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**FACULTY SENATE MEETING**

**University Union 332**

Minutes – October 11, 2023, 2:00 p.m.

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| **Baker, Rose** | LTECCOI | P | **Lemberger-Truelove, Matthew** | CHECOE | P | **Quevedo-Torrero, Jesus Ubaldo** | CSECENG | A |  |  |  |
| **Bednarz, Jim** | BIOLCOS | P | **Long, Chris** | TEACOE | P | **Sankofa, Nicole** | EPSYCOE | A |  |  |  |
| **Britain, Jeff** | HTMCMHT | P | **Lund, Brady** | ISCOI | P | **Schoolfield, Anne** | ENGLCLASS | A |  |  |  |
| **Campbell, Doug** | LIBR | P | **Manzo, Maurizio** | MEENCENG  | P | **Scott Bracey, Pamela** | CACS | P |  |  |  |
| **Catalano, Denise** | RHSCHPS | P | **May, Andrew** | MUCSCOM | P | **Shiner, David** | PHYSCOS | P | **Temporary Senators (voting)** |
| **Chamberlin, Adam** | THEACLASS | P | **McKay, Melissa** | (ACS)CACS | P | **Siller Carrillo, Hector** | MEENCENG | P | Hlavacik, Mark | COMMCLASS | P |
| **Chiang, Jason** | EPSYCOE | P | **Moreland, Kimberly** | ENGLCLASS | P | **Tixier, Scott** | MUISCOM | P | Sexton, Mike | MGMTRCOB | P |
| **Christian, Jack** | ENGLCLASS | A | **Mukherjee, Sundeep** | MSECENG | P | **Trudeau, Justin** | COMMCLASS | P | Welch, Lisa | BIOLCOS | P |
| **Condrey, Coby** | LIBR | P | **Najour, Caroline** | WLLCCLASS | P | **Williams, Lawrence** | WLLCCLASS | P | Saber, Mark | DCJCHPS | P |
| **Evans, Sarah** | ISCOI | P | **Narayanan Arunachalam** | ITDSRCOB | P | **Wilson, Carol** | MUVSCOM | P | Sadat, Hamid | MEENCENG | A |
| **Ginther, Jeannette** | TE&ACOE | A | **Nasco, Dennis** | MGMTRCOB | P |  |  |  | Thurman, Emily | SPANCLASS | P |
| **Hutchison, Paul** | ACCTRCOB | P | **Nodeland, Brooke** | DCJCHPS | P |  |  |  |  |  |  |
| **Iaia, Joseph** | MATHCOS | P | **Ojha, Divesh** | MLOMRCOB | P |  |  |  |  |  |  |
| **Joyner, William** | MUVSCOM | P | **Peters, John** | ENGLCLASS | P |  |  |  | **STUDENT SENATORS (non-voting)** |
|  |  |  | **Petros, Amy** | CHEMCOS | P |  |  |  | Dorcas Bisisi | SGA | A |
|  |  |  |  |  |  |  |  |  | Sri Lakshmi Thanuja Beeram | GSC | A |
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Total voting members: 45; required for quorum: 23. Quorum present.

**Guests:** Angie Cartwright, Assistant Vice Provost for Faculty Success and FPOC co-chair; William Cherry, FPOC co-chair; Courtney Glazer, University Undergraduate Curriculum Committee co-chair; Jennifer Lane, Graduate Council co-chair; Mike McPherson, Provost; Marilyn Parrish, Associate Director of Training, Counseling & Testing Services; Neal Smatresk, President.

Visitors: John Bellon, Staff Senate; Marcella Clinard, Faculty Development Specialist, Office of Faculty Success; Yvonne Dooley, UNT Libraries; Amanda Fuller, Associate Director of Academic Affairs Communications, University Brand Strategy and Communications; Donnie Kirk, Director of Institutional Effectiveness, University Accreditation; Lisa McIntyre, Vice Provost for Student Success; Dani Myers, UNT PhD student; Tiffany Davis Norris, UNT Libraries; Rudi Thompson, Associate VP for Digital Strategy & Innovation, Executive Director for CLEAR.

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| I. | Welcome and Introductions | 2 pm. FS Chair Chamberlin called the meeting to order.* Senator Joyner moved approval of temporary senators Emily Thurman (Group I), Hamid Sadat (Group III), and Mark Saber (Group VII). Senator Hutchison seconded. FS approved the motion unanimously.
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| II. | Approval of Minutes (September 13, 2023)  | 2:01 pm. Senator Hutchison moved acceptance of the minutes of the September, 2023, FS meeting. Senator Britain seconded. FS approved the motion unanimously. |
| III. | University Update (President Neal Smatresk / Provost Mike McPherson) | 2:02 pm. FS Chair Chamberlin invited President Neal Smatresk to take the floor.* The President will present UNT's promotion and tenure policy to the Board of Regents in an upcoming meeting and ask the regents to approve the policy that is currently in place as the policy appears to be in alignment with SB-18's requirements. The only expected change is to have termination of tenure decisions be final at the level of the president, rather than having an option to appeal to the regents. Past cases of tenure revocation were very clear; ending the process with the president will avoid a public hearing at the regent's level, which could cause public embarrassment to the faculty whose tenure is being revoked. Questions about SB-18? None received.
* TUF referendum. Of course the president cannot tell people how to vote, but he is allowed to distribute information under his personal e-mail; to discuss the matter, while not representing the university, in small groups; to encourage people to register and vote; to inform people about the impact of the constitutional amendment. He will be sending out allowable messages campus-wide in the coming weeks. His message will likely describe the rationale for TUF, where Texas stands in the competitive university landscape, the amounts of money that will be made available, and that the funding will not raise taxes. Please do not use any university resources to encourage people to vote for the measure. If it passes UNT stands to receive about $20 million; if it does not pass our budget will be very thin. The entire merit raise plan hinges on TUF passing. The president will send out much more information soon as part of his effort to educate people about TUFQ: How do we bring this up with students? A: The information sheet will address this topic.Q: What is the proposition number?A: Proposition #5.Q: When will be know the outcome?A: As soon as the ballots are counted on November 7. Proposition votes are often very low in Texas.
* Vision and implementation for smart growth. In short, we have grown explosively; it benefitted us with formula funding, but it has come at a cost. The administration is asking now where and how UNT should grow, where we have capacity, and where UNT is oversaturated and could halt growth. Other factors to consider: where the employment market is going, programs that increase UNT's prestige. The president is now examining these factors, especially looking at where UNT has capacity, like Frisco and online programs. For right now, we are tapping the brakes on graduate student enrollment and international enrollment; note: we a slowing, not stopping, by becoming more selective. On the flip side, we want to do better with retaining students through their graduation, and programs are under way for that now. We are looking at curbing late admissions, looking at other factors that can be problematic for student success, and hoping to grow our FTIC (first time in college) population. The goal is to grow at a smaller rate than 5%, along the lines of 2% to 3%. The graduate school and provost will be instrumental in changing the graduate growth, the office of enrollment for undergraduate growth.Q: What are the retention efforts being piloted?A: There are many initiatives. Modest funding for unpaid internships. Emergency funding. Completion grants. Improving math education. Improving instructional competency among faculty. There is a full list, but the president doesn't have it memorized. The president will share it with the Executive Committee. There will be other college-based and department-based grant opportunities. [Provost McPherson: calls for these grants were distributed to college deans last week.]Q: What about reducing class sizes for core courses and first year writing classes, as doing so improves student success and retention?A: The provost can speak to the issue more, but the cost of that is severe. We are not able to do that at scale. We may be able to do it strategically, focusing on classes where it would have the most impact, like English.Q: Why are we slowing international admissions?A: We've had huge international student growth in the colleges of information, engineering, and business. Those three areas are at capacity, and growing them further is very expensive in terms of space and faculty salaries. Other colleges should continue to recruit international students where there is capacity.
* Location of the planned Multicultural Center. The location is next door to the Baptist Student Union, across the street from the Union.
* Housing for visiting scholars. Due to our growth, we are struggling to provide housing for our freshman class. We turn away about 2,500 students a year due to housing shortages. We are building a new residence hall with 650 beds, but it won't open until fall of 2026 at the earliest. We also need housing in Frisco, where housing is very expensive. We are also running into bonding limits, which affects our ability to borrow for construction. A good thing about TUF is that the money is an endowment that adds to our ability to build. As for visiting scholars, we have no room at the inn, and no plans for them. There could be a third-party solution with an external entity, but that would come at market rates, so again not affordable.

2:23 pm. President Smatresk then yielded the floor to Provost McPherson.* Process for classroom assignment. This information was provided by Lisa McIntyre, the VP for Student Success. Broadly, every department has a scheduler who uses software called Ad Astrum to enter classes. Once entered the system "optimizes" the schedule. The scheduler can enter special requests like for specific equipment or for accommodations. Optimization then puts classes in the rooms that are available and that best fit the class size and its needs. The state evaluates our classroom utilization, so we need to use the classrooms to their closest capacity. That is why some classes move away from the department's location. Faculty do have input into the process through the department's scheduler, but we cannot ensure that faculty get to teach in the building that houses their department, or in the classroom that is most desirable, due to our need to meet space utilization goals.
* Promotion of shared governance at the chair, associate dean, and dean levels. The Provost talks about it with some regularity, but it isn't a topic in every meeting. We discuss it as issues arise, but apparently there are occasional concerns. If the faculty have concerns about this matter, and they think that decisions are being made without faculty being consulted when they should be, please let the provost know. He is happy to encourage those who need that prompting to remember the principles of shared governance and to include faculty in decisions that impact curriculum matters.Q: Is there anything in the training of these administrators that discusses the shared governance model? A: I don't think so. What would help the provost to know about instances where a decision has already been made or implanted without faculty input; in these cases, he could still ask the administrator what happened and encourage the administrator to handle it differently next time.Q: Are there any plans to include more clinical or professional faculty in governance and leadership roles? There are many places where these faculty do not qualify to participate.A: The provost is open to discussions on this; however there are areas like promotion and tenure committees for tenured / tenure-track faculty that cannot be open to professional or clinical faculty. Where it is possible, the provost likes the colleges to have a certain amount of autonomy on structuring professional faculty participation in university activities. Nevertheless, if there are instances where a college is not engaging in best practices, the provost would like to hear faculty opinions on that so he can review and address matters with administrators when warranted. [President Smatresk: Sometimes administration cannot involve shared governance because there is no consensus, and the problem must be solved. This could be a situation where there is a lot of discussion and participation, but there won't be a vote on the decision. So that is a limit to shared governance.] Another example is when the law changes or the Board of Regents requires a change.
* Status of Library Faculty Salary Study. The study just arrived at the provost's office. He will review it, then share it with the Executive Committee. Next steps will be to figure out the resources needed to address deficiencies.Q: Will resources come from within the Libraries?A: Probably from outside, since there is no longer a separate library fee.
* Question unrelated to scheduled talking points:Q: Students are complaining that their financial aid is not yet available; I've asked my chair who says there is an extreme staff shortage in the financial aid office. Can you provide some insight on what is going on? I'm worried about the many students who are experiencing these delays.A: This is not an isolated problem; it is happening in many colleges, perhaps all. Yes, there is a staffing shortage. I'm going to work with Shannon Goodman, the VP of Enrollment, to see if we can get things working better. If you have anecdotes, students with unresolved issues, please report those issues to your deans, who are now aware of the problem and have ways to resolve the matters quickly.Q: It seems like there are staffing issues campus-wide. Is that the case?A: Yes. The president's top priority now is to address staff and faculty compensation to get them closer to market. Yes, we are losing both types of employees. We can address this much better if TUF is approved. [President Smatresk: The turnover in the global industry is pretty severe. Four years ago, we paid an entry level admissions officer $35K/year, but the current market is $54K. The burnout rate for these employees is the highest in the industry. We are up against challenges to increase staffing and to raise salaries. Another point: federal financial aid is changing, and it will affect students in the spring. We are adapting to figure out how to address these problems. In addition, we are up against inflation, rising housing costs, rising transportation costs. We have had a huge number of negative financial consequences for our students. Agreed, we need to do better with our financial aid distribution. We have some relief options, but they are not enough in the current conditions. The administration is struggling with responding to these problems every day.Q: Where will the new dorm be?[President Smatresk] A: We will remove as much parking as possible, ha-ha. Actually two potential sites: the Old College site, which requires building taller at a much greater expense; or the practice fields, although we hate to lose the green space, where we can build less height. Also note that our building schedule for the Multicultural Center has been delayed due to some problems with the builder. We must disentangle from these vendors; that will take some time. This will delay a number of other funding dominoes and affect building schedules everywhere at UNT.Q: What was the decision about Kerr Cafeteria? It isn't being used.A: It will be the new vegan restaurant. [President Smatresk] We were recently stunned by new cost estimates on the STEM building. The Inspire Park originally had a $10 million renovation budget. The estimate now is $18 million. Not sure how that happened. There are other problems there too, with additional cost overruns. The STEM building is on schedule but won't be a pretty as originally hoped.Q: Is there a plan to reinstate out-of-state tuition?A: Yes, it is coming this spring. We are communicating with the affected students.Q: Is it possible for faculty in areas who don't get huge grants to be put on a 100% research load?A: This is a decision of the college deans and department chairs. The president should not interfere with this decision. Those conversations should happen between faculty, chairs and deans. You don't want that decision rising to the provost's office or higher.
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| IV. | Togetherall and Campus Connect suicide prevention training (Marilynn Parrish) | 2:54 pm. Marilyn Parrish spoke about Togetherall, a peer-to-peer community for sharing feelings and finding resources. The conversations are monitored by mental health professionals, who will step in when needed for crisis situations. Survey results indicate the service is helpful and working well. Another service available is Campus Connect Suicide Prevention Training offered monthly to faculty and staff. Registration is on Bridge. Other trainings available are on assisting students in distress and stress management & burnout recovery. Marilyn is also available for individual consultations and welcomes your inquiries.Q: How does the Dean of Students' SOS program coordinate with your operation at Counseling and Testing Services?A: CTS works very closely with Dean of Students and Health and Wellness Center, so any place a student arrives will get to the right place for help.Q: I appreciate the Togetherall button in Canvas. Are any trainings focused on online students?A: Any counseling appointments are available online. Groups and workshops are mostly in-person. If you are seeking specific guidelines for identifying online students in crisis, I can provide that for you, just reach out to me.Q: What about QPR (questions, persuade, refer) training? Is that still going?A: Yes, it is still offered. The Campus Connect is more flexible and allows more sharing of information. |
| V. | Faculty Policy Oversight Committee (William Cherry / Angie Cartwright)  | 3:01 pm. FS Chair Chamberlin invited FPOC co-chairs William Cherry and Angie Cartwright to present policies.* **First Read**

06.006 Librarian Faculty Reappointment and Promotion. This policy was up for its 6-year review last year, so it is coming to FS a little late. We have a separate policy for librarians because they have elements of tenure requirements even though they are professional faculty. The changes mainly add a terminal contract for those who fail promotion and giving stop-the-clock provisions for assistant librarians. As this policy is at the first-read stage, please review it and present your comments or concerns at the next meeting of the FS.* **[un-table] Second Read [vote]**

06.030 Review and Approval of Online and Hybrid Courses and Programs. In order to discuss this policy it must be un-tabled. Senator Hutchison moved to un-table policy 06.030. Senator Evans seconded. There was no discussion. The FS approved the motion. The policy now has an added proposed definition for instructional design. Senator Narayanan moved inclusion of the proposed language to the policy. Senator Nasco seconded. There was no discussion. The FS approved the motion. The policy needs a cross reference to policy 06.035 (regarding academic freedom). Senator Bednarz moved to add the cross-reference to the policy. Senator Tixier seconded. There was no discussion. The FS approved the motion. Now we can discuss next steps for the policy. Options include further amendment or approval. Senator Condrey moved approval of the policies and sending it forward to the next step. The FS approved the motion.Editorial comment: regarding the earlier comment on professional faculty not being able to serve on certain FS committees, we can change that ourselves; you just need to contact the officers of FS. |
| VI. | Committee on the Evaluation of University Administrators (Rose Baker) | 3:08 pm. FS Chair Chamberlin invited Senator Baker, committee member, to take the floor. She reported that the survey needed some tweaks because it didn't have a back button, so it has been made more flexible for respondents to give feedback on all the administrators about whom they have knowledge. The design has also been made more anonymous. The survey has been expanded to ask department chairs to provide feedback on their deans, and other modifications have allowed for more feedback from the multiple directions that exist in the organizational structure. These changes did increase the amount of feedback received for each administrator and the number of people who provided feedback. The dynamic aspect of the survey has been improved to clarify to respondents about whom the displayed questions pertain.Q: Did you do some administrators in the fall and some in the spring?A: No, we did them all in the spring this time. We left the survey open from March to May. This coming spring we'll open the survey immediately following spring break. |
| VII. | Committee on Committees (Melissa McKay) [vote] | * 3:18 pm. Standing Committee Vacancies. The nominees are listed in the spreadsheet distributed prior to the meeting. Senator Hutchison moved that all nominees be considered as a block, Senator Joyner seconded. There was no discussion. The FS passed the motion. The committee chair then moved approval of the block of candidates; as the motion came from the committee no second was needed. There was no discussion. The FS passed the motion.
* Administrative Committee Vacancies. The nominees are listed in the spreadsheet distributed prior to the meeting. Senator Moreland moved that all nominees be considered as a block, Senator Najour seconded. There was no discussion. The FS passed the motion. The committee chair then moved approval of the block of candidates; as the motion came from the committee no second was needed. There was no discussion. The FS passed the motion.
* New - Graduate Student Awards committee. FS Chair Chamberlin noted this new committee and that this committee does need three graduate faculty to serve.

Senator McKay and FS Chair Chamberlin reminded the FS members that they can contact their voting blocks through the Outlook address book to encourage people to serve in vacant committee positions. |
| VIII. | Executive Committee Update (Amy Petros) | 3:22 pm. FS Chair Chamberlin invited FS Vice Chair Amy Petros to report. * Appointed Chris Long (TEA) as Group VI representative on FPOC.
* Accepted committee end-of-year report for the Committee on the Evaluation of University Administrators
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| IX. | Other Standing Committees Updates **[vote]** | * 3:23 pm. Courtney Glazer presented the October UUCC Minutes for approval. As the minutes came from committee no second was needed. The FS approved acceptance of the UUCC Minutes for October.
* 3:24 pm. Jennifer Lane presented the July Graduate Council Minutes for approval. As the minutes came from committee no second was needed. The FS approved acceptance of the Graduate Council Minutes for July.
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| X. | New Business | 3:25 pm. FS Chair Chamberlin called for any new business.* A senator reported some constituents expressing concern that they do not have necessary support for showing videos without closed captioning. Is there support on campus to get closed captioning for videos? FS Chair Chamberlin responded that he would investigate and respond later.
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| XI. | Old Business  |

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| 3:26 pm. FS Chair called for any old business. There were no items noted. |
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| XII. | Comments for the Good of the Order | 3:26 pm. FS Chair Chamberlin noted the many entries listed for this agenda but declined to read them individually.* Contributions to the **UNT Faculty Senate Endowment Fund** for the naming of the faculty lounge for Dr. Bertina Combes may be made [here](https://givemeangreen.unt.edu/project/37222).

* Minnie Stevens Piper Award materials are available on the Faculty Senate website; deadline for nomination packets to be submitted is **Monday, October 16 by 5:00 pm**
* Calls for nominations have been sent out to faculty and administrators for the President’s Council Teaching and Service awards and for the J. H. Shelton award. Nomination packet are due **November 6 by 5:00 p.m.** Visit the [Faculty Senate website](https://facultysenate.unt.edu/) for additional information.
* State-wide **elections** are November 7; visit <https://www.votetexas.gov/voting/where.html> to find a convenient polling place
* [**“Campus Connect”** suicide prevention training](https://unt.bridgeapp.com/learner/training/c541fdc2/enroll) will be taking place for staff and faculty Thursday, 10/26 from 10am – 12pm and Wednesday 11/15 from 2pm to 4pm in Chestnut Hall 324; contact Marilyn Parrish with any questions.
* Denton County MHMR is hosting a Mental Health First Aid session for Faculty and Staff at SSB 102 on October 26, 2023, from 8am to 5pm (lunch provided) – register at <https://training.unt.edu/Mental-Health-First-Aid> .
* The **We Mean Green Fund** project proposal deadline is October 23, 2023. Visit their website for details [greenfund.unt.edu](http://greenfund.unt.edu/)

FS Chair Chamberlin called for any additional comments for the good of the order.* Senator Catalano requested that any members of the Charter and Bylaws Committee remain after the meeting to help select a chair.
* Dr. Jennifer Lane reminded FS that early voting starts on October 23, and UNT has an early voting location at the Gateway Center.
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| XIII. | Adjournment | FS Chair Chamberlin adjourned the meeting at 3:27 pm. |