



FACULTY SENATE

UNIVERSITY OF NORTH TEXAS

FACULTY SENATE MEETING
University Union 332
 Minutes: November 20, 2024, 2:00 pm.

Acree, William	CHEM COS	P	Joyner, William	MUVS MUSIC	P	Sankofa, Nicole	EPSY COE	P			
Armintor Marshall	ENGL CLASS	P	Kim, Jungkwun	EENG CENG	P	Savoie, Michael	SCM RCOB	P			
Bednarz, Jim	BIOL COS	P	Knight, Laetitia	WLLC CLASS	P	Scott Bracey, Pamela	MDI CACS	P	TEMPORARY SENATORS (Voting)		
Ben Othmane, Lotfi	CSE CENG	P	Lemberger- Truelove, Matthew	CHE COE	P	Schalkwyk, Willem van	MUVS COM	P	Orhan Erdem		P
Briggle, Adam	PHIL CLASS	P	Lund, Brady	IS COI	P	Schoolfield, Anne	ENGL CLASS	P	Rick Cazier		P
Britain, Jeffrey	HTM CMHT	P	Manzo, Maurizio	MEEN CENG	A	Sexton, Mike	MGMT RCOBB	P			
Campbell, Doug	LIBR	P	Martin, Eugene	MRTS CLASS	L	Sheppard, Steven	SPAN CLASS	P			
Chamberlin, Adam	DANC CLASS	L	May, Andrew	MUCS COM	P	Shiner, David	PHYS COS	P			
Chaing, Jason	EPSY COE	P	McKay, Melissa	DMI CACS	P	Subramaniam, Karthigeyan	TEA COE	A			
Condrey, Coby	LIBR	P	Morton, Sophie	WLLC CLASS	P	Thurman, Emily	SPAN CLASS	A			
Evans, Sarah	IS COI	P	Mukherjee, Sundeep	MSE CENG	P	Trippeer, Barbara	ADES CVAD	L			
Frenzel, Ervin	CSE CENG	P	Najour, Caroline	WLLC CLASS	P	Trudeau, Justin	COMM CLASS	L	STUDENT SENATORS (Non-voting)		
Ginther, Jeannette	TEA COE	P	Nasco, Dennis	MGMT RCOB	P	Welch, Lisa	BIOL COS	A	Alfred Dozier IV	SGA	A
Hutchison, Paul	ACCT RCOB	P	Ojha, Divesh	SCM RCOB	L	Wilson, Carol	MUVS COM	P	Satya Vara Prasad Namala	GSC	P
laia, Joseph	MATH COS	P	Peters, John	ENGL CLASS	P	Wolski, Kristin	LIBR	P			
			Rubio, Brenda	TEA CENG	L	Philpot, Denise	ADA	P			

Guests: Mike McPherson (Provost), Holly Hutchins (OFS), Angie Cartwright (OFS), Courtney Glazer (Accreditation), Amanda Fuller (UBSC), Denise Philpot (ADA), Chris Long (UNT), Tracy Everbach (UNT), Jonathan Forbes (North Texas Daily), Aiden Gonzalez (North Texas Daily), John Bellon (Staff Senate), Özlem Altrok (UNT Faculty), McKinnon Rice (North Texas Daily), Kelly Evans (UNT), Wendy Watson (PSCI), Lawrence Williams (WLLC/FPOC), Lucinda R. Breeding (Denton Record Chronicle / KERA), Glen Biglaiser (PSCI/Fulbright), Jennifer Lane (Grad Council)

I.	Welcome and Introductions	Brief announcement – The faculty senate website is up for migration to the new content management system this next week. Anything usually protected behind a login will not be available for a while. Additionally, the site will look a bit different.
II.	Approval of Minutes (October 9, 2024) [vote]	Hutchison motions and Bednarz seconds. The vote has 3 abstentions; the motion passes to adopt the minutes from October.
III.	University Update (Provost Mike McPherson)	<p>Creating partnerships between departments/programs at UNT and external organizations/entities</p> <ul style="list-style-type: none"> • He has received questions, specifically about the chemistry department cooperating with various municipalities with a backlog on DNA testing. The first step is to go through your chair and your dean. Sometimes, it is simple to set up, and in other situations, it may be complicated, requiring a MOU (memorandum of understanding) that goes through the chain of command. We do this kind of thing often in a wide variety of ways and have systems to support you. We don't want faculty negotiating these partnerships on their own, so start with your chair to begin the process. <p>Guidance regarding SB17 and its potential impact on workload, annual review, and research and service commitments</p> <ul style="list-style-type: none"> • The Provost wants to address some of the things that came recently in the press because he thinks they are only partially accurate. The impetus for those changes in the College of Education was not SB17. It was an exercise in COE to realign their curriculum with state standards. Some of the course titles didn't align and so they were changed. Another vital piece of context that didn't come out in the articles is that this was not an administrative dictate from on high. These changes went through the usual faculty governance process. All changes were discussed and approved by faculty curriculum committees at the graduate and undergraduate levels. • In principle, SB17 exempts teaching and research – what's taught in the classroom and what one is doing research on. He has been hearing anecdotes about faculty having a massive workload increase because of SB17. He needs details, not anecdotes. He needs to know the particular people involved so he can find out what's happening. As a general rule, he supposes something like that may be happening. This is why it is essential to talk with your chair if your workload changes and you need some relief from another part of it. That is fair for the faculty to ask about. <p>Questions</p> <ul style="list-style-type: none"> • Guest recognized by chair speaks. Just curious because they are not familiar with TEKS (Texas Essential Knowledge and Skills). Does it cover Educational Leadership and not just Teacher Education? • Senator Ginther from COE clarifies that TEKS are the curriculum

		<p>learning standards for K through 12 public education students. The standards governing our teacher preparation program are from the State of Texas, a different part of the Texas Administrative Code, and it's all publicly available. However, specific standards guide the design of educator preparation programs accredited by TEA, which is the Texas Education Agency. COE aligns with educator preparation program standards in the Texas Administrative Code. That covers education leadership, such as principals and superintendents.</p> <ul style="list-style-type: none">• Senator asks what UNT's strategy with the legislature is now that they're already talking about moving into teaching and research. How does that go from an upper administrative perspective?• The Provost has heard the President articulate the strategy. He believes in academic freedom very much, and our being proactive in that agenda, pushing the importance of that in higher education in general, is the proper strategy for us in this and future legislative sessions.• Senator asks for clarification on SB 17 not applying to academic course instruction and scholarly and creative works.• Provost agrees, but there can be some gray areas. For example, if the required outcome of the grant conduct DEI training as an outcome. There might be a problem because that conflicts with state law, but research and teaching are exempted explicitly from SB 17.• A senator offers some perspectives from the library on SB 17's impact on workload. Some library programs or events were approved through the compliance tool, and then the faculty member leading that event found out that it had been canceled. This information is initially sent to the university librarian, then gets trickled down to the department head, and then the person whose event it is. But then, still maybe not understanding why the event was canceled with no opportunity to modify the event or even have a conversation. It seems like sometimes things are being canceled due to a simple misunderstanding that could be rectified through a conversation. Could compliance converse directly with that person whose event it is and work out any misunderstandings quickly and verbally, especially when this impacts that person's work significantly?• The Provost agrees that consultation between the unit and compliance is supposed to be happening. The question is whether it is happening at the unit or dean levels. It is reasonable that you ought to be able to explain and perhaps influence the decision. He would be happy to explore this.• Guest recognized by chair speaks. They appreciate the comment about us being proactive for the upcoming legislative session. Have we weighed in on last week's Higher Ed Committee hearings about proposals to eliminate degree programs related to identity and the dissolving of faculty senates?• Provost says we have not weighed in on that, and he is hesitant to speak for the President. But he believes that there is a general concern. In the last legislative session, a bill was filed to do
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something draconian to faculty senates. But that bill was of little interest to anyone until the UT Faculty Senate issued resolutions, and then the bill was brought out. There are reasons for us to influence the process in subtle ways, which we are trying to do.

- Guest points out that there have already been hearings on these issues, although the session has yet to begin.
- The Provost explained that UNT has a government relations team in Austin working on these issues. The team leader is named Ray Rodriguez, and Liz Boland also works with him. The Provost also speculates, as a citizen, that the legislature is not finished addressing DEI, but he doesn't know what that means precisely.
- A faculty guest recognized by the chair explains that they are on fellowship this semester but felt it was important to come in after reading the article in the Chronicle and the PEN essay. He is wondering what's next. He was surprised to find out that a college would have to change its course descriptions. He is teaching courses where the heart of the course is diversity, and his work is about representation at its core. The college webpage is a significant recruiting tool for their program and centers on social justice. It is a recruitment for our MFA. Will we be asked to make changes to our faculty biographies? They are not worried because they have a conviction and a mission that will not change. If something's coming, they want to know what it is as soon as possible. They want to know the truth. People have said more change may be coming. We need to be talking about that in every session. We need to know because we need to stand up for ourselves. They highlight that this is also a First Amendment issue, impacting our freedom of speech.
- Provost thanks the speaker and appreciates leadership at all levels.
- A guest, recognized by the chair, stated that they appreciated the fact that there may have been some confusion about what prompted the curriculum changes in COE. An email went out to the COE faculty specifying that the changes were because of SB 17, with no reference to state standards. When this faculty member told their dean, the administrator was completely unaware that anything had happened. There seems to be little communication, and they are concerned this will result in faculty receiving misinformation or missing important information.
- The Provost clarifies that the particular email referenced came from a curriculum committee member who is not an administrator. That certainly was not the official communication, and administrators should have shared information. If communication has broken down, we can do better.

Compliance and Trust Line protections for faculty

- He has been asked about many faculty members' feelings about the Trust Line. Is there reason to worry about retaliation if someone asks a question in good faith? He is unsure how to reassure us but reiterates that the Trust Line is anonymous. The UNT system policy is unambiguous: "The UNT System

		<p>administration does not tolerate retaliation against individuals who, in good faith, report suspected wrongdoing the system. Administration also protects individuals from retaliation who seek guidance regarding any compliance, concern.” He believes this is something you can count on, but if you don't feel comfortable, he's not sure what to say.</p> <ul style="list-style-type: none"> • Senator says they think the trust falls on the other side of the relationship. Constituents are not so worried about submitting to the Trust Line but about having something submitted about them and not being made aware. Is there a database of accusations building up without us knowing and not being able to defend ourselves? • The Provost doesn't think that's likely to happen. But he doesn't control the Trust Line, so we might want to have the people who run it talk to you about what protections are in place.
IV.	Mental health support on campus (Laura Klein / Bethany Evans)	<p>Counseling and Testing Services</p> <ul style="list-style-type: none"> • They offer individual counseling groups, workshops, crisis services, faculty, staff, student consultations, and training. All services are already included in tuition and fees. They do not take insurance information from the student. • With students, they most often address things related to anxiety, stress, depression, relationship issues, or academic concerns. They see the full range of mental health concerns, including things that are more severe, like psychosis or suicidal ideation. If they are not able to support a student, based on their available staff, the student may be connected appropriately within the community. • There are occasionally rumors about the number of sessions or services, but there is no number. It is tailored to the individual student and adjusted to their needs. • They use a Stepped Care Model, meaning they start with no assumptions about a treatment plan. They take into account the needs and goals of the individual and then do the least restrictive care. • They have a full-time case manager, so if they refer a student to community resources, the case manager follows up to ensure they get connected or feel they are in a good place. • They offer outreach services, such as workshops. Most are in Chestnut Hall, but some are in other places on campus. These are open to all students, and they can just show up. They also offer therapy groups for which students must be prescreened and commit to participating for a semester. They will also visit classes or student organizations for workshops. • They also do classroom presentations upon request via an online form. They have a list of topics, but if there's something that's not there that would be helpful, you can fill out the form and make that request, and they'll try to meet that need as best they can. • For faculty and staff, they most often provide training on suicide prevention and the trauma informed classroom, both of which can be customized. All services for faculty and staff are included at no charge. Marilyn Parrish is the primary faculty and staff liaison.

		<p>She has regular consultation hours in the faculty lounge (on Thursdays) and on Zoom (on Wednesdays) and is available to assist us via phone or email at other times.</p> <ul style="list-style-type: none"> • Their main number can be used 24/7, so you can still call a line after 5 pm if you have a student in crisis and need support. • Workshops from students range from structured process groups to creative workshops. Check each semester and encourage students to use these resources. • Togetherall is an online peer support program that is available to students. This is one of those resources that we want to encourage our students to use before things get to that crisis level. It is monitored 24/7 by licensed mental health professionals. So if something is posted and it's of concern, that clinician can connect with that student and assess and connect them to our crisis and support resources if needed. Then, it ultimately gets communicated back to their office. • Also, remember that there are other counseling clinics on campus. But this is the only one fully staffed with mental health professionals, with some graduates doing training. Graduate students with professional supervisors run the other clinics. <p>Questions</p> <ul style="list-style-type: none"> • A senator recently had a student near finishing their master's thesis when she had a mental health crisis. She is no longer a student, but the faculty member wants to get her back on track. Can she take advantage of these services? • Services are for currently enrolled students. So, they cannot provide the services, but their case manager can still meet with her to connect her to resources within the community. And the case manager will follow up with her until they know she is receiving the care she needs. • A senator asked for clarification on contacting the CARE team. Their department had been told only use for a student in immediate danger to themselves and others. They've been told to use SOS instead. • Actually, SOS is more situational, quick support, like helping out when a student breaks a leg. However, no matter which reporting mechanism you use, the case will be transferred to where the student can best be helped. • A senator asks and it is clarified that as long as a student is physically within the state of Texas, they can provide a telehealth appointment. • We no longer contract with Mantra health. They were a 3rd party and wanted to keep all cases on campus for wrap-around care. • A new mental health folder with all available resources is coming out for faculty.
V.	Fulbright Scholar program (Glen Biglaiser)	<ul style="list-style-type: none"> • This year, the Fulbright-Hayes seminar program will be held in Greece and Turkey in June and July. It is a four-week seminar focused on sustainability, climate change, cultural heritage, preservation, and sustainable tourism. Applications are due on January 7. • UNT has had several "fulbrighters" and can support faculty in

		<p>creating strong applications.</p> <ul style="list-style-type: none"> • The Fulbright Scholars program is 2 to 12 months, so it is recommended that you have faculty development leave. Fulbright will not pay your UNT salary, but they will provide you with other benefits. For this program, as soon as possible, reach out to a university or a place you want to work with to get a strong letter. • For the Fulbright Specialist program, your expertise is put on a list, and if it is something a university or country wants more information on, you may be hired for 4 to 6 weeks. • Consider how a Fulbright opportunity will benefit you, the country you are going to, and the U.S. Most countries are on the list. However, China and Russia are not opportunities right now. • The university loves to have faculty participate because having Fulbright awards helps with TUF funds. • A senator notes that some universities pay at least a portion of the faculty member's salary during a Fulbright. But that is not the case at UNT and is unlikely to change soon. • You can find deadlines for the various programs on the slides provided or through their website. • A senator asks what arrangements are made if you go to a country where you don't speak the language. Answer - it depends. In some programs, you don't need language expertise, and in some, you do. They don't provide a translator. The Fulbright does provide money, and it's more money than you need to survive in that country, so it gives you opportunities.
VI.	Faculty Policy Oversight Committee	<p>First Read – senate discussion on the four policies happens next month</p> <ul style="list-style-type: none"> • 06.002 Academic Appointments and Titles • There are no recommendations for changes at this time. This came up as part of the mandatory six-year review. • 06.033 Study Abroad • Also brought forward for the mandatory six-year review, there are a couple of things to add. There was some clarification about 0 credit hours, and then some clarifications about the requirements for insurance, and those revisions came from our International Affairs Office. • 06.004 Faculty Reappointment, Tenure, Promotion, and Reduced Appointments • One change is to clarify that the decisions for reappointments in years 1, 2, 3, and 5 are at the dean's discretion. If grievances are related to years 1, 2, 3, and 5, the grievance process goes back to the college, and the UFGC does not necessarily hear them. The way it's listed in the policy right now is unclear, so they've offered some clarifications for you. • The other suggested change in this policy is related to expedited promotion to full professor. Expedited promotion is when someone is offered an appointment outside of UNT, they may come back and say, "Hey, I've been offered this position as a full professor," we might say, "Hey, well, we really like you. We want to keep you. Let's expedite you to full professor." • The way this section is listed in the policy gives room for due process. The Provost is very clear that if someone should be

		<p>expedited, it should be that people agree and that there should be no room for grieving an unfair decision, keeping it on a tight timeline.</p> <ul style="list-style-type: none"> • 06.051 Faculty Grievance • The initial changes recommended here are the same as in 06.004 related to reappointment reviews in years 1,2,3, and 5. Grievances in years 4 and 6 still go to the Office of the Provost and will still be heard by the UFGC. • Another change suggested is to remove a financial conflict of interest between the Office of the Provost and the UFGC. Previously, the Provost's office has paid for reserving rooms and meals for the UFGC, but since the faculty member is grieving the decision of the Provost, this creates conflict. Therefore, it is recommended that the financial aspects of the UFGC be under the Office of the President. If we agree with this recommendation, the Office of the President will forward those funds to Jill and the Faculty Senate, and Jill and the Faculty Senate would be responsible for purchasing meals, making reservations, and things of that sort so that the Provost's office is not in the middle of that ethical dilemma. • Lastly, the Office of the Provost recommends removing the audio recording for all grievance hearings because it is costly to hire a videographer and prolongs the process of getting the transcript. A stenographer (from a third-party company) who creates a transcript is already present. • Dr. Cartright invites anyone with questions to reach out. • The FS Chair reminds the senators to share this information with their constituencies. If they wish to comment or suggest any alternate approaches, they should contact their group representative on the faculty policy oversight committee.
VII.	Evaluation of University Administrators (Denise Philpot)	<ul style="list-style-type: none"> • Senators received a 93-page document, the survey results given last spring, with no comments included. The results are direct from SPSS but don't include department chairs. The results for department chairs are another 60 pages that will be sent soon. • FS Chair explains that many faculty have requested to see the results of the evaluation of university administrators. So now you have it in your hands. We would make this available on the faculty senate website behind a login, but we don't have that functionality while we transition the site. Meanwhile, it is in your email, and you can share it with constituents. • Dr. Philpot offers to answer questions. • A senator asks, setting aside the results for the former President, if these results are shared with the supervisor of the evaluated administrator. • Yes, when the results were compiled in May, every dean got the results with comments for their direct reports, and the Provost got everything. These results are intended for the administrator appraisal process. We don't know if the deans shared the results with chairs, but they were asked to, as this is the purpose of the survey. • The Office of the Provost would like the survey information

		<p>gathered earlier. Still, many surveys are distributed to faculty in the Spring semester, and we want this one to be noticed. But we do want to know that somebody takes action with the results and that the person writing an appraisal has plenty of time to use that input as part of their assessment of somebody's job performance.</p> <ul style="list-style-type: none"> • A senator asks if the administrator evaluations include directors in addition to chairs. Dr. Philpot said only department chairs not directors, unless the director is functioning as a chair. • A senator points out that some of the interdisciplinary departments have massive programs overseen by directors. Dr. Philpot is open to continuing a conversation about this issue.
VIII.	Committee on Committees (Brady Lund) [vote]	<ul style="list-style-type: none"> • Call for nominations for standing committee vacancies, administrative committee vacancies, and ad hoc committee vacancies. <ul style="list-style-type: none"> ○ FS chair nominates Craig Neumann to the Distinguished Professor Award Committee. • Motion to accept all nominations as a block. Moved by Hutchison and seconded by Nasco. Motion passes with 1 abstention. • Call for a vote to accept the nominations. The vote was unanimous in favor of acceptance. • FS chair reminds Senators that a handout with all of the current vacancies is included in your invitation to this meeting, and they are noted in blue (usually where they say the word vacant). If you see one against one of your voting groups, see if you can drum up someone to fill that and make the work on the committee on committees a little lighter.
IX.	Executive Committee Update (William Joyner)	<ul style="list-style-type: none"> • Approved amended charges of the Faculty Salary Study Committee based on the dissolution of the contributing committees.
X.	Other Standing Committees Updates [vote]	<ul style="list-style-type: none"> • UUCC Report/Minutes [November] (Natalie Ellis / Courtney Glazer) <ul style="list-style-type: none"> ○ With no questions or discussion, the motion passes unanimously • Graduate Council Minutes [September] (Jennifer Lane) <ul style="list-style-type: none"> ○ This group meets on the 3rd week of each month, so the minutes we receive are always behind a month. September is a big introductory meeting where new members are brought on board. Nothing was voted on in the meeting. ○ With no questions or discussion, the motion passes unanimously
XI.	New Business	<ul style="list-style-type: none"> • A senator has a question as a matter of order. The charge changes for the Faculty Salary Study Committee that was approved by EC, who submitted that? FS Chair will revisit the minutes of the EC meeting to see who it was and if there are any procedural issues.
XII.	Old Business	<ul style="list-style-type: none"> • None raised
XIII.	Comments for the Good of the Order	<ul style="list-style-type: none"> • The final Faculty Senate meeting of the semester will be at 2:00 pm. Wednesday, December 11, in Union 332. • The Green Brigade invites you to a community show at 5:30 today (November 20) at DATCU Stadium (October 26 Halftime:

		<p>https://youtu.be/3RnhO1g-SjQ?si=yDeksJogUT0etVle)</p> <ul style="list-style-type: none">• Senator Sexton would like to go on record as supporting the staff from Parking and Transportation. They have done an excellent job of handling parking during a very adverse time, where it looked like every entity that could perform construction on this campus did so. Parking and Transportation did an admirable job of reacting appropriately.
XIV.	Adjournment	The meeting adjourns at 3:23 pm