

**FACULTY SENATE MEETING**

**Apogee Stadium HUB Club**

Minutes – October 13, 2021 2:00 p.m.

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| **Anderson-Lain, Karen** | COMM  CLASS | A | **Joyner, William** | MUVS  COM | P | **Peak, Dan** | ITDS  RCOB | P |  |  |  |
| **Aviles-Diz, Jorge** | SPAN  CLASS | P | **Ketron, Seth** | MKTG  CMHT | P | **Perez, Jose** | PHYS COS | P |  |  |  |
| **Baker, Rose** | LTEC  COI | A | **Lam, Chris** | TECM CLASS | A | **Petros, Amy** | CHEM  COS | P |  |  |  |
| **Bednarz, Jim** | BIOL  COS | P | **Lane, Jennifer** | MUVS  COM | P | **Philbrick, Jodi** | IS COI | P |  |  |  |
| **Belshaw, Scott** | CJUS CHPS | P | **Long, Chris** | TEA COE | P | **Roy, Meranda** | LIBR | P |  |  |  |
| **Boesch, Miriam** | EPSY  COE | P | **Mann, Paho** | ASTU  CVAD | P | **Sexton, Michael** | MGMT RCOB | P | **TEMPORARY SENATORS** | | |
| **Britain, Jeff** | HTM CMHT | P | **May, Andrew** | MUCS  COM | P | **Shahrokhi, Farhad** | CSE  CENG | A | **James Martin (VIII)** | MRTS  CLASS | A |
| **Campbell, Doug** | LIBR | P | **McAfee, Jason** | CHEM COS | A | **Siller Carillo,**  **Hector** | MEEN  CENG | P | **Scott Tixier (VIII)** | MUIS  COM | P |
| **Cherry, William** | MATH COS | P | **McKay, Melissa** | NCF | P | **Trudeau, Justin** | COMM  CLASS | A |  |  |  |
| **Christian, Jack** | ENGL  CLASS | P | **Moreland, Kimberly** | ENGL CLASS | P | **Walker, Jacqueline** | ENGL CLASS | P |  |  |  |
| **Gerling, Daphne** | MUIS  COM | A | **Morton, Sophie** | WLLC  CLASS | P | **Wang, Xuexia** | CSE CENG | P |  |  |  |
| **Ginther, Jeannette** | TE&A  COE | P | **Mukherjee, Sundeep** | MSE  CENG | P | **Warren, Scott** | LTEC  COI | A | **NON-VOTING SENATORS** | | |
| **Hargis, Carol** | LIBR | P | **Ojha, Divesh** | MKTG RCOB | P | **Watson, Wendy** | PSCI  CLASS | P | Andrea Ortiz | GSC | P |
| **Hensel, Paul** | PSCI  CLASS | P | **Olness, Gloria** | ASPL  CHPS | P | **Williams, Lawrence** | WLLC  CLASS | P | Devon Skinner | SGA | A |
| **Hutchison, Paul** | ACCT RCOB | P | **O’Toole, Erin** | LIBR | A | **Yeatts, Dale** | SOC  CLASS | P |  |  |  |
|  |  |  |  |  |  | **Zhang, Tao** | KHPR  COE | P | **NON-VOTING SUBSTITUTES** | | |

Guests: Neal Smatresk (President), Jennifer Cowley (VPAA), Mike McPherson (Vice Provost), Casey Jimenez (SGA), John Bellon (Staff Senate), Brenda Kihl (Academic Affairs), Elizabeth Oldmixon (Academic Affairs), Adam Chamberlin (FPOC)

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| I. | Welcome and Introductions | * Senator Belshaw introduced the athletics leadership and staff and graciously thanked them for hosting the meeting. He announced that a happy hour with an open bar would follow the meeting. He also announced that the agenda item concerning the Fine Arts Series Committee would be postponed until next month. |
| II. | Approval of Minutes  (September 8, 2021) | **[vote]**  Senator Moreland moved to approve the minutes; Senator Zhang seconded, and the minutes were approved unanimously. |
| III. | Faculty Discussion (President Neal Smatresk / Provost Jennifer Cowley) | * President’s update   + The President said that we have probably heard talk of athletic conference realignment. He said he would not discuss that today.   + Enrollment     - Enrollment surged: we are now 4th largest in the state.     - We are making pitches to the legislature that we are out of space. The President has strong faith that we will see some sort of tuition revenue bond from the legislature.     - Our graduate program is experiencing giant growth. In fall 2019, we had 1000 grad. applicants for spring; this fall we have 11,000 applications.     - We are exploring how to grow sustainably rather than explosively and switching from a grow-at-any-cost into a sustainable growth model   + COVID     - Look’s great. Down to about 40 cases. Zero faculty, very few staff, no evidence of community spread in classrooms that we can identify.     - Ended mandatory testing. If we get another surge, we’re not afraid to bring it back.     - We are now running a voluntary random testing program. We appreciate if you participate. It helps us track.     - The President was asked about our vaccination rate?       * He responded 73% for faculty and 53-54% for students.     - Senator Sexton asked about the voluntary testing vendor.       * The President responded that either testing vendor is OK.   + College tuition scholarship benefit status     - No changes for UNT Denton/Frisco, although there is now a new policy requiring supervisor approval to enroll in an excess of 12 semester credit hours.     - UNT Denton was subsidizing HSC, Dallas, and the System, so there may be changes at other UNT System institutions. * Provost’s Update   + Faculty Hiring     - Approvals are being rolled out now.     - Net new positions are for high growth programs. There are 1500 new grad. students in three programs. We have a targeted investment plan authorizing new positions for those three programs and related support programs.   + Adjunct and summer school funds     - Budget constraints remain but we have had significant restoration.     - The Provost suggested that Senators reach out to department chairs or college budget offers for the particulars for their departments.     - The final status of M&O budgets will be available soon.   + Equity pay criteria and disbursement     - A 1% pool (about $1 million) for market adjustment was made available.     - We were fortunate that we had the faculty salary study available. It included a statistical analysis based on time-in-rank, time-since-terminal-degree, and race/gender/ethnicity.       * The analysis assumes average performance.       * The salary study task force recommended the introduction of a common performance measurement system so that in the future we can incorporate performance as a factor.       * Compared to three years ago, our salaries are now move competitive, but we now have some compression issues.       * No statistically significant disparity based on race, gender or ethnicity was found.       * There was an absolute dollar difference between white and Asian women versus males.     - We found that our promotional raises were not competitive so they will be going up to move to the middle range of our peer institutions. Newly promoted faculty will get the new promotion raise.     - New assistant professors (and all new faculty hires) should be hired in the 90-110% of market range. Only 1.2% of those hired in the last three years were below 90%.     - 24 assistant professors were below 90% of market and will be brought up to at least the 90% of market level.     - We looked at everyone else who is below 85% of market and then asked:       * Are they in the right CIP code?       * Were they in the top half in the past two evaluation cycles?   If yes, they will get a market raise.   * + - Minimum market raises were $1000, and the maximum was $28,000.     - Additionally, colleges were able to make nominations for high performers and to correct miscellaneous compression issues We are working through those now.     - We will stretch the $1 million as far as we can.     - About 20% of our faculty will receive some kind of market adjustment.     - We know this will not cover everyone deserving.     - Three years ago, we were able to make a big impact with $300,000. This time we had three times as much.     - Faculty will receive letters that will specify their merit and market raises separately.     - Senator Lane remarked that the top 10 faculty salary earners were removed from the study so as not to skew the results, but that 9 of 10 were white males. She wondered if this helped mask a potential gender inequity.       * Provost Cowley responded that the top earners have salaries in the $200-400K range, significantly above what a typical full professor would make. Typically, they are national academy members. She conceded that nine of the ten were male and said that we are not as diverse in our top performers as we would like. She said that we all need to keep in mind that we want to diversify as we recruit endowed chairs and so forth.     - Senator Zhang asked for more detail about the promotion raises       * Provost Cowley listed the promotion raises by rank [this information also went out in a memo to faculty].   + We will be welcoming five Afghan students to our campus. We are asking for gifts, including things like basic necessities. International has set up a fund for monetary donations, and we received a $50,000 donation. The students will spend one year in IELI and then enter our academic programs afterward. They are coming to us with only three changes of clothes and a cell phone.     - Senator Belshaw said that the Senate will also make a contribution.     - Senator Yates asked if there is a website listing what they need.       * Senator Belshaw responded that we will send out a link. |
| IV. | Fine Arts Series Committee (Jackie Walker) | This agenda item was postponed until November |
| V. | Faculty Policy Oversight Committee  (Adam Chamberlin / Elizabeth Oldmixon) | **Second Read [vote]**   * 06.053 Reporting Substantive Change   + Elizabeth Oldmixon reported that the review of this policy was requested by accreditation and it was brought up to date with respect to current SACS and THECB requirements.   + The revised policy was approved by a unanimous vote. * 06.040 Grade Appeals   + Elizabeth Oldmixon said that this policy was reviewed as part of the regular 6-year review.   + Elizabeth Oldmixon explained that this draft differs from the current policy primarily in that the proposed revision would allow either party to appeal to the Dean on substantive matters after a decision by a department chair or unit administrator, whereas the current policy only allows an appeal to the Dean on procedural matters   + Adam Chamberlin said that the FPOC recommended that the grade-appeal-committee have final say, but that the President would not approve the policy that way. The substantive appeal to the dean was proposed as a compromise.     - Senator Yeatts explained that the assumption behind the current policy was that only the department had the substantive knowledge to adjudicate the appeal. He expressed concern about the proposal to allow a substantive appeal to the Dean and wanted to know the inspiration behind broadening the dean-level appeal.     - Elizabeth Oldmixon explained that the Policy Oversight Committee had wanted to give the final departmental-level decision to the ad-hoc grade appeal committee, and that the Dean’s appeal was a compromise since this was not allowed by the administration.     - Provost Cowley said that the administrative position was that we need a single person to have final accountability, but that it did not matter to the administration whether that person was the chair or the dean.     - Professor Cherry reported that he understood there to be some concerns about some instances where a department chair made a final decision which differed from the recommendation of an ad-hoc grade appeal committee. He also said that the Policy Oversight committee would immediately begin re-review of the policy and may propose limiting substantive appeals to the Dean only to cases where the department chair and a faculty committee disagree.     - Senator Perez, who also serves on the Faculty Policy Oversight Committee, reported that there had been a lot of debate about this within the policy committee. His feeling was that most committee members wanted the first decision to be made by the ad-hoc faculty committee and that there was concern about chairs having too much influence over grades. He said there was a lot of controversy within the committee, that this compromise was put forward, but that in his opinion, the committee did not necessarily agree with this compromise.     - Senator Lane asked if a friendly amendment could be considered to limit substantive appeals to the Dean to cases where a chair and a faculty committee disagree.       * Senator Cherry responded that this was already contentious and that he preferred not to try to make modifications now from the Senate floor.       * Senator Walker emphasized that we would request re-review by the Policy Oversight Committee.       * Senator Lane asked if adding an amendment now would preclude re-view.       * Senator Walker responded that it did not, but that it would be better to allow contemplative discussion before further changes.       * Senator Watson said that she would be reluctant to make a change before moving forward, given that the Senators had already consulted with their constituents.       * Senator Lane reminded everyone that making amendments to proposed policy is a normal occurrence during policy second-reads.       * Ultimately no amendment was offered.   + The proposed policy revision was approved by a vote of 23 in favor with 8 abstentions. * Elizabeth Oldmixon concluded by reporting on the newly posted policies that had been recently updated:   + program review   + faculty rights & responsibilities   + modified service, which is now opened up to non-tenure-track faculty. * Senator Lane wanted to emphasize again that policy second-reads are where amendments are invited from the floor. |
| VI. | Confirmation of Executive Committee Actions / Report (Jackie Walker) | * Unfinished business from September 8 meeting * Accepted end-of-year reports from standing committees   + Committee on the Status of Faculty of Color   + Committee on the Evaluation of University Administrators * Made appointments to standing committees as required by governing documents   + OCCC Chair – Rebecca Weber   + FPOC members appointed     - Group IV – Seth Ketron, NCF     - Group VII – Jim Bednarz, BIOL * Recommendations concerning Tina Mims (William Cherry) **[vote]**   + Senator Cherry explained that Dr. Tina Mims moved from the College of Business to New College and presented a motion to suspend the rules that was distributed with the agenda to allow her to continue to serve as an extra at-large member on the Committee on the Status of Women Faculty through the end of the current academic year.   + The motion to suspend the rules passed by unanimous vote. |
| VII. | Committee on Committees (Andrew May) **[vote]** | • Standing Committee Vacancies   * In addition to the nominees presented with the agenda, Senator Cherry nominated Senator Wang to serve on the Faculty Participation in Governance Committee and Senator Lane nominated Senator Wang to serve as the Group III representative on the Executive Committee. The caucus of senators representing Group III consented to these nominees. * The slate of standing committee nominees as well as the two nominations of Senator Wang from the floor were approved by unanimous vote.   • Administrative Committee Vacancies   * In addition to the nominees presented with the agenda, Senator McKay nominated Senator Seth Ketron to serve on the Scholarship Committee. * The slate of nominees, including the nomination of Senator Ketron from the floor, were approved unanimously. |
| VIII. | Other standing committee updates **[vote]** | • UUCC Report/Minutes [June - October 2021] (April Prince / Brenda Kihl)  380 agenda items   * The June – October 2021 UUCC minutes were approved by unanimous vote.   • Graduate Council Minutes [May – August 2021] (Dale Yeatts / Dan Peak)  Unanimous   * The May – August 2021 Graduate Council Minutes were approved by unanimous vote. |
| IX. | New business |  |
| X. | Old business |  |
| XI. | Comments for the Good of the Order | • Senators will be recognized at the Homecoming game Saturday, November 13  • Faculty Awards nominations due November 5, 5:00 p.m. [facultysenateawards@unt.edu](mailto:facultysenateawards@unt.edu)  • 2022 Minnie Stevens Piper Professor Award nominations accepted through October 18, 5:00 p.m. [facultysenateawards@unt.edu](mailto:facultysenateawards@unt.edu)  • Proposals are being accepted now for We Mean Green Fund project grants; contact [WeMeanGreenFund@unt.edu](mailto:WeMeanGreenFund@unt.edu)  • Proposals are being accepted for the Equity & Diversity conference for spring; contact IDEA to submit a proposal <https://edc.unt.edu/workshops>   * Senator Peak requested to speak with the officers & Senator Lane after the meeting regarding SPOT. * Senator Cherry announced that the deadline for nominations for the adjunct teaching award was in a few days. |
| XII. | Adjournment | The meeting adjourned at 3:20 p.m. |