

Faculty Senate Minutes
6 December 2023
Student Government Chambers (UC 225)

Senate Leadership in Attendance

Andy Milson, Chair

Jackie Fay, Vice Chair

Venkat Devarajan, Parliamentarian

Annie Nordberg, Treasurer

Kathryn Warren, Secretary

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

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
Kim Breuer	College of Liberal Arts
Jivas Chakravarthy	Accounting
Bill Cleaver	Chemistry
Manfred Cuntz	Physics
Imre Demhardt	History
Thomas Dombrowsky	College of Nursing and Health Innovation
Carlos Donjuan	Art and Art History
Sarah El Sayed	Criminology and Criminal Justice
Sergio Espinosa	Music
Andy Hansz	Finance and Real Estate
Bai Hoang	Political Science
Michael Holmes	College of Nursing and Health Innovation
Darlene Hunter	School of Social Work
Penny Ingram	English
Theresa Jorgensen	Math
Cindy Kilpatrick	College of Liberal Arts
Douglas Klahr	Architecture
Andrzej Korzeniowski	Math
Laura Kunkel	College of Nursing and Health Innovation
David Levine	College of Engineering
Qing Lin	Psychology
Rachael Mariboho	College of Liberal Arts
Steve Mattingly	Civil Engineering
Kaci O'Donnell	College of Liberal Arts
Mark Pellegrino	Biology
Nick Pollock	College of Science
Rhonda Prisby	Kinesiology

Stefan Romanoschi	Civil Engineering
De'An Roper	School of Social Work
Donald Schuman	School of Social Work
Aaron Smallwood	Economics
Amy Speier	Sociology and Anthropology
Chunke Su	Communication
Regina Urban	Nursing
Nilakshi Veerabathina	College of Science
Jingguo Wang	Information Systems and Operations Management
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

Tamara Brown, UTA Provost

Minerva Cordero, Interim Vice Provost for Faculty Affairs

Guests

Peggy Semingson, Associate Professor, Linguistics and TESOL

John Wang, Dean of the Libraries

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Meeting called to order by Faculty Senate Chair Andy Milson at 2:33 pm

November minutes approved by acclamation.

Remarks from Minerva Cordero, Interim Vice Provost of Faculty Success

- Thanks everyone who participated in the process for the interviews of the two AVP positions. They are in the process of making final selections before the break.
- Follow up from Senator's question at the last meeting about Digital Measures date cutoffs when reports are run (the faculty activity report was set to cover through December of the year, while the period is really Sept. 1-Aug. 31). It has been changed now in Digital Measures.

Chair, responding to a question submitted in writing by a Senator about NRUF money, shares information from President Cowley showing how the money was used:

In the first years of NRUF UTA received a combined total of \$18.6M, which was treated as one-time funds. When UTSA joined NRUF the share of funds coming to UTA fell from \$6.1M to \$4.9M in available ongoing resources. How these funds are being used is described below.

1. Ongoing use of funds: Those \$4.9M in ongoing funds are being committed to two purposes. 1) \$4M is being committed to the RISE 100 program to support faculty hiring and 2) \$900,000 is being committed to support an increase in research staff to support faculty.

2. One Time Funds: Over the prior three years, UTA received \$18.6M in NRUF funding that was held for strategic allocation. Note that due to timing of when funds need to be spent NRUF may be swapped for other funding types to ensure expenditure in a timely manner.
 - a. **Research Equipment:** \$2M for upgrades to obsolete equipment in Shimatzu, Nanofab, and Animal Care Facility.
 - b. **Research MRI:** \$6M for purchase of the Research MRI to support Brain Health.
 - c. **Life Sciences:** \$8.8M to renovate the Shimatzu Center and warm shell research space in the Life Sciences building due to inflationary pressures on the project.
 - d. **Research Support Salaries:** \$1.8 M for Salaries etc. in FY 23 from NRUF.

Vice Chair: A new fund, TUF, has been established with fewer universities. We're one of those. Financially, that's advantageous to us. The legislature funds those.

Chair: The funds come from Texas oil and gas lease money. After Proposition 5, we'll be getting more money per year.

Vice Chair Jackie Fay, COACHE update

- COACHE, which stands for Collaborative for Academic Careers in Higher Ed (at Harvard), is a faculty job satisfaction survey (and a \$40,000 commitment on UTA's part).
- The survey was launched in spring 2021; over the two and a half years since, committees and subcommittees have been analyzing data and generating infographics that have been shared with faculty.
- The most recent email (sent November 15) had the final four infographics on the NTT faculty experience at UTA; the experience of faculty from historically marginalized groups; the promotion from associate to full; and family and gender.
- The COACHE survey will be run again in spring 2025. The infographics can be found on the COACHE part of the Faculty Senate website.
- Next semester, the COACHE team will be reporting to campus on action items that have occurred partly because of subcommittee report recommendations.

Senator: What is the graphic of two hands shaking with balloon comments?

Vice Chair: They represent two people promoting understanding.

Senator: We have COACHE, we have Gallup, and COACHE is coming again in Spring '25. Are both surveys going to be done again? What is the difference between the two?

Vice Chair: There is not overlap because COACHE is a job satisfaction survey, and Gallup is an employee engagement survey. They are measuring different things. Gallup is for all employees. COACHE only covers full-time faculty members. Gallup is more comprehensive in terms of who is being surveyed. The plan is for Gallup to be administered every two years and COACHE to be administered every four years. COACHE is a more complex and longer survey with very specific

questions about the faculty experience. The data that it yields can tell us many things, and we can do a lot with it.

Committee Reports

Equity and Ethics, Theresa Jorgensen

- There are currently two faculty grievances at the informal stage, meeting with Theresa as Chair of the committee.
- The committee is encouraging faculty awards committees to act on the best practices guidelines they distributed to relevant people in the colleges. Would be a good idea to add a place for documents like that to the Senate webpage.
- Beginning to liaise with faculty Ombuds and serve as her advising committee. Since the Ombuds office is just getting off the ground this semester, Jackie Fay is curious about faculty input into the Ombuds office and process, including location, the best way to publicize the office, and what resources in the Ombuds office faculty might need at various stages of their relationship with UTA.

Senator: I have a clinical background, and what I heard in the briefing is that the Ombuds is confidential. In my clinical background, confidentiality can be breached by a judge. Is it confidential, is it privileged? What is it really? Whom would I address to get answers to those questions?

Vice Chair: It is confidential, informal, independent, and impartial. Those are the four principles of Ombuds work. It's only been operating since September 1, so I'm still gathering resources and materials for the website (which is under construction), which will clearly state that it's operating according to those four principles so that everyone will know before they visit. It's totally voluntary to come visit.

Tenure and Academic Freedom, Andy Milson for Julianne Greer

- There was a hearing for former Political Science Chair Morgan Marietta last week (if a faculty member believes their academic freedom has been denied, they can have a hearing with that committee).
- Prof. Marietta supplied a 50-page document, the committee asked questions, and Andy Milson was there (as Faculty Senate Chair) to help run the process.
- The committee will meet again later this week to continue the discussion and come to some conclusion.
- The final step is for the committee to submit a report with its findings to the President, hopefully before commencement.

Budget Liaison Committee, Imre Demhardt

- The new budget cycle is upon us. Each college should get a budget task force in place with an election. Once each college has a list of names, they should send them to Imre (with a cc to Andy) as the chair of the committee.
- Still working on the revision of the shared governance budget document.
- The next BLC meeting will be on January 29 at 1pm.

Operating Procedures, Adam Annaccone

- Initial edits to HOP Faculty Senate section finished. (Douglas Klahr responsible.)
- Looking into question of whether remote faculty can serve on Senate. To date, they know of only two faculty with RWAs (remote work agreements), which are sent to HR office, not University Analytics. Could be more out there. At the end of the day, the committee feels that if a college elects an individual with an RWA, they should be allowed to serve on the Senate.
- Also looking into the option of having hybrid meetings. As of now, they do not see a need for hybrid meetings, but the Chair reserves the right to hold meetings that way in the future, if desired.
- Apportionment process (point of clarification): proposing that prior to March 1, the Chair or their designee report the rules used by University Analytics to the college Deans to make sure it fits their criteria, and then that UA pull the numbers so that the Operating Procedures committee and Senate officers can ensure the numbers are accurate.

Senator: How have you determined that there's no desire to have virtual or hybrid meetings?

Adam Annaccone: Through discussions on the committee and the Senate leadership.

Senator: But not the whole assembly.

Douglas Klahr (Operating Procedures committee member): I can provide some context. Someone who has an RWA doesn't have the chance to interact on a person-to-person basis the way the rest of us do. If they are eligible to serve on Senate, having in-person meetings would give that person the opportunity to interact with people. We thought that the departments should make the decision.

Senator: So these comments are just for the remote people? My question is this: I serve on the undergraduate assembly and there's always the option of virtual.

Chair: It sounds like you're saying you think the hybrid thing might be the way to go. This was a question I put to the committee to discuss, and the recommendation is to keep it in person, but we could talk about this. The biggest challenge I see is finding a room that is big enough for all of us but also has the technology. I would prefer not to have hybrid meetings. Teams is a huge headache, and meeting in person has many advantages. But we could look at that in the future if the technology allowed it. There were a couple of people who couldn't come today because they're sick. The option in cases like that is to have a sub come.

Senator: There's a contradiction here: you're saying we can elect remote people, but they can't attend meetings because the meetings are in person.

Chair: Remote faculty members are eligible to serve, yes. If someone who lives out of state, for example, is elected, then, at the Chair's discretion, we could allow for virtual attendance.

Academic Student Liaison Committee, Amy Speier

- The first part of the semester they were working with Student Affairs on wellness.

- Met on Monday with Toni Minter, the Associate Director for Community Standards. She is interested in learning from faculty what their concerns are for being in the classroom. I told her we would appreciate a statement on AI. That isn't happening. They do have services where people from their office can come to the classroom to discuss plagiarism.

Senator: I would like to know if she can help us with that Turnitin (plagiarism detector in Canvas), because ever since that's been in place my students have had a free-for-all.

Senator: I second that. It didn't work for me in my online classes.

Senator: In Social Work, we found that you have to go in and turn it on.

Senator: The report is something I have no idea what to do with.

Senator: I had to go in and turn it on. But you can't really do much with it unless you have a paragraph of text (impossible to get it to work with something like a table in a science class). Can't figure out what the work is a match with.

Faculty Development Committee, Annie Nordberg

- October travel awards: 12 applications. 1 withdrew, 1 the committee realized did not qualify. 10 were awarded.
- November travel awards: 8 applications, all successful.
- Theoretically, that leaves roughly \$71,250 in the budget for what can still be awarded.
- "Encumbered" funds are funds that will be spent but haven't been spent yet.

Senator: In engineering, we often send students to conferences. Can we use this money to send students, if the student is in a way a proxy?

Chair: Probably not, but the PAC could discuss this. It would be better if the Graduate School provided funds.

Senator: I believe there are travel grants for students. The Graduate School has them, and Deans of individual colleges do as well.

Information Technology, Cindy Plonien

- Did not get to meet with CIO in November. Will meet next week, talking about things like phishing and hacking. Any suggestions or IT questions should be sent to Cindy. In February, the CIO will be holding a brownbag, and the topic is connectivity issues.

Senator: Question about the bottleneck if you have an IT problem. If your computer is down, you can't issue an online service request. If you go to the library and report it physically, a student usually takes the request, but there's no way for the student to know whether it's a problem that needs immediate attention or one that can wait for several working days. I suggest to the IT team that there be a protocol for documenting an emergency/urgent request. It should be clear if there's an escalation request there should be a penalty if you don't use it properly. Should be a way around the bottleneck of the Help Desk.

Emeritus Review, Richie White

- Call will go out in January. NTT faculty also eligible this year.

Advocacy and Engagement, Michael Holmes

- We had one grant request that was referred to Shelby Boseman (it was approved by Shelby to move forward because it stayed within the research carve-out of SB 17). If you have any issues around funding or research, let us know, and we can contact Shelby.

Research Committee, Rhonda Prisby

- Major task to look into possibility of establishing a committee on research oversight. Met with VPRI office for clarity. Committee did research on RIs across the country. Report submitted to Dr. Miller (VPRI), who hasn't had the opportunity to look it over. We recommended that we do establish one, and we provided some potential goals and tasks for the committee.

NTT committee, Amy Austin

- Looking into change of nomenclature (umbrella term). Three possibilities: Academic Professional Track, Professional Track (used by UT-Austin), Teaching and Clinical Track. Survey distributed along with option for "Other." Results: APT 38%, Teaching and Clinical Track 29%, PT 25.5%, Other 6.9% (majority of whom said NTT was okay with them). Total of 301 responses, sent to all full time NTT faculty (a little over 500).
- Committee met and concluded that the majority of respondents favor "professional track" in some fashion. They do not want to propose a motion to change to a specific term at this point. Instead, they will do two things: 1) prepare a report with the information for the new Assistant Vice Provost of Faculty Affairs and 2) suggest that we hold another NTT social event, with a vote (between APT and PT) and lunch in the spring.
- Other issues: gathered data from in-person meeting and online survey comments, workload, compensation, and value and recognition.

Ad hoc committee on Honors College, Jackie Fay

- Charge: to write a report for the Provost with recommendations for what faculty would like the Honors College to be. Visited Honors College to gather data and information on designated courses and contracts, how to apply to the Honors College, etc.
- Will also be writing reports on peer institutions: UT Austin, UTD, U of Central Florida, UTSA, U of Houston, and UNT.
- Will be looking at every R1 university to figure out whether they have an Honors College or an Honors Program (these two things are not the same).
- Will be conducting interviews with Honors Deans too.
- March is the deadline to submit a report to the Provost.

Steve Mattingly, Parking

- Discussion of other vehicles and traffic on campus. Emphasized that they should be separating higher speed traffic from pedestrians. They seemed to listen.

Senator: Out of curiosity, how did this committee on the Honors College come to be?

Jackie: The question of the Honors College and its future comes up routinely in Senate, and when it does, we pass those questions on to the Provost. As most people know, the HC has been under interim leadership for the past six years. In order to move forward, having some sense of what faculty want the Honors College to be makes sense, to inform the decision making and for a faculty voice to be part of that.

Senator: Will the question about leadership be directly answered by the committee? It's very uncomfortable for the staff dealing with interim leadership. Will there be a forthright recommendation? If there's going to be a Dean for the HC, the Dean should have a voice in what the College is going to be.

Jackie: Yes. Our committee is very sensitive about that. We want to recognize the work the staff has been doing. One of the questions the committee will address is Honors College v. Honors program, and the committee will make a recommendation in that area too. But it's not to lock down the vision. It's just that in running a leadership search, there needs to be some sense of what this thing is going to be.

Senator: How come this work you've been doing is part of the Senate and not the Undergraduate Assembly?

Jackie: That's a good question.

Chair: Dr. Brown has said a few times that this issue keeps coming up, and I offered to form a Senate ad hoc committee to study the issue.

Minerva Cordero: There's a university committee/Council on the use of AI chaired by Deepika Chalemela, the CIO, and I was invited. They're looking into establishing some sort of policy on the use of AI on campus. Also, some 63 faculty have in their DM profile some mention of a DEI committee. That has to be removed because of SB 17 saying we can't have offices of DEI.

Senator: I know your office has been really busy with hiring, but someone in my department asked what's the timeline to fill your position (Vice Provost for Faculty Success).

Minerva: They plan to conduct a national search in the beginning of the spring.

Chair's Announcements

- Election for Senate officers to be held in the spring: 1) Chair Elect (a four-year commitment); everyone is eligible to serve (NTT too); 2) Secretary, 3) Parliamentarian, 4) Treasurer
- Anyone interested in running should let Jackie Fay know. She is chairing the nominating committee.

Senator: Clarification: in the Chair term cycle, during the first year that you're Chair, you have a Vice Chair who is the preceding Chair, and in the second year of your Chair-ship, you have a Chair Elect, who is the next Chair.

Chair: Yes. That's correct. It's always a team effort. No one does this job completely alone.

Senator: If I am elected to an officer position but then my college doesn't reelect me as their Senate representative, then what happens?

Chair: My understanding is that if you're not reelected, we'd hold another election to fill your officer position.

Vice Chair: The people who hold the Chair, Vice Chair, and Chair Elect positions are no longer serving as elected Senators (which means a Senator who has reached their 6-year term limit can still run for Chair Elect, which is what Jackie did; she'll have been on Senate for 10 years altogether at the end of this academic year).

Chair: Former Senate members can also run for Chair Elect. Something to think about.

The next Senate virtual brownbag will be on February 21 with Deepika Chalemela and Jason Hardy, Assistant Vice President of Infrastructure and Operations, to answer the question "can I trust the UTA wifi?" In March we'll have a brownbag with a couple of our librarians on Open Access publishing. 55 people attended the first brownbag. Those who attended told me they thought it was very helpful.

Remarks from Provost Brown

Asks for questions.

Peggy Semingson, Linguistics and TESOL: I'd like to talk about safety and walking to cars at night, which is a faculty and student issue. There is a need for more options to guarantee an escort for going to the car to alleviate fears of faculty, staff, and students. There is currently no 100% guaranteed escort service, and the demand outweighs the resources.

Anecdotally, this fear is not minimal: I call my mother on the phone from the time I leave my class until I'm in my car with the doors locked. Students, especially some of my own and other faculty's female students, have expressed fear of walking to their car at night. I have to think it disrupts learning and possibly affects attendance. Students have shared that they carry pepper spray and/or walk with their keys between their fingers. Although the campus police do a good job preventing and mitigating crime, the *threat* of crime is a real one, and no one should ever have to walk to their car alone at night. Some or even many women especially are afraid to walk alone at night. I have spoken with male colleagues who are afraid of walking to their car at night, referencing the memory of gunpoint robberies that happened on or adjacent to campus (e.g., in 2015). In 2015 several students were robbed by gunpoint. Some of these crimes happen campus adjacent. In 2018 a UT Arlington student was robbed and raped. This happened near the Midtown Apartments at UTA Boulevard and South Davis Drive. According to the Dallas Morning News, "He kidnapped the UTA student at gunpoint in her apartment complex's parking lot....The man demanded money while pointing a gun at her, then forced her to get back in the driver's seat." The charges were aggravated kidnapping, aggravated robbery, and aggravated

sexual assault. Other incidents have happened with students being robbed at gunpoint at Centennial apartments, which is very campus adjacent. NBCDFW ended its reporting on this by saying, “Officers are also suggesting that students enrolled in evening classes to walk in groups or call UTA Police for a personal security escort.” An unscientific Shorthorn poll from 2013 (CBS News) suggested that 82% of UTA students don’t feel safe after campus robberies, rapes.

We are currently not able to get a guaranteed escort from UTA campus police, and in fact the service is now available via parking services who oversees the night van service.

There have been improvements, including:

- Overall low crime on campus
- Lighting has improved over the years
- There are 227 emergency call boxes on campus. (Are these necessary with the widespread use of cell phones?). It’s the parking lots that are the key issue.

Concerns:

- Assault/grabbing of women over the years. (This has been reported off and on via campus-wide announcements).
- Fears that remain despite campus statistics; big impact on faculty and students attending night and especially late night classes.
- Rape defense training isn’t enough.
- Door-to-door service doesn’t exist. Need for broader dissemination that this service exists for faculty and how to access it. The point-to-point service is still an issue. A van pickup may still defeat the purpose of fears of safety when the scariest part of walking to one’s car may be simply the trek across the parking lot itself or darker less well-lit corners of campus where a van doesn’t go.
- According to data from Parking Services, there is still a 10-15% denial of service (although they indicated people could “retry” again).

My solution/response would be:

1. UTA needs to make night escorts a higher priority in terms of availability and budgeted infrastructure and as an issue for faculty (for everyone, really). A campaign to let people know of resources and safety tips would allay some fears.
2. The van program is not ideal and is not meeting needs. A bicycle-based night escort service with 100% guarantee of escort would be preferable and possibly lower cost. An example of one I used as an undergrad at UC Santa Barbara [is here](#). This would also locate it under campus police (not parking services) as a suggestion. The Campus Safety Escorts at UC Santa Barbara are basically highly trained students employed by the campus police to escort people on a bike-based service. My understanding is the entire University of California system uses this approach of bike-based programs. My twin sister and I used CSOs all the time at night as students and never felt unsafe. It was a service we knew we could count on.
3. Conduct a survey to ask people “Do you feel safe on campus?” and “Do you feel safe on campus at night?”
4. The police website needs to have more prominent home page information on the night escort service and whether it is the purview of UTA Police, Parking Services, or both. It de facto seems to be both, with the lion’s share of escorts being done by the van service under Parking Services. Typically this is not under the purview of Parking Services, and one wouldn’t think to look at Parking Services for night escort help. The process is not

entirely clear or widely advertised to faculty. It was only mentioned one time in a MavWire, in September 2023. There is a sentence on the police page website under [services](#): “Personal security escorts and vehicle jumpstarts are available upon request at 817-272-3381.” The truth is these services are not guaranteed, and the confusion lies in the handover to Parking Services to provide this service. Under communication dispatch services on the UTA police website it states: “Police Communications operates 24 hours a day and acts as a primary point of contact or referral resource for: [included under bullet points]: Request for safety escorts.”

Provost Brown: Anticipating this conversation, I reached out to John Hall prior to coming, and he alerted me as well that this is an area for Parking right now. I imagine that’s because most people request escorts when they are walking to a parking lot. I’ll have a further conversation with him. I appreciate the suggestions you have. One thing he did say is that it’s an auxiliary unit, meaning it’s revenue-based, and so they’re able to provide as much service as it generates revenue to be able to do so. So that may be part of the challenge. I’m not sure how many requests for escorts come at any one point, but I can imagine there might be delays if people request the vans at the same time. He acknowledged the needs for better communication on the website and to faculty as well. I’ll take these other ideas back as well.

Senator: I’ll ask a follow up to that. I teach till 8:30 in the evenings, and I walk to my office, and then to the parking lot. Sometimes I’m the only person around, and it’s not a comfortable feeling. Even if there were wording in the syllabus template that I could share with my students it might make them feel more comfortable.

Senator: Golf carts could also be an option. Could be volunteer based.

Senator: Is the van accessible? I would guess it isn’t.

Provost Brown: I don’t know, but I can ask.

Senator: I want to push back a little. I don’t like living in a culture of fear. I don’t have night classes, but I think we’re very safe here. It freaks me out to see security on the first week of school, and I don’t want more security on campus. Of course one wants all students, men and women, to feel safe.

Senator: And I would also advocate for our students who are working on campus early in the morning and late at night. There are lots of different groups of people affected by this issue.

Senator: I almost got hit by a car speeding by SEIR earlier this semester. I think it’s important to remind your students not to have your face stuck in a phone or with headphones. It’s important to be aware of your surroundings. I’ve had a student who did get grabbed at one point. She had headphones in, and she was looking at her phone, which made that more difficult for her to be aware of her surroundings. I love the idea of bike patrols.

Senator: Just with the many years here, in my previous time in the Senate, there was a moment when the state approved concealed carry, and the almost unanimous voice in the Senate was that

we don't want that. If we're saying it's a dangerous campus, we're also saying that you'd better bring your gun. Probably we need to look at statistics.

Senator: Could I suggest doing a light survey at night? I've noticed there's been great improvement on one route I can take to the parking lot, but the other route is still pretty dark.

Senator: Irrespective of how dangerous or safe our campus is at any given moment, depending on a person's experience with the world, they may experience tremendous fear, and it impacts their well-being. It's important to offer this service regardless of the "real" safety that we're experiencing.

Senator: Could you give us an update on how the PhD funding will work over the summer?

Provost Brown: We are sort of in the groan zone of this transition we all want. We want to have better and more competitive funding packages that we can provide to graduate students to support our learners and be competitive, but when you switch to this new way, in that initial year, it's a challenge. That's where we are. We've made the switch. It's 12-month support, which is consistent with what others do. But since we haven't been doing this, how do we pay for it while we are scaling up in the way that we write our grants, for example? There are a couple of thoughts. When we rolled this out initially, one of the statements that was made was that we'd provide some bridge funding where needed. We're rolling this forward to see where that need will emerge. Now that Proposition 5 has passed, we have a little bit more certainty about resources to do that. Now that System has provided an increase in core research funds for us, that creates a funding source to cover those kinds of expenses. I had a meeting this morning with the Deans, walking through the implications of the new resources. The way they will be allocated is not settled. Those funds might be distributed to the colleges and could be used to pay for this kind of thing. Colleges will have to decide. Providing the bridge for these graduate students is one option. Although we now know we're going to get the core funding, we still don't have the guidance from System about how exactly we can spend it. We want to be able to make authorizations to Deans next week in that regard. There's a stipulation on those core research dollars ("strings attached"), and one very real string is that these dollars have to be spent every year. There's no saving it up. Whatever money we're given on an annual basis must be spent in that fiscal year, or we lose it. We need to revise our processes to spend more money. There may still be some gaps, but the hope is that these resources will become the mechanism.

One of the questions connected to that has to do with the summer and the expectation that students are enrolled in classes. Our current policy says students have to be enrolled in 6 hours. I've asked Jim Grover in the graduate school to look at that. Is that *us* saying 6, or someone telling us 6? We've taken it down to 3 to lessen that expense, and we're looking at other ways to approach it. And what that class is is really up to departments and programs. It could be research. At some universities, everyone enrolls in this one research class, and there's an instructor of record. There are a lot of models out there.

Senator: I like what you said about opportunities to spend this kind of money. Is there a mechanism for us faculty to make proposals for ways this could be done? I have an idea about how to spend money, and that would be having a fund for page charges. There could be a pot of

money used to cover page charges so that students could submit to better journals, which would be better for UTA.

Provost Brown: The authorization from System will provide all the System rules and tell us what can and can't be done. One of the strings is that the money has to be used to fund people who will increase research expenditures. That's the metric System has. So we need to get creative on funding sources for people. The other wrinkle is System is not really going to give us the money. They will hold the money, and then once we've hired these folks, they'll give it to us for that person. We expense against a System account.

Senator: I have a comment about faculty compensation in the summer. In English, I've had a large load of PhD students that I effectively supervise for free in the summer. I like the idea of them enrolled in a class, which is what they do during the year. If my PhD students are able to enroll in a class, I assume I'd be compensated for that. Would I? In terms of research expenditure, I would want to put in a plug for humanities students that their research could also fall into a metric that is countable. Most of us publish monographs, and it's that accountability that needs to be measured. We're not necessarily part of big grants. I worry that our research output is invisible.

Provost Brown: I don't have a general response to your first question about how summer teaching will happen. I would say work with your Chair and your Dean about that. To your second point about the humanities and other disciplines that are not in a position, generally speaking, to move the research expenditure needle, yet their contributions are valued. I agree. In addition to the money from System, there are UTA funds. UTA funds can be used toward the broader set of expectations that we value.

Senator: So, then, going forward, this will be something on the table? Because I've been here 18 years and have never been compensated for my summer work with the 15 PhD students that I've graduated. It is an important issue.

Provost Brown: I have heard that before. Different departments do it differently, and I don't want not going to prescribe how it's handled across the disciplines. I encourage you to work with your department about how to handle it. In my own discipline, we view the opportunity to work with our PhD students in the summer as part of our faculty role. We look forward to finally getting to do our own research over the summer. I recognize that because students are now going to have to take those credits in the summer, those will have to be courses. But how the department organizes and the way it wants to do that will vary.

Senator: Just a point of clarification: in English, our students do their own research over the summer, not ours. So it doesn't help me at all. I help them. My entire job is helping them. That's an important distinction.

Provost Brown: You're making my point that I can't prescribe it; it really does vary.

Senator: I am in accounting, and on our departmental PhD committee, we talked about how to keep the students more active in the summer, and we talked about having a PhD seminar over the

summer. But if we teach summer courses, that doesn't count against the minimum number of classes we have to teach every year. But perhaps it could? That might help.

Provost Brown: That's a great suggestion. Thank you.

Senator: I want to advocate briefly for students who have families and who utilize the subsidized childcare through UTA Childcare Center. My graduate students tell me that once the semester ends, they can no longer have childcare until the long semester begins again. So for them it becomes very difficult to get research done outside of the semester because then they're a full-time parent. Could subsidized childcare be available to them over the summers as well?

Provost Brown: I don't know the answer to that, but that's a good question. So it seems, from what you're saying, that it's currently structured as a benefit for when you're a student, and when you're not enrolled in something, you don't enjoy the benefit, and so your question is, is there a way for students to have that benefit even when they're not enrolled?

Senator: Yes my question is: will the summer enrollment be recognized as full-time enrollment for childcare?

Senator: What are you excited about at UTA these days?

Provost Brown: What's exciting is the very thing that's hard right now. It's exciting to be trying to figure out how to hire 100 faculty. Who wouldn't want that "problem"? We're trying to figure out how to do it. I find that pretty exciting. Another piece that's exciting is that this moment is forcing us to figure out how to do interdisciplinarity or multidisciplinary better. We talk about that a lot, but like most universities, there are so many structures we have in place that make it hard to actually do it. That's what the clusters are designed to do. But the search committees for these clusters have a challenge because they're hiring people outside of their discipline. Another thing that's exciting is that we can use core research dollars to improve postdocs and increase our number of postdocs and create a culture here that supports postdocs.

Senator: We are doing hires in our department, but the difficulty we're finding when we talk to potential applicants is Texas. How would you encourage us to speak about the university and our location in Texas? Any words of advice?

Provost Brown: I share that difficulty, and I anticipated it with this legislative session. I think it's going to require a lot more front-end discussion with folks than we're accustomed to doing. I've had the same thing happen to me as I've been hiring Deans. There were a few searches where people were interested in applying but didn't once the law passed. What I've tried to do is share with people my own experience here and how great that's been so that what they hear doesn't match the reality. I point out how diverse we are and what that means about the environment they'd live, interact, and teach in. I highlight the intellectual and creative context we have here and the diversity in the DFW area in general. The other thing is, I clarify for people what the laws that passed really mean, because there's a lot out there that's imagined about what they mean that's not really true. I was just at UCLA yesterday having this exact conversation. I said, first of all, it's a national moment, not just a Texas moment. These kinds of things are being

contemplated and passed in a bunch of states. But we in Texas are in a much better position than colleagues in other states, like Florida. I tell them that when it comes to DEI, our legislature decided on three carve-outs that create a lot of freedom for us to continue to be and do as we have been and done. In Florida there were no carve-outs, but here in Texas the faculty still own the curriculum. For us, research is a carve-out. Part of it is unpacking what this really is for people so they can know. People do see in the media how other universities in Texas are making decisions, and they think it applies to everyone. Nowhere in the law does it say that we can't say the words "diversity, equity, and inclusion" or continue to value and advance those goals after January 1, 2024. And I tell people that there's a lot that swirls at the state level, but we live local. Where you will spend the lion's share of your time is at this university, so let me tell you about this university and this community. Not the state of Texas—but UTA. I frontload it: "you know, you may have heard . . ." so it's not just hanging in the air, unspoken. Help explain who we are and what they'd be joining.

Meeting adjourned 5:00 pm

Next meeting: February 7, 2024