## FACULTY SENATE MEETING

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

**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)

### Table of Members

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<th>Class</th>
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<td>SPAN</td>
<td>P</td>
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<td>Ayre, Brian</td>
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<td>Fu, Song</td>
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<td>Gaffney, Nolan</td>
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<td>Hutchison, Paul</td>
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<tr>
<td>Philbrick, Jodi</td>
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### TEMPORARY SENATORS

- Stromberg, Linda
- Jeff Britain (Dubin)
- HTM CMHT

### NON-VOTING SENATORS

- Bradberry, Stephon
- SGA

### NON-VOTING SUBSTITUTES

(write in name and person subbing for)
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<th>I.</th>
<th>Welcome and Introductions</th>
<th>- Call to order at 2:00PM</th>
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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 |
o There will be detailed trainings in the fall
o Right now, just report
o 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.

### 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
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

**V. Committee on Committees report (Jodi Philbrick)**
- Thanks for sending in nominations
- Please keep sending in nominations
<table>
<thead>
<tr>
<th>VI.</th>
<th>Elections Committee report (Srinivasan Srivilliputhur - absent)</th>
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<tbody>
<tr>
<td></td>
<td>• Motion to accept Dr. Rout as temporary senator for Dr. Perez</td>
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<td></td>
<td>o From committee</td>
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<td></td>
<td>o Discussion</td>
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<td></td>
<td>▪ None</td>
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<td></td>
<td>o Vote</td>
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<td></td>
<td>▪ For – unanimous</td>
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<th>VII.</th>
<th>Faculty Senate officer elections (Srinivasan Srivilliputhur)</th>
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<td>• Roll Call to determine attendance of eligible voting faculty</td>
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<td></td>
<td>• Elections</td>
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<td></td>
<td>o Chair</td>
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<td></td>
<td>▪ Nominations</td>
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<td>▪ Denise Catalano</td>
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<td>▪ Vote, by affirmation</td>
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<td>▪ Denise Catalano</td>
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<td>o Vice Chair</td>
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<td>▪ Nominations</td>
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<td>▪ Kevin Yanowski</td>
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<td>▪ Adam Chamberlin</td>
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<td>▪ Vote, by ballot</td>
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<td>▪ Kevin Yanowski</td>
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<td>o Secretary</td>
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<td>▪ Nominations</td>
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<td>▪ Adam Chamberlin</td>
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<td>▪ Jodi Philbrick</td>
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<td>▪ Vote, by ballot</td>
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<td>▪ Adam Chamberlin</td>
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<th>VIII.</th>
<th>Evaluation of University Administrators Committee update (Rose Baker)</th>
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<td></td>
<td>• There were many people who did not know who the upper admins were or what they do</td>
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<td>• The written parts will be distributed to supervisors in paper form</td>
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<td>• The usefulness is much better this year</td>
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<td>• Participation is down a bit, but we think that is due to issues with Qualtrics</td>
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<td>▪ These issues are being looked into</td>
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<td>• The Provost says thanks because these are very complicated to do, but very useful</td>
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<td>• Also, senators who reached out to their groups to encourage participation had better partition</td>
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<th>IX.</th>
<th>Other Standing Committee Updates</th>
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<tr>
<td></td>
<td>• UUCC Report/Minutes (Jaymee Haefner)</td>
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<tr>
<td></td>
<td>o Attendance and participation was much better this spring</td>
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<td>o Motion to accept</td>
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<td>▪ From Committee</td>
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<td>▪ Discussion</td>
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<td>▪ None</td>
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<td>▪ Vote</td>
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<td>▪ For – majority</td>
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<td>▪ Abstain - 1</td>
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<td>• Graduate Council Minutes (Denise Catalano)</td>
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<td>o Motion to accept</td>
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<td>▪ From Committee</td>
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<td>▪ Discussion</td>
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<td>▪ None</td>
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<td>▪ For – majority</td>
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<td>▪ Abstain – 1</td>
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| X. | 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
  o Changing it to align with senator term
  o Same as executive committee
  o **Motion to accept the change**
    • From Committee
    • Discussion
    • You will serve the length of your term
    • Vote
      • **For - unanimous**
• Faculty Research Committee
  o 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
  o **Motion to accept the change**
    • From Committee
    • Discussion
    • None
    • Vote
      • **For - unanimous**

**Acceptance of end-of-year committee reports** [vote]
• Academic Affairs
  o **Motion to accept**
    • From committee
    • Discussion
    • None
    • Vote
      • **For - unanimous**
• Faculty Participation in Governance
  o **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
  o **Motion to accept**
    • From committee
    • Discussion
    • None
    • Vote
      • **For - unanimous**

**At-large appointments to Graduate Council**
• We need to make these 2 at large appointments
• Please send nominations to the FS office

<p>| XI. | New Business | • None |
| XII. | Old Business | • None |
| XIII. | Comments for the Good of the Order | • Please notify the FS Office if you will be going on any type of leave |</p>
<table>
<thead>
<tr>
<th>XIV.</th>
<th>Adjournment</th>
<th>Adjourned at 3:55PM</th>
</tr>
</thead>
</table>

- 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