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**FACULTY SENATE MEETING**

**University Union 332**

Minutes – April 12, 2023, 2:00 p.m.

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| **Anderson-Lain, Karen**  | COMMCLASS  | P | **Ginther, Jeannette** | TE&ACOE | P | **Nodeland, Brooke** | DCJCHPS | P | **Williams, Lawrence** | WLLCCLASS | A |
| **Aviles-Diz, Jorge** | SPANCLASS | P | **Hargis, Carol** | LIBR | P | **Ojha, Divesh** | MLOMRCOB | P | **Yeatts, Dale** | SOCCLASS | P |
| **Baker, Rose** | LTECCOI | P | **Hensel, Paul** | PSCICLAS | P | **Olness, Gloria** | ASPLCHPS | P |  |  |  |
| **Bednarz, Jim** | BIOLCOS | P | **Joyner, William** | MUVSCOM | P | **Peak, Dan** | ITDSRCOB | P |  |  |  |
| **Britain, Jeff** | ACCTCMHT | P | **Ketron, Seth** | TOUL | P | **Perez, Jose** | PHYSCOS | P |  |  |  |
| **Campbell, Doug** | LIBR | P | **Lane, Jennifer** | MUVSCOM | P | **Peters, John** | ENGLCLASS | P |  |  |  |
| **Catalano, Denise** | RHSCHPS | P | **Long, Chris** | TEACOE | P | **Petros, Amy** | CHEMCOS | P |  |  |  |
| **Chamberlin, Adam** | THEACLASS | P | **Manzo, Maurizio** | MEENCENG | P | **Philbrick, Jodi** | ISCOI | P |  |  |  |
| **Cherry, William** | MATH COS | P | **May, Andrew** | MUCSCOM | A | **Sankofa, Nicole** | EPSYCOE | A |  |  |  |
| **Chesky, Kris** | MUISMUSIC | A | **McKay, Melissa** | NCF | P | **Schoolfield, Anne** | ENGLCLASS | P |  |  |  |
| **Chiang, Jason** | EPSYCOE | P | **Moreland, Kimberly** | ENGLCLASS | P | **Siller Carrillo, Hector** | MEENCENG | P | **TEMPORARY SENATORS (Voting)** |
| **Christian, Jack** | ENGLCLASS | P | **Mukherjee, Sundeep** | MSECENG | P | **Tixier, Scott** | MUISCOM | P |  |  |  |
| **Condrey, Coby** | LIBR | P | **Najour, Caroline** | WLLCCLASS | A | **Trudeau, Justin** | COMMCLASS | P |  |  |  |
| **Cook, Daniel** | MUCECOM | P | **Narayanan Arunachalam** | ITDSRCOB | P | **Watson, Wendy** | PSCICLASS | P |  |  |  |
| **Evans, Sarah** | ISCOI | P | **Nasco, Dennis** | MGMTRCOB |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  | **STUDENT SENATORS (non-voting)** |
|  |  |  |  |  |  |  |  |  | Jermaine Turner | SGA | A |
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|  |  |  |  |  |  |  |  |  | **SUBSTITUTES (non-voting)** |
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Guests: Neal Smatresk (President), Mike McPherson (Provost), Holly Hutchins (OFS), Angie Cartwright (OFS), Courtney Glazer (UUCC), Ann Marie Afflerbach (CMHT), Rudi Thompson (DSI CLEAR), Amanda Fuller (UBSC)

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| I. | Welcome and Introductions | Meeting called to order at 2:00 p.m.  |
| II. | Approval of Minutes ( March 8, 2023) **[vote]** | Senator Moreland moved to approve the March 8, 2023 minutes, and Senator Cook seconded. The motion to approve the March 8, 2023 minutes passed with 3 abstentions.  |
| III. | University Update (President Neal Smatresk / Provost Mike McPherson) | President Smatresk* Appreciates all that we do, as we have biggest touches on students
* The faculty matter, and the faculty’s good work is foundation of our institution
* Legislative Session
	+ Not much different to report than last time
	+ The big moves to get us into the Texas University Fund have been backed by the Senate and House; when we hit NRUF status a couple years in a row, it will be $50 million plus in our budget every year
	+ Affordability is still being kicked around; House voted through, but Senate hasn’t
	+ Promotion & Tenure, DEI, CRT – Governmental Relations folks are working very hard on these
* SACS site visit
	+ Mid-term reaccreditation team will be in town next week
	+ Passed the written portion with flying colors
	+ Feel like we are in really good shape
	+ Purpose is to assess Frisco as it is an official branch campus
* Top priority remains faculty salary equity and compensation; will have raises next year, depends on legislation
* Senator Yeatts: Did you want to comment on the NIT men’s basketball win?
	+ Response: You don’t often win national championships; coaching was phenomenal; sad that Grant McCasland, but happy for him; Ross Hodge has been the engineer of the defense and backbone of the team; lot of a national attention and television exposure; was very exciting to see the kids celebrate
* Senator Watson: I understand the position that you are in terms of talking about the legislature; see students who are in a panic about how fast they can graduate and leave because of they are afraid of what’s coming down; no one is doing anything about stopping the higher education bills; understand that you in a tricky position, but it feels that the university is preemptively enforcing the legislation that hasn’t even passed
	+ Response:
		- I understand the fear, concern, and uncertainty; I assure you that people are working on this issue; do not panic and stay calm
		- We will continue to educate our students to make sure they get great jobs and learn what they need to learn, and we will follow the law
		- In the next 2 weeks, our Governmental Relations folks will give us a very good assessment about what’s going on
		- Don’t allow yourself to be drawn into a worst place than I believe we will end up
		- A lot of people are hard at work to ,ake sure that Texas stays a number 1 place for faculty and staff
		- Senator Lane: To a certain extent, this is bait, and we are well advised not to take it
* Senator Catalano: I was last told last Thursday that the Multicultural Center is going to go through changes
	+ Response: Right now, this is undetermined and will not be discussed publicly
* Senator Chamberlin: On the faculty side, there are different organizations that are actively working against this; as a state employee, I cannot actively lobby against a bill that is in legislation
	+ Response: Have voices as individuals, but as state employees, you cannot lobby for or against a bill

Provost McPherson

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| * Hiring tenure track vs. nontenure track faculty
	+ Discussion that is going on across the nation
	+ About 31% of FT faculty at UNT are librarians, lecturers, clinical faculty, which is up 4% from 6 years ago
	+ Non-tenure track faculty are the backbone of what we do; they allow tenure track faculty to have the time to devote to scholarship
	+ What particular mix we have between tenure track and nontenure track faculty is department and program specific
	+ Senator Olness: One of the newest types of positions is research professorships– research professorships, could you talk about the rationale of creating these? They are unpaid by the university and financed by grants? Do tenure track faculty ever transfer into these positions or vice versa?
		- Response:
			* Analogous to teaching faculty; research faculty that focus on this without teaching load
			* Often they are unpaid by the university and funded by grants, but not always
			* Vice Provost Hutchins: There is always a possibility that NTT faculty could be reclassified depending on the needs of a department; research faculty as currently conceptualized is 80% research
			* President Smatresk: There are people who do not want to be in the classroom; live and die by their grants – $1-5 million range; would love to have them at UNT; it’s an opportunity and opens the door; University of Hawaii had 20% research

Faculty* Library salary study
	+ Every 3 years we do a salary study; this is the year for the librarians, and Senators Campbell and Anderson-Lain are serving
* Salary compression
	+ In general, we want to keep our eyes on this; non-librarian salary study is a year from now
	+ Individual cases should bubble up from chairs & deans
	+ Salary equity process will help with this
	+ Executive Committee gave me some ideas regards to lecturers; lecturer titles don’t exactly line up with CUPA data; will follow-up on these, such as change lecturer titles so they match with CUPA data
	+ Senator Anderson-Lain: Part of our conversation was to identify where there are patterns are compression before we get to the salary study; Provost asked us to collect narratives from NTT faculty about salary compression issues; email Senator Anderson-Lain with your narrative; appreciate you looking these
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| IV. | Title change for nontenure track faculty (Holly Hutchins) | Vice Provost Hutchins* QR code for Faculty Senate Endowed Fund for renaming the Faculty Lounge after Dr. Bertina Hildreth Combes
* Dr. Bertina Hildreth Combes’ picture was rehung in the Faculty Lounge with glare free glass
* Looking at the name of NTT faculty; should call things what they are, not what they aren’t
* National and local support for NTT appointment change:
	+ Using representative and appreciative language
	+ Many universities, including ones in Texas, no longer use NTT
	+ One ways we can increase inclusivity
	+ Not impact the appointment titles, just NTT appointment name
* Name change would be effective 9/1/23
* 2 names have resonated with our faculty: Librarian, Teaching, Research, Clinical (LTRC) Faculty and Professional Faculty
	+ LTRC Faculty – librarians loved this one because of librarian in the title
	+ Professional Faculty is more common
	+ Senator Cherry: Within Texas, this trend started with the Texas A&M System, and they use professional faculty; the UT System is moving this way too
	+ Senator Bednarz: What about people who do teaching and research? Where would we fall in the LTRC Faculty?
		- Response: The representative name is overarching and covers both, but appointment titles of lecturer, clinical, research faculty would not change
		- Senator Bednarz: Could a teaching faculty have some scholarship workload?
		- Response: Depends on your workload; right now, lecturers do not have a research workload; clinical depends on main area of workload
		- Senator Chamberlin: Just to clarify, we are changing the overall term for nontenure track faculty
		- Response: Yes, we are looking to change the umbrella term
		- Senator Lane: I personally like the LTRC Faculty – provides a list; Professional Faculty is bothersome because music and other fields have professional musicians to be TT and NTT faculty
		- Senator McKay: I don’t know if we would be for or against any of them; Professional Faculty makes me think more about adjunct faculty or professors of practice
		- Senator Anderson-Lain: I really appreciate that VP Hutchins did this listening tour about the options; it is better to be identified as what we are than what we aren’t
	+ We have working a lot on Faculty Searches & Hiring Guide; search committee training will be required of all members beginning Fall 2023 (3 year eligibility); pilot with humanities, social sciences, and STEM
		- Senator Cherry: There have been issues: Who is supposed to appoint search committees? Chair? Faculty?
			* Response: We do specify the roles of the chair, search committee chair, and committee members
				+ Senator Cherry: Old version of the guide was not consistent from page to page regarding the appointment of search committees
				+ Response: Clearly articulates the role of the chair, which is to charge the search, but stay out of the way of the committee
			* Senator Perez: Confused by what you are saying because it is in direct contradiction to what recently happened in our department; our charter stated that the faculty selected the search committee, but the old guidelines stated that the chair does; eventually had to change charter
				+ Response: Will check on this and the historical precedent
			* Senator Ojha: You said the chair should give the charge and get out of the way, but I’ve seen where the chair imposes themselves to guarantee a certain outcome
				+ Response: This conversation is helping me to hear where some of the pain points are; will get more information in the pilot
			* Senator Anderson-Lain: I’m actually surprised because chair has put themselves on the committee, not as a chair but as a member
			* Senator Chamberlin: If you have comments, reach out to VP Hutchins, and appreciate the work you are doing on this
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| V. | Originality and AI bots/detectors (Rudi Thompson) | Associate Vice President Rudi Thompson* Associate Professor in Biology; working towards full professor
* Working with academic integrity coordinator - Olivia Martinez – who started her job with 300 cases plagiarism/contract cheating;
* Everyone knows academic integrity is going on, and it’s a problem
* Purchased originality checker in TurnItIn; AI percentage automatically shows up
* Administrative dashboard, will have access on April 17th, will go to Olivia Martinez; she’s going to be able to see everything; serial cheaters will be caught that way
* Tool checks for contract cheating; people suing the university for payment because they wrote a thesis for our students
* Looking at PackBack tools, which are pro use of ChatGPT; currently testing these
* Created a literature review of things you can do with ChatGPT in classes
* Not a policy on artificial intelligence use yet at UNT
* Academic Integrity Office is working on getting a course module built
* Senator Ojha: How much confidence can we have in the AI tool?
	+ Response: AI is still culling the internet; the shorter the sentence structure the less accurate is the plagiarism and AI detection
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| VI. | Faculty Policy Oversight Committee (William Cherry / Angie Cartwright)  | **First Read**06.009 Tenured Administrators Returning to Full-Time Academic Status* We are proposing a change to the title; currently, it only applies to tenured administrators, but making a change to include NTT faculty
* Provides clarity about pay when an administrator returns to academic status
* Came because there is an overall university move to change policies to procedures; FPOC reluctant to give up policies if we lose oversight
* Suggestion to extend to NTT from anti-racist & bias review committee

06.032 Online Courseware Intellectual Property* Part of the regular 6 year review cycle
* Used to have a very faculty friendly for IP courseware which led to financial abuses, but now is faculty unfriendly for IP
* Has been implemented or applied
* Be sure to read it carefully and discuss with constituencies
* In the fall, tabled the policy on the approval of online/hybrid courses for administrator consultation

**Update on 06.008 Textbook Adoption** * On hold with Compliance & Ethics because there is not a section on accessibility; accessibility with textbooks has been an area of concern at the university; meeting scheduled with VP over Compliance & Ethics to talk more about this
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|  VII. | Committee on the Status of LGBTQ+ Faculty (Coby Condrey) | UNT Faculty Senate Resolution in Support of the Transgender Community **[vote]*** Senator Campbell moved to vote on the resolution by secret ballot, and Senator Petros seconded. The motion to vote by secret ballot passed unanimously.
* Senator Catalano: This is a time that we need to support everyone; are we being inclusive?
	+ Senator Condrey: There have been attacks directly towards this particular community on our campus
	+ Senator Lane: Coming from the committee that represents this group
	+ Senator Tixier: Do you have any resources to be allies to this community?
		- Senator Condrey: There is this committee; there is the Campus Pride office where you can get ally training; there is the LGBTQ faculty network
		- Senator Cherry: After you donate to Faculty Senate to fund the Faculty Lounge in Dr. Combes name, one of the other We Care, We Count funds is the Better Together fund, which provides scholarships to the LGBTQIA community
		- Senator Lane: The chairs of various status groups meet together at times to provide support to each other
* The resolution passed with 33 votes in favor, 2 votes against, and 2 abstentions.
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| VIII. | Student perceptions of SPOT (Dan Peak) | * Working a project about SPOT – Students Perceptions of Teaching
* University of Washington that created it some time ago, and it has aged
* What should we do about? Has it lived past its useful life?
* 2020 SPOT Preliminary Student Findings
	+ What value does the administration receive from SPOT?
		- Implications of SPOT results – students don’t understand or care
		- Manipulated SPOT results – students all know how
* Pilot study findings
	+ Students believe that they are qualified to assess faculty
	+ Faculty believe students are not qualified to assess faculty
* Faculty Terror
	+ Post pandemic – SPOT responses like Twitter responses; emotional reaction
* Recommendations: Need to do faculty report again; need to survey students; need to survey administration to see what value they see in SPOT
* Senator Anderson-Lain: In the survey about the Annual Review process, we will ask how teaching is evaluated in your department
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| IX. | University Elections Committee (Adam Chamberlin) | 2023-24 Faculty Senate officer nominations materials* Nominations open up today and will close on April 28, 2023
* Senators Anderson-Lain and Philbrick will not be running again for Vice Chair and Secretary or any other elected position
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| X. | Committee on Committees (Melissa McKay) | In in the process of filling vacancies at the beginning of the fall semester, please let us know no later than May 1st if you want to be nominated again for your seat if you are eligible Start recruiting to fill committee positions  |
| XI. | Other Standing Committees Updates **[vote]** |

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| UUCC Report/Minutes [April] (Ann Marie Afflerbach / Courtney Glazer)* Minutes as presented
* Senator Anderson-Lain: Issue brought to the attention of officers that

a chair brought courses to UUCC without faculty input or approval* This had been a previously accepted proposal; continuation of a

course progression* Senator Chamberlin: Need to have verification things going forward
* Senator Bednarz moved to remove the courses from the minutes

(2.a. 5. and 2.a.6.), and Senator Yeatts seconded. The motion passed. Graduate Council Minutes (Dale Yeatts)* No minutes – moved to May for approval
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| XII. | New business | None |
| XIII. | Old business | None |
| XIV. | Comments for the Good of the Order | * We Care We Count university fundraising campaign has commenced; consider contributing to the UNT Faculty Senate Endowment Fund in support of the Faculty Lounge renaming by making a donation [here](https://givemeangreen.unt.edu/project/37222): <https://givemeangreen.unt.edu/project/37222>
* University Integrity and Compliance (UIC) moved to a new Trust Line reporting vendor, Convercent, on April 4. The Trust Line provides a way for UNT community members to report concerns of unethical or illegal misconduct (with an anonymous option). [Trustline.unt.edu](https://app.convercent.us/en-US/LandingPage/32a6166c-d0be-ed11-a85a-000d3afda91a?_=1679523277308)
* Submit officer self-nominations by noon April 28, 2023
* Final in-person Faculty Senate meeting is Wednesday, May 10 (June meeting is asynchronous via Qualtrics/electronic communication)
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| XV. | Adjournment | Meeting adjourned at 3:57 p.m.  |