

**FACULTY SENATE MEETING**

**University Union 332**

Minutes – September 8, 2021, 2:00 PM

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Anderson-Lain, Karen**  | COMMCLASS  | P | **Ketron, Seth** | MKTGCMHT | P | **Petros, Amy** | CHEMCOS | P |  |  |  |
| **Aviles-Diz, Jorge** | SPANCLASS | P | **Lam, Chris** | TECM CLASS | P | **Philbrick, Jodi** | ISCOI | P |  |  |  |
| **Baker, Rose** | LTECCOI | P | **Lane, Jennifer** | MUVSCOM | P | **Roy, Meranda** | LIBR | P |  |  |  |
| **Bednarz, Jim** | BIOLCOS | P | **Long, Chris** | TEACOE | P | **Sexton, Michael** | MGMTRCOB | P |  |  |  |
| **Belshaw, Scott** | CJUS CHPS | P | **Mann, Paho** | ASTUCVAD  | P | **Shahrokhi, Farhad** | CSECENG | A |  |  |  |
| **Boesch, Miriam** | EPSYCOE | P | **May, Andrew** | MUCSCOM | P | **Siller Carrillo,****Hector** | MEENCENG | P |  |  |  |
| **Britain, Jeff** | HTM CMHT | P | **McAfee, Jason** | CHEMCOS | A | **Trudeau, Justin** | COMMCLASS | P |  |  |  |
| **Campbell, Doug** | LIBR | P | **McKay, Melissa** | NCF | P | **Walker, Jacqueline** | ENGL CLASS | P |  |  |  |
| **Cherry, William** | MATH COS | P | **Moreland, Kimberly** | ENGLCLASS | P | **Wang, Xuexia** | CSECENG | A |  |  |  |
| **Christian, Jack** | ENGLCLASS | P | **Morton, Sophie** | WLLCCLASS | P | **Warren, Scott** | LTECCOI | P |  |  |  |
| **Gerling, Daphne** | MUISCOM | A | **Mukherjee, Sundeep** | MSECENG | P | **Watson, Wendy** | PSCICLASS | P | **TEMPORARY SENATORS** |
| **Ginther, Jeannette** | TE&ACOE | P | **Ojha, Divesh** | MKTG RCOB | P | **Williams, Lawrence** | WLLCCLASS | P | **James Martin (VIII)** | MRTSCLASS | P |
| **Hargis, Carol** | LIBR | P | **Olness, Gloria** | ASPLCHPS | P | **Yeatts, Dale** | SOCCLASS | P | **Scott Tixier (VIII)** | MUISCOM | P |
| **Hensel, Paul** | PSCICLASS | P | **O’Toole, Erin** | LIBR | P | **Zhang, Tao** | KHPRCOE | P |  |  |  |
| **Hutchison, Paul** | ACCT RCOB | P | **Peak, Dan** | ITDSRCOB | P |  |  |  |  |  |  |
| **Joyner, William** | MUVSCOM | P | **Perez, Jose** | PHYSCOS | A |  |  |  |   |  |  |
|  |  |  |  |  |  |  |  |  | **NON-VOTING SENATORS** |
|  |  |  |  |  |  |  |  |  | Andrea Ortiz | GSC | A |
|  |  |  |  |  |  |  |  |  | Devon Skinner | SGA | A |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | **NON-VOTING SUBSTITUTES**  |
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Guests: Neal Smatresk (President), Jennifer Cowley (VPAA), Brenda Kihl (AA), Mike McPherson (AA), Anne Barrts (Staff Senate), Brea Henson (LIBR), Amanda Fuller (UBSC), Joanne Woodard (IDEA), Elizabeth Oldmixon (AA), Adam Chamberlin (FPOC)

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| I. | Welcome and Introductions | • Welcome. Thanks for hard work* Review meeting protocols
	+ Senator Belshaw reminded everyone to be respectful and introduced the Senate officers.

• Recognize new senators* New senators were introduced and welcomed.

• Approve Temporary Senator nominees **[vote]** * Senator Anderson-Lain moved to approve the temporary Senator nominees; Senator Lane seconded. The nominees were unanimously approved.
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| II. | Approval of Minutes (June 9, 2021)  | **[vote]*** Senator Moreland moved approval of the minutes and Senator Anderson-Lain seconded; The minutes were approved by majority vote with four abstentions.
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| III. | Faculty Discussion (President Neal Smatresk / Provost Jennifer Cowley) | • Welcome back* + President Smatresk welcomed the Senate back for a new, fully in-person, academic year. He reported that the students are happy to be back, happy to be face-to-face, and don’t want to go remote again.
	+ President Smatresk reminded everyone to please wear masks while indoors.
	+ President Smatresk reported that he served as interim CFO for a couple months. He said that although he did not ever want to do that again, the experience taught him a lot. He reported that we are working hard to build more cogent budgets with a lot more transparency. He reminded the Senate that our students are the main reason for our budgets

• Enrollment* President Smatresk reported on enrollment:
	+ Enrollment numbers are good.
	+ We have record enrollment again this year with over 42,000 students; Provost Cowley reported that the census figure was 42,372.
	+ We have our biggest ever freshmen class and by far the largest graduate class including many new graduate students from India.
	+ We had good retention of continuing students but had some retention issues the year before.
	+ Engineering, Information, and Business saw the largest growth. Now we have to figure out how to fund that growth.
	+ Transfer enrollment is about flat. Community college enrollments tend to be down 8-10%. We’re concerned about that because we have had large transfer enrollments. We’re not sure of the reason

• COVID* President Smatresk reported on COVID related items:
	+ We have awarded $70-75 million of COVID grants in aid from federal funding, including 60,000 awards to date (some students might have received multiple awards).
	+ We also used some institutional funds to delete some debt for students.
	+ Our students are now experiencing the hottest job market that we’ve seen in decades.
* President Smatresk told an anecdote about a speech pathology student working at In-and-Out burger making $17/hour as an example of how our wage structure for student workers is no longer competitive. This is affecting our ability to hire student workers.
* President Smatresk also told us that staff salaries are also an issue, but that there is a big price tag attached to increasing staff salaries.
* President Smatresk then returned more directly to COVID:
	+ We have about 150 COVID cases on campus, including 2 faculty members and 13-15 staff members. This is great. They’ve fallen a bit since the beginning of the semester.
	+ We want to be sure our classrooms are as safe as possible.
	+ One thing that the President said he was disappointed about is the following: We established very strict testing protocols. Either opt-out by registering vaccination status (11-12K did). A smaller percentage of faculty/staff uploaded their data than we would have expected. Otherwise, test by Sept. 10. Faculty & staff who don’t comply will not be eligible for merit raise. To date, only about half of faculty & staff have either tested or registered. Are we expecting half of faculty and staff to be tested in the next two days? Similarly, with students, we haven’t had as many takers as we would have expected. Please help encourage colleagues and students to get tested by the September 10 deadline. We may extend the testing deadline by 10 days with a stern warning. The Provost clarified that faculty compliance was generally pretty good and that some of delay was related to HR still processing records for adjunct hires; about 1000 faculty have submitted vaccine records. She said staff compliance was lower but that students were the main concern because many had still not uploaded their status or been tested. The Provost said that they will be asking for faculty help in reminding students about the vaccination/testing requirements. Guidance for what to say in class will be coming very soon.
		- Senator Peak said that his colleagues were reporting difficulties getting tested without an appointment.
			* Provost Cowley said that Curative works best if you make an appointment, but there is plenty of availability. It took her 10 minutes to get tested recently.
		- Senator Bednarz reported that he registered his vaccination but a few days later received an e-mail saying that he needed to register for testing.
			* President Smatresk responded that registration is required to use the rapid testing option from Student Health & Wellness. The automated messaging that went out about this was confusing.
		- Senator O’Toole reported that some librarians expressed concern that in order to following-through on the second employee disciplinary sanction for faculty & staff could lead to a HIPPA violation.
			* Provost Cowley said that placing notice in the personnel file does not disclose vaccination status and so there would be no HIPPA violation.
		- Senator Lane told of a student who tested positive, then advised to isolate and told not to come to campus, but then given testing sites on campus.
			* President Smatresk said there were different protocols for vaccinated & unvaccinated.
			* Provost Cowley clarified that students advised to stay off campus were allowed to come to campus briefly to get tested or to visit the Health & Wellness center.
		- Senator McKay asked about plans for testing in Frisco.
			* Provost Cowley responded that we are working on it. There is a Curative site already close by, but that we are working on getting rapid testing capacity on the Frisco campus.
		- Senator Moreland asked about sanctions for students and what faculty can do to explain the penalties to students.
			* President Smatresk responded: We’re trying to be gentle to our students. First sanction is very mild, not allowing participation in student organizations. The second sanction of a note with a disciplinary action is more serious.
			* Senator Lane asked if the student organizations get a letter explaining that some of their members cannot participate.
			* President Smatresk said probably not.
			* President Smatresk pointed out that our student sanctions were the same as Texas A&M, which by the way has a much much higher case count than we do.
			* President Smateresk said there was only so much discipline we were willing to direct toward students. Non-compliant students will be talked to and counseled, but we wouldn’t go so far kicking them out of school.
			* Provost Cowley explained that Texas A&M had the same policies last spring, and they only needed to issue 60 disciplinary letters. She emphasized that our goal was not to get students in trouble but rather to get them vaccinated.
			* President Smatresk explained that one significant difference between now and last spring is that now there is more dedicated group of individuals who feel that they do not need to be compliant.

• Initiatives for the year* President Smatresk briefed the Senate on the various initiatives of the year:
	+ The affordability initiative will continue from last year
	+ Our efforts at producing open-access educational resources are ongoing.
	+ This year the big push will be career professional development.
		- We understand that many departments and colleges already have good or excellent career development programs. In those units, there will be little change.
		- We are significantly changing how we do career advising. It will be more college-centric. There will be a roll-out in every college with additional resources.
		- Our incoming students include more and more first-generation college students.
		- What we end up with may not be a panacea but will be a lot better than what we have now in many programs.
		- 80% of our students surveyed said that they did not know that UNT had career resources available. 50% said they did not feel prepared for the job market.
		- Some programs are already fantastic. Those need not worry nor change. Other programs could use some help.
		- Our students will have multiple careers over their lifetimes – some by choice some not by choice. They are facing a very different world than we did.
		- Senator Hargis asked how the new career initiative relates to existing career services like career connect?
			* President Smatresk said he did not want to scoop himself on the details but existing career programs that are working well could be incorporated into the new push.
	+ Next year we will turn our attention to our research output and being an R1 institution.
	+ Finally, President Smatresk acknowledged that it has been a difficult time for us all, he thanked us all for our hard work, and he thanked Senator Belshaw and the Executive Committee for stepping up during this difficult time. He said he appreciates the link we have between the administration and the Senate.
* Provost Cowley then provided some additional detail in some areas.
	+ Regarding COVID, the contact tracing team is amazing and working incredibly hard. We can no longer accept non-Canvas seating charts but the contact tracers now have better direct access to the seating charts inside Canvas.
	+ This year, there will be an inclusive curriculum initiative. The culture surveys that we have done show the students want a more inclusive curriculum. All departments will be examining their curricula and exploring ways to be more inclusive. Our student body is much more diverse than it was even just two years ago. Now 10% of our students are international; 25% are Hispanic, and 15% are black or African-American.

• Update on research road map* Provost Cowley concluded her presentation with an update on the research road map.
	+ Regarding Research Roadmaps, the colleges are currently refining their college-wide plans. The Vice President for Research is reviewing all the plans. The research roadmaps are being used to further refine our research plans. Careers are the theme for this year. Research will be the theme next year. The Carnegie report comes out later this fall. We think we are more awesome than our peers. Probably at the beginning of January, we should have an update on our status in Carnegie.
		- Senator Belshaw took this opportunity to remind everyone of the need to disclose international research collaborations.
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| IV. | IDEA update (Joanne Woodard) | Vice President Woodard shared a presentation on this year’s activities in the Division of Inclusion, Diversity, Equity, and Access (IDEA). The details of the presentation were included with the meeting materials, but some highlights included:* If we do equity right it helps to foster access.
* 2021-22 will include focus groups concentrating on African American, White Male, and Hispanic students and pulse checks, which are short, targeted, climate surveys conducted each semester. We are now asking students about food and housing security and getting a sense of the impact of the pandemic.
	+ A lot of students are indicating difficulty finding food and shelter and we have partnered with Kroger for the food pantry here on campus.
* The Equity and Diversity conference will be in March 2022 and will be virtual again. The keynote speaker will be Dr. Annette Gordon-Reed from Harvard.
* We have introduced the Bertina H. Combes inclusive excellence award. The winning unit will receive a $5000 cash prize.
* Within Equal Opportunity and Title IX:
	+ Our campaign for students this year will focus on consent. We have received a lot of consent-focused complaints from students as we have come back to campus.
	+ We are presenting our Affirmative Action Plan to Deans and Vice Presidents.
	+ We are providing search committee orientation training.
* Within our Hispanic Serving Institution Initiatives:
	+ We have an HSI task force;
	+ We are pursuing grant opportunities
	+ We are developing pre-college activities
	+ We have a Latin Dreams living learning community.
* Minority males are most at risk of not completing degrees within 6 years

Senator Peak raised a concern about the Office of Disability Accommodation.* Vice President Woodard clarified that ODA was part of student-affairs
* Provost Cowley asked Senator Peak to follow-up with her.

As this item wound up, Senator Belshaw took the opportunity to give a shout-out to Brandi Renton and the contact-tracing team for the great work they are doing. He went on to explain that they have been getting too much angry e-mails/phone calls from faculty. He asked the Senators to please reach out to their constituents to tell them to be polite and respectful when communicating with contact tracing |
| V. | Fine Arts Series Committee (Scott Belshaw and Jackie Walker) | • Consideration of changing ownership of committee from Faculty Senate to Student AffairsSenator Belshaw reported that Vice President Elizabeth With has approached us about the ownership of the Fine Arts Series. Because funding comes from student fees, there has been an argument to change the ownership of the committee from Senate to Student Affairs. Faculty would still have representation. This topic will be taken up at a future Senate meetingSenator Lane announced that she is the Senator on the committee and requested Senators to contact her if they would like her to bring up anything at the meetings.Senator Walker reported that the SGA President is in favor of making this an administrative committee. |
| VI. | Faculty Policy Oversight Committee(Adam Chamberlin / Elizabeth Oldmixon) | * **First Read**
* 06.053 Reporting Substantive Change
	+ Adam Chamberlin and Elizabeth Oldmixon reported that the review of Policy 06.053 was requested by the Office of University Accreditation and that the proposed changes bring us up-to-date on SACS and statutory requirements.
* 06.040 Grade Appeals
	+ Adam Chamberlin and Elizabeth Oldmixon next discussed policy 06.040:
		- The policy went through the process and then was sent back to Senate.
		- In the last draft, the faculty committee had final say, but this was not acceptable to the President.
		- The Faculty Policy Oversight Committee’s compromise was to allow a substantive Dean’s appeal so that not just one person would have final say.
* Expedited consideration of policies for accreditation **[vote]**
	+ Senator Walker explained the need for expedited review of the polices below for accreditation purposes and introduced the motion from the Executive Committee to expediate review of the policies below. A majority voted in favor of expediting the policies below with Senator Lane abstaining and no votes opposed.
* **First/Second read** **[vote]**
* 06.041 Stewardship of and Open Access to Works of Scholarship
	+ Adam Chamberlin and Elizabeth Oldmixon explained the proposed revisions:
		- Granting agency requirements to be followed.
		- Current policy requires depositing when possible but has not been enforced. The proposed policy encourages rather than requires depositing.
	+ Senator O’Toole if the policy includes the data behind published work.
		- Adam Chamberlin responded that it does not; the data is not part of the policy.
	+ Senator Ketron asked whether works can be deposited when the copyright is transferred to the publisher.
		- Adam Chamberlin responded that it depends on your contract with the publisher.
	+ Depends on your contract with publisher
	+ The revisions to policy 06.041 passed by unanimous vote.
* 06.001 Evaluating, Awarding and Accepting Credit
	+ The revisions to policy 06.001 passed by unanimous vote.
* 06.030 Review and Approval of Online Courses and Programs
	+ Senator Belshaw commented that it seemed that CLEAR had turned into some sort of regulatory agency. He took this opportunity to report that Adam Fein created a faculty advisory committee dealing with issues around CLEAR and online courses. He said that anyone interested in serving on that committee should please let him know.
		- Senator Lane asked whether anyone would be reaching out to colleges who want representation.
			* Senator Belshaw responded that this was why he was making the announcement.
		- Senator Lane requested a list of current members.
			* Senator Belshaw said that was being taken care of.
	+ Elizabeth Oldmixon reported that the notable changes including language clean ups and adding language affirming that faculty control course content and that that is protected by academic freedom.
	+ Senator Warren asked about the use of the phrase “Quality Matters (QM)” in the policy draft and brought up a licensing concern.
		- Provost Cowley said that we are not using a licensed version of Quality Matters.
	+ Senator Warren commented that perhaps it would be best not to include this in the policy since they own the intellectual property.
	+ Senator Warren moved to delete the Quality Matters language and Senator Baker seconded. The amendment passed unanimously.
	+ The policy revisions, as amended, passed with a majority in favor, with Senator Sexton abstaining, and with no votes against.
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| VII. | Committee on Committees (Chris Lam) | **[vote]**• Caucus for vacancies on Senator-only committees* The senators in the various voting groups caucused to find nominees for Senator-only committees.

• Standing Committee vacancies• Administrative Committee vacancies* Senator Sexton moved approval of the standing and administrative committee nominations, and Senator Aviles-Diz seconded. The committee nominations were approved by unanimous vote.
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| VIII. | Charter and Bylaws (Sophie Morton) | **[vote]****Second Read**• Charter Amendments (UNT Policy 06.048)* Senator Morton summarized the proposed revisions to the Senate Charter, Bylaws, and Procedure Manual:
	+ Terminology was updated.
	+ Many things were moved from the Charter to the Bylaws
	+ A definition of faculty was added
	+ A definition of shared governance was added
	+ Changes were made in how votes can be conducted
	+ The details of the grievance committee were removed because it now has itw own policy.
* As the scheduled meeting time came to an end, Senator Walker moved to extend the meeting. Senator Lane seconded, and the motion to extend passed unanimously.
* Senator Lane moved to amend the list of administrative titles in the definition of faculty in the proposed charter revisions to add associate and assistant chairs to the list of administrative titles that would exclude one from Senate service. She additionally suggested some grammatical re-wording with contributions from Senator McKay.
	+ Senator Morton began to explain why those titles were not included in the Charter and Bylaws Committee’s proposed revisions.
	+ Senator Lane raised a point of order in that she proposed a motion and now wanted to see if there is a second.
	+ Senator Bednarz seconded Senator Lane’s amendment.
	+ Provost Cowley explained that associate and assistant chairs are not formal administrative titles. They are working titles for faculty who provide assistance to the chair. They are not formal leadership titles like chairs and deans.
	+ Senator Morton explained about the many variations of titles in use.
	+ Senator Watson suggested that the associate chair and assistant chair titles might better be added at the Produres Manual level instead.
	+ Senator Lane commented that Senator Watson makes a reasonable point.
	+ Adam Chamberlin commented that in many smaller departments the duties that an associate chair might do in a larger department are often delegated to various faculty members without any kind of descriptive title.
	+ Senator Lane commented that it would perhaps be better to enumerate types of duties that are problematic rather than titles.
	+ Senator Cherry said that Senator Lane suggested language to the Charter and Bylaws Committee to exclude service by faculty who make resource allocation decisions that affect other full-time faculty. He explained that the committee ultimately did not adopt this suggested language because it was not a criterion easily checkable by the Senate staff, it relied on a kind of honor system for faculty to identify themselves if they had duties like this, and a significant number of serving Senators could potentially be involved in some kind of resource allocation that does affect other full-time faculty; for the last point, he used the example of how Adam Chamberlin often served as a Senator but also did the theater scheduling, with the theater being an important resource for performance faculty.
	+ Senator Lane also suggested that the Provost’s office could work to discourage the use of the word “chair” in titles for faculty service assignments that are not administrative in nature.
	+ Adam Chamberlin emphasized that department chairs still retain the final decision-making authority over associate chairs, assistant chairs, and anyone to which they delegate some of their scheduling tasks.
	+ Senator Anderson-Lain requested that we call the question.
	+ The motion to amend the proposed Charter revisions was defeated.

• Bylaws Amendments* Senator Morton then quickly reviewed the Bylaws changes.
* Senator Cherry moved that the Senate approve the Charter and Bylaws Committee proposed changes to the Senate Charter and Bylaws but that the Bylaws changes will only take affect if the Charter changes are also approved by the required full-Faculty ratification vote. Senator Lane seconded. The motion passed unanimously.
* Senator Morton concluded by thanking her fellow committee members and the past chairs, Dr. Barbara Bush and Dr. Denise Catalano.

• Procedures Manual amendment (addition of titles)* Senator Lane next moved to add associate and assistant chair to the list of administrative titles proposed to be added to the Procedures Manual. Senator Long seconded. The motion to amend passed.
* Senator Cherry moved to adopt the addition of administrative titles to the Senate Procedures Manual as proposed by the Charter and Bylaws Committee and as amended by Senator Lane’s motion above.
* Senator Anderson-Lain moved to table the discussion to a future meeting where it could be thoughtfully discussed.
* Senator Lane and Anderson-Lain raised points of order.
* Ultimately, Senator Lane agreed to withdraw her motion and asked that the matter move through the EC and supported the intent of Senator Anderson-Lain’s motion to table.
* The Senators agreed that it was best to table this discussion to a future meeting.
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| IX. | Confirmation of Executive Committee Actions / Report (Jackie Walker) | Due to lack of time, items moved to next month’s meeting. |
| X. | New business | No time to address. |
| XI. | Old business | No time to address |
| XII. | Comments for the Good of the Order | * 2022 Minnie Stevens Piper Professor Award nominations accepted through October 18 5:00 p.m.; <https://facultysenate.unt.edu/faculty-senate-awards>
* Provost Cowley announced that we want to throw a thank you party. She announced that the President and the Provost will host a Faculty Senate reception in appreciation for all your work during this challenging time.
* Senator Belshaw announced that Athletics will host a Senate meeting later in the year.
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| XIII. | Adjournment | The meeting adjourned at 4:20 p.m. |