

APPROVED AND CORRECTED MINUTES

These minutes are disseminated to provide timely information to the Academic Senate. They have been approved by the body in question, and, therefore, they are the official minutes.

ACADEMIC SENATE MEETING**August 17, 2022**

Present: *Inga Musselman*, Mohammad Akbar, Andy Amato, Poras Balsara, Ashley Barnes, Kurt Beron, Dinesh Bhatia, Patrick Brandt, Monica Brussolo, Adam Chandler, Ovidiu Daescu, Nikki Delk, Vladimir Dragovic, John Ferraris, Mary Beth Goodrich, Todd Griffith, Maria Hasenhuttl, Bill Hefley, Dorothee Honhon, Karen Huxtable-Jester, Naser Islam, Michael Kesden, Victoria McCrady, Syam Menon, Sarah Moore, BP Murthi, Syed Naqvi, Simeon Ntafos, Dawn Owens, Elizabeth Pickett, Ravi Prakash, Shalini Prasad, Suresh Radhakrishnan, Michael Rebello, Carolyn Reichert, Monika Salter, Maribeth Schlobohm, Gaurav Shekhar, Uma Srikanth, Stephanie Taylor, Lucien Thompson, Christine Veras de Souza, Shilyh Warren, Regina Ybarra

Visitors: Rafael Martín, Katrina Adams, Naorfal Al-Dhahir, Ashiq Ali, Ellen Ammons, William Anderson, Kristin Atchison, Gregory Ballew, Aurora Becerra, Sandy Beisel, Janette Bell, Matthew Brown, Ramaswamy Chandrasekaran, Larry Chasteen, Susan Chizeck, Robert Clarke, Darren Crone, Mareze Crone, Torrie Cropps, Lucinda Dean, Gregg Dieckmann, Brian Dourty, Adannah Duruoha, Colleen Dutton, Qin Fang, Eric Farrar, Frank Feagans, Gene Fitch, Stephanie Garcia-Rocha, Agapito Garcia, Lori Gerard, Juan Gonzalez, Shella Hayes, Cynthia Haynes, Daniel Hernandez, Raul Hinojosa, Amy Hofland, Jennifer Holmes, Megha Hooli, Jennifer Hudson, Calvin Jamison, Dante Jaramillo, Kruthi Kanduri, Simon Kane, Carie King, Serenity King, Jennifer Klunk, Dee Lambert, Carol Cirulli Lanham, Thomas Lavastida, Murray Leaf, Ingrid London, Roger Malina, Sarah Maxwell, Jennifer McDowell, Marco Mendoza, Margaret Moore, Victoria Morales, Jessica Murphy, Mehrdad Nourani, Sanaz Okhovat, Joseph Pancrazio, Yvette Pearson, Jeff Price, Nithya Ramachandran, Amanda Rockow, Nils Roemer, Ellen Safley, Elizabeth Samuel, Meghana Satpute, Brooke Schafer, Tim Shaw, Scott Simpson, Sheryl Skaggs, Steven Small, Amanda Smith, Erin Smith, Melanie Spence, Stephen Spiro, Amandeep Sra, Rukhsana Sultana, Vy Trang, Elizabeth Trosper, Victor Valcarcel, Karl Van Leeuwen, Mary Jo Venetis, Roopa Vinay, Shelby Vincent, Josephine Vitta, McClain Watson, Don Wijesinghe, Michelle Wilson, Matthew Winsor-Johns, Tonja Wissinger

Absent: *Richard Benson*, Olivia Banner, Lisa Bell, Karen Doore, Andrea Fumagalli, David Lumley, Neeraj Mittal, Siham Raboune, Viswanath Ramakrishna,

1. Call to Order, Announcements & Questions – Inga Musselman

Dr. Benson was not able to attend the meeting. Per the bylaws, Provost Musselman chaired the meeting. She called the meeting to order at 1pm. She welcomed all attendees to a new fall semester and thanked all the faculty, staff, and students who have worked so assiduously to help the university to arrive at its current excellent state. The university is mindful of the new health threat from monkeypox, but they are highly confident that the emergency response team is prepared to keep the campus community safe.

Research has risen steadily from \$36.1M in fiscal year 2017 to \$59.7M in fiscal year 2022 which is a 65% increase and are on pace to pass the \$60M mark in the coming year. UT Dallas will have a record enrollment this fall. Enrollment has surpassed 30,000 students for the first time and current projections are that enrollment will be around 31,150 students on Census Day. This is up 7% over the same time last year.

In 2021-22, the institution hired 18 new full-time nontenure track system faculty and 55 new tenured/tenure-track faculty. They will be in place by the end of summer 2023. This brings the total number of faculty to 578 or 579 by the State of the University address in October, depending on one hire's start date, and another 10 or 11, who will be starting in 2023. Provost Musselman share updates on the School of Interdisciplinary Studies (IS) and the School of Arts, Humanities, and Technology (AHT).

After 47 years of service to the university and 28 years of service dedicated to promoting excellence in education as Dean of the School of Interdisciplinary Studies, Dr. George Fair has announced his decision to step down as Dean of the school and retire at the end of the fall semester. The Provost expressed her

gratefulness to Dean Fair for his dedicated leadership of the school and his additional service to the university over this extended period of time of UT Dallas' history during which we have experienced rapid enrollment growth. Dr. Tonja Wissinger, professor of instruction and the current associate dean of the school, has accepted the Provost's request to serve as interim Dean effective August 22, 2022, the start of the fall semester. In consultation with Dr. Benson, the Provost has decided not to commence a search for a new dean of the school at this time. The Provost will establish a working group in September to explore future possibilities for the school. She noted that changes, if made, would preserve both the degree programs and the employment of the current faculty and staff. This will be an opportunity to take a look at the school and future possibilities.

The School of Arts, Humanities, and Technology will also have new leadership on August 22, 2022. Dr. Nils Roemer will officially serve as Dean of the school. This will provide the university with a strong single academic presence for the arts.

Construction has begun on the Athenaeum, located south of JSOM and to the east of the traffic circle.

Vice Speaker Shilyh Warren asked for an update about the plans to investigate the faculty member in ECS for comments that were out of line with the university's mission and values. Provost Musselman responded that on the academic side, additional sections of the 4 affected courses were added for the summer and fall semesters. There are ongoing reviews.

2. Approval of the Agenda – Ravi Prakash

Speaker Prakash called for a motion to approve the agenda. Dr. Syam Menon moved, and Vice Speaker Michael Kesden seconded. There were no objections. The motion was approved by unanimous consent.

3. Approval of the Minutes – July 20, 2022 – Ravi Prakash

Speaker Prakash called for a motion to approve the July 20, 2022 minutes. Dr. Tres Thompson moved, and Dr. Syam Menon seconded. There were no corrections. The motion was approved by unanimous consent.

4. Speaker's Report – Ravi Prakash

Speaker Prakash reported the following items.

- 1) Lisa Bell has retired. She has provided tremendous service to the Senate and various committees. She had been appointed to the Advisory Committee to the University Budget but with her retirement, a replacement will need to be identified for this committee and for her seat in the Senate.
- 2) More than 150 undergraduate students, including Honors College and various SPUR participants, presented their summer research on July 29, 2022. The presenters were from all schools and disciplines. Some faculty were present and interacted with the students. Speaker Prakash thanked the faculty who volunteered to serve as judges.
- 3) The Office of Budget and Finance invited Dr. Bill Hefley, Vice Speaker Michael Kesden and Speaker Prakash to speak to the office about shared governance and Academic Senate and the importance of tenure and academic freedom.
- 4) Speaker Prakash yielded the floor to Dr. Nikki Delk, the new Assistant Vice President for Research Development. Dr. Delk reported that UT Dallas was awarded an NSF Advance grant. Provost Musselman and Dean Stephanie Adams are the PIs on this grant. The purpose of the grant is to recruit and retain women, particularly underrepresented minority women, to the faculty. Part of the charge is to hold a Future Faculty Identification Program workshop, which will be held on October 20-21, 2022. Invitees will receive some career development and will be introduced to the university. She asked the Senate to share the workshop information with colleagues, any graduate student, senior-level graduate students, postdocs, or research scientists in the STEM fields that may be good candidates for the Future Faculty workshop.

5. THECB/SACSCOC/Legislative Updates – Serenity King

Dr. Serenity King reported that the agenda packet contains THECB, UT System, and SACSCOC updates. She will focus on the unifying topic across all those entities - credentials of value. The agenda packet includes

information from the last THECB board meetings that have taken place since the July Senate meetings. The Committee on Innovation Data and Educational Analytics and the Committee on Academic and Workforce Success gave a presentation on an update to the Building a Talent Strong Texas, the new statewide strategic plan for higher education, to the full board. One of the revisions to the plan is the increasing of the target population: from Texans ages 25-35 years, they have expanded it to all working-age Texans. For the second category for Texans ages 35-64, there is a new metric to increase the attainment of post-secondary credentials for which the 2019 percentage was 47.7%. They want to increase that percentage to 60% using micro-credentials. They also expanded on what they want the manageable student debt to mean that hasn't previously been defined and they now have their formula for return on investment. This formula is tuition and fees plus room and board and other expenses times their full-time enrollment minus their financial aid. This is how THECB is defining student investment. The credentials of value are what the THECB is working on now. They have removed any references to degree programs and are now using credentials of value. This means that the institution will need to track the other credentials of value. This is one of the challenges that the institution must resolve. UT Dallas must figure out how to report the number of micro-credentials awarded. THECB is configuring a statewide database so institutions can report this information.

The THECB also wants to increase research development and innovation by a billion dollars using private and federal expenditures by 2030.

The tri-agency workforce initiative with the THECB's Commissioner, the Texas Education Agency Commissioner, and the Texas Workforce Commission chairman, gave the major policy discussion report. They emphasized workforce needs and how the credentials of values map to these needs.

TCCAO met in July. Guest presenters included representatives from SUNY System, THECB, Dr. Archie Holmes (Executive Vice Chancellor for UT System), and Texas A&M. They co-presented on micro-credentials and credentials of value.

UT System has signed a contract with Coursera in which all UT System institutions will have 150 general Coursera seats and an additional 500 seats from Google. UT System is covering the cost for 3 years. The total 650 total Coursera seats are going to be piloted in JSOM for the first year. JSOM has already been working with Coursera embedded in some their classes. They also have some of the infrastructure needs that we do not have centralized for the university as far as the recordkeeping from the Registrar's Office, Educational Technology Services, etc. Dr. Guarav Shekhar has been designated by JSOM as the point of contact.

The August 1st UT System SACSCOC Accreditation Liaison meeting was focused on the THECB rules. On July 22nd, the THECB posted 59 pages of new rules devoted to new degree program approvals and new and existing degree program review changes. The group will provide comments. UT System and UT El Paso have shared a draft of their letters. UT Dallas is finalizing its letter. The deadline to respond is August 22nd. There are significant problems with what THECB is presenting. One example is preliminary authority. Currently preliminary authority is required for a new doctoral program or a new engineering program of any level. Preliminary authority is a pre-proposal that has to go through UT System and the THECB. This takes about a year for the preliminary authority to be approved. They are requiring it for every degree program at all levels for all institutions. They are also building in time limits for each level of approval at the THECB staff. Within that hierarchy, they are extending the time such that it could be up to 90 days before a proposal even has to acted on by the staff. This is counter to their strategic plan, which is to get credentials of value that respond to real time workforce needs up. This has a significant impact to the degree program approval process and there are also problems with some of the things they are wanting to do for the review of existing program changes.

Lead UTD, the leadership development and administrative training program from the Provost's Office for new deans, new associate deans, and new program/department heads will have its third cohort this year. This program was paused in AY2020-21. Included in the agenda packet is the cohort roster.

Vice Speaker Michael Kesden asked if the Coursera courses are competing with or complementing existing UTD courses, and will these count towards the new micro-credentials being offered or contribute towards

current degrees. Dr. King responded that there is potential that in some cases these could expand and be in competition with some existing courses. Coursera also includes industry offerings from other institutions. There is an opportunity for UT Dallas to create our own courses and offer those. They can be embedded in courses. A policy is currently being drafted that will go through governance for how UTD will recognize credit for these courses and how they might be stackable into future micro-credentials offerings.

6. NCFS/TXCFS/FAC Report – Ravi Prakash/Bill Hefley/Shilyh Warren/Michael Kesden

Vice Speaker Kesden reported that he attended the National Council of Faculty Senates (NCFS) meeting. [Included is a [summary](#) of the meeting.]

Dr. Bill Hefley suggested that the Senate consider whether UT Dallas should join the NCFS as an institution.

Discussion followed. It was agreed that, for now, UT Dallas will not join NCFS as an institution but will continue to participate as individual members. This decision will be re-visited in the future.

7. Student Government Report – Kruthi Kanduri/Margaret Moore

Margaret Moore reported that SG is working on fall elections. Their meetings will not resume until August 30th. They are working to select members for committees.

8. Graduate Student Assembly Report – Megha Hooli/Don Wijesinghe

Don Wijesinghe reported that they are working on revising their Constitution and bylaws. GSA is focusing on the GSA welcome lunch, which will be held on August 29th. They are making progress with the committee selections.

Speaker Prakash advised GSA to contact the various Senate committees on education, have those committees take a look at the Education Without Borders document and get one of those committees to bring to the Council for inclusion in a future Academic Council/Senate agenda.

Speaker Prakash asked SG and GSA to send the names of the student representative for the committees to Vy Trang. She will consolidate the names to complete the committee membership.

9. Staff Council Report – Jennifer Klunk/Debra Greszler

Jennifer Klunk reported that elections for the Staff Council president and vice president will be held during the September 14th meeting. Jennifer will run for another term as president. Provost Musselman presented about the structure of the Provost's Office at the last Staff Council meeting. Jennifer announced that Krystyna Swindle from JSOM won the Sandee Goertzen Staff Council Member of the Year award. New Staff Council representatives have been elected and their terms will begin in September.

10. Committee on Committees Appointments for AY2022-23 – Ravi Prakash

Speaker Prakash reported four committee appointments that need Senate approval.

- 1) For CEP, Dr. Rukhsana Sultana (BBS) could not serve on the committee due to teaching conflicts. The CoC recommends Anna Taylor (BBS) as a replacement.
- 2) For the Advisory Committee on the University Budget, Lisa Bell was nominated and approved as vice-chair but she is retiring. The CoC recommends Kurt Beron (EPPS) as vice-chair.
- 3) For the Committee on Student Technology, Victoria McCrady (JSOM) has volunteered to chair the committee.
- 4) For the Committee on Parking and Transportation, Robert Taylor (EPPS) is planning to retire. The CoC recommends Elmer Polk (EPPS) as a replacement.

[The committee appointment recommendations worksheets are included [here](#).]

Coming from a committee, there was no need for a second. There were no objections. The recommendations were unanimously approved and were endorsed by the Senate. The appointment letters will be issued through the Provost's Office.

11. Revisions to UTDP1022 Committee for the Support of Diversity and Equity – Sheryl Skaggs/Yvette Pearson

Dr. Pearson shared that the Office of Diversity, Equity, and Inclusion (ODEI) has spent the past fall semester working on how to shape the office to meet the new proposed policy charge and aligning the office well with the strategic plan of the university, which goes to the theme about fostering diversity, equity and inclusion in all the elements of DEI that are found throughout different parts of the strategic plan. They are looking for ways to do the following:

- 1) To align current and future efforts and have more streamlined, less “reinventing of the wheel” and really learning from each other to really bolster the collective impact of efforts.
- 2) To spread awareness of their programs and initiatives but also avoid duplication of effort and burnout.
- 3) To demonstrate the value of DEI and institutional change work.

To accomplish these goals, UT Dallas kicked-off the Sea Change Initiative last fall. Sea Change focuses on equity as opposed to just focusing on diversity. This will allow UT Dallas to better address root causes and produce and sustain institutional change.

There are three pillars: 1) Sea Change Institute, 2) Sea Change community, and 3) the award structure.

ODEI has been involved in the self-assessment process for the last few months to identify equity gaps for faculty, staff, and students from different identities and so forth. They have envisioned a Nexus team and change teams of different types and working groups for special initiatives. Equity ambassadors were identified by each Dean and vice president for their unit and these ambassadors will be key in communicating from the university level to the unit and vice versa. There will also be ambassadors from Student Government, Graduate Student Assembly, and the Student Diversity Advisory Council. See the [presentation slides](#) for additional information on the Sea Change team.

President Benson had charged Dr. Pearson and ODEI late last year to look at the existing university Committee for the Support of Diversity and Equity and the Living Our Values Task Force and pulling together the strengths of both groups to create a new group that would embody all that we would want to have them do. Dr. Pearson has been working with Dr. Sheryl Skaggs, Dr. Rafael Martín, and Speaker Prakash, and have received feedback and endorsement from Staff Council, Student Government, and Graduate Student Assembly leaders.

Dr. Pearson focused on the proposed changes to the membership and some the structure of how the group will be constituted. Stakeholders have commented on the reduced number of committee members. She explained that this is intentional because of all of the other structure that is built around the group. The change efforts are not just dependent upon this committee; it is “all hands on deck.” What they are trying to achieve with the proposed structure is a balance and equity with the organization itself. The new committee will include 4 faculty members (tenure and tenure-system and non-tenure system), 4 staff members, 1 undergraduate student nominated by Student Government, 1 graduate student nominated by the Graduate Student Assembly, and one ex officio, nonvoting member from each of these groups. There will be a chair and vice chair with one being a faculty member and the other a staff member with the leadership of the committee rotating between faculty and staff each year, bringing in the equity piece between faculty and staff assignments.

Dr. Skaggs stressed that this is a university-wide committee and the selection process for faculty appointments will come from the Committee on Committees.

Provost Musselman advised that the title needs to be adjusted and for the selection of the postdoctoral associate should be nominated by the Dean of Graduate Education.

There was discussion on the reduced number of faculty representatives. Dr. Bill Hefley proposed an

amendment to add the Chair of the Campus Accessibility Committee as a voting member of the IDEA group. Dr. Sheryl Skaggs accepted this as a friendly amendment.

Coming from a committee, there was no need for a second. There were no objections. The proposed changes to UTDPP1022 were unanimously approved.

12. Implementation Process Update – UTDPP1115 University Records Regarding Student Identity – Jennifer McDowell/Matt Winsor-Johns/Amanda Pritchard

Matt Winsor-Johns reported that included in the agenda packet is a manual on how to access students' preferred pronouns and/or gender identity on the class roster. This policy only applies to students. Beginning this fall, students can update their pronouns as well as their gender identity in their profiles.

Speaker Prakash called for a motion to endorse the implementation process proposal for UTDPP1115. Dr. Syam Menon moved, and Dr. Bill Hefley seconded. There were no objections and there was unanimous endorsement of the implementation process proposal.

13. Consensual Relationship Policy Review – Colleen Dutton

Colleen Dutton provided a summary of the consensual relationship policy.

- 1) This policy applies to all faculty, staff, administrators, and students, including RA/TA/GA's. Dating or becoming intimately involved with students or anyone who reports to you directly or indirectly is prohibited (slide 3).
- 2) If you do, the relationship must be disclosed in advance and a management plan is required (slides 4 – 6).
- 3) Any employee may report an alleged violation of this policy and the matter will be investigated (slides 7-8).
- 4) Retaliation is prohibited against anyone for reporting a relationship and participating in any investigation. Investigations will be conducted by the Office of Institutional Compliance, Equity and Title IX (slide 9).
- 5) Counseling services are available for students via the UTD Counseling Center and the Galerstein Gender Center. Employees may access counseling services through Deer Oaks (employee assistance program), or their UT health insurance, if applicable (slide 10).
- 6) Additional resources and related policies are on slide 11.

[Included are the [presentation slides](#).]

This was an informational item so there was no need for a vote.

14. Academic Senate Meeting Format – Ravi Prakash

Speaker Prakash reminded the Academic Senate that pre-COVID, the meetings were held in-person in the TI Auditorium. During COVID, the meetings have been held via Teams. With Teams meetings, the number of attendees has increased but several colleagues have expressed a desire to return to in-person meetings. Others have expressed a desire to continue online meetings. There is a hybrid meeting option. Speaker Prakash has spoken to colleagues from other universities who have tried to conduct hybrid Senate meetings, but the result has not been very satisfactory. Speaker Prakash had asked during the July 20th meeting for Academic Senate members to email him their views on whether to have in-person meetings or online meetings. He has received 4 messages and all of them have been in favor of Teams.

Discussion followed. No decision was reached. This topic will be included in future meetings.

15. Potential Revisions to UTDPP1007 Bylaws of the Academic Senate of the University of Texas at Dallas (Discussion) – Bill Hefley

Dr. Hefley reported that there is a potential need to update UTDPP1007.

[Included are a [list of potential revisions](#).]

Dr. Hefley asked for input from the Senate for revisions to the policy. Discussion followed. A draft of the policy revisions will be brought to future Academic Council/Senate meetings for review and approval.

16. Adjournment – Inga Musselman

There being no further business, Provost Musselman adjourned the meeting at 3:02pm.

APPROVED: _____
Dr. Ravi Prakash, Speaker of the Faculty

Date

National Council of Faculty Senates (NCFS) Meeting

Vice Speaker Michael Kesden represented UT Dallas at the annual meeting of the NCFS on August 3 – 5, 2022 at the University of Houston. The meeting was attended by 24 faculty members representing academic senates in Texas, Oklahoma, Arkansas, New York, Virginia, Illinois, Michigan, Wisconsin, and the District of Columbia. NCFS was founded in 2018 and modeled on the Texas Council of Faculty Senates. Its mission is to share best practices in academic governance and to provide a forum to discuss national issues facing universities.

The meeting began with a discussion of some of these national issues:

- What is the appropriate division of responsibilities between academic senates and faculty unions? Some universities found it productive to separate responsibilities for academic matters and labor management issues, while others faced tension/rivalry between senates and unions.
- How can universities address threats from state governments to end tenure or restrict academic freedom (such as regulating/prohibiting the teaching of “critical race theory” (CRT)?
- What role should faculty have in the “retrenchment”, the elimination of programs? Unions object to any compromise on the elimination of faculty positions, but is the failure to negotiate with university administrations an abdication of shared government?

Attendees discussed differences in the models of academic governance at their institutions. Notable differences between the Academic Senate at UT Dallas included:

- Some academic senates only had T/TT faculty, while other included students.
- Most universities elected senators from each department based on faculty size.
- Universities with unions (mostly outside the South) designated responsibility for hiring and promotion, faculty compensation and benefits, working conditions, COVID restrictions, etc. to these unions. The senates focused on academic and curriculum matters.
- Some universities had assemblies at which their faculty senates met and passed resolutions with staff organizations and student governments.
- Some senates passed resolutions that the university president was obligated to accept or veto, and provide an explanation for their vetoes.
- Illinois State had a distinctive senate model in which internal committees consisting entirely of senators considered policy recommendations by external faculty committees (like our senate committees) before passing them for consideration to the full senate. They also had 20 student senators serving alongside 30 faculty senators.

Changes to the NCFS bylaws were considered and approved by unanimously, allowing for NCFS to apply for 501(c)(3) non-profit status (probably in Texas). Arlene King-Berry (University of the District of Columbia) was elected the new vice president, and Wynne Chin (University of Houston) was elected the new treasurer. The next meeting was proposed for June 2023, possibly at the University of the District of Columbia.

2022-2023

Committee Name: Committee on Educational Policy

Charge: Policy **UTDPP1023**

Senate Concurrent

Ex-Officio (with vote)

Chair, Committee on Core Curriculum

Ex-Officio (without vote)

Dean of Graduate Education-**Juan González**

Dean of Undergraduate Education-**Jessica Murphy**

Liaison to THECB-**Serenity King**

University Registrar-**Jennifer McDowell**

Responsible University Officials

Dean of Graduate Education-**Juan González**

Dean of Undergraduate Education-**Jessica Murphy**

Members Whose Terms are Continuing

SHAWN ALBORZ (JSOM) (8/31/2023)

LISA BELL (ATEC) (8/31/2023)

MICHAEL BIEWER (NSM) (8/31/2023)

LEV GELB (ECS) (8/31/2023)

CHARLES HATFIELD (AH) (8/31/2023)

RUKHSANA SULTANA (BBS) (8/31/2023)

Victor Valcarcel (EPPS) (8/31/2023)

LAURA IMAOKA (ATEC) (8/31/2023)

Members Whose Terms are Expiring

Jill Duquaine-Watson (IS) (8/31/2022)

Syam Menon (JSOM) (8/31/2022)

Simeon Ntafos (ECS) (8/31/2022)

Pamela Rollins (BBS) (8/31/2022)

ERIC SCHLERETH (AH) (8/31/2022)

JOHN ZWECK (NSM) (8/31/22)

KARL HO (EPPS) (8/31/2022)

Student Representatives

Chair: Syam Menon (SOM) (8/31/22)

Vice Chair: Lev Gelb (ECS) (8/21/2022)

Special Requirements:

2 faculty from each school

1 from Interdisciplinary Studies

2 students (non-voting)

1 graduate

1 undergraduate

2-year terms, staggered

REPLACEMENTS NEEDED

Anna Taylor (BBS) (8/31/2023)

Christi Nielsen (ATEC) (8/31/2023)

REPLACEMENTS NEEDED

Larissa Werhnyak (IS) (8/31/2024)

Syam Menon (JSOM) (8/31/2024)

Ovidiu Daescu (ECS) (8/31/2024)

Pamela Rollins (BBS) (8/31/2024)

Dan Wickberg (AH) (8/31/2024)

John Zweck (NSM) (8/31/2024)

Banks Miller (EPPS) (8/31/2024)

Syam Menon (JSOM) (8/31/2023)

Lev Gelb (ECS) (8/31/2023)

2022-2023

Committee Name: Advisory Committee to the University Budget

Charge: Policy Memorandum [UTDPP1084](#)

Senate Concurrent

Special Requirements:

10 Faculty members

One voting member shall be appointed from the faculty of each School and two voting members shall be chosen from the faculty at large for special expertise or interest in institutional budgeting.

Responsible University Official

Provost

3-year terms, staggered

Members Whose Terms are Continuing

William Anderson (ECS) (8/31/2023)

Kurt Beron (EPPS) (8/31/2023)

Stanimir Markov (JSOM) (8/31/2023)

PAMELA GOSSIN (AH) (8/31/2024)

TED PRICE (BBS) (8/31/2024)

KAREN PRAGER (IS) (8/31/2024)

Members Who Have Been Nominated

Michael Rebello (JSOM) (8/31/2025)

Mark Spong (ECS) (8/31/2025)

Vladimir Dragovic (NSM) (8/31/2025)

Members Who Have Declined Appointment

Lisa Bell (ATEC) (8/31/2025) **Retired**

Replacements Needed

Chair: Michael Rebello (SOM) (8/31/2022)

Vice Chair: Lisa Bell (ATEC) (8/31/2022)

Michael Rebello (JSOM) (8/31/2023)

Kurt Beron (EPPS) (8/31/2023)

2022-2023

Committee Name: Committee on Student Technology Requirements

Charge: Policy Memorandum [UTDPP1116](#)

Senate Concurrent

Ex-Officio (with vote)

Designee from the Office of Undergraduate Education
Assistant Provost for Educational Technology Services
Director of the Office of Student AccessAbility (OSA)
Associate Library Director for Systems
Vice President, Chief Information Officer
Chief Information Security Officer

Special Requirements:

8 faculty members- 1 from each school
1 graduate student
1 undergraduate student
1 undergraduate student having freshman standing

2-year terms, staggered

Ex-Officio (without vote)

Dean of Students
Senior Director of Financial Aid
University Registrar
Assistant Vice President for Auxiliary Services
Associate Provost for Policy and Program Coordination
Chair of Committee on Educational Technology
Chair Committee on Distance Learning
Chair of Committee on Effective Teaching
Chair of Campus Accessibility Committee

Responsible University Official

Dean of Undergraduate Education

Members Whose Terms are Continuing

SV Randall (AH) (8/31/2024)
Monica Salter (ATEC) (8/31/2023)
Dan Krawczyk (BBS) (8/31/2024)
Benjamin Schaefer (ECS) (8/31/2023)
Luba Ketsler (EPPS) (8/31/2024)
Larissa Werhnyak (IS) (8/31/2023)
Victoria McCrady (JSOM) (8/31/2024)
Amin Lalani (NSM) (8/31/2023)

Members Whose Terms are Expiring

Mohammad Ahsan (NSM) (8/31/2022)

REPLACEMENTS NEEDED

No need for replacement. There is already one.

Students:

Ana Zysko (GR)

Chair:

Vice Chair:

Victoria McCrady (JSOM) (8/31/2023)

2022-2023

Committee Name: Committee on Parking and Transportation

Charge: Policy Memorandum [UTDPP1030](#)

University-Wide Committee

Ex-Officio (without vote)

Chief of Police
Associate Vice President for Facilities Management
Director of Student AccessAbility
Director of Parking and Transportation
Asst. VP for Budget and Resource Planning

Special Requirements:

6 voting members
2 Faculty
2 Students
1 Staff Council
2-year terms

Responsible University Official & Chair

Vice President for Facilities and Economic Development

Members Whose Terms are Continuing

DANIEL RAJARATNAM (JSOM) (8/31/2023)

Members Who Declined Appointment

Robert Taylor (EPPS) (8/31/2024)

Replacements Needed

Elmer Polk (EPPS) (8/31/2024)

Staff Council Representative

Shelley Turner

Mary Jo Venetis (8/31/2024)

Student Representatives

Chair: Calvin Jamison

Institutional Change Overview

Fall 2022

Yvette E. Pearson, Ph.D., P.E., F.ASCE

Vice President





ODEI Vision

To be global leaders in
eradicating barriers to
justice, equity, diversity and
inclusion (JEDI)

ODEI Mission

ODEI believes in equitable opportunity for all faculty, staff and students. In order to cultivate a campus culture where everyone is **physically and psychologically safe, valued and respected**, we **partner** with academic schools, administrative units, student organizations and community stakeholders to provide: educational programs, leadership and support for campus and community initiatives; **expert consultation** and advocacy for the development and revision of **policies and practices**; and **research** to inform just, equitable and inclusive recruitment, admission, teaching, **research, hiring and advancement** strategies. Our efforts include and extend **beyond representational diversity and inclusion** to ensure **all** policies and practices at UT Dallas are built on firm **foundations of justice and equity**.

Coordinating Change Efforts

1

Centralize, streamline
align current and
future efforts

2

Spread awareness;
avoid duplication and
burnout

3

Demonstrate DEI and
institutional change work
are valued

Overview of SEA Change Initiative



The Pillars



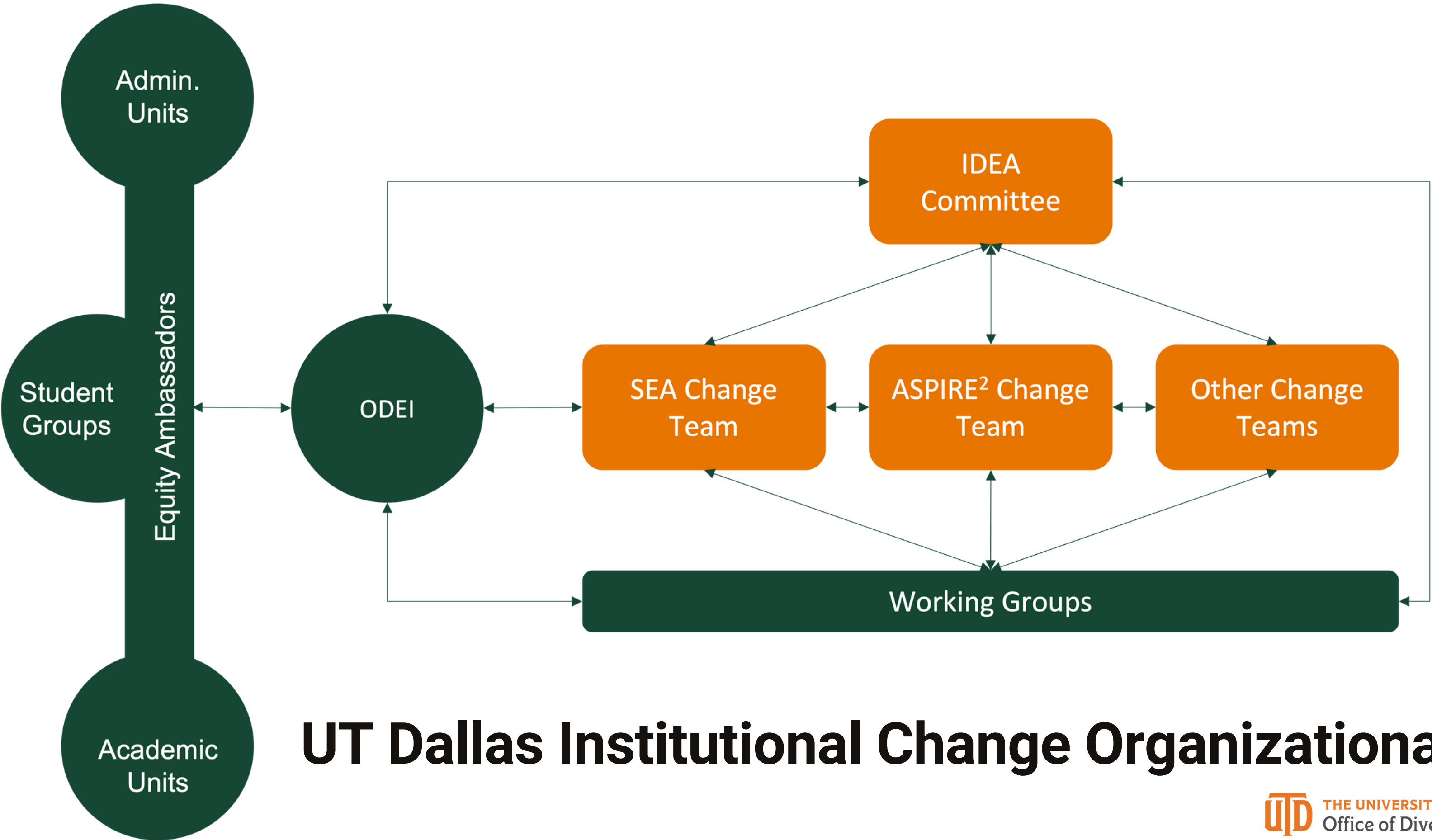
The Process

Nexus Team

Change Teams

Working Groups

The People



UT Dallas Institutional Change Organizational Structure

Consensual Relationships

UTDBP3103

Contact:

Colleen Dutton, Chief Human Resources Officer

colleen.dutton@utdallas.edu 972-883-2130 AD 3.108

The University of Texas at Dallas is committed to maintaining learning and work environments as free as possible from conflicts of interest and favoritism. The University recognizes that two consenting adults should be free to conduct a personal relationship if they so wish when the relationship does not interfere with the goals and policies of the University; some romantic, dating and/or sexual relationships, although consensual, do create conflicts of interests.

This policy addresses those consensual relationships.

- <http://policy.utdallas.edu/utdbp3103>

Persons Affected

- This policy applies to all University administrators, faculty, staff, and students.
- This policy is applicable regardless of the gender of the University employee with supervisory teaching, evaluation or advisory authority and/or the gender of the employee, student or student employee who is directly or indirectly supervised, taught, evaluated, or advised by the supervisory employee.

Prohibited Consensual Relationships. The following consensual relationships, even if a single event, are prohibited:

- (a) A consensual relationship between a supervisor (as defined below and is defined as including faculty members) and supervisee regardless of whether the supervisory relationship is direct or indirect, unless the supervisor discloses the relationship in advance and a management plan is in effect;
- (b) A consensual relationship between a coach or athletic staff and any student athlete or student assigned to or associated with the athletics department, such as interns and student employees, including any coach or student associated with an intellectual competition team, unless waived by the President or his or her designee for good cause. This prohibition does not apply to a student assistant coach who serves on a voluntary basis unless the student assistant coach has direct or indirect authority, including the appearance of such authority, over a student or student athlete assigned to or associated with the athletics department.

*If the prohibition is waived, a management plan must be completed.

Reporting Requirements

- (a) The supervisor must report a consensual relationship as described in 3.1. to the Dean/Vice President/Executive-level administrator and the Chief Human Resources Officer (CHRO). The supervisor must make the report prior to entering into the relationship or if the relationship exists, with as much advance notice as possible prior to the supervisor accepting supervisory authority.
- (b) The individuals receiving the report must immediately collaborate to attempt to manage the conflict of interest. If management of the conflict is not possible, the relationship is prohibited.

A management plan will:

- (1) provide an alternative means for the supervision, teaching, advising, evaluation of the supervisee or otherwise mitigate the conflict;
- (2) give priority to the interest of the subordinate individual;
- (3) be written;
- (4) be acknowledged and signed by the parties to the relationship; and
- (5) be maintained by the Office of Human Resources and reviewed by the CHRO on an annual or as needed basis.

Reporting Alleged Violations:

(a) Violations of this policy should be reported to:

Colleen Dutton, Chief Human Resources Officer:

phone: 972-883-2130

email: colleen.dutton@utdallas.edu

(b) An individual in a supervisory role over a supervisor who is notified of or becomes aware of an alleged violation of this policy must immediately report the information to the CHRO.

Investigation and Discipline

- a) The matter will be investigated and if a policy violation occurred, the University may take disciplinary action, which may include termination. If there is a complaint of sexual harassment about a relationship covered by Sec. 3.1, above, and the relationship has not been disclosed and a management plan implemented, the burden shall be on the supervisor to explain the failure to comply with this policy and such failure will be a factor in determining whether the relationship was consensual and free of sexual harassment. Allegations of sexual harassment or sexual misconduct (and any associated retaliation) may also be subject to investigation in accordance with applicable University policy.

- b) Disciplinary action will be handled under the University's policies for discipline and dismissal of faculty or employees depending on the supervisor's status.

Retaliation is Prohibited!

Retaliation of any kind against anyone for reporting a consensual relationship or for participating in any proceeding pursuant to this Policy is prohibited.

Office of Institutional Compliance, Equity and Title IX:

<https://www.utdallas.edu/institutional-initiatives/equity/policies/>

Counseling Resources for Employees and Students

Employees: Confidential counseling services are available to employees through the Employee Assistance Program provided Deer Oaks and may be reached by calling 888-993-7650; email at eap@deeroaks.com; or via the website at www.deeroakseap.com.

Students: Counseling services are available to students through the Student Counseling Center located in the Student Services Building, suite 4.600. The 24 hour phone line is 972-883-2575 and the website is <http://www.utdallas.edu/counseling/>.

Galerstein Gender Center located in the Student Services Building, suite 4.300. The phone line is 972-883-6555 and the website is <http://www.utdallas.edu/gendercenter/>.

Additional Resources and Policies:

- [University of Texas System Systemwide Policy, UTS 184 Consensual Relationships](#)
- [University of Texas System Regents' Rules and Regulations, Rule 30105](#)
- UTDBP3103 – Consensual Relationships <http://policy.utdallas.edu/utdbp3103>
- UTDBP 3090 - Nondiscrimination Policy <http://policy.utdallas.edu/utdbp3090>
- UTDBP3102 - Prohibited Discrimination and Sexual Harassment Sexual Harassment Policy <http://policy.utdallas.edu/utdbp3102>

For questions or additional information contact:

Colleen Dutton, SPHR, SHRM-SCP

Chief Human Resources Officer

AD 3.108

colleen.dutton@utdallas.edu

972-883-2130

Questions?

Thank You!

**Potential Revisions to
UTDPP1007 ByLaws of the Academic Senate of The University of Texas at Dallas**

- Senate meeting formats
- Retention/postings of recordings
- Size of senate (bylaws says to track to 10% of faculty, but no more than 51 – which is an impossibility to meet both conditions)
- Succession/replacement of officers needs to be addressed clearly
- Editorial: clean up outline references (1B1 in written text but 1.2.1 in the headings)
- Others?