

**FACULTY SENATE MEETING**

**University Union 332**

Minutes – April 13, 2022

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| **Anderson-Lain, Karen** | COMM  CLASS | P | **Hutchison, Paul** | ACCT RCOB | P | **O’Toole, Erin** | LIBR | A | **Williams, Lawrence** | WLLC  CLASS | P |
| **Aviles-Diz, Jorge** | SPAN  CLASS | P | **Joyner, William** | MUVS  COM | P | **Peak, Dan** | ITDS  RCOB | P | **Yeatts, Dale** | SOC  CLASS | A |
| **Baker, Rose** | LTEC  COI | P | **Ketron, Seth** | NCF | P | **Perez, Jose** | PHYS COS | P | **Zhang, Tao** | KHPR  COE | P |
| **Bednarz, Jim** | BIOL  COS | P | **Lam, Chris** | TECM CLASS | P | **Petros, Amy** | CHEM  COS | P |  |  |  |
| **Belshaw, Scott** | CJUS CHPS | P | **Lane, Jennifer** | MUVS  COM | P | **Philbrick, Jodi** | IS COI | P |  |  |  |
| **Boesch, Miriam** | EPSY  COE | A | **Long, Chris** | TEA COE | P | **Sankofa, Nicole** | EPSY  COE | P |  |  |  |
| **Britain, Jeff** | HTM CMHT | P | **Mann, Paho** | ASTU  CVAD | P | **Sexton, Michael** | MGMT RCOB | P |  |  |  |
| **Campbell, Doug** | LIBR | P | **May, Andrew** | MUCS  COM | P | **Siller Carillo,**  **Hector** | MEEN  CENG | P |  |  |  |
| **Chamberlin, Adam** | DANC  CLASS | P | **McKay, Melissa** | NCF | P | **Tixier, Scott** | COMM | P |  |  |  |
| **Cherry, William** | MATH COS | P | **Moreland, Kimberly** | ENGL CLASS | P | **Trudeau, Justin** | COMM  CLASS | A |  |  |  |
| **Christian, Jack** | ENGL  CLASS | A | **Morton, Sophie** | WLLC  CLASS | P | **Walker, Jacqueline** | ENGL CLASS | P | **TEMPORARY SENATORS** | | |
| **Ginther, Jeannette** | TE&A  COE | P | **Mukherjee, Sundeep** | MSE  CENG | P | **Wang, Xuexia** | CSE CENG | P |  |  |  |
| **Hargis, Carol** | LIBR | P | **Ojha, Divesh** | MKTG RCOB | P | **Warren, Scott** | LTEC  COI | A |  |  |  |
| **Hensel, Paul** | PSCI  CLASS | P | **Olness, Gloria** | ASPL  CHPS | P | **Watson, Wendy** | PSCI  CLASS | P |  |  |  |
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|  |  |  |  |  |  |  |  |  | **NON-VOTING SENATORS** | | |
|  |  |  |  |  |  |  |  |  | Andrea Ortiz | GSC |  |
|  |  |  |  |  |  |  |  |  | Devon Skinner | SGA |  |
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|  |  |  |  |  |  |  |  |  | **NON-VOTING SUBSTITUTES** | | |
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Guests: Rachita Sharma (HPS), Brenda Kihl (AA), Brian Lane (COMM), Mary Ann Barber (MATH), Elizabeth Oldmixon (AA), Amanda Fuller (UBSC), Lou Pelton (MKTG), Sean Ryan (Honors), Glênisson de Oliveira (Honors), President Smatresk, Interim Provost McPherson

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| I. | Welcome and Introductions | * Senator Belshaw announced the Faculty Lounge ribbon cutting will follow the Senate meeting. * Senator Belshaw was asked about the hours the lounge would be open and whether there would be coffee or snacks.   + Senator Belshaw said for now the lounge is just unlocked when the union is open, but that maybe there would be a card swipe installed later. He said that Vide Provost Hutchins has a lot of snacks. * Senator Belshaw reported that he made the first $1000 contribution toward a $100K goal for naming the lounge in honor of Bertina Combes. * Senator Walker explained how this was purely Senator Belshaw’s idea and that he has been focused from day one on getting a Faculty Lounge open and honoring Bertina Combes.   + Senator Belshaw received a round of applause in appreciation from the Senate. * Senator Watson asked about advancement code for donations toward the naming of the lounge.   + Senator Belshaw said that he would get that information out. * Senator Belshaw was asked why the naming would cost $100K.   + Senator Belshaw explained that it was based on square footage.   + Senator Sankofa asked can’t we just name it?   + Senator Belshaw and President Smatresk explained Regents policies on naming. |
| II. | Approval of Minutes (March 9, 2022) **[vote]** | * Secretary Cherry did not have the minutes ready in time for the meeting. |
| III. | Faculty Discussion (President Neal Smatresk / Interim Provost Mike McPherson) | * Status of Provost and VP for Advancement searches   + President Smatresk said regarding the Provost search that the first candidate screen has started. Zoom interviews will start shortly. He said that the long short list has around 12 candidates. He said that if we don’t find a great candidate, we’ll just keep looking.   + President Smatresk said regarding the advancement search that the search firm is hunting. Advancement officers are part of the great resignation, and salaries are going up. President Smatresk also reported that he received some helpful advice from some consultants about how to improve our advancement operation. * Guggenheims in College of Music * President Smatresk reported that two music faculty members won Guggenheims. * Legislative Session   + President Smatresk said that we will push for building renovations, and that we are working on a strategic space plan. * TSI Incomplete:   + President Smatresk said that we had 1200 TSI incomplete students this past fall. We think it could double for next fall. We will offer them more support. He reported on some frustrating conversations with the Coordinating Board around creating a summer bridge program to help them prepare, but was optimistic that they had reached a compromise. * YCT * President Smatresk reported that controversies with a certain group on campus have settled down on one front but have accelerated on another. He said that he won’t say much about this since we’re in active litigation. It has potential to affect 19 states that allow in-state tuition for undocumented students. He said that the financial consequences are relatively small but the social/political undertones stick in his craw. * Provost Transition   + Provost McPherson said that those up for promotion/tenure might be nervous about a new Provost coming in. He asked the Senators to please reassure their colleagues that no major changes are planned. * Budget   + President Smatresk reported that we have money set aside for raises next year but haven’t decided yet exactly how to do it. There is raise money in the budget now.   + President Smatresk said that the best leading indicator for enrollment next year is the residence hall take rate. He characterized this as phenomenal, and the residence halls are already 100% full. Applications are up. Acceptances are up. International enrollment may be way up. He said that we have got a really good foundation for a really good budget year. * Question & Answer * President Smatresk was asked about the American Athletic Conference. * President Smatresk said that between April 30 and May 1, we will decide when we move to minimize the financial impact of the move. * Senator Bednarz said that DFWI rates have gone up. He said that was an outcome of the pandemic. A lot of students have adopted bad habits like not coming to class. He asked if we were thinking of trying to address that? It will affect retention. * President Smatresk said that retention rates have been hit everywhere. Students are less engaged and less likely to do their homework. This isn’t going away fast. We have to have support mechanisms. There are a lot of things we can do. They’ll be inconvenient and will cost some money. * Senator Zhang referenced the salary study committee and asked about cost of living increases. * President Smatresk said that across the board cost of living adjustments do not address inequities the same way as addressing them directly. This is a tricky question. * Senator Watson said that keeping track of students needing extensions and other special treatment is now overwhelming. She asked if we can we develop practices that make our lives easier and provide support for our students. * President Smatresk said that he would love it if Senate would take this on. * President Smatresk also talked about the pushback he received at the beginning of the term from students asking for more remote and hybrid and concerns about the immunocompromised in our community. * Senator McKay asked about resources to help relieve extra stress on faculty * President Smatresk said that there is a website about what we can offer. Maybe we need more. He said that next year we will be focusing on wellness instead of any additional initiatives. * President Smatresk said that he was not sure we do students any favors with infinite pause and no consequences. We’re living in an unprecedented time. * Senator Lane commented that no good deed goes unpunished. * President Smatresk said that he does not know what the right answer is. We’re not the only university struggling with it. * Senator Belshaw jokingly suggested Jack Daniels & Jim Beam. * President Smatresk shared a disruption story. He explained that he was invited to speak by the Association on Auxiliary Enterprises. He asked what are the major loci of caring on campus. He said the first locus was faculty. The other loci of caring are dining and residence halls. We don’t give our auxiliary enterprises a whole lot of credit. We took a $27 million hit in auxiliary enterprises [during the pandemic]. This year the money is good. But those folks actually really care and want to feel part of the team. We take dining for granted, but we shouldn’t. If it weren’t for international students, we wouldn’t be able to staff dining halls. We depended on COVID to disrupt us. He explained how the desire to do contactless residence hall move in prompted them to do move in by appointment, and it resulted in a much better move-in process. He advised that we not wait for a crisis to disrupt ourselves. * President Smatresk challenged the Senate: “So how about we throw away the rule book we start thinking about new ways to do things better to meet our mission.” He said that we're going to be an incredible university, we're going to continue our rise in tier one rankings, and we're going to continue to be the place that really cares that our students feel like they're part of a broad and inclusive community. We're going to be the place that really connects kids to their dreams. We're doing disruptive things with career and professional development for our students. But it doesn't have to stop there. That's just a start, so I welcome your disruptive ideas about how we do things better and let's work as a team. * President Smatresk: thanked Senator Belshaw for his work on the faculty club. He advised us to please use it. * Senator Belshaw asked the Senators to please remind our colleagues to report international work to the research office. * In recognition of student worker appreciation week, Senator Belshaw thanked Blakely for all the work she does keeping the Senate organized. |
| IV. | Community of Respect workshops (Rachita Sharma / Brian Lain) | * Professors Sharma and Lain gave a presentation on the Community of Respect Workshops that they have been facilitating on campus this semester. The Community of Respect Workshops improve cross cultural communication and help us raise our awareness of our cultural values and baggage. The program began at Texas A&M, is informed by research, and has a nationally recognized database behind it. It is a three-module program that examines (1) what is culture; (2) our community mosaic; and (3) cultural crisscross. The workshops help participants avoid cultural misunderstanding and conflict, explore how cultural values affect interactions, and how we can apply this knowledge to make UNT a more caring community able to serve its mission as a minority serving institution. |
| V. | CLEAR Faculty Advisory Committee (Mary Ann Barber) | * Mary Ann Barber reported on the activities of the CLEAR Faculty Advisory Board. * The CFAB consists of 11 members and was charged to do three things:   - advise related to policy and procedures for online teaching  - represent faculty perspectives on development & maintenance  - discuss and make recommendations regarding the course review process.   * The Board has been working to clarify negotiables versus non-negotiables * non-negotiables: ADA & copyright, Legal compliance issues. We needed to learn more about them. * Negotiables: length of time for course prep, workload, working with the design consultants * We are working toward better communication on what is required and what is negotiable, * Ms. Barber reported on the history of the ADA legislation. * The CFAB is working to create a flow chart for dept. chairs that lets them know the amount of work and time required to develop an online course and recommend some uniform workload policy. * The revision time for courses has been extended from one semester to two semesters. * We are seeking better understanding of the time required for revision and to make things ADA compliant. * We are asking that a right of first refusal for the course developer to teach the courses they develop. * Senator Chamberlin asked that the recommendations be forwarded to the Faculty Policy Oversight Committee. * Senator Sexton said that the folks in CLEAR are overworked. Some communication errors are due to stress. He said that now they are helping us to comply instead of forcing us to comply.   + Ms. Barber said we are seeking better support to those providing supporting. * Senator Peak asked about problems with software tools.   + Ms. Barber discussed the Canvas helpdesk and said that this is on our list of more support that faculty would appreciate. * Ms. Barber explained that the overall Goal is to close the gap between what faculty are expected to do and the support they need. * Senator Belshaw explained how the advisory board was first started by Adam Fein and himself, and he said that it sounds like it is working. * Ms. Barber & Senator Sexton explained how the coursers being developed for Coursera are turning out to be a lot more work than initially expected. * Senator Watson asked about outsourcing video captioning. * Senator Hutchison asked about course design versus teaching.   + Ms. Baber said they were working on the IP Categories, and we’re asking Chairs Council to address workload concerns   + Senator Hutchison raised the concern that lecturers can be hesitant to say “no.”   + Elizabeth Oldmixon reported that she and Rudi Thompson attended the last associate deans council. She said they are both hearing that non-tenure-track faculty are being asked to create online courses out of load. * Senator Watson talked about how course designers need to give up their IP in exchange for a few thousand dollars of summer compensation. This does not provide the best incentive for good course development. * Senator Chamberlin report that the Faculty Policy Oversight Committee is working on this right now. * Ms. Barber invited those with more questions to e-mail her but to please use a clear subject line. |
| VI.  moved  after  honors | Faculty Policy Oversight Committee (Adam Chamberlin / Elizabeth Oldmixon) | * **First Read** * **06.042 Continuous Enrollment** * Elizabeth Oldmixon reported that the Continuous Enrollment policy is being reviewed under regular review. * Elizabeth Oldmixon and Senator Cherry explained that the Faculty Policy Oversight Committee did not have a clear consensus for their proposed revisions and that the Executive Committee recommended not accepting the change recommended by the Faculty Policy Oversight Committee to lower the required enrollment from 3 credit hours to 2 credit hours. Because of this, the draft included with the agenda was not exactly as intended. * Elizabeth Oldmixon asked if Senate was still willing to consider this the first read. The Senate consented to treat this as the first read. * Senator Lane commented that international students may not be able to use leave of absence in financial hardship as easily as domestic students. |
| VII. | Academic Affairs Committee (Lou Pelton / Glenisson de Oliveira / Sean Ryan)   * Proposal to add Honors designations to transcripts | * Dean de Oliveira discussed an initiative to transcript honors work.   + Professor Pelton explained that this had the support of the Academic Affairs Committee and that the Registrar already has this ready to go.   + The Faculty Senate approved of this initiative by unanimous vote. |
| VIII. | University Elections Committee (Adam Chamberlin)   * Status of spring elections * Officer elections preparations | * Senator Chamberlin described the call for nominations for the officer elections that will be held at the May Senate meeting. * Senator Chamberlin gave an update on the spring Senate elections. * Senator Chamberlin asked the Senators to make sure their constituents have participated in the Charter ratification election. * A Senator asked whether officer elections were by majority or plurality.   + Senator Chamberlin explained that the Bylaws say they should be by majority. He explained that this was suspended last year because of voting over Zoom but that we would return to the Bylaws this year. * Senator Sexton asked if Senate officers have to be within their Senate term limits.   + Senator Chamberlin replied that they did. |
| IX. | Committee on Committees (Chris Lam) | * Committee vacancies for September 2022 * Standing Committee Vacancies **[vote]** * Administrative Committee Vacancies **[vote]**   + Senator Lam explained the committee spreadsheets. There were no nominees to confirm. |
| X. | UUCC **[vote]** | * Brenda Kiel presented the UUCC minutes   + The Senate approved the UUCC minutes by unanimous vote. |
| XI | Grad Council **[vote]** | * Senator Williams presented the Grad. Council minutes.   + The Senate approve the Grad Council minutes by unanimous vote. |
| XII. | Old Business |  |
| XIII. | New Business | * Senator Belshaw asked Senators to e-mail any new business to [FacultySenate@unt.edu](mailto:FacultySenate@unt.edu). |
| XIV. | Comments for the Good of the Order | * The Faculty Lounge ribbon-cutting ceremony will be right after this meeting at room 249 * Officer candidate statements are due Friday, April 22 * The next Executive Committee meeting is April 27 in Hurley 204 * The next Faculty Senate meeting is May 11 in University Union 332; this will be the final in-person meeting of the full Senate for the 2021-2022 year (the June meeting will be held by voting in Qualtrics on any necessary matters) |
| XV. | Adjournment: | The meeting adjourned at 3:48 p.m. |