****

**FACULTY SENATE MEETING**

**University Union 332**

Minutes – February 14, 2023, 2:00 p.m.

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| **Baker, Rose** | LTECCOI | P | **Lemberger-Truelove, Matthew** | CHECOE | P | **Quevedo-Torrero, Jesus Ubaldo** | CSECENG | P |  |  |  |
| **Bednarz, Jim** | BIOLCOS | P | **Long, Chris** | TEACOE | P | **Sankofa, Nicole** | EPSYCOE | P |  |  |  |
| **Ben Othmane, Lotfi** | CSECENG | P | **Lund, Brady** | ISCOI | P | **Schoolfield, Anne** | ENGLCLASS | P |  |  |  |
| **Briggle, Adam** | PHILCLASS | P | **Manzo, Maurizio** | MEENCENG  | P | **Scott Bracey, Pamela** | CACS | P |  |  |  |
| **Britain, Jeff** | HTMCMHT | P | **Martin, Eugene** | MRTSCLASS | P | **Sexton, Mike** | MGMTRCOB | P |  |  |  |
| **Campbell, Doug** | LIBR | P | **May, Andrew** | MUCSCOM | P | **Sheppard, Steven** | SPANCLASS | P |  |  |  |
| **~~Catalano, Denise~~** | ~~RHS~~~~CHPS~~ |  | **McKay, Melissa** | (ACS)CACS | P | **Shiner, David** | PHYSCOS | P |  |  |  |
| **Chamberlin, Adam** | THEACLASS | P | **Moreland, Kimberly** | ENGLCLASS | A | **Siller Carrillo, Hector** | MEENCENG | P | **Temporary Senators (voting)** |
| **Chiang, Jason** | EPSYCOE | P | **Mukherjee, Sundeep** | MSECENG | P | **Thurman, Emily** | SPANCLASS | P |  |  |  |
| **Christian, Jack** | ENGLCLASS | P | **Najour, Caroline** | WLLCCLASS | P | **Tixier, Scott** | MUJSCOM | P |  |  |  |
| **Condrey, Coby** | LIBR | P | **Narayanan Arunachalam** | ITDSRCOB | P | **Trudeau, Justin** | COMMCLASS | P |  |  |  |
| **Evans, Sarah** | ISCOI | P | **Nasco, Dennis** | MGMTRCOB | P | **Welch, Lisa** | BIOLCOS | P |  |  |  |
| **Frenzel, Ervin** | CSECENG | P | **Nodeland, Brooke** | DCJCHPS | P | **Williams, Lawrence** | WLLCCLASS | P |  |  |  |
| **Ginther, Jeannette** | TE&ACOE | A | **Ojha, Divesh** | MLOMRCOB | P | **Wilson, Carol** | MUVSCOM | P | **STUDENT SENATORS (non-voting)** |
| **Hutchison, Paul** | ACCTRCOB | P | **Peters, John** | ENGLCLASS | P |  |  |  | **Dorcas Bisisi** | SGA | A |
| **Iaia, Joseph** | MATHCOS | P | **Petros, Amy** | CHEMCOS | P |  |  |  | **Sri Lakshmi Thanuja Beeram** | GSC | A |
| **Joyner, William** | MUVSCOM | P | **Philpot, Denise** | ADATOUL | P |  |  |  |  |  |  |
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Guests:

John Bellon, Staff Senate; Angie Cartwright, Assistant Vice Provost of Faculty Success and FPOC administrative co-chair, William Cherry, FPOC faculty co-chair; Natalie Ellis, University Undergraduate Curriculum Committee faculty co-chair; Kelly Evans, Libraries; Morgan Gieringer, Libraries; Holly Hutchins, Vice Provost of Faculty Success; Jennifer Lane, Graduate Council; Julie Leuzinger, Libraries; Michael McPherson, Provost; Neal Smatresk, President; Jenn Washburn, Libraries.

Abbreviations: DEI = matters related to diversity, equity, and inclusion; DoS = Dean of Students or the office thereof; EC = Faculty Senate Executive Committee; FPOC = Faculty Policy Oversight Committee; FS = Faculty Senate; OGC = UNT System Office of General Counsel; R1 = Doctoral universities performing very high research activity according to the Carnegie Classification of Institutions of Higher Education; TUF = Texas University Fund, the fund created by the State of Texas to provide additional research money to four universities, including UNT; UUCC = University Undergraduate Curriculum Committee.

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| I. | Welcome and Introductions | 2:01 pm. FS Chair Adam Chamberlin called the meeting to order. |
| II. | Approval of Minutes (December 13, 2023) **[vote]** | Senator Hutchison made a motion to accept the minutes of the December 13, 2023, meeting. Senator Joyner seconded. There was no discussion nor need for corrections. The motion passed. |
| III. | University Update (President Neal Smatresk / Provost Mike McPherson) | 2:02 pm. FS Chair Chamberlin recognized Provost Michael McPherson and President Neal Smatresk and invited them to provide an update on the university. [Provost McPherson provided the updates on the first three topics.]* Graduate student compensation. A plan for 2024-205 has been developed and sent to college deans and budget officers, who will relay it to department chairs soon. The plan has about $1 million, and the need is for approximately $14 million. The plan focuses on stipends and compares our amounts to other R1 universities. The plan should bring our stipends to 88% of the aggregate R1 median. The provost acknowledges this is only a step forward and more resources are needed for graduate student compensation. Faculty who want more information should contact the college's budget officer.
* Faculty salary study status and salary inversion. The faculty salary study will proceed this spring. The chair of the committee is Senator Hutchison; the committee includes representatives from FS, Academic Resources in the provost's office, and DAIR (Data, Analytics, & Institutional Research). For comparisons, the committee will use CUPA (College and University Professional Association for Human Resources) data for R1 universities; the data is not public, but the committee has access to it. The provost is concerned that salary studies could raise expectations when there are insufficient resources to address all of the inequities. The provost asks the FS to consider whether salary studies should cease when it could raise expectations unreasonably.
* UNT System IT transition. Much of UNT's information technology administration has been centralized under the UNT System. The change is essentially only regarding reporting structures; the IT management personnel in the colleges will report to James Garrison, Chief Information Officer, rather than to the dean of each college. The people doing IT support should remain in their current roles and with almost no changes in the departments they serve. The roles and responsibilities have been set by a memorandum of understanding wit the System. Reporting lines officially changed on February 5. The provost's expectation is that faculty will not notice any change in the support they receive regarding technology needs. [President Smatresk provided additional commentary at this point.] The changes consolidated certain IT functions that operate mainly behind the scenes. The memorandum of understanding clarifies that academic department IT had little change. The outcome of the transition should be better efficiency, better administration of university-wide enterprise software.
* Residence hall building / building update. UNT is moving to a once-yearly approval for capital projects in August, rather than handling requests quarterly which makes it difficult to prioritize. The residence hall proposal project encountered difficulties over vastly different cost estimates (a $30 million variance between two projections). The new proposal will go before the Board of Regents in August; we need a new residence hall because we are turning away about 2,500 first-year students annually. Students in residence halls are more successful than others, graduate faster, and have more access to support services; in addition, our residence halls are more cost effective than area apartments while generating a revenue stream. The proposed hall will have space for 600 or so people. There are other building updates as well. Administration is still working on the building formerly known as the Multicultural Center; the building estimate was much more than expected. Administration is also mulling over some renovation projects for existing buildings. Q: Would you clarify the timeline for the Center for Belonging? A: Process has not stopped. We lost the original contractor and had to rebid the project. We now need approval to proceed with the new costs.
* Second tier TUF funding. UNT is on track to receive $45 million in external funding sources this year, and we must do that again next year to attain the extra $20 million from the TUF fund. President Smatresk is hopeful that the next Texas Legislature will "level the playing field" through formula funding changes that would benefit UNT.
* Search process for the next president of UNT. The chancellor plans to have a search, with representatives from UNT on the committee. The hope is to find candidates with experience as a university president or provost and experience with higher education.

The president opened the floor for questions.Q: Will $500 annual increase promised for the fall of 2024 happen? A: Yes, it will become part of base salary. The UNT System is looking at developing a compensation philosophy that may help with ongoing issues. We are behind other UNT System members, especially with regard to staff salaries. |
| IV. | COACHE faculty job satisfaction survey (Holly Hutchins) | 2:22 pm. Holly Hutchins, Vice Provost for Faculty Success, reported on the Collaborative on Academic Careers in Higher Education faculty survey on job satisfaction. UNT currently has about a 12% response rate; the survey will continue for about five more weeks. Thanks to those who have responded! UNT has used responses in the past to make improvements like creating resource groups and expanding support for professional and tenure system faculty. This year, Holly is leading the initiative on workload equity reform and will use responses from this survey to assess needs. |
| [III. revisited] | University Update (President Neal Smatresk / Provost Mike McPherson) | 2:25 pm. President Smatresk provided an additional update:* Listening tour. The president is currently conducting a listening tour across all colleges on campus. This initiative is required by accreditation requirements of the Southern Association of Colleges and Schools. We are also developing a strategic plan. Deans should not be present in the listening tour meetings. The president encourages all faculty and staff to participate and provide feedback.
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| V. | Faculty Policy Oversight Committee (William Cherry / Angie Cartwright)  | 2:27 pm. FPOC co-chairs William Cherry and Angie Cartwright presented the following for FS consideration.**First Read** * 06.011 Faculty Leaves of Absence Without Pay. FPOC has reviewed this policy and suggested no revisions. FS can suggest changes in the next meeting, if any amendment appears to be needed.

**Second Read [vote]*** 06.039 Student Attendance and Authorized Absences. This policy is being reviewed out of its regular cycle at the request of the Dean of Students due to a high number of referrals to the DoS that should not involve the DoS. FPOC has only changed the text to clarify an excused or unexcused absence, and to whom the student should go to discuss. Q: Regarding illness and documentation, what about HIPPA? A: Faculty may ask for information but should not disclose it. Whether an absence due to illness is excused is settled between the faculty and the student. It should go to the DoS only if the absence extends beyond five class days.Q: What about being in jail? A: This is settled between the faculty and student, with a referral to the DoS if the absence extends beyond five class days. This situation is at the discretion of the faculty; it is best for the instructor to include her or his policy in this situation in the syllabus.Q: What is the implication of an excused absence? A: The student is allowed to make up work, and there is no penalty for missing class.Q: Would you clarify the medical information issue? A: Angie Cartwright will investigate what medical information faculty can request.Senator Petros noted that at times it is not reasonable to provide a make-up assignment, such as a laboratory experiment that is only conducted during a specific week in the semester. Senator Petros made a motion that wording be added to state "when practicable" after the word allowed in the sentence "[…] will be allowed to take an examination or complete an assignment […]." Senator Bednarz seconded. Discussion ensued. After consideration of other alternatives, Senator Petros withdrew the motion.Senator May made a motion to strike item D.3 and add "when practicable" after the word "allowed" in D.5. Senator Joyner seconded. Discussion ensued. The motion to amend passed.Senator Hutchison made a motion to table further work on this policy until the March FS meeting. Senator Mukherjee seconded. Discussion ensued. The motion to table passed.FPOC co-chair Cherry urged the senators who have specific concerns on this policy to work together to draft language to address the issue(s) and to share that language with the FPOC co-chairs prior to spring break in the second week of March. FS Chair Chamberlin reminded the senators to read over policies prior to the first read and to be prepared to bring forward robust language for amendments during second read so that FS can avoid having to revisit policies at a third meeting.
* 06.010 Development Leave. In the current revision process, there was some support for adding a teaching category for development leave as this category would be very useful to professional faculty. FPOC was not in support of adding the category, but the FS Executive Committee reintroduced it. The provost is interested to hear the opinion of the full FS regarding including the category. Other changes in the policy are primarily aimed at making it easier for administration to track how many proposals are being denied by college and department. Discussion ensued, expressing concerns that department chairs and deans may not support professional faculty taking development leave as reassigning the teaching of professional faculty could be very burdensome and costly, that tenure system faculty should not be eligible for teaching category development leave, that the provost wants deans to have the flexibility to allow a teaching category if the FS consensus is to support adding the category, and that a rise in professional faculty receiving development leave could bring into question the equitable distribution of limited funds across professional and tenure system faculty. FS Chair Chamberlin called the vote to approve the policy as received from Executive Committee. As the motion came from committee no second was required. The motion passed.
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| VI. | Committee on Committees (Melissa McKay)  | 3:23 pm. Committee on Committees Chair Melissa McKay reported. There were no new appointments to approve. Senator McKay drew attention to the vacancies in blue in the tracking workbook included with the materials for the FS meeting and urged senators to check for vacancies in the voting groups and to seek recruit faculty in their groups to fill the vacancies. |
| VII. | Executive Committee (Amy Petros) | 3:24 pm. EC Chair Amy Petros reported.* EC Chair Petros made a motion from committee to create an Ad Hoc Committee on Life-Work Faculty Resources. The committee charges were distributed with the materials for this meeting. As the motion came from committee no second was required. There was no discussion. The FS approved the motion.
* The EC will take Denton County MHMR Mental Health First Aid training as a cohort later this spring.
* Graduate student compensation survey update: the respondents, both faculty and graduate students, were evenly split on how to improve compensation. Half stated that increasing stipends was best, while half preferred improving the tuition benefit. We are advocating for allowing colleges and departments to allocate funds in the manner that provides the best outcomes for the students.
* Update on recent discussion of UNT Libraries Pride week with the OGC and academic freedom as pertains to librarians. Senator Petros asked Senator Coby Condrey to report on the EC's recent meeting with the OGC. Very briefly …
	+ Programs related to LGBTQ+ Pride planned for March appeared to violate the law prohibiting DEI in higher education.
	+ Renaming alone was insufficient; the programs would need to be restructured to remove references to characteristics that are related to gender identity or sexual orientation.
	+ The library is not a classroom, and the work of the libraries is official university business. There should be no expectation of academic freedom by librarians regarding DEI; the only exemption is for coursework.
	+ Student organizations are exempt from the law, but the library can provide only limited support for programming that involves DEI.
	+ Research and coursework are exempt from the law, and it is permissible to require students to take DEI-related courses if the courses are part of a degree program.
	+ The OGC is being very cautious because UNT does not wish to be found in violation of the law as the law imposes penalties on violators, and there could be a negative impact on state funding for UNT in future legislative sessions.
	+ If a library program touches on a DEI issue, the planners should seek prior approval from the Office of Compliance or the Title IX Office.FS Chair Chamberlin added …
	+ The EC recommends there be a definition of academic freedom for librarians, developed from research into best practices throughout the country.
	+ The OGC was also clear that faculty are allowed to conduct DEI training for external entities.
	+ The OGC is striving to maintain a middle course, and the implementation of the law is an ongoing, developing issue. We will continue to monitor the activities of other universities in Texas.Senator Condrey noted that academic freedom is guaranteed to all UNT faculty including librarians, that outreach and programming are important parts of librarianship which is parallel to teaching in workload assignments, and that it is inaccurate to state that the librarian faculty are doing administrative work.Question: Did the EC ask about the holdings of the libraries. Answer: No, this didn't arise. There was recently an unrelated incident of a complaint about a book display. The display was removed but the materials remain in the collections.Question: Why doesn't UNT want to be the test case on the legality of the new law? Answer: That position would have direct implications for our funding.A senator expressed dissatisfaction with UNT not supporting our values when there are threats related to funding.A senator relayed a sentiment from a constituent that FS should pass a motion of no confidence against the OGC.A senator asked what impact the law is having on faculty resource groups that recognize or focus on DEI-related demographics or conditions. FS Chair Chamberlin will inquire and report back on this.
* EC Chair Petros made a motion to vote on the standing committee mid-year reports as a block. Senator McKay seconded. There was no discussion. The FS passed the motion. EC Chair Petros moved to accept the reports. FS Chair Chamberlin seconded. There was no discussion. The FS passed the motion to accept the reports from the following:
	+ Academic Affairs
	+ Charter and Bylaws
	+ Committee on Committees
	+ Evaluation of University Administrators
	+ Faculty Participation in Governance
	+ Status of Faculty of Color
	+ Status of Faculty with Disabilities
	+ Status of Women Faculty
	+ Faculty Awards
	+ Faculty Development Leave
	+ Faculty Research
	+ Faculty Salary Study
	+ Faculty Budget Committee
	+ Graduate Council
	+ Library
	+ Oversight Committee on the Core Curriculum
	+ Teaching Fellows/Teaching Assistants
	+ University Undergraduate Curriculum
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| VIII. | Other Standing Committees Updates **[vote]** | 3:42 pm. FS Chair Chamberlin called for other standing committee reports.* Natalie Ellis presented the UUCC minutes from February 2024 for approval. As the motion came from committee no second was required. There was no discussion. The FS passed the motion to accept the February 2024 UUCC minutes.
* FS Chair Chamberlin, as proxy for faculty co-chair Jennifer Lane of the Graduate Council, presented the Graduate Council minutes from October, November, and December 2023 for approval. As the motion came from committee no second was required. There was no discussion. The FS passed the motion to accept the minutes from October, November, and December 2023.
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| IX. | New Business | 3:43 pm. FS Chair Chamberlin clarified that the Mental Health First Aid training is not about faculty becoming counselors; the purpose is to train faculty to identify potential mental health issues in others and to know where to make referrals. The EC is taking the training as a cohort to be aware of the content and make decisions about it based on direct knowledge of it. FS Chair Chamberlin called for other new business. No senators presented new items for consideration by the FS. |
| X. | Old Business | 3:44 pm. FS Chair Chamberlin called for old business. No senators presented items of old business for consideration by the FS, |
| XI. | Comments for the Good of the Order | 3:45 pm. FS Chair Chamberlin noted the following comments:* Calls for nominations to fill vacancies on the Faculty Senate and on the elected committees will go out within the next few weeks; incumbent Senators whose terms are expiring but who would like to run for a second term must be nominated/self-nominate in the calls (nomination is NOT automatic).
* Faculty Senate officer elections will be at the May 8 Senate meeting; nomination information will be provided at the March meeting.
* Nominations are due Friday, Feb. 16 for the Outstanding TF/TA awards.
* Submissions for the University Writing Awards are due Monday, Feb. 19. There are eight categories. Currently only 9 entries have been submitted. Please encourage students to enter.
* The Faculty and Staff Wellbeing Advisory Board is sponsoring a Health and Lifestyle Expo specifically for faculty and staff on February 28 in the Union from 11:30 a.m. to 1:30 p.m.; sign up now for screenings.
* Denton County MHMR offers several in-person (on UNT campus) and virtual opportunities for faculty to take Mental Health First Aid training; register at unt.bridgeapp.com.
* Campus Connect Suicide Prevention Workshop - Chestnut Hall #324
	+ Wed. Mar. 6, 2024, 3:00 pm - 5:00 pm
	+ Tues. April 16, 2024, 1:00 pm - 3:00 pm
* Reminder: respond to the COACHE survey. It drives positive change.
* Reminder: there is a Faculty Senate Endowment Fund. Donations are needed!
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| XII. | Adjournment | 3:47 pm. FS Chair Chamberlin adjourned the meeting. |