



**FACULTY SENATE**  
UNIVERSITY OF NORTH TEXAS

**FACULTY SENATE MEETING**

**Zoom Meeting**

Minutes – February 10, 2021

|                      |            |   |                     |            |   |                    |            |   |                                    |            |   |
|----------------------|------------|---|---------------------|------------|---|--------------------|------------|---|------------------------------------|------------|---|
| Anderson-Lain, Karen | COMM CLASS | P | Hayes, Marjorie     | THEA CLASS | L | O'Toole, Erin      | LIBR       | P | Watson, Cindy                      | TNTX COS   | A |
| Aviles-Diz, Jorge    | SPAN CLASS | P | Hensel, Paul        | PSCI CLASS | P | Peak, Dan          | ITDS COB   | P | Wickstrom, Carol                   | TEA COE    | P |
| Baker, Rose          | LTEC COI   | P | Hughes, Lee         | BIOL COS   | P | Perez, Jose        | PHYS COS   | P | Yeatts, Dale                       | SOC CLASS  | P |
| Bednarz, Jim         | BIOL COS   | P | Hutchison, Paul     | ACCT COB   | P | Philbrick, Jodi    | IS COI     | P | Zhang, Tao                         | KHPR COE   | P |
| Belshaw, Scott       | CJUS CHPS  | P | Lam, Chris          | TECM CLASS | P | Roy, Meranda       | LIBR       | P | Marcia Jacobson (for Cindy Watson) |            | P |
| Biglaiser, Glen      | PSCI CLASS | P | Lane, Jennifer      | MUVS MUSIC | P | Ruggero, Camilo    | PSYC CLASS | A |                                    |            |   |
| Boesch, Miriam       | EPSY COE   | P | Long, Chris         | TEA COE    | P | Sexton, Michael    | MGMT COB   | P |                                    |            |   |
| Britain, Jeff        | HTM CMHT   | P | Mann, Paho          | ASTU CVAD  | P | Shahrokhi, Farhad  | CSE CENG   | P |                                    |            |   |
| Broberg, Kirsten     | MUCS MUSIC | P | Martin, James       | MRTS CLASS | P | Stockdale, Nancy   | HIST CLASS | P |                                    |            |   |
| Campbell, Doug       | LIBR       | P | McAfee, Jason       | CHEM COS   | P | Stromberg, Linda   | TEA COE    | P |                                    |            |   |
| Cherry, William      | MATH COS   | P | Moreland, Kimberly  | ENGL CLASS | P | Tooch, Mario       | DANC CLASS | P | <b>TEMPORARY SENATORS</b>          |            |   |
| Fu, Song             | CSE CENG   | P | Morton, Sophie      | WLLC CLASS | P | Trudeau, Justin    | COMM CLASS | P | Lawrence Williams                  | WLLC CLASS | P |
| Gerling, Daphne      | MUIS MUSIC | P | Mukherjee, Dhruvodi | SOWK CHPS  | A | Walker, Jacqueline | ENGL CLASS | P |                                    |            |   |
| Hagan, Briton        | KHPR COE   | P | Ojha, Divesh        | MKTG COB   | P | Wang, Xuexia       | CSE CENG   | P |                                    |            |   |
| Hargis, Carol        | LIBR       | P | Olness, Gloria      | ASPL CHPS  | P | Warren, Scott      | LTEC COI   | P |                                    |            |   |
|                      |            |   |                     |            |   |                    |            |   | <b>NON-VOTING SENATORS</b>         |            |   |
|                      |            |   |                     |            |   |                    |            |   | Cameron Combs                      | SGA        | A |
|                      |            |   |                     |            |   |                    |            |   | Bailey Sterling                    | GSC        | P |
|                      |            |   |                     |            |   |                    |            |   | <b>NON-VOTING SUBSTITUTES</b>      |            |   |
|                      |            |   |                     |            |   |                    |            |   | Marcia Jacobs for Watson           |            | P |

Guests: Neal Smatresk (President), Jennifer Cowley (VPAA), Manjula Salimath [for Combes](OFS), Brenda Kihl (AA), Mike McPherson (AA), Elizabeth Oldmixon, Adam Chamberlin, Amanda Fuller, Sian Brannon, Ann Bartts, Tracy Everbach, Julie Elliott, April Prince, Kevin Yanowski, Tiffany Miller, Whitney Freeman

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| I.   | Welcome and Introductions   | Called to Order and Welcome by Sen. Lane  |
| II.  | Approval of Minutes<br>(December 9, 2020) <b>[vote]</b>                             | <p>Motion to approve Faculty Senate minutes from December 9, 2020</p> <ul style="list-style-type: none"> <li>○ Motion by: Sen. Hutchison</li> <li>○ Seconded by: Sen. McAfee</li> <li>○ Discussion</li> <li>○ Vote: Majority</li> </ul> <p><b>Mintues Approved</b></p>  |
| III. | Faculty Discussion<br>(President Neal Smatresk (NS) / Provost Jennifer Cowley (JC)) | <p><b>President Smatresk</b></p> <ul style="list-style-type: none"> <li>● “Snow Day”—if weather demands, UNT will have a “snow day”—“stay tuned” for announcements</li> <li>● COVID<br/>Presently, 85 cases; down from beginning of semester.<br/>Continue to be tested twice per month.<br/>Residents in residence halls are asked to be tested weekly.<br/>500 doses of vaccine ordered—registration full—reasonable load for future. will hope to conduct 1,000 vaccines per week and will follow state protocols for 1A and 1B.<br/>Questions:<br/>Immune compromised—NS: System received request but not date nor time: In cue for next round. Information to follow. Freezers, security, protocols—infomration to follow.</li> <li>● Budget<br/>Spring 2021 enrollment numbers up significantly.<br/>Do not anticipate more shortfalls.<br/>Population on campus is slow with loss of auxiliary funds; still see losses. but positive about numbers; significant enrollment with “transfer” students. Bob Brown (Vice President for Finance and Administration) and President are modeling based on 2019 Budget.<br/>Bob Brown will be retiring—in process of searching for replacement.<br/>Auxiliary enterprises should get back to normal (Fall 2019 numbers) in Fall 2021.<br/>Legislative—should receive more formula funding; working with Frisco delegation and local delegation. President to attend “face-to-face” meeting for testimony to legislators on February 23, 2021 (Senate testimony); “possible” February 24, 2021 (House testimony).<br/>HEERF (Higher Education Emergency Relief Fund)Funding: Received HEERF II funding; however, \$47 million (\$14 million for students, \$34 million for university)—must be spent by April 2021. Perhaps more funds to come from Biden Administration “stimulus package.”<br/>“Merit-Equity Exercise” will occur next year—size to be determined.<br/>Questions:<br/>Highlights from “University State of the Union”: NS: Continue with strategic planning—to include affordability for students, student scholarship restructuring, “one-stop” student financial center, resources put in place for educational resources for “no cost” materials (textbooks) for students, address student housing and food insecurity to come (donate flex dollars, short-term housing provided internally, student employment hourly compensation, etc.), minimum wage raised to \$12 per hour for full-time employees who have been employed for 90 days (living wage),”smart dollar” initiative (managing debt, information, etc.).<br/>CIO (Chief Information Officer) report directly to President: NS: CIO does report directly to President.</li> </ul> <p><b>Provost Cowley</b></p> |

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|  |  | <ul style="list-style-type: none"> <li>• COACHE (Collaborative on Academic Careers in Higher Education) Survey<br/>Reminder this is the detailed faculty life survey (every three years)—e-mail for link to survey is coming; please encourage colleagues to take this valuable survey.</li> <li>• Budget<br/>Along with Brown Brown (Vice President of Finance and Administration)—briefing with the Faculty Senate Budget Committee February 11, 2021, to discuss budget position. Will update Faculty Senate once there is a budget.</li> <li>• Fall 2021 semester update<br/>Make decisions—so as to get students registered—return to Fall 2019 schedule for seats in classroom and number of face-to-face classes with a “COVID overlay” with ability to pivot based on health conditions.<br/>More detail as we get closer—revisiting decision in June 2021, August 2021, to assure that we have “new normal” but safe campus. Sen. Wickstrom who is on the “restart committee” can give more details on the process and information on the restart for Fall 2021.</li> <li>• Summer 2021 funding for faculty members<br/>Waiting for funding.<br/>Some colleges made adjustments to compensation for summer because of budget concerns.</li> <li>• Comments in SPOT evaluations<br/>Number of inappropriate comments have risen—responses have escalated—administration recognizes this—faculty can request that SPOT not be used. However, use opportunity to educate students on what are productive comments and how to respond to SPOT.</li> <li>• H-1B visa restrictions affecting faculty<br/>UNT does pay for expedited service. Should receive approvals in reasonable time—should have faculty in place for Fall 2021. Department of Labor is considering new wage rule, and this rule change could impact UNT—this has been put on hold to allow present administration (Biden) to consider. We will have to wait and see what those decisions will be if new rules are implemented—it is minor issue for us as a university.</li> <li>• Inconsistencies between departments in performing merit evaluations<br/>Faculty members have option to have exclusion for SPOT evaluations with written narrative. Then, PAC and department chair can make decisions for inclusion and exclusion. This will be individualized decision for faculty members. Department chairs have been asking for guidance and Provost Office will continue to provide guidance.<br/><br/>Question:<br/>Inappropriate comments: JC: Welcome suggestions as to how to educate students and how to make sure that these kind of comments stop.<br/>Sen. Lane: Suggestion that comments not be passed along.<br/>Sen. O’Toole: Are there options to work remotely?—JC: President and Provost have had extended conversations on this topic. All work arrangements that were put in place as result of COVID will end. All faculty are expected to return to campus Fall 2021. Perhaps there are some positions that could be part remote/part on-campus—beginning conversation with HR to develop training and discuss with department chairs and deans to see what “remote” work could look like; however, we are an “on campus”/ “in-person” institution.<br/>NS: Expectation is to return to “face-to-face” Fall 2021. Even if you had a “remote” assignment, we would expect individual to be on campus for certain meetings and gatherings on campus. We are awaiting guidance from HR.<br/>Sen. Lane: Can we continue this conversation at a later date—as we</li> </ul> |
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|      |  | <p>are running late on time for the meeting.</p> <p>Sen. Peak: In process of creating survey for SPOT—one for students, one for faculty—as relates to inappropriate comments. If anyone would like information, please contact Sen. Peak—<a href="mailto:Daniel.Peak@unt.edu">Daniel.Peak@unt.edu</a>.</p>   |
| IV.  | Campus safety update (Ed Reynolds)   | <p>Chief Reynolds presentation—best practices, safety information.</p> <ul style="list-style-type: none"> <li>▪ Questions</li> <li>▪ Contact:<br/>Chief Reynolds—940.565.3010 or <a href="mailto:Ed.Reynolds@unt.edu">Ed.Reynolds@unt.edu</a><br/>Office David Causey (Community Relations)—940.369.7691</li> </ul>  |
| V.   | Emergency management training update (Julie Elliott)                                 | <p>Julie Elliott (Emergency Management Coordinator)<br/>UNT Faculty/Staff Severe Weather Seminar—March 5, 202—register at UNT “bridge” training portal.<br/>Contact:<br/><a href="mailto:Julie.Elliott@unt.edu">Julie.Elliott@unt.edu</a> or 940.369.6154</p>  |
| VI.  | Counseling and Testing training/resources for faculty and students (Melissa McKenna) | <p>Melissa McKenna (Assistant Director for Faculty and Staff Training) of presentation.</p> <ul style="list-style-type: none"> <li>▪ Training Topics Include: mindfulness, work-life-blance, etc.</li> <li>▪ If you would like to see other topics, please contact.</li> <li>▪ Contact:<br/><a href="mailto:Melissa.Mckenna@unt.edu">Melissa.Mckenna@unt.edu</a></li> </ul>  |
| VII. | Faculty Policy Oversight Committee (Adam Chamberlin / Elizabeth Oldmixon)            | <p><b>Second Read</b></p> <ul style="list-style-type: none"> <li>• 06.026 Graduate Faculty Membership</li> </ul> <p>Chamberlin presents—changes—line for “associate membership.”<br/>Discussion:<br/>Sen. Long: College of Education has issue with this particular policy; non-tenure track not being allowed to “chair” committees will result in issues. The language appears to devalue non-tenure track faculty.<br/>Oldmixon: Change is not to take away ability to chair committees. Presently policy does not allow for non-tenure track members to serve. Change allows non-tenure track ability to co-chair—change is to expand. Victor [Prybutok, Vice Provost for Graduate Education and Dean of the Toulouse Graduate School] has “exceptions” process where department can request and exception for non-tenure track faculty.<br/>Sen. Long: COE would like for language that would allow for “waiver” as a default for the exception so that we do not have to apply every time this situation occurs.<br/>Sen. Long: Offer “friendly” amendment to last line [under “associate membership] to change “with the approval of department members who have terminal degree may serve as chairs of master and doctoral committees.”<br/>Sen. Lane: Idea is to use so that it is not “impossible” to serve—co-chair with exception so that non-tenure track faculty can serve as chair.<br/>Sen. Oldmixon: We considered to make non-tenure track faculty “full” members but that some non-tenure track faculty do not have research loads or this could place non-tenure track faculty in difficult positions.<br/>Chamberlin: FPOC was trying to find balance so that non-tenure track faculty’s workload were not overburdened.<br/>Sen. Lane: Suggestion of language—“some exceptions to allow non-tenure track faculty with terminal degrees to serve as chair may be premitted.”<br/>Sen. Long: Last sentence—“exceptions can be made for specific programs as required.”<br/>Sen. Walker: Clarification of “friendly” amendment “exceptions may be made with approval from the Graduate School.”<br/>Sen. Lane: Vote on amendment first—show language.</p> |

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|       |  | <p>“Friendly” Amendment language: “Exceptions in limited circumstances to the co-chair requirement may be permitted for associate members with terminal degree to serve as chair at the request of the department with the approval of the graduate school.”</p> <p>Discussion</p> <p>Sen. Lane: We don’t want to encourage this because we don’t want to overload non-tenure track faculty and also we do not want to send a signal that responsibility that does not lie with tenure track faculty for graduate study.</p> <p>Chamberlin: Point of order—motion for amendment, second, discussion.</p> <p>Sen. Lane: Instructs comments and questions in “chat” in interest of time.</p> <p>Sen. Martin: There are cases where students in searching for chair of committee sometimes most valuable person for student is non-tenure track, yet they have the most experience. Limited circumstances at department level presents another layer of politics—approval at level at graduate school helps a lot.</p> <p>Sen. Lane: Most departments need to request it. However, if there is a problem, there is always an appeals process.</p> <ul style="list-style-type: none"> <li>○ Motion with “friendly” amendment by: Sen Yeatts</li> <li>○ Seconded by: Sen. Boesch</li> <li>○ Vote: Majority</li> </ul> <p>“Friendly” Amendment of Policy 06.026 Graduate Faculty Membership Approved</p> <p>Sen. Lane call for vote on Policy 06.026 Graduate Faculty Membership</p> <ul style="list-style-type: none"> <li>○ Vote: Majority</li> </ul> <p>Policy 06.026 Graduate Faculty Membership Passes</p> <p><b>First Read</b></p> <ul style="list-style-type: none"> <li>● 06.029 Academic Program Overview and Discontinuation<br/>Chamberlin presents.<br/>Oldmixon: Some of these changes were requested for accreditation. Periodic program review—Sen. Lane may remember this, FPOC added “concentrations” in a number of places. Clear processes and to bring in line with guidelines.</li> </ul> |
| VIII. | Academic Affairs Advisory Restart Committee report (Carol Wickstrom) | <p>Sen. Wickstrom—technical difficulty.</p> <p>Sen. Lane: Technical difficulty; bring forth later in agenda.</p> <p><b>1:43:27—[After Committee on Committee]</b></p> <p>Report on Restart Committee</p> <p>Sen. Wickstrom:</p> <ul style="list-style-type: none"> <li>● Recommendation for clinical services for Autism Center</li> <li>● Recommended activities for Summer 2021 and Study Abroad—testing, contact tracing are going well, so we made recommendations for these activities.</li> <li>● Recommendation for on campus Fall 2021—we are ready to be on campus.</li> </ul> <p>These recommendations were made to Cabinet.</p>   |
| IX.   | Academic Integrity Task Force update (Tracy Everbach)                | <p>Everbach presents update.</p> <ul style="list-style-type: none"> <li>● Please encourage faculty to participate in the survey.</li> <li>● Presents chart for comparison within departments for distribution of cases.</li> <li>● Computer Science and Engineering is where most cases come.</li> </ul> <p>Questions</p> <p>Suggestion to get enrollment numbers from Mike McPherson’s office.</p> <p>Send questions to Tracy Everbach (Tracy.Everbach@unt.edu) and Karen Weiller ( Karen.Weiller@unt.edu )</p>   |

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| X.    | Executive Committee (Scott Belshaw)      | <p>Sen. Belshaw: Please complete all surveys and encourage faculty to take surveys.</p> <ul style="list-style-type: none"> <li>• Mid-year reports accepted: <ul style="list-style-type: none"> <li>○ Academic Affairs Committee</li> <li>○ Faculty Senate Budget Committee</li> <li>○ Faculty Salary Study Committee</li> <li>○ Faculty Awards Committee</li> <li>○ Faculty Mentor Committee</li> <li>○ Charter and Bylaws Committee</li> <li>○ Committee on Faculty Participation in Governance</li> <li>○ University Undergraduate Curriculum Committee</li> </ul> </li> <li>• Motion to accept mid-year reports as group by: Sen. Belshaw</li> <li>• Seconded by: Sen. Morton</li> <li>• Vote: Majority</li> </ul> <p><b>Mid-year minutes accepted.</b></p> <p>Sen. Belshaw presents from EC:</p> <ul style="list-style-type: none"> <li>• Procedures Manual change: confirm creation of Committee on the Status of Faculty with Disabilities <ul style="list-style-type: none"> <li>• Discussion</li> <li>• Vote: Majority</li> </ul> </li> </ul> <p><b>Committee on the Status of Faculty with Disabilities created</b></p> <ul style="list-style-type: none"> <li>• Procedures Manual change: composition of Charter and Bylaws Committee to go from three (3) to five (5) members.<br/>Discussion<br/>Sen. Lane: As Sen. Morton brought forward, having three members made it difficult to conduct business. <ul style="list-style-type: none"> <li>• Sen. Morton: Addition is to help committee work more efficiently.</li> <li>• Vote: Majority</li> </ul> </li> </ul> <p><b>Changes to composition of committee approved.</b></p> <ul style="list-style-type: none"> <li>• Faculty Survey: Annual Review Guidelines and PAC Feedback<br/>Sen. Lane: Please look for this survey.</li> </ul> <p>Sen. Lane: Sen. Wickstrom is having technical difficulties; she will make her report next meeting.</p> |
| XI.   | Committee on Committees (William Cherry) | <ul style="list-style-type: none"> <li>• Standing committee vacancies<br/>Sen. Cherry: Review of committee vacancies.<br/>Nominations from floor—Non-Elected for Standing Committees: None<br/>Vote: Majority</li> </ul> <p><b>Approved</b></p> <p>Sen. Wickstrom—makes report—<b>1:43:27</b></p>   |
| XII.  | Other standing committee updates         | <ul style="list-style-type: none"> <li>• University Undergraduate Curriculum Committee (February) (April Prince/Kim Faris)</li> <li>• Graduate Council minutes (November / December) (Dale Yeatts)</li> </ul> <p>Sen. Lane: Let's hear reports together and vote on minutes.</p> <ul style="list-style-type: none"> <li>○ Vote: Majority</li> </ul> <p><b>Minutes Approved</b></p>  |
| XIII. | New Business                             | <ul style="list-style-type: none"> <li>• Student government reports <ul style="list-style-type: none"> <li>○ Graduate Student Council (Bailey Sterling)<br/>"GSC Cares"—"kindness initiative" to promote intentional inclusion, equity, and accessibility</li> <li>○ One Stop Shop—include ODA</li> </ul> </li> </ul>   |

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|      |                                    | <p>Planning meeting with President on health care for students<br/> Mentor Networking—Contact President Miller</p> <ul style="list-style-type: none"> <li>○ Student Government Association (Cameron Combs)—no report.</li> </ul>  |
| XIV. | Old Business                       | Sen. Lane: Please place in “chat.”  |
| XV.  | Comments for the Good of the Order | <ul style="list-style-type: none"> <li>• Academic Integrity Task Force survey due February 12</li> <li>• Faculty Survey: Annual Review Guidelines and PAC Feedback due February 22</li> <li>• Next Executive Committee meeting: <b>February 24</b></li> <li>• Next Faculty Senate meeting: <b>March 10</b></li> <li>• Please provide feedback to Jennifer Lane about Transportation/parking issues for the advisory committee meeting.</li> <li>• The full Senate schedule is posted on the <a href="#">Senate website</a></li> <li>• Student Activities is seeking judges for the Eagle Awards which recognize outstanding student organizations and individual leadership. If interested in serving, contact Asiah Claiborne, Coordinator of Student Organizations</li> <li>• 2021 Equity and Diversity Conference - Feb 16 registration deadline <a href="http://www.edc.unt.edu">www.edc.unt.edu</a></li> </ul> |
| XVI. | Adjournment                        | <p>Sen. Lane: Entertains Motion to Adjourn<br/> Motion to adjourn by: Sen. Peak<br/> Second by: Sen. O’Toole<br/> Vote: Majority<br/> <b>Adjourned</b></p>  |