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**FACULTY SENATE MEETING**

**University Union 332**

Minutes – November 9, 2022

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| **Anderson-Lain, Karen**  | COMMCLASS  | P | **Hargis, Carol** | LIBR | P | **Nodeland, Brooke** | DCJCHPS | A | **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 | A | **Ketron, Seth** | NCFMKTG | P | **Peak, Dan** | ITDSRCOB | A | **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** | THEACLASS | P | **Manzo, Maurizio** | MEENCENG | P | **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 | P |  |  |  |
| **Christian, Jack** | ENGLCLASS | P | **Mukherjee, Sundeep** | MSECENG | P | **Siller Carrillo, Hector** | MEENCENG | P | **TEMPORARY SENATORS (Voting)** |
| **Condrey, Coby** | LIBR | P | **Najour, Caroline** | WLLCCLASS | P | **Tixier, Scott** | MUISCOM | P | Barbara Pazey (for Justin Trudeau) | TEA |  |
| **Cook, Daniel** | MUCECOM | P | **Narayanan Arunachalam** | ITDSRCOB | P | **Tomlin, J.** | HISTCLASS | A |  |  |  |
| **Evans, Sarah** | ISCOI | P | **Nasco, Dennis** | MGMTRCOB | 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: Neal Smatresk (President), Pam Padilla (VPRI), Angie Cartwright (OFS), Amanda Fuller (UBSC), Rudi Thompson (DSI CLEAR), Ann Marie Afflerbach (UUCC), Laurie Klein (Wellness & Recreational Sports)

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| I. | Welcome and Introductions | The meeting was called to order at 2:02 p.m. Senator Chamberlin welcomed the new Faculty Senate student staff member, Ally Policarpio.  |
| II. | Approval of Minutes (October 12, 2022) [vote] | Senator Watson moved to approve the minutes of the October 12, 2022 meeting, and Senator Cook seconded. The minutes were approved unanimously. |
| III. | University Update (President Neal Smatresk) | President Smatresk reported that he had just returned from Frisco from the UNT Kuehne Speaker Series featuring Kevin O’Leary from *Shark Tank*. There were 700 individuals from around DFW in attendance at the event. **Values Journey update*** There were just a few people in the Faculty Senate that were part of the values journey 2-day retreat; there was some belligerence in the groups that took part in the retreat
	+ Senator Chamberlin reported being cautiously optimistic about the values journey; the values that were discussed are the ones that we have been talking about, working with, and exhibiting the last time we did this; the skepticism that he has is about how faculty will be evaluated
* The hard part will be how to translate from the 125 people at the retreat from UNT, UNT Law, UNT HSC, and UNT System to the 6,000 employees at our campus; there will groups and task forces will be established
* If we don’t embrace the values journey, someone else will embrace it for us
* The groups came up with really good information, and we need to see how we will distribute it throughout the colleges
* There is more coming regarding the values journey, and this is just the beginning
* Questions:
	+ Senator Lane – What was the belligerence about?
		- Response: There were people that were very hostile with each other in the meeting and fighting about words; Senator Chamberlin mentioned that his group wasn’t very combative, but just about prepositions

**Building Projections & Land Acquisitions*** Planning phase for multicultural center is over; will get an approval in the November board meeting for a slightly expanded scope of project due to price increases from supply chain issues and construction problems; it will be between the Baptist Student Union and the Student Union
* STEM building is proceeding, but there is a lot of ripple effects around Hickory Hall and the SRB building that are being worked through; will give us a lot of space that we need
* Needs
* Residence Halls
	+ Residence halls are jammed to the gills; could not allow most sophomores back into the residence halls
	+ 98.5% occupancy of apartments and spaces around Denton; steeply expensive rents
	+ Would love to build another residence hall, but were up against a bonding limit
	+ Believe they have found a pro forma that cash flows - where the fees you collect from the residence halls are enough to pay the bonds, so it won’t go against bond limits; going to bring the pro forma forward in February planning for another 1000 beds
	+ Hotel space available where 225 beds could be put in; priced quite reasonably; close enough to put on a shuttle route
	+ Preparing students that they may have to be out on the market for housing next year
	+ Clearly a strong preference for living and dining on campus; dining halls almost at capacity
* Two Other Acquisitions
	+ Two buildings near the Kristin Farmer Autism Center are for purchase for good prices to stand up clinical operations off campus to free up space on campus
	+ Looking at other properties for clinic space – one within walking distance on Scripture and the other north of I-35 off Teasley
* Classroom Space
	+ Pressing need for classroom space; converting old computer labs into teaching space; can get some spaces set up rather quickly as traditional lecture halls or with longer lead time they can be set up as CLAW 3 spaces that are high flex and high tech
	+ Took a straw poll of the senators about the type of classroom space they want
		- Senator Petros mentioned that she wants the active learning space with flexible seating, not so much the technology; she gave some examples of classrooms with flexibility in seating with high density
		- The majority of senators want flexible classrooms with seating and tables that can moved around
		- Wanted to get senators’ feedback because they are starting to engage in conversations and space people think that everything needs to be CLAW 3
	+ Money for setting of classroom isn’t the problem, as there are funds for this; however, the speed of setting up the classrooms is the problem
	+ Senator Cherry commented that flexibility is always useful in being able to configure the classroom for the needs of the particular class at the time – group work vs proctoring an exam
	+ Senator McKay said that Frisco will have lots of high tech CLAW 3 classrooms, and commented that they can be awkward in terms of leading and teaching a class
	+ Need to make sure that as we execute these rooms that we are not making decisions on assumed knowledge; the straw poll and conversation was clarifying
	+ Senator Cherry said not to forget that mathematicians want boards to write on
* Frisco
	+ Press preview this month; big kick off in January
	+ All about done; has a lot of high tech classrooms; want to make sure that we made a smart investment in the classrooms and didn’t embrace something people that don’t want
* Questions/comments
	+ Senator Peters: Tearing down College Inn? Had a visiting scholar stay at College Inn; will there be similar accommodations for visiting scholars in the future?
		- Response:
		- Students take priority for space; currently 110% full
		- Having space for visiting scholars depends on the fill rate of the residence halls
		- Need to get residence halls built fast – stick build; off the shelf design
		- Already worried housing for students for next Fall
	+ Senator Watson: Have we considered the stopping the rate of growth until we can catch up?
		- Response:
		- Having 2 half-day retreats about what sustainable enrollment looks like
		- There are many variables at play, including the demographic cliff, community college enrollment, growth of Latinx population
		- Can firmly predict growth and demand through 2025; perhaps 2030 in Texas
		- Nationwide demographic cliff is 2025 – severely down, 10-15% down
		- Million conversations to have regarding this topic; laid out a chart for himself with 20-30 variables
		- Need to tap the brakes, probably not taking giant numbers of graduate students
		- What is our opportunity to grow in places that we haven’t?
		- Something special going on at UNT; rest of the universities in the state are flat to down, and we are up 5.5% - no one else has grown like we have in the last 3 years
		- ApplyTexas applications for next year to date – statewide they are down 10%, but ours is up 26%; how much do we take advantage of an opportunity to grow while the growing is good?
		- High demand of international grad students in computer science, business, & information science; the programs are full; need new resources and spaces
		- Spring enrollment – headcount is up 9%; semester credit hours are up 7-8%
	+ Senator Peters: What about international students in other disciplines?
		- Response:
		- Bring them in!
		- There are some programs that are at or close to capacity: music, business, computer science
	+ Senator Mukherjee: Can you comment on the demographic cliff at 2030?
		- Response:
		- Fertility is down; the white population is not having as many kids and that is going to hit at 2025
		- Other elements at play, such as college takerships are down; people asking do we need college when the market is good?
		- Lots of variables in play
		- Transfer populations are down around the state, as community college populations are down 15-20%; half of our undergraduates used to be transfers
		- President will come back and give us more details about variables
		- Texas has immigration fill rate and growing Latinx population

**Legislative Process update*** We are rocking and rolling; feel good about our chances to demonstrate that there hasn’t been equitable funding and that it is our turn now
* Multiple strategies in play; we have far more legislative support than we have had in the past
* Hoping for significant funding - $50 million; it is our turn, as it is time to do more with more
* Funding would help us to have a more sustainable budget and get things fixed faster
* There will be the typical legislative bills around tenure, LGBTQ+ issues; hope that we do not do things that would hurt business in Texas

President would like to address how students are doing, especially lack of engagement, and he would like to understand this more and have a conversation about this.  |
| IV. | Research and Innovation update (Pam Padilla) | VPRI Padilla began her presentation with her background; has been at UNT for 20 years. **Guiding philosophy*** Engagement, communication, & relationship building
* Data-driven approaches
* Prioritize research development (Aaron Roberts, AVPRI)
	+ Help faculty reach the goals
	+ Work with Faculty Success in getting awards
* Improve operations and maintain compliance
* Increase university research metrics
* UNT strengths as an Hispanic Serving Institution (HSI)
* Advocacy for UNT at a state/federal level

**Division operations & activities*** Office of Grants & Contracts – Charles Tarrantino
* Research Integrity & Compliance – Jamie Peno
* Research Grants & Contracts – Mike Rondelli
* GRAMS/Huron grant platform implementation (ongoing)
* Follow-up on predecessor activities (research roadmap)
* Continue successful programs (seed grants, DC fellows, BREAKS)
* Goal: Increase grant mentorship and leadership activities
* Update on STEM Building
	+ Architect selection stage
	+ Senator Cherry asked if there had been a site selection yet
		- Response:
			* Analyzed 6 sites and made recommendations by rank ordering the top 3; architect will come in and see what makes sense
			* One site is at Discoery Park and two are next to the Life Science Complex and Terrill Hall
			* Depends upon utilities, type of building, impact within the areas, parking, etc.

**Sponsored projects portfolio*** Provided data for each college/division; building dashboards with information
* High increase in the number of proposals that have went out
* $42 million in awards; want to reach $45 million according to state criteria to get NRUF

**HSI opportunities*** Special funding just to help students that meet UNT student profile
* Dr. Brenda Barrio – Research Fellow
* Student research, workforce development, broadening participation activities
* HSI R1 Universities (1 out of 21 HSI R1s; advocate at national level)

**Challenges & goals*** Staff development, training, recruitment, retention, and training
* Streamline and improving operations with DRI
* Engaging all colleges with the Division of Research
* Broaden research development opportunities
* Maintain compliance with federal guidelines
* Spending Wednesday mornings at Discovery Park

**Questions/comments:*** Senator Lane: Are the sponsored projects, UNT sponsored projects?
	+ Response: No, this is funding from outside agencies; people bringing in funding
* Senator Chesky: What about collaborative college grants? Not all colleges have representation with Associate Deans for Research.
	+ Response:
		- Colleges send representatives to the research meetings
		- Each PI on a grant gets a percentage, so each college gets that percentage of funding
		- It is much better from federal agency perspective that you are not a single PI, as there should be different expertise to solve a problem; very few grants are single PI unless specified
		- The next thing is how do we get better at leading international level programs; that’s where training and mentorship comes in
* Senator Peters: One of your bullet points was about broadening participation in research activities; there are disciplines don’t have the opportunities for funding; what support can the research office give for those disciplines that normally do not receive external funding?
	+ Response:
		- We have to respond to what calls are available
		- For the arts and humanities, you are looking at non-profits, endowments, foundations, so we work with advancement as they are the voice that works with foundations
		- When grants do come in with IDC, some of the IDC is distributed, at the college level, to other colleges that do not have as much funds; all of the colleges get some of that funding, except the College of Science, the College of Engineering, and the College of Health and Public Service
		- The more money we bring in, the more money can flow into colleges
		- There are seed funding opportunities on the VPRI website, and last year, every college had an awardee
		- If you have an idea, talk to Aaron or Katie to see if there is any agency who can support those ideas
		- Research Seed Funding deadline December 2, 2022
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| V. | Faculty Policy Oversight Committee(William Cherry / Angie Cartwright) | Senator Chamberlin indicated that there was mistake on the agenda, as 06.030 is still under review and not up for discussion today.AVP Cartwright and Senator Cherry presented the following policies for first read.**First Read*** 06.004 Faculty Reappointment, Tenure, Promotion, and Reduced Appointments
	+ Revision is from legal counsel; out of compliance since 2011
		- There is a statement regarding the redacting of external reviewers’ names from external review letters; per Texas law, we are unable to do this
		- This was revised to be in compliance with Texas law
	+ Senator Cherry explained that this policy only came to the Faculty Policy Oversight Committee to address the legal compliance issue and that was the only change recommended by FPOC, and Executive Committee recommended two additional changes
		- Candidates receive heads up about exact concerns when possibly facing a negative review
		- Clarification about “all” documentation supposed to move forward in each stage of the process with the exception of external review letters
	+ Senator Long stated that the change in E.7.B. needs to be repeated in E.8.B., E.9.B., E.10.B., & E.11.B.; Senators Chamberlin and Cherry recommended that Senator Long bring the specific language changes to the next meeting for consideration during Second Read
	+ Senator Mukherjee asked if external reviewers are made aware that candidates may be able to request their letters and if there were similar laws in other states
		- Response: AVP Cartwright is updating the template that chairs use to contact external reviewers to reflect this change; AVP Cartwright and Senator Cherry were not aware of laws in other states
* 06.008 (formerly 07.023) Course Materials, Textbook Adoption, and Disclosure
	+ This policy used to be under student affairs; shift to faculty affairs because of a few new laws regarding textbook disclosures
	+ This policy is almost a complete revision; we have been out of compliance yet again
	+ Students need to be informed about the resources expected of them (textbooks, supplemental resources) in advance to make informed decisions about the classes they choose to take
* 06.012 Payment of Nine-Month Contracts
	+ Policy came through the Senate last year and all its processes, but it was kicked back by legal because it was out of compliance with tax code if we allow faculty to move back and forth from 9 month and 12 month compensation plans
* 06.023 Program of Assistance for Teaching Personnel Whose Primary Language is Not English
	+ At the start of the year, the President has been making an exception to change the score from 26 to 25; we have suggested that the score in the policy be permanently changed to 25; would be less workload for staff
	+ The other revision is a change in the title of the policy
* 06.031 Pre-Finals Days, Reading Days, and Final Examinations
	+ Request was so that student organizations hold true to these days and do not find a loophole to have activities/events during pre-finals and reading days

Senator Chamberlin recommended that senators be really prepared for the second reads of the policies to come at the next meeting of the Faculty Senate.  |
| VI. | Committee on Committees (Melissa McKay) **[vote]** | In order to save time, there was be a brief caucus of voting groups to narrow down nominees for committee vacancies and fill necessary positions. Senator Watson moved to vote on the slate of nominees as a block via Qualtrics next week, and Senator Hensel seconded. The motion passed unanimously. |
| VII. | Executive Committee (Karen Anderson-Lain) | * Procedures manual change: consistency for departments within committee structure **[vote]**
	+ The change did not get attached to the meeting invitation, so this will be discussed at the December meeting.
* Proposal to create Teaching Effectiveness standing committee **[vote]**
	+ There have been concerns raised inside and outside of Faculty Senate about the lack of a Teaching Effectiveness, especially as we are asked to evaluate each other using tools other than SPOT; SPOT continues to be the only measure of teaching effectiveness used in some departments despite being against policy
	+ Faculty feel that CLEAR has moved away from problem-based & team-based learning to focus more on technology support for learning
	+ Unlike other R1 universities, we do not have a center for teaching and learning excellence that is its own entity
	+ What does the faculty actually need for teaching? How do we consistently evaluate teaching across campus?
	+ Membership is 11 voting faculty members and a non-voting ex-officio member from the Office of Faculty Success to build a relationship with this office
	+ Motion to establish the Teaching Effectiveness standing committee is coming from the Executive Committee; the motion passed unanimously
		- Discussion/comments:
			* AVP Rudi Thompson stated that in the past, CLEAR did not have a professional development person, but have hired Dr. Aubree Evans to create a teaching certification program; working with AVP Cartwright and the Office of Faculty Success; suggested that Dr. Evans be added to the committee
			* Senator Watson moved to add a non-voting ex officio member from CLEAR to the committee, and Senator Joyner seconded; the motion passed by majority with one opposed
			* Senator Ojha expressed that he has had a lot of concerns and issues working with CLEAR and that most of the interactions that he has had been very negative; he provided an example of the course evaluation rubric
				+ Senator Anderson-Lain stated that the committee is to build the relationship with CLEAR; also, the CLEAR position on the committee would be non-voting
			* AVP Thompson stated that CLEAR has 5 units; one is professional develop and is different than online learning; Dr. Evans has a PhD and has been a professor; expertise is in andragogy
			* Senator May thinks the idea of the committee is a wonderful idea, and when he taught at CU Boulder there were videos on how to teach with technology, which can be resource intensive; would this committee be able to suggest resource allocations for CLEAR?
			* Senator Anderson-Lain responded that the committee could suggest resource allocations
			* Senator Lane moved to amend bullet point 5 to add the word “resources” and Senator May seconded; the motion passed by majority with one abstention
* Appointment of Adam Chamberlin as University Elections Committee chair
* Appointment of Adam Chamberlin to Honorary Degree Committee
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| VIII. | New Business | **First Read** (Adam Chamberlin)* 06.051 Faculty Grievance
	+ Dealing with an issue for about year and half now, and the Executive Committee took executive action on it; added a section G. Non-Tenured Faculty Member Promotion Grievances that reads “Non-tenured faculty member grievances related to promotion and where the dean is a party shall be granted a party, the aggrieved faculty member shall be granted a hearing by the UFGC. The UFGC would then make a recommendation to the provost.”
	+ Going outside of process where it is coming from the Executive Committee, not FPOC; FPOC has seen this change; the provost has seen this change and agrees with it
	+ Questions/comments:
		- Senator Watson – As the non-tenured faculty member on the UFGC, are we changing the language of that person’s role?
			* Senator Anderson-Lain said that we should look at this language, as things will need to be tweaked
 |
| IX. | Other standing committee updates **[vote]** | * UUCC Report/Minutes [November 2022] (Ann Afflerbach / Courtney Glazer)
	+ The minutes stand as presented
	+ Motion to accept the UUCC minutes is coming from the UUCC; the motion passed unanimously
* Graduate Council Minutes [September 2022] (Dale Yeatts)
	+ This was one of the busiest meetings as it was the last opportunity to make changes for the catalog; most interesting item is the move to create GACs
	+ The minutes stand as presented
	+ Motion to accept the Graduate Council minutes is coming from Graduate Council; the motion passed unanimously
 |
| X. | Old business | No old business |
| XI. | Comments for the Good of the Order | * Faculty/Staff Wellbeing Advisory Committee (Laurie Klein)
	+ For the week of Nov 14-18, there will be a lot of activities:
		- Virtual stretches
		- Walks on campus
		- Zumba for faculty & staff
		- Back float mediation
		- Holiday balance; lunch & learn
		- Office express workout
		- Pickleball; table tennis; cornhole
	+ There will be more wellness activities forthcoming
	+ Questions/comments:
		- Senator McKay asked if there would be anything at UNT Frisco
			* Response: You can participate in virtual events at Frisco
		- Senator Chamberlin asked if staff have to go off the clock to do this
			* Response: Staff has 30 minutes/3 times a week/ has to be pre-approved
* The November 30 Executive Committee meeting will be in A140, the CENG dean’s conference room at Discovery Park at 2 p.m.; a Discovery Park faculty mixer will be held immediately after in the large conference room next door
 |
| XII. | Adjournment | Meeting adjourned at 3:52 pm  |