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**FACULTY SENATE MEETING**

**University Union 332**

Minutes – October 12, 2022

|  |  |  |  |  |  |  |  |  |  |  |  |
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| **Anderson-Lain, Karen**  | COMMCLASS  | P | **Hargis, Carol** | LIBR | P | **Nodeland, Brooke** | DCJCHPS | P | **Trudeau, Justin** | COMMCLASS | L |
| **Aviles-Diz, Jorge** | SPANCLASS | P | **Hensel, Paul** | PSCICLAS | P | **Ojha, Divesh** | MLOMRCOB | P | **Watson, Wendy** | PSCICLASS | P |
| **Baker, Rose** | LTECCOI | P | **Joyner, William** | MUVSCOM | P | **Olness, Gloria** | ASPLCHPS | P | **Williams, Lawrence** | WLLCCLASS | P |
| **Bednarz, Jim** | BIOLCOS | P | **Ketron, Seth** | NCFMKTG | A | **Peak, Dan** | ITDSRCOB | P | **Yeatts, Dale** | SOCCLASS | P |
| **Campbell, Doug** | LIBR | P | **Lane, Jennifer** | MUVSCOM | P | **Perez, Jose** | PHYSCOS | P |  |  |  |
| **Catalano, Denise** | RHSCHPS | P | **Long, Chris** | TEACOE | P | **Peters, John** | ENGLCLASS | P |  |  |  |
| **Chamberlin, Adam** | DNCECLASS | P | **Manzo, Maurizio** | MEENCENG | A | **Petros, Amy** | CHEMCOS | P |  |  |  |
| **Cherry, William** | MATH COS | P | **May, Andrew** | MUCSCOM | P | **Philbrick, Jodi** | ISCOI | P |  |  |  |
| **Chesky, Kris** | MUISMUSIC | P | **McKay, Melissa** | NCF | P | **Sankofa, Nicole** | EPSYCOE | P |  |  |  |
| **Chiang, Jason** | EPSYCOE | P | **Moreland, Kimberly** | ENGLCLASS | P | **Schoolfield, Anne** | ENGLCLASS | A |  |  |  |
| **Christian, Jack** | ENGLCLASS | P | **Mukherjee, Sundeep** | MSECENG | P | **Siller Carrillo, Hector** | MEENCENG | A | **TEMPORARY SENATORS (Voting)** |
| **Condrey, Coby** | LIBR | P | **Najour, Caroline** | WLLCCLASS | P |  |  |  | Barbara Pazey (for Justin Trudeau) | TEA | A |
| **Cook, Daniel** | MUCECOM | P | **Narayanan Arunachalam** | ITDSRCOB | A | **Tixier, Scott** | MUISCOM | P |  |  |  |
| **Evans, Sarah** | ISCOI | P | **Nasco, Dennis** | MGMTRCOB | P | **Tomlin, J.** | HISTCLASS | P |  |  |  |
| **Ginther, Jeannette** | TE&ACOE | P |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  | **STUDENT SENATORS (non-voting)** |
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|  |  |  |  |  |  |  |  |  | **SUBSTITUTES (non-voting)** |
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Guests: Mike McPherson (Provost), Angie Cartwright (OFS), Karen Weiller (Academic Integrity), Tracy Everbach (Academic Integrity), Courtney Glazer (Accreditation), Jeff Britain (Hospitality Dept), Rudi Thompson (CLEAR), Kevin Yankowski (UNT Libraries), Amanda Fuller (UBSC), Ethan Ellis (Mayborn School of Journalism), Ann Marie Afflerbach (UUCC), Kiko Kawamura (College of Science), Mary Ann Venner (UNT Libraries)

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| --- | --- | --- |
| I. | Welcome and Introductions | Meeting called to order at 2:00 p.m.**Approve Temporary Senator nominee [vote]** * At-large Associate Professor – Barbara Pazey
* Senator Long moved to accept the nomination, seconded by Senator Joyner
* The nomination passed unanimously.

Senator Chamberlin recognized new senators, and each received a folder. |
| II. | Approval of Minutes (September 14, 2022) [vote] | Senator Campbell moved to approve the minutes of the September 14, 2022 meeting, and Senator Lane seconded. The minutes were approved by the majority with 2 abstentions.  |
| III. | University Update (Provost Mike McPherson) | **Provost McPherson*** President Smatresk is in Washington, DC
* Introduced Lisa Maxwell as the Interim Vice Provost for Student Success and thanked her for taking on this position
* Highlights from salary town hall
	+ There were several questions generated due to the lack of clarity, and shortly after, the President sent out a communication to clarify things that were not clear
	+ Priority for the next few years is going to be the staff compensation system; really have a problem with staff compensation on campus
	+ Faculty will not be ignored
	+ Budget constraints this year, so we will be able to make modest changes
	+ For the lowest paid staff members, minimum wage is going to rise to $13/hour
	+ Student hourly pay has been increased a little bit
	+ Regular faculty and classified staff who are currently paid less than 85% of midpoint for their positions are going to be raised to 85% of midpoint this year
		- Next year will be 90%; the intention is that the year after that, the faculty and staff will be paid at market
	+ Every full-time benefits eligible employee will get a lump sum $500 increase in their November 1st paycheck; part-time retirement eligible staff will get a prorated amount;
		- Next year, $500 will be added to base salary
	+ Questions:
		- Senator Condrey – How does the determination of midpoint happen?
			* Response: The midpoint is determined by CUPA data; less sure about how the midpoint is determined for staff
		- Senator Ojha – How will a particular faculty know how they are categorized within CUPA data?
			* Response: You can send an email to the Provost to obtain the CUPA median in a particular discipline
		- Senator Lane – There won’t be merit increases this year, is that correct?
			* Response: Nothing is impossible; merit is highly unlikely and should presume that there is no merit
		- Senator Catalano – Just to clarify, every full time faculty member will get an additional $500 on their November 1st paycheck
			* Response: Yes, and beginning next year, the $500 will become part of your base salary
* Workload of lecturers including research
	+ Some years ago, Provost Cowley made it so that non-tenure track faculty who had research as part of their workload were moved to clinical faculty positions
	+ Lecturers, by definition, do not have research workload
	+ Not opposed to lecturers having some research workload, but would like to have a full debate and discussion with all constituents about this change
	+ A person who is interested in doing research and whose department is also interested in them doing research would work with their chair to be reclassified into a clinical line
	+ Does not want to change this year to year; wants the body to have a full discussion of this and bring recommendations
	+ Questions:
		- Senator Catalano – Would like to have a discussion of this topic. There have been questions as to: What are clinical faculty? Are they research faculty?
			* Response:
				+ We want to honor the work that lecturers and clinical faculty do, but we also want to make sure that departments have the resources to cover the classes they offer
				+ Doesn’t think that a non-tenure track faculty has the right to demand research in their workload
		- Senator Bednarz – Supports having a discussion about this topic; some opportunity for lecturers to participate in research would serve some departments better than others; not all departments have switched to clinical faculty
			* Response:
				+ If having non-tenure system faculty doing research is valuable to department, then they will have clinical faculty
		- Kiko Kawamura– Lecturer in the math department; there is no policy for switching from a lecturer line to a clinical faculty line
			* Response: Yes, every department should have a discussion and include a policy about this in their governing documents
		- Senator Sankofa – Is there an issue with clinical faculty doing research?
			* Response: Previous provost delineated two tracks – clinical (flexibility with workload) vs. lecturer (teaching & service principally)
		- Senator Anderson-Lain – Reports from certain departments and colleges who have had allowed some faculty to petition to become clinical faculty from lecturers and not allowed others; this is more about the inconsistent application of policy
			* Response: This is a fair point.
		- Senator Campbell – This conversation would impact all librarians, as all do research
			* Response: Librarians are a separate category; faculty that do research; no intention to change categorization
		- Senator Peters – Encourages discussion about this issue; Would lecturers be able to change their workload every year? It is important to look at the pros and cons of this and make the best choice
			* Response:
				+ This is a thorny and complex issue
				+ Ask this body to discuss this and come back with recommendations
* Updates from values meeting
	+ Our new chancellor believes that we need a values driven culture; his vision is by 2026, the UNT System is one team, values driven and customer focused with an emphasis on excellence, curiosity, and innovation
	+ Would like us to swallow your cynicism about this exercise; we need to participate in order to set our values; usefulness in this exercise
	+ 125 member committee across the UNT system will participate in a November 7 & 8 workshop
		- Representation of our campus
		- Intentionally excludes leaders, with the exception of Senior Vice President for Student Affairs, Elizabeth With
	+ Questions/Comments:
		- Senator Watson – Seems like the values are already given to us instead of being built ground up
			* Response: This is Chancellor Williams’ vision
		- Senator McKay – What does “customer-focused” mean in this context? It would be good if we had a better term that “customer-focused”
			* Response:
				+ Presumes that the Chancellor means students, but we also have other constituents
				+ Will also be opportunities in the next several weeks for you to get your voice heard
		- Senator Anderson-Lain – If you are asked to be one of these 52 people, I hope that you do say yes, so we don’t get drown out by business-y people
		- Senator Chamberlin – We can forward comments to the committee
		- Senator Peak – If we are going to be “customer-focused,” I hope that the group who provides the services doesn’t determine what that means; a lot of people are able to define what their jobs are rather than defining their service to a customer
		- Senator May – Are there any students on the committee?
			* Response: Yes, I believe there are 2 or 3 students from each of the campuses
		- Senator Olness – As a state university, everything we do is in service to the state of Texas and our local community
			* Response: Agreed.
* Dean search updates
	+ 3 Dean searches – College of Science, College of Engineering, and College of Liberal Arts and Social Sciences
	+ Search committees have formed and will be charging the committees next week
	+ Will be working this semester to interview and narrow down to a short list of around a dozen
	+ Will have a number of finalists come to campus –usually around 3
	+ Stagger the searches, so they are not all the same time
		- CLASS finalists to be on campus - 1/17-1/27
		- COS finalists to be on campus - 2/6 – 2/17
		- COE finalists to be on campus - 2/27 – 3/3
	+ We hope that we can name the new Deans by Spring Break
	+ Chairs of the search committees - CLASS (Dean Hutzel of CVAD), COS (Dean de Oliveira of Honors College), COE (Dean Kinshuk of COI)
* Other Questions
	+ Senator Joyner - Any news about the out of state tuition issue?
		- Response: No, we anticipate some resolution in 5th circuit court in the Spring
	+ Senator Lane - Can we get more students on it the Chancellor’s values committee?
		- Response: We can ask, but is the Chancellor’s committee
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| IV. | Academic Integrity update (Karen Weiller/Tracy Everbach) | **Academic Integrity update** * Karen Weiller and Tracy Everbach are the Academic Integrity Officers
	+ Olivia Martinez is administrative assistant – 1.5 months with the office; coordinating a lot of things that couldn’t be done before
	+ Linda Jenkins is the graduate student assistant
* Faculty Senate recommended that we have an Academic Integrity Task Force, which Jennifer Lane spearheaded
* Very grateful to the Provost and Faculty Senate for helping Academic Integrity move ahead
* Academic Integrity Liaisons
	+ Every college will have at least one academic integrity liaison
	+ Purpose of the liaison is to help navigate communication between faculty and the academic integrity process
	+ Have received training
	+ Should have sent a letter to all the faculty identifying who they are and what their function
	+ Do not meet with students
* Under the policy, faculty most of the power; all violations that are filed come from a faculty member based upon a preponderance of evidence; faculty member decides the sanction against the student
* Why doesn’t faculty hear anything more once they file a violation?
	+ Usually, if a student only has one violation and it is not a major one, nothing really else happens to the student
	+ The Academic Integrity officers step in when students have multiple violations or a major violation
* Range of sanctions that faculty members can give students – from an admonition to failing the class; however, faculty cannot put a student on probation or suspend a student
* All students have due process – an appeal process that goes through the Department Chair or designee
* When meeting with students, they are told that the information is confidential; want to be caring and help students; refer students to resources on campus
* Academic Integrity Week – 10/17/22 to 10/21/22; bring more visibility to these issues
* Questions:
	+ Senator Catalano – Do you have plans to extend the Academic Integrity Week activities to the online environment?
		- Response: Some of the activities are online, but if this becomes an annual event, we will add more
	+ Senator – What about Frisco students?
		- Response: We would like to hear from them and have more people involved
	+ Senator Baker – Do you have an announcement about Academic Integrity Week that has been shared with students?
		- Response: Has been put out on social media; have staff send out to faculty to share with their students
	+ Senator Lane – Could this be added to UNT This Week?
		- Response: Amanda Fuller is in the back, and she can work on this
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| V. | Faculty Policy Oversight Committee(William Cherry / Angie Cartwright) | **Second Read** **06.030 Review and Approval of Online Courses [vote]*** Senator Peters – Why was the language, “As in the face-to-face scenario, all faculty assigned to teach online will design their own courses. Adjunct faculty or late-hour appointees may be exempt from this provision on a one-time basis at the discretion of the unit administrator,” deleted?
	+ Response: Description is not accurate for all units; there is a lot of variation in how course materials are shared among faculty, and this language was too restrictive for different colleges/departments; Executive Committee asked to strike this language, and FPOC should deal with this concern when it deals with Intellectual Property policy
	+ Senator Watson: Course development process is very labor intensive, and it doesn’t make sense for everyone teaching POLI 2305 to go through that process; it is necessary to share materials
* Senator Cherry mentioned that FPOC would have normally consulted with stakeholders before bringing this policy forward and asked for a motion to table the policy
* Motion to table policy 06.030 made Senator Bednarz and seconded by Senator Peak
	+ Motion passed unanimously
	1. **Continuous Enrollment**
* We had tabled second read on this policy last month
* Clarified existing policy and added additional relief for graduate students
* Motion to untable policy 06.042 by Senator Joyner and seconded by Senator Peters
	+ Motion Passed unanimously
* Questions:
	+ Senator Perez – Is this exception one semester or two semesters?
		- Response: It is just a one semester exception
	+ Senator Catalano – Is what we have been sent the correct version of the policy?
		- Response: If it has the one time exception language, then it is the correct version
* Policy passed unanimously
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| VI. | Committee on Committees (Melissa McKay) | **Standing and administrative committee vacancies [vote]*** Motion to vote uncontested vacancies for standing committees as a block made by Senator Watson and seconded by Senator Aviles-Diz
	+ Passed unanimously
* Charter & Bylaws Committee
	+ 2 openings and 3 nominations – Denise Catalano, Kris Chesky, and Jason Chiang
	+ Vote will be conducted via Qualtrics
	+ Motion to cease nominations made by Senator Watson and seconded by Senator Tixier
		- Motion passed unanimously
* Ulys & Vera Knight Mentor Award Selection Committee
	+ Motion to accept Virginie Kidwell as the nominee made by Senator Anderson-Lain and seconded my Senator Joyner
		- Motion passed by the majority; 1 opposed
* Distinguished Teaching Professor Selection Committee
	+ Motion from Committee on Committees to accept Brian Lain as the nominee
		- Motion passed unanimously
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| VI. | Senate Procedures and orientation (Adam Chamberlin / Karen Anderson-Lain/ Jodi Philbrick) | The Faculty Senate officers provided an overview of Faculty Senate procedures along with an orientation to how the body operates. Senator Chiang – When issue are raised to the Executive Committee, can someone provide anonymous information? * Response: We remove names/departments/colleges when raising issues; we want to change the institutional policies that have caused these issues
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| VII. | Executive Committee (Karen Anderson-Lain) | Senator Anderson-Lain mentioned that the Executive Committee tries to be as confidential as possible Other discussions had by the Executive Committee:* At-large group senators not having representation on the Executive Committee; the Executive Committee sent this as a charge for the Charter and Bylaws Committee to investigate; potentially having one representative from tenure track ranks and one from non-tenure track ranks
* Each Executive Committee member will serve as a liaison to Faculty Senate committees to bring questions and concerns back to the body
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| VIII. | Other standing committee updates | * University Undergraduate Curriculum Committee October 2022 minutes (Courtney Glazer/Ann Afflerbach)
	+ Motion from UUCC to approve the October 2022 minutes
		- Motion passed unanimously
* Graduate Council June 2022 and July 2022 minutes (Lawrence Williams/Dale Yeatts)
	+ Graduate Council is a group of faculty and administrators, and wanted to share things that have come through Graduate Council
		- Lots of units have been creating grad-track programs where you can get a master’s degree in the 5th year
		- Big push to make courses permanent
		- Units starting to use certificates to encourage students to take graduate courses
	+ Motion from Graduate Council to approve the June 2022 and July 2022 minutes
		- Motion passed unanimously
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| IX. | New business | Motion to show our appreciation to the Senior Associate Vice Provost & Registrar Shari Schwartz for figuring out how to give us fall break made by Senator Cherry and seconded by Senator Lane* Motion passed unanimously

Senator Catalano would like to thank the Faculty Senate, especially Paul Hutchison, for working on fall break |
| XI. | Old business | No old business at this time.  |
| XII. | Comments for the Good of the Order | Senator Condrey – Serving as Coordinator of the State Employee Charitable Campaign this year which is running through end of October; state legislature approved giving campaign to raise funds for approved charities; please give to the campaign; secc.unt.edu Senator Bednarz – We have a Bird Campus Committee; primarily a student initiative with faculty involvement; purposes are to improve the habitat for birds on campus and tree planting and placing nesting boxes for birds; have bird walks; want increase appreciation of birds; Senator Chamberlin* Celebration of Life for Dr. Sheri Broyles, Professor Emeritus of Journalism, being held on October 20, 2022 at 4:30 pm in the Gateway Center Ballroom
* Next Faculty Senate meeting is November 9, 2022
* Next Executive Committee meeting is October 26, 2022

Senator Catalano – Dr. Keith Turner from Gerontology Program passed away and there is a memorial service for him Saturday, October 15, 2022 at North Point Cafe  |
| XIII. | Adjournment | Meeting adjourned at 3:29 pm  |