



FACULTY SENATE

UNIVERSITY OF NORTH TEXAS

FACULTY SENATE MEETING

Terrill Hall – Room 120

MINUTES – March 20, 2019

Aviles-Diz, Jorge	SPAN CLASS	P	Kalin, Nadine	AEAH CVAD	P	Philbrick, Jodi	IS COI	P			
Ayre, Brian	BIOL COS	A	Kawamura, Kiko	MATH COS	A	Ruderman, Richard	PSCI CLASS	A			
Baker, Rose	LTEC COI	P	Krahmer, Ana	LIBR	P	Ruggero, Camilo	PSYC CLASS	A			
Biglaiser, Glen	PSCI CLASS	A	Lane, Jennifer	MUVS MUSIC	P	Sexton, Michael	MGMT COB	P			
Boesch, Miriam	EPSY COE	P	Lin, Lin	LTEC COI	A	Shahrokhi, Farhad	CSE CENG	L			
Broberg, Kirsten	MUCS MUSIC	A	Long, Chris	TEA COE	P	Stockdale, Nancy	HIST CLASS	P	TEMPORARY SENATORS		
Broyles, Sheri	JOUR CLASS	P	Martin, James M.	MRTS CLASS	A	Stromberg, Linda	TEA COE	P	Jeff Britain (Dubin)	HTM CMHT	P
Burns, Doug	LIBR	P	McAfee, Jason	CHEM COS	A	Subramaniam, Karthigeyan	TEA COE	A			
Catalano, Denise	RHAB CHPS	P	Mehta, Smita	EPSY COE	P	Tooch, Mario	DANC CLASS	P			
Chamberlin, Adam	THEA CLASS	A	Moreland, Kimberly	ENGL CLASS	P	Wang, Xuexia	CSE CENG	P			
Chang, Mei	TEA COE	P	Morton, Sophie	WLLC CLASS	P	Warren, Scott	LTEC COI	P			
Filosofova, Tatiana	WLLC CLASS	A	Mukherjee, Dhrubodhi	SOWK CHPS	P	Watson, Cindy	TNT COS	L			
Fu, Song	CSE CENG	A	O'Donnell, Joe	HTM CMHT	A	Wickstrom, Carol	TEA COE	P			
Gaffney, Nolan	MGMT COB	P	Olness, Gloria	ASPL CHPS	P	Yanowski, Kevin	LIBR	P			
Hensel, Paul	PSCI CLASS	P	Olschofka, Felix	MUIS MUSIC	P	Yeatts, Dale	SOC CLASS	P			
Hughes, Lee	BIOL COS	P	Perez, Jose	PHYS COS	A				NON-VOTING SENATORS		
Hutchison, Paul	ACCT COB	A	Peters, John	ENGL CLASS	P				Bradberry, Stephon	SGA	P
									Greenidge, Giselle	GSA	P
									NON-VOTING SUBSTITUTES (write in name and person subbing for)		

GUESTS: Terri Day (Academic Administration), Christy Crutsinger (VPAA), Mike Simmons (Access Day One), Julie Leventhal and Jaymee Haefner (UUCS co-chairs), Sadie Brown (Journalism student), V. Barbara Bush (Immediate Past Chair), Linda Holloway (Interim Associate Vice Provost/Office of Faculty Success)

I.	Welcome and Introductions	<ul style="list-style-type: none"> • Call to order at 2:04pm
II.	Approval of Minutes (February 13, 2019) [vote]	<ul style="list-style-type: none"> • Motion to approve the minutes as distributed <ul style="list-style-type: none"> ○ Senator Krahmer moved <ul style="list-style-type: none"> ▪ Senator McAfee seconded ○ Discussion <ul style="list-style-type: none"> ▪ None ○ Vote <ul style="list-style-type: none"> ▪ For – majority ▪ Abstain – 2
III.	Faculty Discussion (President Neal Smatresk / Provost Jennifer Cowley)	<ul style="list-style-type: none"> • Smart Education Conference <ul style="list-style-type: none"> ○ Despite a smaller turn out than President Smatresk would have liked, it was still fun ○ Quality of presentations was great ○ It went great • Mediation process and ombuds position <ul style="list-style-type: none"> ○ A year and a half ago President Smatresk talked to faculty and staff senates ○ It was decided that the ombuds office as it existed was not working effectively ○ We already had a policy on the books about mediation ○ Vice President Debbie Rohwer now heads up the mediation process <ul style="list-style-type: none"> ▪ She does not engage in mediation, she just oversees the process ▪ The President has specifically asked for a complete information firewall between VP Rohwer and the President concerning mediation <ul style="list-style-type: none"> • This is also part of the mediation credentials that the mediators have ▪ VP Rohwer will schedule mediation and/or direct the issue to most appropriate office ○ This will be effective if you use it ○ Questions <ul style="list-style-type: none"> ▪ Communications <ul style="list-style-type: none"> • VP Rohwer's office has sent out communications and already has some requests ▪ Mediation.unt.edu <ul style="list-style-type: none"> • The request link is in the first question • Shared governance vision <ul style="list-style-type: none"> ○ "Yes of course" ○ President Smatresk's feeling is that faculty, staff, and admin should always work together <ul style="list-style-type: none"> ▪ Communication is key ○ Concerns <ul style="list-style-type: none"> ▪ Transparency and communication is available at this level, but those values are not shared at every level ▪ The President and Provost communicate down to lower levels, but they know some things do make it all the way down to faculty ○ There are some exceptions to open communications <ul style="list-style-type: none"> ▪ When hiring top candidates, they might need confidentiality ▪ There are also reasons to help people not feel bad ○ When communication does not happen, faculty can feel disempowered <ul style="list-style-type: none"> ▪ It can also make faculty feel disconnection from the institution because they are not being listened to ○ There are ways to communicate the need to share information to

		<ul style="list-style-type: none"> ○ chairs and other levels of administration ○ Failure to provide any feedback is a big pet peeve of the President's ● Workload policy dean and chair discussion <ul style="list-style-type: none"> ○ The Provost will send out communication and guidance at the end of summer ○ The due date for these are mid-April ○ Some departments will turn in drafts ○ The Provost's office will review them all and return them to the departments ● Post-tenure termination clause in P&T policy <ul style="list-style-type: none"> ○ The termination clause comes from the Board of Regents ○ The policy is loose to allow for interpretation ○ This could be gross incompetence, but would not have to be ● Mike McPherson has accepted the position of Vice Provost of Academic Affairs <ul style="list-style-type: none"> ○ There will be an internal and external search for a permanent head of the office of faculty success ● We should be able to announce the new polling place on campus
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IV.	Faculty Policy Oversight Committee Updates (Adam Chamberlin / Terri Day)	<p>Second Read [vote]</p> <ul style="list-style-type: none"> ● Academic Titles and Appointments (06.002) <ul style="list-style-type: none"> ○ The title names are being removed. ○ They will be stored elsewhere ○ Motion to approve as presented <ul style="list-style-type: none"> ▪ Senator Mehta moved <ul style="list-style-type: none"> ● Senator Aviles-Diz seconded ▪ Discussion <ul style="list-style-type: none"> ● None ▪ Vote <ul style="list-style-type: none"> ● For – majority ● Abstain - 1 ● Student Academic Integrity (06.003) <ul style="list-style-type: none"> ○ Changed to reflect new online process ○ Motion to approve as presented <ul style="list-style-type: none"> ▪ Senator McAfee moved <ul style="list-style-type: none"> ● Senator Kalin seconded ▪ Discussion <ul style="list-style-type: none"> ● Reporting <ul style="list-style-type: none"> ○ It is at the discretion of the faculty member ● Consequences <ul style="list-style-type: none"> ○ There is none in policy ○ We all agree that if there is a problem it should be reported ● Is seeking advice reporting? ● Is this information protected since it is about students? ● Faculty can help ID larger issues happening elsewhere when they report ● Keeping records deal with retaliation ▪ Vote <ul style="list-style-type: none"> ● For – Majority ● Abstain - 1 ● Substantive Change (06.053) <ul style="list-style-type: none"> ○ Motion to approve as presented <ul style="list-style-type: none"> ▪ Senator Kalin moved <ul style="list-style-type: none"> ● Senator McAfee seconded ▪ Discussion <ul style="list-style-type: none"> ● None ▪ Vote
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- **For - unanimous**
- Non-tenured Track Faculty Reappointment and Promotion (06.005)
 - **Motion to accept as approved**
 - **Senator McAfee moved**
 - **Senator Warren seconded**
 - **Discussion**
 - **Verbiage in paragraph A is confusing as to who can request what**
 - **Secondary motion to postpone the vote**
 - **Senator Lane moved**
 - **Senator Wickstrom seconded**
 - **Discussion**
 - **None**
 - **Vote**
 - **For – 14**
 - **Against – 16**
 - **Abstain – 1**
 - **Discussion on original motion**
 - **What protections does a long term lecturer have?**
 - **Lecturers can be let go at the end of the contract**
 - **Lecturers can be let go for cause**
 - **What about multi-year appointments renewed annually?**
 - **The Provost will comeback better prepare for this discussion**
 - **Lecturers do have more protections than staff**
 - **Motion to postpone the vote**
 - **Senator McAfee moved**
 - **Senator Hughes seconded**
 - **Discussion**
 - **None**
 - **Vote**
 - **For – Majority**
 - **Against – 2**
 - **Abstain - 1**
- Faculty Grievance (06.051)
 - **Motion(1) to accept as presented**
 - **Senator Peters moved**
 - **Senator Mehta seconded**
 - **Discussion**
 - **The Women's Faculty Network came to the last EC meeting**
 - **There should be Non-Tenure Track Faculty on this committee because this committee can hear anything other than reappointment grievances by Non-Tenure Track Faculty.**
 - **They would like to add in language to include Non-Tenure Track Faculty.**
 - **Would it be easier to just have them as regular members of the committee and define who can vote on what cases?**
 - **This would increase members and increase quorum**
 - **This would be easier than having to find them ad hoc**
 - **Everyone can have appeals on level above the person who decides appointment**

		<ul style="list-style-type: none"> • Reappointment decisions are the only thing that non-tenure track cannot bring to this committee. Everything else is OK • Reappointment and promotion are different • Motion(1.1) to approve this policy with amendments and bring it back to this committee for a third read <ul style="list-style-type: none"> ○ Senator McAfee moved <ul style="list-style-type: none"> ▪ Senator Peters seconded ○ Discussion <ul style="list-style-type: none"> ▪ The definition of a grievance is defined by the Office of General Council ▪ 10 business days for filing <ul style="list-style-type: none"> • There is a shock period and people might need more time • The timing would be difficult to change • People receive information that they can grieve frequently • The timelines are lined up with other processes ▪ What does it take to file? <ul style="list-style-type: none"> • In terms of tenure, it is just an email notification • Could it just say notice of grievance? ○ Vote (1.1) <ul style="list-style-type: none"> ▪ For – 10 ▪ Against – 17 ▪ Abstain – 3 • Motion(1.2) to approve policy with amendments and move it forward with no third read <ul style="list-style-type: none"> ○ Senator Peters moved <ul style="list-style-type: none"> ▪ Senator Yeatts seconded ○ Discussion <ul style="list-style-type: none"> ▪ Why not bring it back for third read? <ul style="list-style-type: none"> • We can trust Vice Provost Day to make the changes ○ Vote(1.2) <ul style="list-style-type: none"> ▪ For – majority ▪ Against – 1 ▪ Abstain – 3
V.	Access Day One (Mike Simmons)	
VI.	Committee on Committees Update (Jodi Philbrick)	<ul style="list-style-type: none"> • No nominations from the floor • No nominations to vote for • Please help fill empty slots in committees

VII.	Other Standing Committee Updates [vote]	<ul style="list-style-type: none"> • Postpone for time <ul style="list-style-type: none"> ○ UUCC Report/Minutes (Jaymee Haefner / Julie Leventhal) ○ Graduate Council Minutes (Denise Catalano)
VIII.	Executive Committee Report	<ul style="list-style-type: none"> • Acceptance of mid-year committee reports: (Denise Catalano) [vote] <ul style="list-style-type: none"> ○ Faculty Mentoring Committee ○ Evaluation of University Administrators Committee ○ Committee on the Status of People of Color ○ Motion from committee to accept these reports <ul style="list-style-type: none"> ▪ Discussion <ul style="list-style-type: none"> • None ▪ Vote <ul style="list-style-type: none"> • For – unanimous • Majors/Field of Study issue presented by Texas Council of Faculty Senates (Sheri Broyles) <ul style="list-style-type: none"> ○ Postponed • Next administrator evaluations will come out soon and be complete by the end of April
IX.	New Business	<ul style="list-style-type: none"> • None
X.	Old Business	<ul style="list-style-type: none"> • Accessible parking in Lot A (Kevin Yanowski) <ul style="list-style-type: none"> ○ From conversations with Christopher Phelps, there is not an easy answer ○ If there are specific issues, please bring them forward and he can address those more clearly ○ Overall, the understanding is: <ul style="list-style-type: none"> ▪ If there are accessible spots in an A-lot, you have to be a permit holder for that A-lot in order to use those accessible spots ▪ If there are accessible spots in a mixed lot (A, FS, Eagle, etc.) than anyone with the appropriate permit or higher can park in those accessible spots ○ Discussion <ul style="list-style-type: none"> ▪ This seems odd and possibly illegal ▪ Conversations with Christopher Phelps and the committee will continue about this and other issues and information will be brought back on anything found out.
XI.	Comments for the Good of the Order	<ul style="list-style-type: none"> • Office of Faculty Success <ul style="list-style-type: none"> ○ Thanks to Linda Holloway for serving as interim Associate Vice Provost for faculty • Evaluation of Administrators participation is up • US News ranked College of Education #3 in the state <ul style="list-style-type: none"> ○ Almost everything we have here went up in ranking • We have a polling place on campus for the upcoming elections <ul style="list-style-type: none"> ○ Please make use of it and get the word out to students to make use of it
XII.	Adjournment	<ul style="list-style-type: none"> • Adjourned at 4PM