

GUESTS: Brenda Kihl (Academic Administration), Mike McPherson (VPSS), Jaymee Haefner and Julie Leventhal (UCC co-chairs), Katy McDaniel (Registrar), Barbara V. Bush and Elizabeth Oldmixon (Faculty Policy Oversight Committee co-chairs), Ashley Olsberg (Classroom Support), Tami Patterson (Academic Resources Generalist), and Brandi Everett (Assistant Vice Provost Academic Personnel)

I.	Welcome and Introductions 2:02	<ul style="list-style-type: none"> • Welcome new senator: • Approve temporary Group V Graduate Council nominee [vote] <ul style="list-style-type: none"> ○ EC needs to vote on replacement <p>New Faculty Senate Graduate Assistant: Shristi Dhakal</p>
II.	Approval of Minutes (October 9, 2019) [vote]	<ul style="list-style-type: none"> • MOTION: Motion to Approve Minutes <ul style="list-style-type: none"> ○ Motion by: Sen. Belshaw ○ 2nd motioned by: Sen. McAfee ○ Discussion: NONE ○ Approve: Unanimous <p>PASSED</p>
III.	Faculty Discussion (President Neal Smatresk / Provost Jennifer Cowley) 2:04	<ul style="list-style-type: none"> • National honor societies at UNT- <ul style="list-style-type: none"> ○ Currently, UNT is not a member of Phi Beta Kappa. UNT has had applications denied in the past, currently exploring how to be successful in future applications. Next application cycle begins in 2020. <ul style="list-style-type: none"> ▪ Will report back on whether UNT pursues it ○ Benefits to memberships – <ul style="list-style-type: none"> ▪ marker of quality and prestige in Liberal Arts ▪ marker of excellence ▪ Networking benefits for students • UNT relationship with DCTA <ul style="list-style-type: none"> ○ UNT more likely to negotiate favorable decisions as we are the major client of Denton County Transit Authority, ○ Parking and Transportation is looking to raise student fees (which funds bus costs). Decision process in Spring. • Construction and land acquisition strategy <ul style="list-style-type: none"> ○ Background <ul style="list-style-type: none"> ▪ Constructed 10 new buildings recently ▪ Slowing down construction except CVAD 2 project – across the street from the new building (funding planned) ▪ SUB building still on-going (2nd floor)(funding in future) ▪ Phase 0 in School of Music (partial funding – still getting future funding) ▪ Moving into master planning mode ▪ Visioning team is being put together (with Faculty Senate input) ○ Land acquisition in gateway area is ongoing. Could be public/private based on how it is acquired • Relationship between UNT and Barnes & Noble <ul style="list-style-type: none"> ○ Contractual agreements are in place; investment in Union is in return for not promoting any other book provider by university employees ○ B&N does have a price match guarantee, faculty should make sure students are aware of this ○ Suggestion for forming an ad-hoc FS committee to study solutions for reducing costs of course materials. Perhaps collaboration with open-access administrative committee. ○ Might want to explore other possibilities before B&N contract ends • Adjunct pay disparity and summer school changes <ul style="list-style-type: none"> ○ COI faculty member expressed concern they could make more money on research grants than teaching ○ Provost increased range for base pay in summer from 7.5% to 8.33% (3cr hour course) ○ Course enrollment bonus and penalties removed ○ Retroactive payments are not allowed under law

		<ul style="list-style-type: none"> ○ \$8500 cap can be bypassed, within reason ○ Base pay increase found that most faculty would be better compensated ○ In limited circumstances, Deans/ Chairs can make shifts to reward where reward is due ○ Q: lecturers with a lower base pay may be hurt, especially with the lack of bonus for class size ○ Q: Is the 7.5 %- 8.33% at the discretion of Chair and Dean? ○ A: Provost: no. it is either 8.33% or \$8500 ● Adjuncts Pay <ul style="list-style-type: none"> ○ Salaries are based on CUPA Non-tenure track instructor median salary rates by CIP code. ○ Calculated range (min-max) is 65% to 135% of the median salary rate. Departments asked to pay within this range. ○ Deans/Chairs can request exceptions for salaries below minimum or above the maximum rate ● Addressing the event about Hate Speech <ul style="list-style-type: none"> ○ Recognition of the care and healthy climate the faculty are trying to create on campus but we can do better ○ President will be submitting a note to the Board and to the campus addressing moving forward. Asking VP's to move forward in what makes sense to their areas ● DACA situations right now may cause issues for our students ● Please come to Pres or Provost if you would like to continue dialogue ● Q: There are still issues on campus, is more accountability needed? A: For faculty that comes from the Provost's Office – Deans and Chairs need to be in charge of hosting these types of conversations -charged with this during Chairs Council. – Conversations about what is best training practice will continue ● Q: Sensitivity training – Is admin included? A: Cabinet trained – other areas not mandatory – encouraging colleges to take implicit bias training, ● Chair of Student Graduate Council recognized (guest): Diversity credits were mandatory as an undergraduate – current Masters required diversity class has been eye opening. - every time something goes wrong on campus the University is reactionary – students are not surprised. Not pressing mandatory training, does not instill progress or action to change. Not asking for revolutionary change but an evolutionary change. <ul style="list-style-type: none"> ○ Presidents' response: Creating a checklist function can sometimes just be a checklist. We are working continually to respond to current issues as well as be ahead of the curve. Diversity classes still part of the core. Q: Mandatory with menu has worked with students, why not do this for Faculty? A: this is something the Provost and Faculty Senate should look at it. <p>Senator Lane: Would like to move forward with a resolution on mandatory training</p>
IV.	Faculty Policy Oversight Committee (Barbara V. Bush/Elizabeth Oldmixon) 3:10	<ul style="list-style-type: none"> ● First Read <ul style="list-style-type: none"> ○ 06.049 Course Syllabi Requirements ○ 06.015 Eminent Professorships [currently known as <i>06.015 University Distinguished Teaching Professorship</i>] ○ 06.016 University Distinguished Research Professorship [for deletion] ○ 06.017 Regents Professorship [for deletion]
V.	Other Standing Committee Updates 3:15	<ul style="list-style-type: none"> ● UJCC Report/Minutes (Julie Leventhal / Jaymee Haefner) [vote] <ul style="list-style-type: none"> ○ Unanimous approval ● Graduate Council Report/Minutes – Sept and Oct 2019 (Dale Yeatts) [vote] <ul style="list-style-type: none"> ○ Unanimous approval ● Committee on the Status of Women (Jennifer Lane) <ul style="list-style-type: none"> ○ Report created and submitted to Provost (5/2019) – other affinity groups added paragraphs to report.

		<ul style="list-style-type: none"> ○ looked at salary and other issues at-large ○ There was a meeting with Provost, response is being crafted concerning salary inequity/climate
VI.	Mental health resources (Katy McDaniel) 3:18	<ul style="list-style-type: none"> ● PowerPoint on Wellness resources for faculty and staff ● EAP – alliance work partners – confidential ● 6 counseling per year per issue ● There is a monthly newsletter ● UNT Care team does also support faculty – imminent crisis, a counselor will see faculty ● EAP utilization: avg 68 people using the program per quarter ● Initiatives: <ul style="list-style-type: none"> ○ System wide; Create a 3-pillar wellness program – Financial, Interpersonal, and Physical ○ UNT specific – task force – dedicated website for one-stop services ● Q: How does a department move through a situation rather than individual. A: will look at programs to help – resources may be available to bring someone in ● Q: who do we refer a faculty member to? A; care or HR – it will be routed to HR ● Balance between mental health and justice – job standing- how to proceed
VII.	Classroom technology and space planning update (Ashley Olsberg)	Rescheduled for December FS meeting
VIII.	Faculty searches (Tami Patterson / Brandi Everett) 3:35	<ul style="list-style-type: none"> ● People admin was the system we have been using for 10years – had four different sections for UNT system, areas ● New system goes live Dec 1st <ul style="list-style-type: none"> ○ Position management and applicant tracking ○ Current blackout started Nov 11 ○ Could be run at the same time ○ Old system will still be live ○ Faculty specific training will be available 1st week in December. ○ Benefit is that it is mobile-friendly ● HR will transfer postings, but not applicant pools
IX.	Committee on Committees Update (William Cherry) 3:45	<ul style="list-style-type: none"> ● UJCC procedural rule – temporary suspension [vote] <ul style="list-style-type: none"> ○ For: Unanimous Consent ● Standing Committee Vacancies [vote] <ul style="list-style-type: none"> ○ Faculty Research Committee <ul style="list-style-type: none"> ▪ Dr. Allen 10 ▪ Dr. Hawamdeh 13 ○ Faculty Senate Budget Committee <ul style="list-style-type: none"> ▪ By numbers – Scott Warren ○ University Library Committee <ul style="list-style-type: none"> ▪ Russell Torress 15 ▪ Rachael Zipperer 8 ● Motion to extend time Denise / Belshaw 1oppose... passes additional 5 minute ● Administrative Committee Vacancies [vote] <ul style="list-style-type: none"> ○ Scholarship committee <ul style="list-style-type: none"> ▪ Shahroki - Majority ▪ Attah. 0 ○ UJCC <ul style="list-style-type: none"> ▪ Moore 8

		<ul style="list-style-type: none"> <ul style="list-style-type: none"> ▪ Tweedale 14 ○ FULL SLATE OF INDIVIDUAL APPROVALS – unanimous approval
X.	Executive Committee Report (Kevin Yanowski)	<p>Discussions taking place in EC:</p> <ul style="list-style-type: none"> Committee on Committee charges Revised dual employment process/policy Non-tenure track policies
XI.	New Business	<p>Senator McAffe moves to create ad hoc committee for the open textbook committee 2nd. Dr. Bibhudutta Rout Unanimous consent</p>
XII.	Old Business	No old business discussed
XIII.	Comments for the Good of the Order	<ul style="list-style-type: none"> • Faculty Senate and CLEAR townhall to be held on November 19 in Lyceum
XIV.	Adjournment	Meeting adjourned at 4:07pm