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**FACULTY SENATE MEETING**

**University Union 332**

Minutes – September 14, 2022

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| **Anderson-Lain, Karen** | COMM  CLASS | P | **Hargis, Carol** | LIBR | P | **Nodeland, Brooke** | DCJ  CHPS | P | **Trudeau, Justin** | COMM  CLASS | L |
| **Aviles-Diz, Jorge** | SPAN  CLASS | P | **Hensel, Paul** | PSCI  CLAS | P | **Ojha, Divesh** | MLOM  RCOB | P | **Watson, Wendy** | PSCI  CLASS | P |
| **Baker, Rose** | LTEC  COI | P | **Joyner, William** | MUVS  COM | P | **Olness, Gloria** | ASPL  CHPS | A | **Williams, Lawrence** | WLLC  CLASS | P |
| **Bednarz, Jim** | BIOL  COS | P | **Ketron, Seth** | NCF  MKTG | P | **Peak, Dan** | ITDS  RCOB | P | **Yeatts, Dale** | SOC  CLASS | P |
| **Campbell, Doug** | LIBR | P | **Lane, Jennifer** | MUVS  COM | P | **Perez, Jose** | PHYS COS | P |  |  |  |
| **Catalano, Denise** | RHS  CHPS | P | **Long, Chris** | TEA COE | P | **Peters, John** | ENGL  CLASS | P |  |  |  |
| **Chamberlin, Adam** | DNCE  CLASS | P | **Manzo, Maurizio** | MEEN  CENG | P | **Petros, Amy** | CHEM  COS | A |  |  |  |
| **Cherry, William** | MATH COS | P | **May, Andrew** | MUCS  COM | P | **Philbrick, Jodi** | IS COI | P |  |  |  |
| **Chesky, Kris** | MUIS  MUSIC | P | **McKay, Melissa** | NCF | A | **Sankofa, Nicole** | EPSY  COE | P |  |  |  |
| **Chiang, Jason** | EPSY  COE | P | **Moreland, Kimberly** | ENGL CLASS | P | **Schoolfield, Anne** | ENGL  CLASS | A |  |  |  |
| **Christian, Jack** | ENGL  CLASS | P | **Mukherjee, Sundeep** | MSE  CENG | P | **Siller Carrillo, Hector** | MEEN  CENG | A | **TEMPORARY SENATORS** | | |
| **Condrey, Coby** | LIBR | P | **Najour, Caroline** | WLLC  CLASS | P | **Thepaut, Sabine** | MGMT  RCOB | P |  |  |  |
| **Cook, Daniel** | MUCE  COM | P | **Narayanan Arunachalam** | ITDS  RCOB | A | **Tixier, Scott** | MUIS  COM | P |  |  |  |
| **Evans, Sarah** | IS  COI | A | **Nasco, Dennis** | MGMT  RCOB | P | **Tomlin, J.** | HIST  CLASS | A |  |  |  |
| **Ginther, Jeannette** | TE&A  COE | P |  |  |  |  |  |  |  |  |  |
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Guests: Neal Smatresk (President), Angie Cartwright (OFS), Mike McPherson (Provost), Ed Reynolds (Police), Holly Hutchins (OFS), Victor Prybutok (TGS), Brenda Kihl (Enrollment), Ann Marie Afflerbach (Co-Chair, UUCC), Amanda Fuller (UBSC), Jeff Britain (CMHT), James Uanhoro (EPSY)

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| I. | Welcome and Introductions | Meeting called to order at 2:02 pm  Senator Chamberlin welcomed the Faculty Senate and introduced the new officers – Senator Karen Anderson-Lain (Vice Chair) and Senator Jodi Philbrick (Secretary).  There was a moment of silence honoring the life of former Faculty Senate Chair Sheri Broyles.  Senator Chamberlain recognized new senators, and each received a folder. |
| II. | Approval of Minutes  (May 11, 2022) [vote] | Senator Campbell moved to approve the minutes of the May 11, 2022 meeting, and Senator Aviles-Diz seconded. The minutes were approved by the majority vote with 1 abstention. |
| III. | Faculty Discussion (President Neal Smatresk / Provost Mike McPherson) | **President Smatresk**   * Welcomed the faculty back for the fall semester * Enrollment   + Our enrollment surged by 2200, but the numbers still settling   + An enrollment of 44,400 is the ballpark figure – the numbers are still fluctuating because of add/drop period   + Semester credit hours are up by 5.33% - more than headcount   + We have a growth of 13.5%; fastest growing school in state of Texas   + Opportunities based on enrollment     - With the legislative session, we can demonstrate that we are supporting state     - We are destined for a bigger slice of pie – perhaps around $20 million; this speaks well to our financial fortune   + Challenges     - We didn’t hit our retention goals     - Students need support after COVID       * Surge in remediation demand; 2700 students who TSI incomplete       * We don’t want to take students in and lose them       * President is asking everyone to show our caring attribute; promote each other’s’ wellbeing and wellness – supporting yourself, others, and students       * Students will come into class who unprepared, and we need to have a conversations in our departments as to how can we promote our success & our students’ success       * When we see a student, ask if they need help or direction towards resources       * HERF funding has been withdrawn, less financial support for students * Budget   + The first question is: Where’s the money? We are bringing in a lot of more students, and gross revenues are good   + With the new CFO, we discovered a variety of anomalies in the budget where negative balances were left behind, and we have been filling in holes with revenue earnings   + Our budget is very complicated with many different revenue sources coming in to us     - Found a $30 million dollar surprise hole in the budget from 2013   + Inflation has also been a headwind for the budget; CPI was 8.1% yesterday   + We have a lawsuit that originated with undocumented students that has turned into a federal/state statute conflict; whereby, federal law says that if you are going to allow an undocumented student to pay in-state tuition, then any US citizen can pay instate tuition     - Costing UNT $7 million this year     - Case is going to 5th circuit in early spring; if this is not decided in our favor, it will hurt state schools in Texas & other 14 states; likely may go to Supreme Court;     - Earliest relief is summer if court upholds our view of this particular constitutional issue   + This year is leaner than we want it to be, but still a   + This is one of the bigger faculty recruiting years, but we know a lot of folks are hurting, especially staff   + Moving into a legislative session that is going to look good, as oil revenues have been phenomenal; we have gone to them with two hands and hat out * Staff   + We are hurting in terms of numbers because of the “Great Resignation”   + Faculty compensation is reasonable on average, 3rd & 4th highest paid faculty in state   + Staff compensation is more like 80% of market; this is a market that lags behind real indicators of market   + We want to fix staff compensation in the next 3 years   + We will be making some modest adjustments to student salaries this year and more next year   + We want to make adjustments to the poorest paid of the staff, and this will take effect in early December   + After the poorest paid, we will go after staff who are below 90% of market   + Once we fill the holes in the budget, the margins will be there to solve some of the problems regarding staff compensation   + We want to staff up properly and help those who are overworked * Questions/Comments:   + Senator Peters: You mentioned all the new students we are getting – what about logistics in terms of classroom space, parking? How are the logistic issues will be taken care of with more students?     - President’s response:       * First, we need a new residence hall; had to turn away 1000 students; a lot of sophomores turned away       * Dining halls are full, especially Eagle Landing         + Renovating Kerr Hall as an auxiliary dining facility         + Dining is covered, but it is tight     - Provost’s response regarding classroom space:       * We were thinking about new classroom building, but didn’t happen       * Converting space that was formerly general access labs into 110 classrooms (3 opened at Discovery Park and will have some more not for another year- 3rd floor of Matthews Hall, 3rd floor of GAB, basement of Chilton Hall where the Media Library used to be)       * Experimenting with Sunday classes; planning for a pilot which would be done next fall – let chair/dean know if you would like to teach a once a week Sunday afternoon class     - President’s response about building for the future:       * Long-range – building for peak versus sustainability       * Enrollment is important and has been used for success, but it shouldn’t be the only measure       * The number of qualified graduating high school seniors is dropping and will continue to drop really fast in 2025       * We have a huge freshman class this year, but our retention woes are around student preparation issues       * Transfer populations are down 15-20%; community college populations have plummeted, arguably due to the great economy       * We’ve grown dramatically in our international graduate students, specifically from India       * We are going to turn our attention to: What creates sustainability? Do we continue to grow at any cost? Do we create a more sustainable model?       * We won’t turn away qualified students, but what does the strategy need to be?       * We still need classrooms/lab facilities for our mission       * Opening a new STEM building, renovating SRB, opening a new multicultural center, opening a new building in Frisco       * The future might be the 40 million adults in the US who started a degree, but never finished one; adult completion degree       * Invited the Faculty Senate to have a conversation about sustainability   + Senator Peak: When we get students, they just need to come classes. Also, we need a place to test them; testing online can easily be hacked; having graders/testing facilities is important. According to UTA’s site, they say they have 60,000 students; how do we stack up?     - President’s response:       * We do not have 60,000 students; we use THECB numbers, so we are bigger than UTA.       * We are 4th in the state, more people on campus than UTA (UTA has 2% growth, UNT has 6% growth)       * Students want to be here and want to be face-to-face; freshman came because they want to be here   + Senator Catalano: As we see high school seniors decreasing over the years as you mention and talking about residential housing, is there a plan for graduate student housing?     - President’s response:       * Even since the President has been here, there has always been over 1000 people who wanted housing, but couldn’t get it       * Even if the population declines, we could still put up more housing       * With the bond issues, we cannot put up more housing right now; talking with developers about how to get around it       * Discovery Park would be a good place to put graduate housing   + Senator Watson: Cautionary note – need to be conscious of the services that online/Coursera students need     - President’s response:       * Really good point – thank you       * How do we welcome online students and build engagement is a topic being discussed right now       * Lot of issues surrounding who pays what in terms of fees   + Senator Watson: How do we recreate the classroom environment in a post-COVID environment? Students are missing class because of COVID; students don’t read emails. Faculty need help on how to adjust course policies, so they still pedagogically sound and humane.     - President’s response:       * Everyone is struggling with this issue       * COVID is here to stay; endemic now       * How do we adapt? Do we make every class hy-flex?       * Open to people who have created strong solution sets       * Raising an universal issue; something we want to do better about   **Provost McPherson**   * Update on Dean Searches   + There are three dean searches going on this year - CLASS (chaired by Dean Hutzel), Engineering (chaired by Dean Kinshuk), and Science (chaired by Dean de Oliveira)   + The search committees are comprised of faculty and staff from the college in question and chaired by Deans from other colleges (see bullet point above)   + Meeting with executive search firm to map out the logistics of how these searches will be staggered and to find the optimal time to conduct each one   + Look for details, as the searches will be launching shortly   + We count on the Faculty Senate for input – all finalists meet with Faculty Senate Executive Committee members, and open forums are held where faculty can participate   + Question regarding the eligibility of interim deans to apply as a candidate – they are eligible to apply; Provost is not aware of any of their plans * COVID update   + CDC says that the community level of COVID is low in Denton County – 1369 new cases   + Something everyone is going to be struggling with – not only student absences, but faculty and staff absences as well   + Still have free testing on campus from Curative in Lot 20 where Fouts Field used to be   + Discussion about free testing for students; Senator Lane reported that Student Health and Wellness Center does free testing and vaccines, but not every day   + Senator Peters reported that the new booster vaccine is available about the CVS Pharmacy on Hickory across from campus   + There is no more tracking of students   + Senator Lane mentioned that there are some students confused about when to come to class – gives guidance from CDC to come to class unless you test positive   **President Smatresk**   * System level updates   + Whole lot of effort around improving system services; slow process   + There is a genuine commitment to transparency about how much we are being charged and why we are being charged     - Chancellor is committed to providing higher quality services than we have had in the past at the same or less cost   + Chancellor has been working with 2 different groups – McCrystal Group (strategies how to improve communications) & PeopleInc (building a values-bases culture)   + Chancellor will be on campus on October 6th to launch conversation in transparent way about building unified values across the entire enterprise; 120 person workgroup that will be assembled |
| IV. | Guest presentation (Ed Reynolds) | **DPS Update: Gun Safety and License Plate Scanners (Chief Reynolds)**   * Chief Reynolds started at UNT in 1993 and is a graduate of the UNT Criminal Justice Department and many of the department are graduates/studying at UNT * This fall has been relatively calm * Gun Safety   + We had some incidents in the spring where we had people not related to UNT show up on campus armed at some of our free speech events   + The original license to carry law was passed in Texas in the late 1990s, so if you had a license to carry, you could carry a concealed handgun but you couldn’t carry it on campus   + Several years later, this law was amended for campus carry; if you had a license to carry, you could carry on campus as long as it was concealed   + In the last legislative session, constitutional carry was passed; if you can legally own a handgun, then you can carry it openly as long as it’s in a holster; you can also carry a long gun   + President formed a small group to talk about what could be done to make the campus safer     - When we have events in open areas on campus, we will post signage that would prohibit constitutional carry   + You cannot openly carry in any of buildings, except police officers; call police if you see this   + We have had almost no problems with license to carry individuals   + Campuscarry.unt.edu has a lot of good information about UNT policies regarding guns on campus   + Department trains with the City of Denton Police Department and Denton Fire Department   + Gray areas regarding constitutional carry are the Library Mall and other areas where you can walk and transverse through campus   + Senator Watson developed a concern about safety in her classroom, as there is no way to lock it down. Are there long term plans to look at classroom space?     - Answer: Comes down to cost, but also doesn’t want to have good people locked out of a classroom; will do active shooter training * Fixed License Plate Readers   + Installing fixed license plate readers at 12 points of ingress onto campus   + License plates will be checked against a database of stolen cars or felonies tied to vehicles     - A lot of major crimes that are dealt with are not faculty, staff, and students; stolen cars are the problem     - We are having several catalytic converters being stolen     - Quick alert about stolen vehicles being on campus/people having protective orders against them     - If we have someone that we know is a threat to our campus, we can identify when they come on campus if we know what they are driving   + Many communities already have these; a lot of HOAs are implementing them   + Not for people who didn’t pay speeding tickets or ran a stop sign   + Senator Sankofa asked how long data will be held, where exactly the cameras are being placed, and is there evidence to support that these are effective in decreasing crime.     - Answers:       * Data held for 30 days; goes into the Amazon government cloud with the highest level of protection, and then it’s deleted       * Cameras being placed in 12 locations across campus       * Some cities are reporting up to a 60% reduction in violent crime – Ft. Worth, Flower Mound, Hickory Creek, Corinth, Denton       * UTD, UTA, TCU, SMU has them       * Chief Reynolds will share evidence about effectiveness with Faculty Senate to push out   + Senator Chiang asked about possibly having instructors carry guns and making this being known as an idea to reduce crime     - Answer:       * Individuals who have legally held guns have prevented crime; it is a training and personal choice issue       * Policy says that if you have a license to carry you will be personally liable for whatever happens |
| V. | Faculty Policy Oversight Committee  (William Cherry / Angie Cartwright) | Senator Chamberlain introduced Angie Cartwright, new Assistant Vice Provost of Faculty Success and co-chair of the Faculty Policy Oversight Committee (FPOC). Senator Cherry is the new faculty co-chair of the FPOC.  Senator Cherry explained the faculty policy process – policies are reviewed at least twice by the FPOC, Faculty Senate Executive Committee, and Faculty Senate. During first read, co-chairs will tell you about the policy and the changes, but there is no detailed discussion. This allows you to get feedback from your constitutions to bring back for the full discussion at the second read.  **First Read: 06.030 Review and Approval of Online Courses**   * Senator Chamberlain discussed this policy as the former co-chair of FPOC * Faculty brought this policy forward because they say a problem with this policy * FPOC spent 4 months re-writing this policy in order to strengthen the faculty’s ownership of curriculum and to clarify that the role of DSI and CLEAR is copyright and accessibility compliance, not curricular redesign * Senator Cherry added that there was some concern about lecturers being exploited; however, the Faculty Senate Executive Committee pulled some language in the policy and instructed FPOC to put this language in an intellectual property policy   **Second Read: 06.042 Continuous Enrollment** **[vote]**   * Senator Cherry was working on this policy before he became co-chair of FPOC * This policy came under review because of Provost Cowley created an anti-racist policy review committee (APRC) to systematically look at all our policy from an anti-racist lens * Policy which requires graduate students who sign up for thesis/dissertation hours to continue to sign-up for thesis/dissertation hours, and the Graduate School has had a long standing tradition of helping graduate students who miss the graduation deadlines or take a leave of absence   + APRC thought this needed to be codified because the students who need this help the most probably wouldn’t know about the exception from the Graduate School * FPOC had two competing issues with this policy   + There are students who have had a financial hardship despite the well-known exceptions   + There are faculty who complain about not getting recognition for the work they put into graduate students * Some FPOC members wanted to the students to register for 3 credit hours, and some wanted to reduce the requirement to 1 credit hour – comprise to 2 hours   + When this came to Executive Committee, it was expressed that the Provost and Dean of the Graduate School were against the 2 credit hours   + Executive Committee decided for the number to stay at 3 credit hours * When the policy came to Faculty Senate in May 2022, Senator Bednarz read a letter from a former graduate student which expressed concern about this policy   + The policy was tabled at the May 2022 meeting due to a lack of time * Over the summer, Senator Cherry worked with Senator Bednarz and Dean Victor Prybutok to broker a deal to address the concerns of faculty and students and created an alternative draft which proposes to leaves it at 3 credit hours for most students with a one-time exception to go down to 1 credit hour for 1 semester only * Motion to untable 06.042 Continuous Enrollment Policy made by Senator Lane and seconded by Senator Watson * Motion to replace the draft of policy 06.042 Continuous Enrollment Policy with the Senator Cherry’s draft made by Senator Cherry and seconded by Senator Bednarz   + Discussion:     - Senator Bednarz appreciated Senator Cherry working on this over the summer and thinks this would fix the problems that his students had encountered over the years     - Senator Cherry mentioned that language was added that Graduate School needed to remind students about this policy     - Senator May clarified that this would be a 1 credit hour in lieu of thesis/dissertation hours; this is because it would take a lot of effort to change the number of credit hours assigned to thesis/dissertation hours     - Senator Chesky wanted explanation of what the scenario would be if the student got in trouble twice; they would have to enroll in 3 credit hours of thesis/dissertation hours in the following semester     - Senator Mukherjee wanted to know from whom the final approval comes; Senator Cherry clarified that it should come from the major professor/department   + Motion passes with the majority vote; 1 abstention * Motion to table policy 06.042 Continuous Enrollment Policy made by Senator Watson and seconded by Senator Campbell   + Motion passes with the majority vote; 1 opposed   **Second Read: 06.001 Evaluating, Awarding and Accepting Credit [vote]**   * AVP Cartwright explained the 3 motivations for these changes to the policy   + Proposed amendments put us in compliance with Department of Education Standards   + If credits are being transferred and awarded here, faculty members are involved in what is accepted   + Procedures will be linked to this policy if approved * Motion comes from committee   + Motion passes unanimously   **Policy update: 06.012 Payment of Nine-Month Contracts**   * AVP Cartwright provided an update on this policy * Request from the APRC that perhaps employees who have a 9 month election can move that to 12 month election or vice versa if there are extenuating circumstances * Policy went all the way up to systems, but it was rejected by the tax office because it is a violation of IRS Code 409 |
| VI. | Committee on the Evaluation of University Administrators (Rose Baker) | There are key points in the year-end report filed by the committee:   * Response rates were consistent with what has happened in the past; time frame for the survey was extended without any reminders which led to responses all the way to June 25 * There were two new questions added to the senior administrators’ survey * Combined numbers for department chairs provide a positive perception of what is going on * Questions/comments:   + - Senator Chesky asked if faculty members can request the data, and Senator Baker reported that you can submit a request for the data; however, only 1 person has asked for the information so far     - Senator Chesky also asked who sees the survey results and how they make a difference; this process may be insufficient for faculty to       * Senator Chamberlain responded that the administrators do use this information in the evaluation of deans/chairs     - Senator Sankofa asked if there was anything in the report that was more sensitive than what is provided in FIS; combined numbers do not tell us anything       * Senator Chamberlain mentioned that there is an ongoing conversation about posting this information publicly in a safe way |
| VII. | Senate procedures and orientation (Adam Chamberlin / Karen Anderson-Lain/ Jodi Philbrick) | No time to address. |
| VIII. | Committee on Committees (William Cherry) | **Standing committee vacancies [vote]**  Senator Watson nominated Calvin Sims (Psychology) for the Group IV vacancy on the OCCC and Eric Fritsch (Criminal Justice) for the Group IV vacancy on the Faculty Senate Budget Committee  Motion to approve the standing committee nominees comes from committee. The motion passed unanimously.  **Administrative committee vacancies [vote]**  Motion to approve the administrative committee nominees comes from committee. The motion passed unanimously.  **Caucusing to fill Senator positions on committees**  The senators in the various groups caucused to find nominees for Senator positions on committees. |
| IX. | Executive Committee Update (Karen Anderson-Lain) | The meeting reached the end of time, and Senator Chamberlain asked for a motion to extend the meeting time by 5 minutes. Senator Peak moved, and it was seconded by Senator Yeatts. The motion passed unanimously.  **Acceptance of standing committee end-of-year reports [vote]**   * + Charter and Bylaws Committee   + Faculty Senate Budget Committee   + Teaching Fellows / Teaching Assistants Committee   + Committee on the Evaluation of Administrators   Motion to approve the standing committee end-of-year reports comes from committee. The motion passed unanimously.  **Recommendation of Ana Cleveland for At-large Graduate Council membership [vote]**  Motion to approve Ana Cleveland for the At-large Graduate Council position comes from committee. The motion passed unanimously.  **Amendment of Procedures Manual to make exception for UUCC meetings start time [vote]**  Senator Anderson-Lain explained that the UUCC requested this exception, as their meetings were running after 5:00 pm.  Motion to amend the Procedures Manual to make exception for UUCC meetings comes from committee. The motion passed unanimously.  Senator Anderson-Lain reported that Jennifer Lane had been appointed to the University Wellness Committee (an administrative committee from Human Resource) for one-year.  Senator Anderson-Lain is creating a new standing committee on teaching effectiveness, and if you want to serve, please contact her. |
| X. | Other Standing Committees Updates [vote] | **UUCC Report/Minutes [June and September 2022] [vote]** (Courtney Glazer / Ann Afflerbach)  Senator Peters asked if courses that come to the UUCC provide explanations, and the UUCC representatives mentioned that they are the last step in the approval process. Senator Watson mentioned that you can log into Curriculog to see the justifications and syllabi.  Motion to accept the UUCC Report/Minutes comes from committee. The motion passed unanimously.  **Graduate Council Minutes [June and July 2022] (Lawrence Williams / Dale Yeatts)**  Senator Yeatts will hold report until next meeting. |
| XI. | New Business | Senator Chamberlain reported that there is an upcoming apportionment of the Faculty Senate, so we will be looking at groups and the numbers in them. |
| XIII. | Comments for the Good of the Order | * The Executive Committee meetings on Sept 28, Nov 2 and Jan 25 will begin at 2:15 p.m. instead of 2:00 p.m. * Planning for October 26 Executive Committee meeting to be at Discovery Park with a faculty reception afterwards; details will be provided closer to event   + We want to reconnect at the college level with governance, so that there is more through lines with faculty. |
| XIV. | Adjournment | The meeting adjourned at 4:05 pm |