## FACULTY SENATE MEETING

**University Union 332**  
**MINUTES – May 8, 2019**

<table>
<thead>
<tr>
<th>Temporary Senators</th>
<th>Non-Voting Senators</th>
<th>Non-Voting Substitutes</th>
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<tbody>
<tr>
<td>Aviles-Diz, Jorge</td>
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<td>Kalin, Nadine</td>
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<td>Philbrick, Jodi</td>
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<td>GUESTS: Amy Armstrong (URCM), Terri Day (AA), Christy Crutsinger (Prov Ofc), Margaret Vestal (Prov Ofc), Kelly Donahue-Wallace (Chairs comm), V. Barbara Bush, Linda Holloway (OFS), Jackie Walker, Jaymee Haefner (UCC)</td>
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<td>I. Welcome and Introductions</td>
<td>• Call to order at 2:00PM</td>
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| II. Approval of Minutes (April 10, 2019) | • Motion to approve the minutes as distributed  
  o Senator Chamberlin moved  
    ▪ Senator Aviles-Diz seconded  
  o Discussion  
    ▪ None  
  o Vote  
    ▪ For – unanimous |
| III. Faculty Discussion (President Neal Smatresk / Provost Jennifer Cowley) | • Legislative session update  
  o Formula funding is doing well and going up  
  o The on time money is going up as well  
  o Both of these increases will bring us back up to flat with the losses from last year  
  o Any enrollment will be a boost  
  o Additive Manufacturing  
    ▪ Looking good  
    ▪ We are first in line  
    ▪ This is a nervous position to be in, but we are looking good  
  o Our legislators are good this year  
  o SB 25 has been fixed in an OK way  
  o New Building funding is back on the table  
    ▪ We would use it for a new Science/Technology/Collaboration space  
  o No Hazelwood relief  
  o TRIP Funding  
    ▪ No backlog funding at this point  
  o Best session for TRBs since President Smatresk has been here  
• Faculty salary study follow up – data, P/T, inequities  
  o Library Faculty study was completed  
    ▪ People are very happy  
  o Last year we did the Academic Faculty study  
  o We will do both on a 3 year cycle  
  o Committee on the status of women report  
    ▪ It is up on the senate website  
    ▪ It looks at salaries between men and women  
    ▪ In general at institutions, those with the highest salaries get the highest awards  
      ▪ In most cases at most places these people are men  
    ▪ We need to work harder to more people and more women for these awards  
    ▪ We also need to look at our hiring practices to get greater gender parity among all disciplines  
• Clarification/update of Dual Employment policy  
  o We have a policy as do many institutions  
  o We had a lawsuit last summer that raised some issues  
  o The policy prohibits you from representing yourself as a UNT Employee  
    ▪ You can use your employment as a thing you do and as a way to show credentials, you just can't be representing UNT as an employee  
  o Use of UNT resources requires presidential approval  
    ▪ This includes facilities, software, email  
  o You are a UNT employee year round including summer  
  o There are checks that we can help you do to make sure all bases are covered  
  o The policy is being updated |
- There will be detailed trainings in the fall
- Right now, just report
- Question/Comments
  - What about things that fall in between
    - UT has exempted categories
    - This is an option for us too
    - We also have no honorarium policy
    - These are the things we are looking to clarify
  - When in doubt, report it. We are here to help and manage conflicts if there are any
  - The bigger problem is that many people don’t report and this can cause issues
  - There are creative ways to accept honorariums
    - Donate the money to UNT or another place
    - We will have conversations in the fall about best practices
    - The Ethics policy (05.015) is where this lives now
      - If you speak because of your affiliation with UNT, it needs to be part of your workload
  - What about using consulting money to help fund students
    - It is an option, but it needs to be reviewed
  - Is there a difference between a 9 and 12 month contract
    - You still have an obligation to report
- Other items
  - Graduation is coming and we expect record graduation numbers
  - It has been a fantastic year, thanks.

### IV. Faculty Policy Oversight Committee Updates (Adam Chamberlin / Terri Day)

**Second Read [vote]**
- 06.033 Study Abroad
  - We cleaned up the formatting
  - This was reviewed as part of the 6 year review
  - Motion to approve as distributed
    - From committee
    - Discussion
      - None
    - Vote
      - **For - unanimous**
- 06.004 Faculty Reappointment, Tenure, Promotion, and Reduced Appointments
  - Several revisions
  - Clarified dossier
  - Clarified vote
  - Clarified review years
  - Clarified external review and advocate
  - Clarified mid-year review candidates
  - Added reduced appointment guidelines
  - Questions/Comments
    - Midterm review year move
      - Moved from year 3 to 4
      - Did this to allow for more data to be provided
      - This would not start until next year
      - The reasoning is seen, but there may be Issues with the timing to fix problems
        - Less people might make tenure
        - Issues like this were considered, but it was decided to change because many disciplines don’t really ramp up until year 3
          - The Provost says that many people who have issues in the 3rd year review
Currently, get a 4th year review any way

- There seems to be a split between grant faculty and publication faculty
  - The Provost says that any errors or issues should be talked about in annual reviews. It should not wait
  - Maybe this needs to be better communicated to chairs
- Maybe clarify reasons and timeline in P&T meetings
- What about votes with even numbers?
  - Maybe don’t have an abstain vote?
  - If there is a conflict of interest, maybe don’t be on the committee
  - The Provost says 51% means yes, 50% means no, simple majority rules
  - This needs to be communicated
  - The Provost does not like how many people abstain. You should only abstain for valid reasons
- Motion to change the wording in section III.F to “A simple majority of votes is required to receive an affirmative recommendation.”
  - Senator Chamberlin moved
    - Senator Kalin seconded
  - Discussion
    - Candidates can request exclusions from this committee
    - It is already addressed in this document
    - You can use current guidelines or the ones you came in under
  - Vote
    - For – majority
    - Abstain – 1

- Not in favor of reopening dossiers
  - This has been a part of the policy for a while
  - It has to be a big reason
  - This will be helped by using Workflow
  - Only the Office of Academic Affairs can open a dossier
- Motion to accept the policy as amended
  - From Committee
  - Discussion
    - None
  - Vote
    - For - unanimous

First Read
- 06.007 Full-time Faculty and Academic Administrator Annual Review, and Academic Administrator Reappointment
  - Blends in 06.018
  - Some simple updates and changes were made too
- 06.018 Annual Evaluation and Reappointment of Academic Administrators [for deletion]
  - Will be deleted once 06.007 is approved

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<tr>
<th>V.</th>
<th>Committee on Committees report (Jodi Philbrick)</th>
<th>Thanks for sending in nominations</th>
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<td>Please keep sending in nominations</td>
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### VI. Elections Committee report (Srinivasan Srivilliputhur - absent)

- **Motion to accept Dr. Rout as temporary senator for Dr. Perez**
  - From committee
  - Discussion
    - None
  - Vote
    - For – unanimous

### VII. Faculty Senate officer elections (Srinivasan Srivilliputhur)

- **Roll Call to determine attendance of eligible voting faculty**
- **Elections**
  - **Chair**
    - Nominations
      - Denise Catalano
    - Vote, by affirmation
      - Denise Catalano
  - **Vice Chair**
    - Nominations
      - Kevin Yanowski
      - Adam Chamberlin
    - Vote, by ballot
      - Kevin Yanowski
  - **Secretary**
    - Nominations
      - Adam Chamberlin
      - Jodi Philbrick
    - Vote, by ballot
      - Adam Chamberlin

### VIII. Evaluation of University Administrators Committee update (Rose Baker)

- There were many people who did not know who the upper admins were or what they do
- The written parts will be distributed to supervisors in paper form
- The usefulness is much better this year
- Participation is down a bit, but we think that is due to issues with Qualtrics
  - These issues are being looked into
- The Provost says thanks because these are very complicated to do, but very useful
- Also, senators who reached out to their groups to encourage participation had better partition

### IX. Other Standing Committee Updates

- **UUCC Report/Minutes (Jaymee Haefner)**
  - Attendance and participation was much better this spring
  - **Motion to accept**
    - From Committee
    - Discussion
      - None
    - Vote
      - For – majority
      - Abstain - 1
- **Graduate Council Minutes (Denise Catalano)**
  - **Motion to accept**
    - From Committee
    - Discussion
      - None
    - Vote
      - For – majority
      - Abstain – 1
Executive Committee report (Denise Catalano)

- Charter and Bylaws committee is meeting to review charter and bylaws
- This will be presented to you through the normal ways

**Procedures Manual language clarifications** [vote]
- Faculty Participation in Governance Committee
  - Changing it to align with senator term, as stated for executive committee (no 3-year limit)
  - Update language to remove UTPC/URC reference (amend to FGC)
  - **Composition.**
    The committee shall consist of 9 members: eight senators (one elected from each of the eight senate voting groups) and one faculty member selected by the Faculty Grievance Committee. The committee shall elect a chair from among its members.
  - **Motion to accept the change**
    - From Committee
    - Discussion
    - You will serve the length of your term
    - **Vote**
      - **For - unanimous**

- Faculty Research Committee
  - Change language for EC appointment to clarify the fact that the EC appoints the at large positions but that those chosen do not have to be a member of the EC
  - **Composition.**
    This committee shall consist of 13 members: eight tenured faculty members elected by the senate (one from each senate voting group), three At-Large representatives appointed by the Executive Committee, the dean of the Toulouse Graduate School, and the Vice President for research who will serve as administrative co-chair of the committee…
  - **Motion to accept the change**
    - From Committee
    - Discussion
    - None
    - **Vote**
      - **For - unanimous**

**Acceptance of end-of-year committee reports** [vote]
- **Academic Affairs**
  - **Motion to accept**
    - From committee
    - Discussion
    - None
    - **Vote**
      - **For - unanimous**

- **Faculty Participation in Governance**
  - **Motion to accept**
    - From committee
    - Discussion
    - The survey was sent out
    - We have 101 responses, we would like more
    - The link was sent out by the FS office
    - **Vote**
      - **For - unanimous**

- **Research Committee**
  - **Motion to accept**
    - From committee
    - Discussion
    - None
    - **Vote**
      - **For - unanimous**

At-large appointments to Graduate Council
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<tr>
<th>XI.</th>
<th>New Business</th>
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<td>XII.</td>
<td>Old Business</td>
<td>None</td>
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</table>
| XIII.   | Comments for the Good of the Order | Please notify the FS Office if you will be going on any type of leave  
  ○ This could affect your ability to participate in senate activities and we might need to find a temporary replacement  
  ○ Shout outs  
  ○ Rose Baker, for doing such a good job on the survey  
  ○ Christy Crutsinger, for going “forward” to teaching  
  ○ Don’t forget we have a June FS meeting in BLB 090 |
| XIV.    | Adjournment   | Adjourned at 3:55PM |