

**Faculty Senate Minutes**  
1 May 2024  
Rio Grande A (University Center)

**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)

George Alexandrakis	Bioengineering
Adam Annaccone	College of Nursing and Health Innovation
Amy Austin	College of Liberal Arts
John Bayhi	Libraries
Karabi Bezboruah	Public Affairs and Planning
Alan Bowling	Mechanical and Aerospace Engineering
Kim Breuer	College of Liberal Arts
Jivas Chakravarthy	Accounting
Heather Charles	College of Science
Manfred Cuntz	Physics
Imre Demhardt	History
Thomas Dombrowsky	College of Nursing and Health Innovation
Julienne Greer	Theatre Arts and Dance
Doug Grisaffe	Marketing
James Hansz	Finance and Real Estate
Bai Linh Hoang	Political Science
Darlene Hunter	School of Social Work
Penny Ingram	English
Song Jiang	Computer Science Engineering
Theresa Jorgensen	Math
Cynthia Kilpatrick	College of Liberal Arts
Douglas Klahr	Architecture
Cynthia Koomey	College of Nursing and Health Innovation
Andrzej Korzeniowski	Math
Laura Kunkel	College of Nursing and Health Innovation
Catherine LaBrenz	Social Work
David Levine	College of Engineering
Qing Lin	Psychology
Stephen Mattingly	Civil Engineering
Fred MacDonnell	Chemistry
Rachael Mariboho	College of Liberal Arts

Jessica McClean	Libraries
Joyce Myers	College of Education
Kaci O'Donnell	College of Liberal Arts
Aimée Israel-Pelletier	Modern Languages
Cindy Plonien	College of Nursing and Health Innovation
Cheryl Prachyl	College of Business
Rhonda Prisby	Kinesiology
Stefan Romanoschi	Civil Engineering
De'An Roper	School of Social Work
Thomas Rusher	College of Architecture, Planning, and Public Affairs
Whitney Russell	Libraries
Eli Shupe	Philosophy
Aaron Smallwood	Economics
Amy Speier	Sociology and Anthropology
Chunke Su	Communication
Gregory Turner	College of Engineering
Jack Unzicker	Music
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
Leaf Zhang	Educational Leadership and Policy Studies

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

Jennifer Cowley, UTA President

Tamara Brown, UTA Provost

Minerva Cordero, Vice Provost for Faculty Success

Ann Hawkins, Associate Vice Provost for Faculty Success

Shanna Banda, Assistant Vice Provost for Faculty Success

### **Guests**

Jon Fagg, Director of Athletics

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

- Over the past year, Faculty Senate has been paying attention to how our university is complying with and adjusting in response to recent legislation, and a new legislative session is upon us in the coming year.
- Important to consider how to advocate for faculty priorities in a productive way. Today, we have a guest speaker, Brian Evans, President Elect of the Texas Conference of the AAUP.
- Evans gave a presentation about the AAUP, speaking for himself as an individual. Slides follow.

# Advocating Together for Academic Freedom on Campus and Across the State



Brian L. Evans

President-Elect  
[Texas AAUP-AFT Conference](#)  
[aaup.texas@gmail.com](mailto:aaup.texas@gmail.com)

Texas AAUP is affiliated with the  
Texas American Federation of Teachers (AFT)



*Speaking for myself as a private individual  
Not speaking on behalf of any group, institution, or organization*

Faculty Senate Meeting  
The University of Texas at Arlington  
May 1, 2024

# American Association of University Professors

AAUP founded in 1915 by faculty and has 45,000 members.

AAUP champions academic freedom, advances shared governance, and organizes all faculty to promote economic security and quality education.

AAUP affiliated with the American Federation of Teachers (1.7M members including 148,000 professors) Aug. 2022



**Consider Joining AAUP**

# 1940 Joint AAUP/AAC&U Statement of Principles on Academic Freedom & Tenure (2600 words)

Jointly formulated by Faculty (AAUP) and Presidents (AAC&U)

- American Association Colleges & Universities (AAC&U): 860+ institutions

Principles adopted by all seven public university systems in Texas

Academic Freedom for **teachers** consists of interrelated elements

- freedom to explore all avenues of scholarship, research, and creative expression and to publish the results of such work
- freedom to discuss all relevant matters in the classroom
- freedom from institutional censorship or discipline when speaking or writing as participants in the governance of an educational institution
- freedom from institutional censorship when speaking or writing as a citizen

Free inquiry, free expression, and open dissent are critical for student learning and the advancement of knowledge

here “citizen” means a member of society

# 1940 Joint AAUP/AAC&U Statement of Principles on Academic Freedom & Tenure

Academic freedom empowers teachers to

- bring the latest breakthroughs into the classroom
- innovate in scholarly research and creative endeavors
- develop and disseminate new knowledge from all viewpoints, including conservative, moderate, liberal, and apolitical (viewpoint diversity)
- help students develop the critical thinking, knowledge, training, and professional networks for successful careers

**Safeguards** include **tenure**, due process, **shared governance**

Critical thinking is a required course outcome by THECB. [1]

Required for university accreditation [2, p. 54] “The institution publishes and implements appropriate policies and procedures for preserving and protecting academic freedom”

[1] Texas Higher Ed. Coordinating Board, [Lower Division Academic Course Guide Manual](#), Spring 2018.

[2] SACSCOC Resource Manual for the Principles of Accreditation: Foundations for Quality Enhancement, Feb. 2024

# UT Regents Rule 31004

## Rights and Responsibilities of Faculty Members [1]

Sec. 1 Freedom in Research. Faculty members are entitled to full freedom in research and in the publication of the results.

Sec. 2 Freedom in the Classroom. Faculty members are entitled to freedom in the classroom in discussing his or her subject, but are expected not to introduce into their teaching controversial matter that has no relation to his or her subject.

Sec. 3 Clarification of Role. Faculty members are citizens, members of learned professions, and officers of an educational institution supported by the State of Texas. When the faculty member speaks or writes as a citizen, he or she should be free from institutional censorship or discipline, but should make it plain that the faculty member is not an institutional spokesperson....

Text above is identical to, or a simple rewording of, text in the 1940 AAUP/AAC&U statement which AAUP encourages (see additional slides)

# 1966 Joint Statement on Government of Colleges and Universities (3500 words)

Jointly formulated by Faculty (AAUP), Presidents (ACE) and Trustees (AGB)

- American Council on Education (ACE): 1500+ institutions including UT Arlington and UT System
- Assoc. Gov. Boards of Univ. & Colleges: 1300+ members including UT System

Faculty have primary decision-making authority in

- Curriculum, subject matter, and methods of instruction
- Those aspects of student life which relate to educational process
- Matters related to faculty status – appointments, reappointments, decisions not to reappoint, promotions, granting of tenure, and dismissal
- “President should exercise adversely only in exceptional circumstances, and for reasons communicated to the faculty” & receive faculty feedback

Faculty have authority in financial exigency and program closures



# 1966 Joint AAUP/ACE/AGB Statement on Government of Colleges and Universities

**President** shares responsibility in

- Definition and attainment of goals
- Administrative action
- Communications to link components of academic community

**President** provides institutional leadership

- Innovate, initiate, and persuade others to work toward goals
- Utilize judgments of the faculty and outside competent scholars
- Ensure standards and procedures conform to policy established by the board and standards of sound academic practice
- Manage and create resources

**President** represents institution to public

# 1966 Joint AAUP/ACE/AGB Statement on Government of Colleges and Universities

“Maintains a general overview of the institution”

- Entrusts conduct of administration to administrative officers
- Entrusts conduct of teaching and research to the faculty

**Governing  
Board Roles**

Publishes codified statements defining policies and procedures

Provides long-term resource planning and oversees endowment

Obtains capital and operating funds

Supports institution when “ignorance or ill will threatens” any part

“In grave crises it will be expected to serve as a champion.”

SACS: "governing board protects the institution from undue influence by external persons or bodies." [2, p. 29]

[1] 1966 Joint Statement, <https://www.aaup.org/report/statement-government-colleges-and-universities>

[2] SACSCOC [Resource Manual for the Principles of Accreditation: Foundations for Quality Enhancement](#), Feb. 2024

# Legislative and Community Advocacy

Higher ed is a mystery to Legislators and the general public

- 48% of Texans aged 25-64 have enrolled in an institution of higher ed
- 30% of Texans aged 25-64 have completed higher ed certificate or degree

Advocacy is telling your story about how higher ed helps our state

- Why are academic freedom, tenure, shared governance, and other higher ed values important to you in teaching, research and expression?
- How has the teaching and research in your discipline benefited Texans?

As a **private individual**, you have freedom to express your views per First Amendment Rights – be clear who you are speaking for

And you can team up with a group to advocate....

# Texas AAUP Conference

Members at 75 universities, comm. colleges, health-related inst.  
AAUP affiliated with Amer. Federation of Teachers Aug. 1, 2022

Advocacy for higher ed values

- Ramped up by [Texas AFT](#) (10/22) and [NAACP LDF](#) (2/23)
- Wrote op-eds and blogs, and tweeted @TexasAaup
- Created [higher ed bill tracker](#) & interviewed with reporters \*\*

Coordinates with 10 higher ed advocacy orgs

- [Legislative training, updates and visits](#) \*\*
- Testifying at Texas Senate and House committee hearings \*\*
- Campaigns for Legislative outreach \*\*

Collaboration with the Texas Council of Faculty Senates



\*\* As private citizens /  
AAUP members

# Texas AAUP Advocacy Outcomes in the Last Texas Legislative Session

In the House, our coordinated effort among 10 higher ed advocacy orgs

- Able to change the legal definition of tenure in tenure bill from one-year guaranteed employment contracts to continuous employment.
- Influenced changes in anti-DEI bill including several exceptions for external grants.
- Helped defeat the [censorship bill](#)

Karma R. Chávez, [Lessons from AAUP Advocacy in Texas](#), Academe, 2023.  
*How a revived AAUP chapter and a coalition of allies mobilized against a legislative assault.*

# Interim Legislative Charges Concerning Higher Ed

Apr. 11, 2024, Lt. Gov., [2024 Interim Legislative Charges](#).

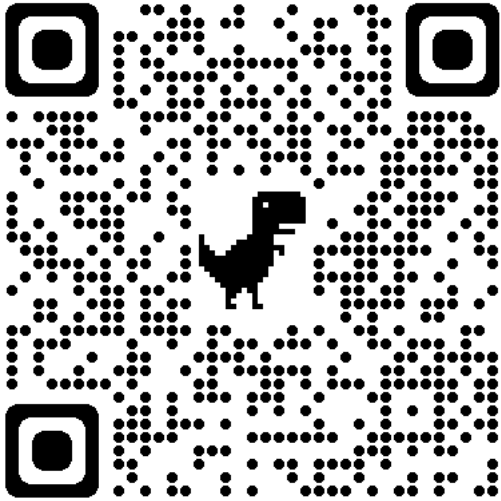
- Faculty Senates
- Innovation and Technology in Higher Education (AI)
- Monitor the Ban on Discriminatory DEI Policies
- Faculty Tenure Revisions
- Combating Antisemitism on Texas College Campuses
- Public Junior College State Finance Program
- Campus Free Speech

Apr. 4, 2022, Lt. Gov., [2022 Interim Legislative Charges](#).

- Removal of tenure and dismissal of tenured faculty members [*became SB18*]
- Role of faculty senates in representing faculty interests to the administration
- US History Requirements to ensure Critical Race Theory is not included [*became SB16*]

# Thank You!

## Consider joining AAUP



## Consider forming an AAUP Chapter on campus

- Helps faculty connect with other faculty across campus
- Gives training on academic freedom, departmental and college governance, and how to get your voices heard
- Works with Faculty Senate to change policies and encourages members to run for Faculty Senate
- Provides faculty mentoring
- Hosts seminars on academic freedom
- Gives training in Legislative advocacy
- Advocates at the State Legislature

8 new AAUP campus chapters have formed in Texas since January 1, 2024

# **Additional Slides**



# 1940 Joint AAUP/AAC&U Statement of Principles on Academic Freedom & Tenure

## Academic Freedom (emphasis is mine)

1. Teachers are entitled to **full freedom in research and in the publication of the results**, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

2. Teachers are entitled to **freedom in the classroom in discussing their subject**, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject.<sup>4</sup> Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.<sup>5</sup>

3. College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be **free from institutional censorship or discipline**, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should **show respect for the opinions of others**, and should **make every effort to indicate that they are not speaking for the institution...**

# Texas AAUP Affiliation with Texas American Federation of Teachers March 2024

***Autonomy.*** Texas AAUP would continue to operate under its by-laws and practices.

***Amplified advocacy.*** Texas AFT has 66,000 members and dedicated full-time staff.

***Members*** can be from public or private institutions of higher education.

***Member benefits*** include occupational liability coverage, legal aid for civil cases, legal defense for employment matters, and advocates for dispute resolution.

***Officer benefits*** include Board of Directors insurance.

[Amid Attacks on Higher Education, Texas AAUP Votes to Affiliate with Texas AFT](#), April 4, 2024

[Historic vote by Texas AAUP approves affiliation with the Texas AFT](#), March 30, 2024

# New AAUP campus chapters formed in Texas since January 1, 2024

- Lamar University – January 2024
- Texas Woman's University – February 2024
- University of Houston – March 2024
- Texas State University – April 2024
- Tarleton State University – April 2024
- West Texas A&M University – April 2024
- Trinity University – April 2024
- Sam Houston State University – April 2024

**Senator:** Does the Texas legislature realize that Critical Race Theory has never been taught?

**Brian Evans:** It hasn't been taught in public K-12 that I'm aware of. How much has it been taught in higher ed? It's taught in law school, for accreditation.

**Senator:** I've seen, repeatedly, the word "citizen" on your slides. Some of us aren't US citizens, but US residents.

**Brian Evans:** Replace that word with "individual." It applies to everyone, regardless of citizenship status. That's old AAUP language from 1940s.

**Senator:** The initial slides quoted all these agreements, but when you get to the legislature, they don't seem to honor any of them.

**Brian Evans:** The state law is the state law, and we have to work within those boundaries. We have to work on things through shared governance *before* they become law. If things start infringing on federal rights, then there will be a lawsuit.

**Senator:** How public are public universities in Texas? How much of the budget comes from the state?

**Brian Evans:** That depends on the university.

**Senator:** Shouldn't people who fund the universities have as much input as the state?

**Brian Evans:** It's good to talk to your legislators about that. They are the state government. They do make the laws.

**Senator:** Have you ever pursued legal options?

**Brian Evans:** National AAUP does often. They file amicus briefs and participate in wider lawsuits. They will provide help to lawyers who are defending a faculty member. Texas AFT joined with us in March of this year, and they can sue. That's one of the reasons we joined them. Amplified advocacy and more member benefits. We also have a volunteer staff that handle faculty representation. Helping to triage and hand the cases off to lawyers.

**Senator:** Could you speak a little bit about speaking as a private individual? Most of us would be doing stuff on university property. I noticed you're the president elect and you're not speaking for them, but as an individual.

**Brian Evans:** I recommend that when you're doing advocacy. Use only personal devices. Not university wifi or equipment. There's no privacy in using university equipment.

**Remarks from President Jennifer Cowley**

- Senate hearings on SB 17 are being scheduled for later in May. No UTA representative is being called. Legal counsel is speaking on behalf of UT System institution. Will be paying close attention.
- Student protests
  - No camping policy—went out in an email today. When Columbia encampment began a few weeks ago, looked into policies that might have something to do with this. Consulted with Faculty Senate Chair Andy Milson. Policy is now in place. There is a student organization that may wish to create an encampment; have spoken to their faculty advisor to make the prohibition clear.
  - Outside organizations trying to use universities as a platform for their agenda. Creates a challenging environment to govern. At UT, more than half the people arrested are not affiliated with UT.
  - UTD has an encampment that popped up this morning. They were in the process of figuring out their camping policy. A number of the participants not affiliated with UTD. Trying to learn from their experience.

**Senator:** If this is a public university, and we say we promote academic freedom, how much is it our responsibility to host outsiders and provide a safe space for civil discourse?

**President:** We have speakers all the time. And others can come to campus, but they have to follow the rules of civil discourse.

**Senator:** So, it's no camping, but can they stay there all night?

**President:** People are welcome to stay on campus, walking around all night, but there can't be amplification of sound without prior approval. There are rules like those.

**Senator:** I want to say that I thought the website we have is very well designed and accessible. It shows you right away what's permitted and what's not. And I want to give a shout out to my alma mater, Brown University, where the administrators had a very civil discussion and agreement with protestors.

**President:** Student Affairs is responsible for that website, and they've recently created an FAQ, and we've done a lot of coaching with an emerging student organization to help them do it in the best way possible, helping them to understand the rules.

- Friday the letters for faculty and staff market adjustments are going out. Effective for the May paycheck (realized in the May 31 paycheck).

**Senator:** About RISE 100—I had asked our dean in CAPPa if there were any funds available for retention, and the answer was no. Retention has been a big issue for us. We've hemorrhaged a lot of our best people. Is there, maybe, a Retention 50 somewhere in the pipeline?

**President:** Just as a reminder, the funds for RISE 100 are allocated for the hiring of new faculty. There are very specific uses tied to that money. As part of the market adjustments going out now, those are following recommendations from a faculty advisory committee. Some of those are

retention-targeted in nature. In addition, the Provost is setting aside some of the money to retain superstars. The timing is TBD.

- Great news about merit in the fall: we are now ahead on FAFSA with FTIC and transfer, but we're behind in terms of FTIC students who have received a financial aid package. The biggest impact: our projections in December were that we had to be up about 1.5% in enrollment; now projecting we'll be up 1.8%, which is good, but we've seen a substantial drop in the number of international MA students, who pay more. Doesn't look good for merit. How can we close the gap? But we can cover utility increases and health care cost increases. Budget decisions will start getting made at the end of June.

**Senator:** Some of us were in the Campus Master Plan meeting, but where does the money for that come from?

**President:** Yes, we are in the middle of the master plan process. But that is long term. We have a capital plan that says we're going to fund \$700 million in capital over the next 7 years. Assumes funding from PUF, from the state, and capital funds from the university. I discovered on my arrival that we didn't have a dedicated debt service fund. One of the things we've done is establish a debt service fund that will allow us to invest in our new buildings. This year, merit is more of a priority than growing the capital fund, so we might not be able to grow the capital fund this year. This spring the students voted for a fee increase that will fund a redesign of the UC. That's a \$166 million project, all funded by student fees. The Life Science project is a mix of state, PUF, and institutional funds. [Gives other examples of how funding works for various projects around campus.] Can't add new buildings until we expand the utility plant, which is not exciting. The Master Plan is looking for new opportunities in the future. We are also looking for public-private partnerships, and the green space in front of the library will be redone through fundraising.

**Senator:** At the last meeting you talked about the charge from the state to add antisemitism to the student code of conduct.

**President:** That is in process. The System will adopt something at the BOR meeting next week. It will be relatively broad, and it will be up to the campuses to implement at the local level.

**Senator:** A long time ago, I heard about gas money from gas wells on campus. Can these go to merit raises or salaries?

**President:** Those wells generate about \$40,000 a year, which pays for gas. When the wells were still drilled, they supplied more money. Now it's at a more modest level.

**Senator:** Can I ask about SB 18 and the implementation?

**President:** Right now there is a draft System model policy, which is almost done. There are many meetings coming up in a final round of discussions before the policy is finalized and sent to the campuses.

**Senator:** Will faculty have an opportunity to weigh in?’

**President:** That’s what has to be resolved in the next week or two.

**Senator:** How much pushback would each individual university have?

**President:** We’ve been providing feedback the whole academic year. There has already been feedback from many stakeholder groups. We are almost done. There are just a handful of details to shape locally through the HOP process.

**Senator:** Will Faculty Senate have an opportunity to weigh in?

**President:** Yes, within the constraints of what’s left to be resolved.

**Senator:** Back to “Retention 50.” At the School of Architecture, we’re a little deficient on seasoned faculty. My understanding from the Dean is that there are no funds for retention.

**President:** The Dean has the discretion to use his budget as he sees fit. That’s a college-level decision within the resources they have. You have a new dean who is coming in and figuring out the budget. There is some degree of flexibility in making decisions.

**Senator:** One possibility of acquiring funds is to sell building names.

**President:** I tell a story to help donors who want to have an impact. In order to get your name on a building, you have to contribute roughly 25% of the building cost (e.g., 25% of \$166 million for the UC). Not many people can give that much money.

- Thanks faculty for outstanding work throughout the year.

April 4 minutes approved by acclamation.

The Faculty Senate Chair, Chair Elect, and Vice Chair represented UTA at the FAC in Austin last week. Regarding SB 18 implementation, one concern is “failure to complete professional development program” as one of the grounds for terminating a tenured faculty member. The law says “failure to complete a post tenure review professional development program.” Going to keep working with the President and Provost to try to get that language ironed out.

**Meeting adjourned 3:40 pm**