per 100, which would put us in the lower end of the AAU range.
    - Compared to other emerging research universities in Texas, we're positioned relatively similarly, but compared to public AAUs, we are far behind (e.g., UC Santa Barbara, almost 20% of their faculty are at the very highest levels of accomplishment)
    - With 100 new faculty, we can move to the lower end of the range.
    - Currently, we have 9 faculty who hold 10 highly prestigious awards, including President Cowley (see PowerPoint for names and awards)
    - Nominations for Target of Excellence are now open
    - Looking for thoughtful nominations—there should be a good reason to target the person, a connection to UTA's goals
  - Proposals for Phase 2 hiring will begin to be accepted on November 1; guidance has been issued; further guidance on cluster hires will be forthcoming
  - Space
    - There have been requests for a new building, but hiring is being prioritized instead.
    - We're not as efficient with our use of space as other comparable institutions are.
    - Every year we fill out a space study that looks at our rolling, three-year average research expenditures and our research space (lab space, space

specifically devoted to research); \$329/square foot is the average among emerging research universities. If we were at the average, we'd have 22,000 square feet of space to allocate. A lot of space.

- Research space policy is in place, and a committee is being formulated.
- Preliminary analysis: we have 40,000 square feet that are assigned to faculty who haven't had any research expenditures in the last three years (conclusions will be vetted further; looking at established researchers who persistently haven't had funded research, not new professors who haven't had a chance to build a research program); these people might have a shared space instead.
- Goal of Research Space Committee is to see how we could be more efficient with the utilization of the space we have now.
- Emeritus faculty policy has been updated; space can be allocated to emeritus faculty, but it can also be returned back to the unit to be used for emerging needs (flexible).
- Looking at office space assignment guidelines as part of master planning process. With hybrid work, some spaces could be returned to central administration to be reallocated/rearranged. Some additional space could be gathered this way.
- Life Sciences project will add additional space, mostly science lab space. A couple of years out from being finished.
- Evaluating nearer term, targeted spaces for very specific uses to enable work we want to do.

### Remarks from Provost Brown

- Reminder that the Gallup engagement survey is ongoing (open until Tuesday, firm deadline), overall 37% of employees have responded so far. Here's how it breaks down by college/unit (for motivating purposes!).
  - Gallup granularity:
    - ENG 13%
    - CAPPA 17%
    - SSW 22%
    - COS 24%
    - COBA 28%
    - COLA, CONHI 35%
    - COED 38%
    - Faculty Success 46%
    - Academic Affairs 50%
    - Libraries 50%
    - Extension/extended campus 51%
    - Student Affairs 53%
    - Enrollment Management 56%
    - Division of Student Success 65%
  - Do it! And nudge your colleagues, faculty and staff, to get it done. The more information, the more meaningful and helpful it will be.
- In the process of walking all the academic space

- Opening every door with John Hall (VP of Administration and Economic Development), who has the master keys
- Illuminating—there are some strange spaces on campus. Discovery of spaces and opportunities for repurposing.
- Dispel anxiety: when it's announced that the Provost is coming, a warning is issued about coming in to impress the Provost and look busy. But the purpose of the visit *is not* to steal space. It's to be aware of the conditions under which we operate and to be sure that she's an informed conversation partner as we have conversations about how to create space for the people we're going to hire.
- Putting the finishing touches on a memo with guidance for units as they revise their Promotion and Tenure guidelines

**Senator:** Back to RISE—when we're doing statistics on publications and all that, are we talking just about tenure stream faculty? Is that who counts?

**President Cowley:** Yes. These measurements are based on tenure-system faculty. NTT contributing.

**Senator:** Is there a correlation between the 60/40 split of TT and NTT faculty that's affecting those numbers?

**President Cowley:** We don't have a sufficient number of faculty, period, and we don't have a sufficient number of tenure-system faculty. Adding faculty will help improve the environment for students. It's multidimensional.

**Senator:** I'm just curious: if you're comparing us to other universities with different ratios, of course the numbers are going to be different.

**President Cowley:** That's why one of the measures is per capita, so that we can compare apples to apples.

**Senator:** For the RISE committee, are there people from COLA or Faculty Senate? COLA is second place among the academic units for response rates to the Gallup survey . . .

**President Cowley:** Andy is serving on the committee, representing both COLA and the Faculty Senate. We observed that we have under-awarded faculty. We've also observed that when you look at the Distinguished Scholars academy it's mostly from STEM, and that's not okay; we need to solicit nominations from other colleges too.

**Senator:** I'm sharing concerns from my department (biology) relating to how long it took to get our salary contracts. In the past our department chairs could tell us what our merit raises were early, with contracts ready by September. But this year, people were working without knowing how much they were getting paid.

**Provost:** This is the first I'm hearing of that, so I want to talk more to learn more about that. Sometimes contracts take longer in legislative session years.

**Senator:** You prefaced the presentation with we don't have the funds to do both space allocation and RISE 100, but I would argue that the two go together. But maybe doing something like a new building could help, in tandem with hiring. I suggest you walk through CAPP South.

**President Cowley:** We're going to use our existing space first. So we're prioritizing hires we can accommodate with existing space. With CAPP South, we made an effort to acquire a building that would have been better, but we didn't get it. CAPP South is intended to be a temporary solution until lease space can be acquired. This is separate from RISE 100.

**Senator:** We have computers in a facility in the SEIR building that was flooded and non-tenured faculty who need to do something with that, and also some NSF grants, and our Chair and Dean don't know what's going on with that.

**President Cowley:** We've authorized moving forward with Amazon web services as an interim solution so that people can get their work going ASAP; there's a 6-8 week lead time on the acquisition of servers that has been authorized as well. What's left unresolved is how it's all going to be paid for; given the urgency, we've just said go do it. The institution will cover the cost of the Amazon web services. The question mark is the repurchase of the servers, which never should have been placed in a room with fire sprinklers. We're committed to solving the problem. The financial piece is the last piece of the puzzle.

**Senator:** It would be great if any communication about this could be directed to our Chair.

**President Cowley:** I will make sure the communication channel is open in the way it needs to be.

### **Remarks from Minerva Cordero, Interim Vice Provost for Faculty Success**

- Rebranding by changing the name of the division from "Faculty Affairs" to "Faculty Success": it signals how we help our faculty be successful and be recognized.
- Meetings with Academic Analytics have indicated how many high performers we have that aren't being recognized in the way they ought to be.
- Tenure and promotion guidelines for different colleges and schools need to be revised and updated. She receives questions daily about things that aren't being clear in the guidelines of the various units.
- Working on getting nomination requests out for different academies (e.g., service leaders, ADT)
- Request for FDL applications will be going out soon.

**Senator:** Are NTT faculty eligible to apply for FDLs this time?

**Minerva Cordero:** No. . . there might be a different kind of opportunity, maybe. Not at the moment. Faculty who receive a Fulbright automatically get an FDL. But for NTT faculty, it's unclear. The contracts are the problem. We do know that once you've been here for many years, it's pretty likely that your contract will be renewed.

**Senator:** I have a question about faculty travel. Department Chairs can't apply for travel funding through Faculty Senate—can they get it through Faculty Success?

**Minerva Cordero:** That's something to be looked at. They are faculty, after all.

**Senator:** I have a question about fellowships. If you get a Fulbright, you get a leave, but how about other fellowships, like if another university invites you over for a year, would your position be kept at UTA (do they get a leave, or not), and who decides on that?

**Minerva Cordero:** I'm not sure I can answer that question in general. There's no policy in place, but decisions can be made at the college level. There's no guidance on that at this time. Such decisions are made on a case by case basis.

**Chair:** It's all about the money. If a person is bringing in enough money to cover their courses, then typically that can be arranged.

**Senator:** But if it's a Fulbright, then it's covered.

**Minerva Cordero:** Yes. Based on the prestigious awards list.

**Senator:** Is there a future for UTA where faculty get sabbaticals?

**Vice Chair:** There's a state law that covers that. Up to 6% of faculty can be on leave at any time—if you take that number, it works out to a higher number that are currently funded.

**Minerva Cordero:** That number last year would have been 54. But the budget said we're going to do 10, which is typically what's happened in the last few years. That's a great recommendation. And I would assume that as we're getting other sources of funding because of having reached Tier 1, that this should be in the conversation. I serve on the council for the Vice President for Research, and part of the conversation is how we're going to use the funds that we have because of being in Tier 1. The VPRI is interested in talking to Faculty Senate about this soon.

**Vice Chair:** We do have Senate representation on the nominating committee that reviews the FDLs.

**Senator:** We've had questions sent over to your office about the new Assistant Vice Provost position, and it wasn't clear what would happen if faculty want to go back to their department afterward.

**Minerva Cordero:** The search committee met yesterday. Nila Veerabathina is the Chair. We have been in discussion with the Provost, and we have agreed that the faculty member will have a position if they decide to go back. The same position at the same rank.

**Senator:** Is that position posted?



**Minerva Cordero:** Yes, it's posted, and it closes on October 13. The position starts in January. (That's the plan.) There is another search for the Associate Vice Provost—Maria Martinez-Cosio is running that search—and they've received a large number of applications as well.

### **Remarks from Jackie Fay, Faculty Ombuds**

(see appended PowerPoint)

- Newly formed office of the Faculty Ombuds at UTA—Senators can publicize the office and the role among their faculty—get the word out!
- “Ombuds” is a Swedish word with roots in Old Norse; it means “representative”
- A Faculty Ombuds is an organizational Ombuds
- Appointed September 1 of this year by Provost Brown
- Facts about the Ombuds office
  - Supports faculty in resolving conflicts and concerns
  - It has a charter for the office that sets how the office will be set up, its policies and procedures (International Ombuds Association)
  - It is under the Provost's office
  - Four core principles
    - Confidentiality
    - Impartiality
    - Informality: you can go into the Ombuds office and discuss things that will be confidential, so it won't initiate any formal processes.
    - Independence: Ombuds office not affiliated with any other office on campus. Other offices have formal procedures for those moments of faculty issues/concerns.
  - How can the Ombuds help?
    - Entirely voluntary
    - No standard situation—no problem too big or too small
    - Listen, offer a safe place to discuss
    - Ombuds can explain University policies and procedures
    - Exploring and evaluating options
    - Tracks trends in the type of problem being brought to the Ombuds office, not tied to names/units/identifying function
  - What it doesn't do
    - Act as an advocate for an individual, like making a faculty person's case to a Dean, for example

**Senator:** Has this all been cross-referenced with the HOP? Like the formal grievance policy?

**Ombuds:** An Ombuds is independent of every other office and process. There's no way to work an ombuds into any process. It cannot be required. It may be that offices, chairs, deans suggest, but there can be no requirement to come in to talk to an ombuds.

**Senator:** Right, but if a faculty member asks for the ombuds to be present for a hearing, then what would your response be?

**Ombuds:** You would enter into the environment maintaining the four principles—you'd be an observer. You're in that type of role as opposed to someone who's intervening.

**Chair:** I've asked the Operating Procedures committee to go through the HOP and all the processes; it's not intended to be another step.

**Senator:** Will your office keep records of the interactions you have with individuals?

**Ombuds:** In the charter of the office, it states that I will keep records for my own personal use so that I can provide a cohesive, thorough service. As the traffic increases, I need to keep my own notes, but those notes will not be available to anyone else and will be destroyed in accordance with the policy for university records keeping.

**Senator:** So you report to the Provost? What's the nature of that reporting?

**Ombuds:** Trends. Reporting trends. Nobody can ask the Ombuds to report any specific information, and the Provost is extremely supportive of the integrity of this position. It does make assessment of the role difficult; how is the Ombuds assessed? There will be exit surveys for visitors (satisfied/dissatisfied).

### **Remarks from UTA Police Chief Kim Lemieux and Assistant Chief Jay Tillerson**

- Full-fledged, full service police department (24/7/365)
- Crime scene, investigations, crime prevention
- Report to John Hall, Vice President, and Director of Chief Police at UT System in Austin
- New building: 202 East Border, kitty-corner from the post office
- Goal: to reduce crime and provide a safe campus for people to work, live, teach, and learn.
- Focus on crime prevention too.
- Response time 5 minutes or less.
- Different from municipal policing: big security component (e.g., with labs).
- A lot of emphasis on employee development and employee training.
- They like to develop relationships, partnerships, and collaborations with people on campus; each one of them has a duty and a responsibility to ensure that we're safe where we are.
- They serve on a variety of boards and commissions.
- Emphasis on training: 140 hours a year for each employee.
- Accredited by CALEA (Commission on Accreditation for Law Enforcement Agencies)
- Work to get grants so not to use UTA money; \$2.5 million in grant funding
- National recognition from International Association of Chiefs of Police (unusual for colleges and universities, big deal)
- Received the Leadership and Community Engagement Award for the active threat video and for their leadership with victims' services
- Challenges: hiring, retaining good people. Entry pay is low, there is attrition; police officers can make much more money in other jurisdictions.
- National award for Active Threat video.

**Senator:** With video technology and AI—there are ways to get more grants to you, collaborating with Computer Science.

**Jay Tillerson:** The active threat video and a learning module can be dropped into Canvas. [Policedepartment@uta.edu](mailto:Policedepartment@uta.edu) – an email address for general questions. Re. AI technology: we're always looking to partner with people. Going to roll out a new survey tool in the next few months. After a call for a service, there will be a text message with a survey for feedback. Looking at real-time crime center perspectives. License-plate recognition software, recovering stolen vehicles, catching people who have arrest warrants. Delving into drone as first responders. Working with City of Arlington and their real time crime center to link their cameras with ours. What they experience, we experience too. Going to sign on with a company for AI on mobile video and body-worn cameras, and every time a video is downloaded, it looks at the speech and professionalism of officers and the risk-speech of community members. We can develop training to enhance their professionalism.

**Senator:** The active threat video is in Canvas because we're all in compliance training right now. The video is one of the more fun parts of the compliance training. Relatively soon after you moved into the new building, I came to talk to someone about getting rear-ended, and I didn't get to talk to anyone—instead, I was handled in the lobby, talking in a phone. Eventually, after a half an hour, an officer came by.

**Jay Tillerson:** That is not a typical response from us. That puzzles me.

**Senator:** A good relationship starts with a personal connection.

**Senator:** Does the diversity of your staff reflect the diversity of the UTA community?

**Jay Tillerson:** I think where we're not reflecting it is in the international population, due to regulations about who can serve.

**Senator:** When fire alarms go off, or other alarms, who responds? We have a large disabled population. The safety plan says to wait until people come to help you. Athletes and faculty in wheelchairs.

**Jay Tillerson:** Yes, we respond, yes the fire department responds, and yes we do come and help. Our first priority is to verify the alarm because a number of the alarms are false alarms. If it's cleared and there's no risk, we make an announcement.

**Senator:** We're stuck in a situation when we're stuck, and there's been no announcement.

**Kim Lemieux:** We have some gaps. We'll work with the Fire Department to set up a meeting and understand what the issues are so that we can address them.

**Senator:** I wanted to ask a question about racial profiling. There have been complaints over the years from POC who have been apprehended in doing things like carrying computers to their cars. What's the training officers receive, and how is the aftermath of those encounters handled?

**Kim Lemieux:** The state mandates a lot of training around racial profiling, and we receive a lot of training. If an allegation is made, it's sent to internal affairs and investigated as an internal affairs complaint. There are times when officers are going to stop people because they perceive it to be—I know with the situation you're talking about, we had a situation where there were several faculty offices being broken into, and things being stolen, including computers, and they saw someone walking off the campus across the street with a computer, and the person was stopped, and they felt like they were being racially profiled—

**Senator:** They showed you a faculty ID—why was that not enough?

**Kim Lemieux:** Because we have people who wander around with fake IDs.

**Senator:** I really want to thank you because UTA Police Department does a good job; I want to thank you both, and the video is very engaging.

**Chair's Report** was sent with the agenda. No questions.

May and September minutes approved by acclamation.

#### **Treasurer's Report, Annie Nordberg**

- No specific definition yet of what the treasurer should report *on*.
- Originally, thought maybe every time we meet, but also possibly every semester.
- Cost center (Sahara, to look at expenditures)
- Transfer from Central of \$100,000 (including \$90K for travel awards), but our requested budget was \$126K—requested clarification about whether requested budget was approved.
- Travel awards, as Chair of Faculty Development Committee
  - Every month, review travel award applications from previous report and make recommendations
  - Try to figure out if there are improvements to be made to the form or the procedure.
  - In month of August, 7 requests, each for \$750, all approved

**Chair:** Should we have a monthly treasurer's report or not?

**Senator:** I've survived without a report. Once a month seems too much.

**Senator:** But, if we know how much has been spent, we can encourage your faculty, saying that there's still money left.

**Senator:** Could it be a place on the Senate website where it's posted?

**Chair:** That would be great. I'm struggling with Sitecore. It's difficult to get things updated. Maybe it could be something I send out in my Chair's update.

**New Business: Librarians proposing they be represented on Faculty Senate**

- Over the summer, we received a proposal from the Academic Librarians and Archivists to consider representation on Faculty Senate. They brought the proposal to the PAC, and now they're bringing it to the full Senate.
- Proposal brought by Walter Betts, Whitney Russell, John Bayhi, and Morgan Chivers
- Promotion scheme for librarians is parallel to NTT faculty, and these librarians represent all ranks.
- Proposal that librarians be part of Faculty Senate. They're defined as "associates of the faculty," but there's no place for them in shared governance. No provision for them to sit in this body or the Staff Advisory Council.
- UT System mentions faculty associates; in the Texas education code, it says they can be faculty members, but at UTA they're not. Stephen F. Austin has librarians as faculty.
- Shared chart showing institutions with librarians on Faculty Senate. If you take UT System out, 100% of peer institutions have librarians on Faculty Senate.
- Proposal: that the Librarians have three representatives on Faculty Senate.

Motion to approve recommendation brought by the librarians and archivists made by Douglas Klahr and seconded by Catherine LaBrenz.

**Senator:** I can't think of a reason to continue to exclude you. I think your presence would be helpful for us, to have a dialogue.

**Whitney Russell:** Our new Dean started on Monday, and we have new leadership in the library. One big focus moving forward is increasing our research support.

**Walter Betts:** One of the goals for the new dean is for us to become an ARL (Association of Research Libraries). UNT just achieved that recognition. There's a very rigorous application process.

**Chair:** And the ARL is one of the metrics for AAU membership.

**Senator:** It is a very reasonable request, but I have a question: what do our bylaws say about it?

**Chair:** Yes, we have the ability to add them. We would just revise the bylaws, adding the UTA Libraries as an additional unit.

**Senator:** What's the proportional mix of Faculty Senators?

**Chair:** It's 6% of a school's full-time faculty members. That's where the number three comes from: 6% of archivists and academic librarians. We have a minimum of three.

**Senator:** Can we call the question?

**Senator:** Raise your right hand and promise that you won't shush us.

*Vote taken, and the motion carries.*

**Chair:** We'll revise our bylaws to reflect the change.

## **Committee Reports**

### **Equity and Ethics, Theresa Jorgensen**

- Role: to help facilitate faculty grievance process. Busy with a few grievances in process.
- Working on disseminating process guidelines for awards (which were approved last year by Faculty Senate).

### **Tenure and Academic Freedom, Julienne Greer**

- Provide faculty oversight at the revision of CPE evaluation policies and procedures during the Fall 2023 semester
- Provide faculty oversight for incentives related to T and P guidelines
- Provide faculty oversight for any revisions to Digital Measures
- Provide recommendations related specifically to SB 17 and SB 18 compliance policies and procedures and how they pertain to T and P and academic freedom
- Provide a hearing for faculty members who wish to file a grievance indicating that their academic freedom has been denied.
- Looking at some of the new verbiage in the T and P guidelines they reviewed; made suggestions and comments sent to Handbook of Operating Procedures Committee

### **Budget Liaison Committee, Imre Demhardt**

- Meeting next week with CFO John Davidson.
- Most important charge is to make a recommendation to the Senate by the December 2023 meeting for revisions to the budget oversight process to ensure that the process is efficient and meaningful to stakeholders.
- Will find out what timeline for process will be next week.
- What worked well, where is there room for improvement, feedback ASAP—asking these questions of all colleges.
- Each college should try to have a budget task force in place.

### **Operating Procedures, Adam Annaccone**

- Charges: identify whether new bylaws align with the HOP's Faculty Senate policy
- Working with Pete Smith to make sure we have accurate numbers for Senate representation.
- With COVID policies for remote work in place, making recommendation as to whether the Senate should have remote/hybrid faculty serve on the Senate.
- This fall: send out surveys, get opinions, see numbers of remote and hybrid faculty. Use that info to have discussions in the spring.

### **Academic and Student Liaison Committee, Amy Speier**

- Tasked with looking at wellness across the campus
- Spoke with Dr. Lowell Davis, VP of Student Affairs, and others in Student Affairs
- Not just about student wellness, but also faculty wellness
- Cross-campus conversations
- Planning two meetings a month to continue the conversation.

### **Information Technology, Cindy Plonien**

- Met with the CIO about disaster recovery and management, specifically related to the servers we already talked about
- AI in educational institutions—misuse, managing plagiarism, encouraging faculty to look beyond restrictions to figure out how it can best be used for student learning.
- Creating AI Council to have a strategy for use at UTA.
- Phishing and risk incidents—at UTSA, phishing incident happened where someone clicked and criminals got into PeopleSoft and people's bank accounts. 80% of emails that come to UTA are phishing. 15% are clicked on.

**Senator:** Is there a protocol in place? What happens when a server gets decommissioned? A while ago, I found that the Texas Time Machine, a beloved teaching tool, disappeared in the middle of the semester because the server was decommissioned, and some of the main users weren't informed. Everything was already destroyed. Is there a decommissioning protocol in place?

The Information Technology Committee will bring it up.

**Senator:** UTA Network connectivity/wifi loses service more often than it should. Can you bring that up?

### **Emeritus Review, Richie White**

- Call will go out early in spring semester to all departments; they will have seven weeks to nominate people for emeritus status—document is very straightforward
- Materials will then be given to the committee Chair, and the committee discusses them; they then get sent to the Faculty Senate Chair
- This is the first year NTT faculty are eligible for emeritus status too.

### **DEI, Michael Holmes**

- Met with Shelby Boseman to talk about SB17. He had a positive spin on it.
- Some positives: if you're doing research in this space, you can continue. You can still talk about DEI in the classroom and research. But we have to change the name for the committee. Committees in colleges will have to change their names.

**Senator:** How does this policy clash with freedom of speech?

**Chair:** The bill shut down DEI offices, but the original proposal was more broad.

**Michael Holmes:** We can hire speakers to come in who have a voice in this space.

#### **Research Committee, Rhonda Prisby**

- Charges: 1) To provide faculty oversight of the development and revision of the research space efficiency and research instrumentation policies.
- 2) Investigate the possibility of establishing a formal structure for faculty oversight of the research enterprise at UTA.

#### **Ad hoc Committee on NTT Faculty Issues, Amy Austin**

- Charges: 1) Senate recommendation for preferred nomenclature for NTT faculty
- 2) discuss issues relevant to NTT faculty.
- Sponsorship of the Division of Faculty Success to hold first annual NTT meeting. University-wide. 10/20, 12-1pm SEIR 294. Announcement will be going out soon in the Faculty Success Newsletter with an RSVP. Room that will fit 150, hoping to get that many. Agenda: to discuss history of NTT faculty issues, what has been resolved and yet to be resolved. To talk about nomenclature and to have lunch and get to know each other. Community-building.
- Other issues: need for consistent policy for promotion, consistent use of contracts, climate issues, salary compression (spoken with University Analytics; they're gathering data)

#### **Social Committee, Lauren Brewer and Joowon Im**

- Going to Topsy Oak for Senate social hour
- Planning end of year celebration (suggestions welcome) and swag at party

**Meeting adjourned 5:02 pm**

**Next meeting: November 1**





**UTA**

THE UNIVERSITY OF TEXAS  
AT ARLINGTON

**RISE 100**

**Recruiting Innovative  
Scholars for Excellence**

Followup Meeting

**Faculty Senate**

# RISE 100: Recruiting Innovative Scholars for Excellence

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- RISE 100 Faculty Review Committee Membership
  - Kate Miller, VPRI
  - Tamara Brown, Provost
  - Minerva Cordero, Vice Provost for Faculty Affairs
  - Andy Milson, Chair of Faculty Senate
  - Peter Crouch, Dean of Engineering
  - Todd Castoe, Associate Dean of Research of College of Science
  - Florence Haseltine, Member of the National Academy of Medicine, Presidential Distinguished Professor of Nursing
  - Chengkai Li, Co-Director of the Center for Artificial Intelligence and Big Data, Professor of Computer Science and Engineering
  - Daniel Armstrong, ACS Award for Chromatography, Robert A Welch Distinguished Professor of Chemistry
  - Larry Chonko, UTA Academy of Distinguished Scholars, Professor of Marketing
  - Carla Amaro-Jimenez, UTA Academy of Distinguished Teachers, Associate Professor of Curriculum and Instruction
- Charge: To review Target of Excellence nominees, as well as nominate faculty for consideration. To aid in review of proposals for Phase 2 searches.

# Association of American Universities

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- 71 Member institutions

# AAU Membership Indicators

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## Phase I Indicators

1. Competitively Funded Federal Research (excluding USDA)
2. Faculty awards, fellowships and memberships
3. Citations
4. Books

## Phase II Indicators

1. USDA, State and Industrial Research Funding
2. Doctoral Education
3. # of Postdocs and PhD qualified research staff in STEM
4. Undergraduate education – pell enrollment; graduation rate; pell graduate rate; graduation rate gap

# AAU Membership Indicators

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- Faculty awards, fellowships and memberships
  - The Faculty Scholarly Productivity (FSP) Database. These data are reproduced under a license agreement with Academic Analytics. <http://academicanalytics.com/> .
  - National Research Council highly prestigious awards [National Research Council List of Highly Prestigious Awards | Association of American Universities \(AAU\)](#) .
  - Memberships in the National Academies (NAS, NAE, NAM)

# UTA Rank on AAU Phase 1 Membership Indicators (compared to the 71 AAU Members)

AAU Indicator	UTA Rank	UTA	Lowest in AAU	AAU Median
Faculty Count	63	694	148	1,246
Articles Count	66	5,489	1,100	12,966
Articles Per Faculty	59	7.9	6.2	9.9
Articles Per Author	59	9.9	8.2	11.5
<b>Awards Count</b>	<b>Below</b>	<b>463</b>	<b>558</b>	<b>1,971</b>
<b>Awards Per Faculty</b>	<b>Below</b>	<b>0.67</b>	<b>0.83</b>	<b>1.44</b>
Books Count	69	242	140	761
Books Per Faculty	69	0.35	0.32	0.55

# UTA Rank on AAU Phase 1 Membership Indicators

AAU Indicator	UTA Rank	UTA	Lowest in AAU	AAU Median
Citations Count	69	97,318	57,169	341,740
Citations Per Faculty	66	140.27	121.89	292.7
Citations Per Author	67	17.72	16.48	25.2
Conf Proc Count	36	1,570	136	1,577
Conf Proc Per Faculty	6	2.26	0.40	1.23
Conf Proc Per Author	15	6.7	2.99	5.42

# UTA Rank on Phase 1 AAU Membership Indicators

AAU Indicator	UTA Rank	UTA	Lowest in AAU	AAU Median
Federal Grant Count	70	385	211	1,340
Federal Grant Count per Faculty	69	0.55	0.49	0.97
Federal Grant \$	70	\$57M	\$51M	\$302M
<b>Federal Grant \$ Per Faculty</b>	<b>Below</b>	<b>\$82.9K</b>	<b>\$83.4K</b>	<b>\$212.8K</b>
<b>Federal Grant \$ Per Grant</b>	<b>Below</b>	<b>\$149.4K</b>	<b>\$158.7K</b>	<b>\$224.0K</b>



# New Funding Support

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- 70% of RISE 100 Funding comes from the UT System Regents Research Excellence Program.
  - Specifically allocated to substantially grow research expenditures, with an emphasis on growing federal research expenditures
  - 72% of our current external research expenditures are from COE, CONHI, COS where research grants are expected as part of workload activities.
- 30% of RISE 100 Funding is within the university
  - Greater flexibility in these funds to hire in areas that will amplify our position on AAU variables

# Target of Excellence Hiring

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- Purpose: to accelerate our success in recruiting highly accomplished full-time tenure-system faculty who will advance UTA's research excellence in alignment with the University's Strategic Plan.
- Candidates suitable for consideration are required to meet the highest AAU/Carnegie R1 standards for academic accomplishment, which MAY be demonstrated by having received a National Council of Research Highly Prestigious Award, as well as contribute to the college's programmatic needs.
- UTA has
  - 1.4 Highly Prestigious Awards per 100 Tenure System Faculty
  - 16.3 Prestigious/Highly Prestigious Awards per 100 Tenure System Faculty
- With RISE 100 we move into the lower end of the AAU range
  - 2.9 Highly Prestigious Awards per 100 Tenure System Faculty
  - TBD Prestigious/Highly Prestigious Awards per 100 Tenure System Faculty

# Target of Excellence Hiring

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- Highly Prestigious/Prestigious & HP Awards per 100 Tenure System Faculty
- UTA
  - 1.4/16.2 Today
  - 2.9/TBD After RISE 100
- Non-AAU Examples
  - 1.0/21.3 U. Houston
  - 1.57/16.1 Texas Tech
  - 1.6/22.1 UT Dallas
  - 2.3/32.5 Iowa State
- AAU Examples
  - 2.5/26.5 USF
  - 3.6/27.9 SUNY Buffalo
  - 4.3/29.7 Missouri
  - 5.8/40.1 Oregon
  - 6.7/38.7 Arizona State
  - 10.3/29.5 UC Riverside
  - 12.0/28.8 SUNY Stony Brook
  - 15.6/32.3 UC Santa Cruz
  - 19.9/93.6 UC Santa Barbara

# Target of Excellence Hiring

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- UTA currently has 9 faculty members who hold 10 NRC Highly Prestigious Awards
  - American Council of Learned Societies Fellow: Scott Palmer, History
  - American Physiological Society Arthur C Guyton Award: Paul Fadel, Kinesiology
  - National Academy of Public Administrators: Jennifer Cowley, PA & Planning
  - National Academy of Science: David Nygren, Physics
  - National Academy of Engineering
    - Dereje Agonofer, Mechanical Engineering
    - Surendra Shah, Civil Engineering
  - National Academy of Medicine:
    - Marion Ball, Nursing
    - Florence Haseltine, Nursing
  - National Endowment for the Humanities Fellowship for College Teachers: Scott Palmer, History
  - National Humanities Center Fellow, John Garrigus, History

# Hiring

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- Nominations for Target of Excellence are now open
- Proposals for Phase 2 hiring will begin being accepted on November 1

# Space

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- 3-Yr Avg Research Expenditures per square foot by emerging research university
  - \$249 UTD
  - \$285 UTA
  - \$302 Texas Tech
  - \$306 UNT
  - \$337 U Houston
  - \$354 Texas State
  - \$373 UTEP
  - \$425 UTSA
- Emerging Research University average is \$329 per sq ft. If we were at the average we would have ~22,000 sq ft
- Research Space Policy is now in effect and a research space committee is being convened and will have a senate representative
  - Based on preliminary analysis ~ 40,000 square feet of lab space are assigned to faculty who have not had any research funding in the last three years
- Emeritus Faculty policy has been updated to reflect that “university space, when available, and with the approval of the chair of the department and the dean. The assignment of any space may be changed or terminated at any time in accordance with University procedures.”
- Office Space assignment guidelines are under review and subject to revision related to hybrid and fully remote work assignments.
- Life Sciences project will add net new research space, exact amount TBD as programming is being finalized this fall
- Some limited new space may become available on an as necessary basis

# Space

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- UTA 3-Yr Avg Research Expenditures per square foot is \$285
- Research Space Policy is now in effect and a research space committee is being convened and will have a senate representative
  - Based on preliminary analysis ~ 40,000 square feet of lab space are assigned to faculty who have not had any research funding in the last three years
- Life Sciences project will add net new research space, exact amount TBD as programming is being finalized this fall
- Some limited new space may become available on an as necessary basis





# Office of the Faculty Ombuds

What is it and how can it help?





INTERNATIONAL  
**OMBUDS**  
ASSOCIATION

# WHAT IS AN OMBUDS?

Learn about how an ombuds can help you and your organization.

# Who is your Faculty Ombuds?

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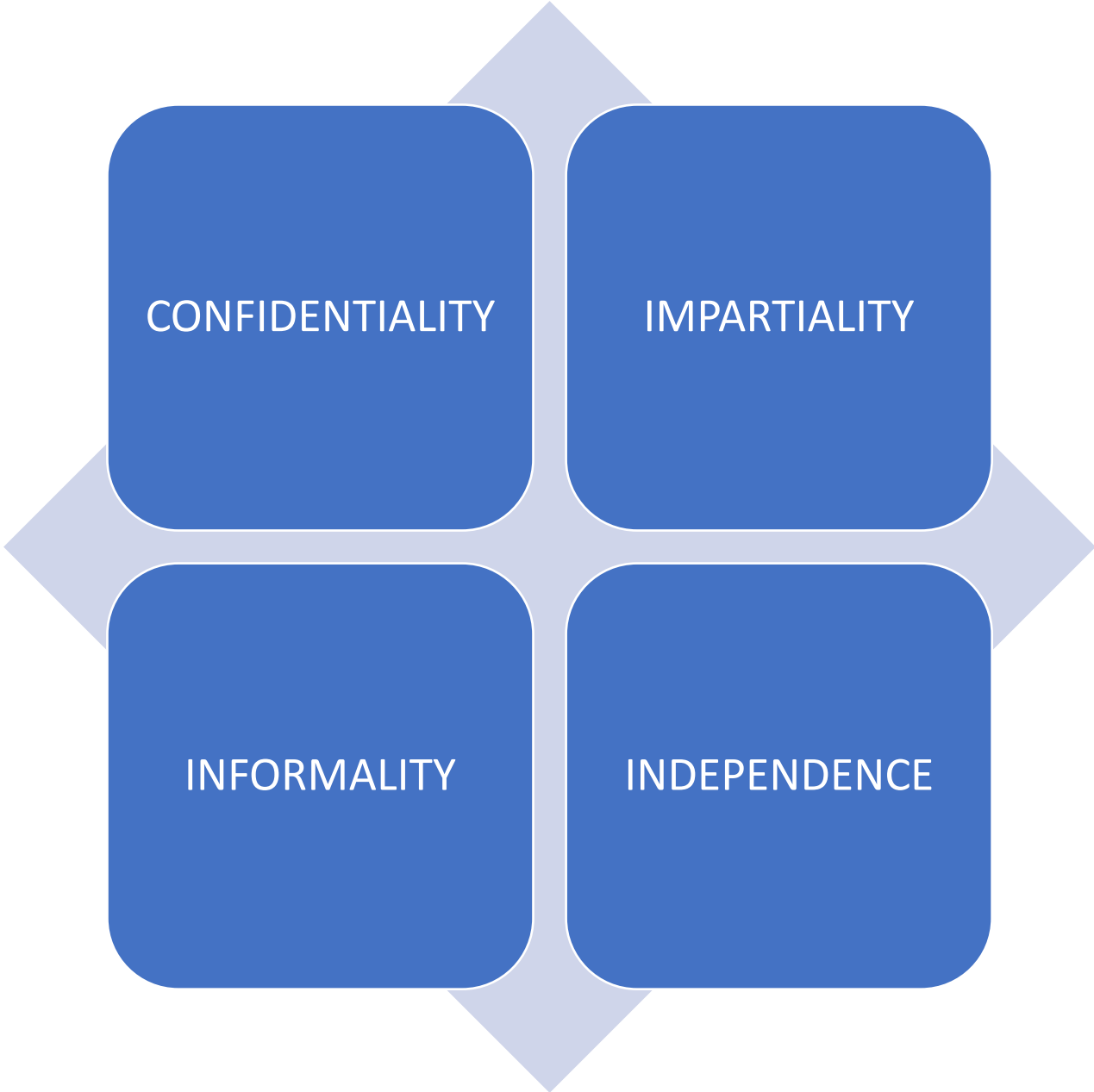
- Jackie Fay, Professor of English
- Specializes in early medieval British literature and culture
- Past Chair of the UTA Faculty Senate
- Chair Elect of the UT System Faculty Advisory Council
- Chair of COACHE@UTA, Faculty Satisfaction Survey



# Fast Facts about the Faculty Ombuds Office of the University of Texas at Arlington...

- Established in Fall 2023 following recommendations from the Faculty Senate
- Supports faculty in resolving conflicts and concerns arising in their work and life at the university
- Provides a venue where faculty may speak without fear of retaliation or judgment
- Focused on impartial and empathetic listening and constructive problem-solving
- Follows its own Charter and the [Standards of Practice](#) and [Code of Ethics](#) of the International Ombuds Association

# 4 Core Principles of the IOA



# How Can the Faculty Ombuds Help?

**No standard situation exists and no problem is too big or too small.**

- Listen to concerns
- Offer a safe place to discuss
- Explain university policies and procedures
- Explore and evaluate options
- Assist in informally resolving a concern or conflict
- Provide support in navigating university procedures (e.g., faculty grievance or disciplinary action)
- Recommend changes and improvements

Faculty can...

proactively approach the Office for advice on

- questions of university policy, practices, or services
- assistance in planning and conducting difficult conversations
- advice about appropriate resources and services, both internal and external



# What does the Faculty Ombuds **Not** Do?

- Act as an advocate
- Set aside a decision made by a University official
- Conduct formal investigations
- Take sides in a dispute
- Tell visitors what to do
- Provide psychological counseling or therapy
- Provide legal advice

# What is the process for meeting the Faculty Ombuds?

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Request a meeting by emailing [jacqueline.fay@uta.edu](mailto:jacqueline.fay@uta.edu) or [facultyombuds@uta.edu](mailto:facultyombuds@uta.edu) or by sending a message on Teams



No need to describe the reason for your visit in the email



You can meet the Ombuds at her office (333 UAB), at your office, or at another place around campus, like a coffee shop or the library



# First month progress report

- Joined International Ombuds Association
- Created [facultyombuds@uta.edu](mailto:facultyombuds@uta.edu) email
- Enrolled in online course “Setting up the Ombuds Office”
- Attended UT System Ombuds Quarterly meeting
- Secured a mentor, Dr. Scott Cantor from MD Anderson
- Met with UT Austin Ombuds, Dr. Chris McCarthy
- Wrote charter for office and gained feedback from UTA Chief Legal Officer
- Met with website design team to initiate building new website for office
- Met with Dr. Minerva Cordero, Vice Provost of Faculty Success to discuss relationship with her office
- Requested time on the Council of Chairs and Council of Deans meetings
- Scheduled furniture removal from current office (333 UAB)
- Met with Cheryl Nifong, Chief Information Security Officer to discuss best practices, confidentiality, and record-keeping
- Began meeting with faculty visitors

# Next steps

- Meet with Deans individually
- Begin scheduling presentations for every College/School and all departments
- Work with MME on brochures, slogan, and other promotional materials
- Write website copy and film introductory video
- Send campus-wide email announcement
- Find permanent location for office and furnish appropriately
- Complete in-person Foundations Course
- Attend national conference
- Work toward earning the Certified Organizational Ombuds Practitioner Qualification



Thank you

Solutions start with conversation

[jacqueline.fay@uta.edu](mailto:jacqueline.fay@uta.edu)  
[facultyombuds@uta.edu](mailto:facultyombuds@uta.edu)