



FACULTY SENATE
UNIVERSITY OF NORTH TEXAS

FACULTY SENATE MEETING

Zoom Meeting

Minutes – March 10, 2021

Anderson-Lain, Karen	COMM CLASS	P	Hayes, Marjorie	THEA CLASS	L	O'Toole, Erin	LIBR	P	Watson, Cindy	TNTX COS	A
Aviles-Diz, Jorge	SPAN CLASS	P	Hensel, Paul	PSCI CLASS	P	Peak, Dan	ITDS COB	P	Wickstrom, Carol	TEA COE	P
Baker, Rose	LTEC COI	P	Hughes, Lee	BIOL COS	P	Perez, Jose	PHYS COS	P	Yeatts, Dale	SOC CLASS	A
Bednarz, Jim	BIOL COS	P	Hutchison, Paul	ACCT COB	P	Philbrick, Jodi	IS COI	P	Zhang, Tao	KHPR COE	P
Belshaw, Scott	CJUS CHPS	P	Lam, Chris	TECM CLASS	P	Roy, Meranda	LIBR	P			
Biglaiser, Glen	PSCI CLASS	P	Lane, Jennifer	MUVS MUSIC	P	Ruggero, Camilo	PSYC CLASS	P			
Boesch, Miriam	EPSY COE	P	Long, Chris	TEA COE	P	Sexton, Michael	MGMT COB	P			
Britain, Jeff	HTM CMHT	P	Mann, Paho	ASTU CVAD	A	Shahrokhi, Farhad	CSE CENG	A			
Broberg, Kirsten	MUCS MUSIC	A	Martin, James	MRTS CLASS	P	Stockdale, Nancy	HIST CLASS	P			
Campbell, Doug	LIBR	P	McAfee, Jason	CHEM COS	A	Stromberg, Linda	TEA COE	P			
Cherry, William	MATH COS	P	Moreland, Kimberly	ENGL CLASS	P	Tooch, Mario	DANC CLASS	P	TEMPORARY SENATORS		
Fu, Song	CSE CENG	P	Morton, Sophie	WLLC CLASS	P	Trudeau, Justin	COMM CLASS	A	Lawrence Williams	WLLC CLASS	P
Gerling, Daphne	MUIS MUSIC	A	Mukherjee, Dhruvodi	SOWK CHPS	A	Walker, Jacqueline	ENGL CLASS	P	Adam Chamberlin	THEA CLASS	P
Hagan, Briton	KHPR COE	P	Ojha, Divesh	MKTG COB	P	Wang, Xuexia	CSE CENG	P			
Hargis, Carol	LIBR	P	Olness, Gloria	ASPL CHPS	P	Warren, Scott	LTEC COI	P			
									NON-VOTING SENATORS		
									Cameron Combs	SGA	A
									Bailey Sterling	GSC	A
									NON-VOTING SUBSTITUTES		

Guests: Neal Smatresk (President), Jennifer Cowley (VPAA), Manjula Salimath, Brenda Kihl, Mike McPherson, Elizabeth Oldmixon, Adam Chamberlin, Deb Rohwer, Kim Faris

I.	Welcome and Introductions	<p>Sen. Lane calls meeting to order. Approve Temporary Senator for Group VIII Adam Chamberlin</p> <ul style="list-style-type: none"> ○ Motion to approve by: Sen. Hutchison ○ Seconded by: Sen. Belshaw ○ Vote: Majority <p>Sen. Chamberlin Approved for Group VIII</p>
II.	Approval of Minutes (February 10, 2021)	<p>Motion to approve Faculty Senate minutes from February 10, 2021</p> <ul style="list-style-type: none"> ○ Motion to approve minutes by: Sen. Belshaw ○ Seconded by: Sen. Anderson-Lain ○ Vote: Majority <p>Minutes Approved</p>
III.	Faculty Discussion (President Neal Smatresk (NS)/ Provost Jennifer Cowley(JC))	<p>President Smatresk</p> <p>Stimulus Funds</p> <ul style="list-style-type: none"> ● \$85 million—Stimulus Funds ● HEERF II ● Additional funds for DACA students ● CARES Funds \$90 million <p>Legislature presentation</p> <ul style="list-style-type: none"> ● Will ask for formula for increased students ● Testified in person to legislature <p>Questions: Higher Education support: NS: Yes. Carnegie Model: NS: Not a legislative decision. We are Carnegie Tier 1. There was a discussion of given greater support to those institutions that have done well, but no further discussion or action on that.</p> <ul style="list-style-type: none"> ● COVID and Budget-related matters Governor has ordered no masks UNT will continue to mask UNT has updated guidelines according to CDC—Testing and 10-day model Confident in how we have been managing Full Fall 2021 Opening—hope that our community will be vaccinated with full “face-to-face” experience Scaling Committee—to consider move from present to Fall 2021 Hope to get vaccinations to students as soon as possible Moving towards “events” with COVID testing <p>Questions/Comments: Sen. Lane: Many students are getting vaccinations at this point, and Chickasaw Nation is providing vaccines. Sen. Martin: COVID Testing and protocols for Fall 2021. Provost Cowley: Stay tuned for more information on “COVID overlay”; committees in place to consider questions and protocols for Fall 2021; please send questions and concerns to Provost Office, and those questions and concerns will be sent to appropriate committees for consideration.</p> <p>Freezing positions and holding lines—moving towards Fall 2021 and moving towards normal budget and “unfreezing.” Releasing all but 33 % of frozen lines depending on priorities and need of various colleges and departments. Will be working on budget in next few weeks.</p> <ul style="list-style-type: none"> ● SmartDollar program (Deb Rohwer) Software received for rollouts in Spring 2021 and Fall 2021 Reduction in debt and savings—Health Sciences campus has had success with the program.

Deb Rohwer

Rollout of program April 1, 2021

Rollout through UNT Today

Dave Ramsey product financial wellness tool

Health Sciences campus has seen success and savings with program—32 % participation with a \$1 million turnaround

Example: pay off \$10,000 with savings of \$6,200

Rollout to all full-time employees and will be free

Question: Sen. Lane: Is there a sign-up location. Rowher: Live and provided April 1st.

Catalyst for program: Rowher: Part of President's Affordability Initiative

Sen. Belshaw: Any discussion of TRIP (Texas Research Incentive Program) Funding: Smatresk: Not at this time.

Summer 2021 Activity: Lane: Explanation of "COVID overlay."

Cowley: Presenting soliciting and taking proposals for summer activity and working towards review; due to current health conditions no K-12 camps this summer; hopeful to provide some summer programming that community has come to expect; Summer 2021 classes will work as same as this semester—masks, testing, and present protocols.

Sen. Peak: IRB waiting on approval—major "bottleneck":

Smatresk: Spoken to McClellan on wait time and "turn around"; if you have IRB issue, please alert.

Cowley: It depends on complexity of the plan as to how long IRB approval takes.

Provost Cowley

- Budget

President Smatresk has put in budget for a 2% merit raise for 2021-2022.

There is no allowance for broad market adjustments—stay tuned; this is on the "wish list"; once we reach some type of normalcy, will perform market analysis.

Summer OCR summer grants (Summer 2021) are available—March 16, 2021, application deadline with additional funds available.

Vice Provost of Faculty Success—search underway (internal and external candidates)—hope to bring someone on board Summer 2021 or Fall 2021.

- Required faculty trainings

Sequence and Timing—Simmons, Compliance Officer, to review so that all trainings do not occur at the same time and occur throughout year.

Loss of e-mail, loss of merit raises—next merit raise 2021-2022, anticipating that all faculty will have completed the mandatory anti-bias/cultural awareness training, and if faculty had not completed that training that they would be ineligible for merit raises.

- ODA support and student accessibility

Issues with classroom materials and support for faculty—Support team will be put in place to support faculty. Update to come before Fall 2021 with guidance on selection of course materials and information on support team.

- Guidance for chairs in treatment of faculty & Equity in evaluations considering COVID

Questions

- COACHE Survey

		<p>Leading in response (36 %); would like more than 50% response, so please encourage participation. Provides information on faculty life and has resulted in many changes that we have made. Please complete and encourage faculty to complete survey.</p>
IV.	Resolution in memoriam for Dr. Bertina Combes	<ul style="list-style-type: none"> • Resolution in Memoriam for Dr. Bertina H. Combes <ul style="list-style-type: none"> ○ Sen. Lane presented and read resolution ○ Resolution comes from Executive Committee of the Faculty Senate ○ Vote of affirmation by full Faculty Senate: Majority <p>Resolution is passed.</p> • Bertina H. Combes Scholarship fund https://one.unt.edu/bertina-combes
V.	Early Alert Response System and CARE Team resources (Maureen McGuinness)	<p>McGuinness</p> <p>CARE TEAM: Threat to themselves or others Early Alert: Seeking options and solutions Will rollout “navigate” next year</p> <p>Please Use (Best way to put in appropriate information for best service for students):</p> <p style="text-align: center;">supportourstudents.unt.edu report.unt.edu</p> <p>Speaking with Chairs, Faculty Senate, etc.—to get word on these general websites—go to “one place.”</p> <p>Questions and Comments: Sen. Belshaw and Sen. Lane: Thank you to Dr. McGuinness for her and her team’s work for students. Sen. Martin: Cheating: McGuinness: Academic Integrity.</p>
VI.	President’s Diversity Council activities (Jorge Aviles-Diz / Nancy Stockdale)	<p>Sen. Aviles-Diz and Sen. Stockdale make report on the committee and the sub-committees of which they serve.</p> <p>Sen. Stockdale Policy Sub-committee: tasked to evaluate policy and creating anti-racist climate around policy at UNT.</p> <ul style="list-style-type: none"> Disparate impact of policy Daily campus life issues as relates to policy Micro-aggression and implicit bias issues as relates to policy Impact of Policy Policy Implementation Recommendations (Three): <ul style="list-style-type: none"> Additional resources/staff for Equity and Diversity Office Change discussions and Cultures across campus More transparency and accountability at department level (consequences) Continuing support for change in conversations across campus <p>Sen. Aviles-Diz Hiring, Retention, and Recruitment Sub-committee: tasked to evaluate hiring, retention, and recruitment</p> <ul style="list-style-type: none"> Recommendations (Three): <ul style="list-style-type: none"> Develop, implement, and enhance exit surveys—to collect better data for retention numbers and why faculty and staff leave UNT—Staff exit survey already implemented Feb 1, 2021—make recommendations based on this data; May 1, 2021

		<p>Data improvement initiative—access to data—obstacles to get access to data; get data so that we can make recommendations; get data on adjunct faculty (presently not available)</p> <p>Revise and implement inclusion training for all faculty and staff related to hiring committees to include implicit bias training for all search committees</p> <p>Sen. Lane: When Officers were asked to recommend two senators for this committee, we also asked that member of Black Faculty Network be included, so we have an additional member on that committee with Chandra Carey, so we have three committee members on that committee. Also, the Texas Council of Faculty Senators has a group within it Black Lives Matter in the Academia. In addition, congratulations to Sen. Stockdale for recognition for her teaching award for excellence in teaching and others of Faculty Senate who have won this award.</p> <p>Sen. Lane: Will exit survey be posted? Sen. Aviles-Diz: We hope that it will be posted.</p>
VII.	Academic Affairs Advisory Restart Committee report (Carol Wickstrom)	<p>Sen. Wickstrom presents report on Restart Committee</p> <p>Committee is considering “exceptions” requests for groups to come on campus and providing recommendations.</p> <p>Considering travel request—keep in mind expectations of university at this time and providing guidance and making recommendations (off-campus activities, internships, etc.).</p> <p>As we move forward, will continue to take questions and concerns as we prepare to open in Fall 2021.</p> <p>Questions/Concerns:</p> <p>Sen. Lane: Item for committee consideration: for faculty teaching remotely and suspended memberships for rec center are being regarded as “new” members, please consider for the committee as it may affect a number of our faculty.</p> <p>Sen. Lane: A special “thank you” to Sen. Wickstrom and the members committee.</p>
VIII.	Faculty Policy Oversight Committee (Adam Chamberlin / Elizabeth Oldmixon)	<p>Second Read</p> <ul style="list-style-type: none"> • 06.029 Academic Program Overview Presented by Oldmixon (came before committee before Chair Chamberlin joined committee). Edits are from 2020-2021 FPOC and approved by 2020-2021 EC. Changes suggested based on requirements for accreditation. Clear guidance for program review—clarification for due process. <ul style="list-style-type: none"> ○ Discussion and Questions: Clarification “this” is Second Read of policy Coming from Committee ○ Vote: Majority Policy Passes <p>First Read</p> <ul style="list-style-type: none"> • 06.025 Faculty Misconduct and Discipline Presented by Chamberlin. Oldmixon, after Grievance Policy was updated; then, this policy needed updates as well so that policies were in alignment. Sen. Lane: Sent up “friendly” amendments—will we receive before “second read”? Chamberlin: Yes. <p>Sen. Lane: Clear that all faculty appointments are included and that there is an appeal at every stage: steps and order of steps.</p>

		Chamberlin: Also, providing timeline at each level and procedures. Up for discussion at next Faculty Senate meeting April 14, 2021.
IX.	Executive Committee (Scott Belshaw)	<p>Sen. Belshaw: Please make sure to encourage all faculty to complete the COACHE survey.</p> <ul style="list-style-type: none"> • Procedures Manual changes: confirm name changes for Committee on the Status of Women and Committee on the Status of People of Color Coming from committee <ul style="list-style-type: none"> ○ Discussion: <ul style="list-style-type: none"> Sen. Lane: Clarification for name change due to changes over time, service, and function. ○ Vote: Majority Name Changed • Mid-year reports accepted <ul style="list-style-type: none"> ○ Committee on Evaluation of University Administrators ○ Committee on the Status of Women <p>Coming from committee—no need for vote on “mid-year” reports</p>
X.	Committee on Committees (William Cherry)	<p>Sen. Cherry: Group V to caucus; take any nominations from the floor.</p> <ul style="list-style-type: none"> • Standing committee vacancies • Administrative committee vacancies <p>Vote on “all” committee nominees except Committee on Status of Disabilities to be taken separately.</p> <ul style="list-style-type: none"> ○ Vote: Majority Committee nominations approved <p>Vote on Miriam Boesch for Group VI nomination for Committee on the Status LGBTQ Vote and on committee nominees for Committee on Status of Disabilities</p> <ul style="list-style-type: none"> ○ Vote: Majority Committee nominations approved <p>Sen. Cherry: Proposal to suggest that we hold off on vote for At Large positions for Committee on Status of Disabilities for April 14, 2021—as motion: by Sen. Cherry. Seconded by: Sen. Morton Discussion:</p> <ul style="list-style-type: none"> Sen. Martin: Are we asking for additional nominee or volunteers? Group VIII—Happy to serve. Sen. Cheery: Since we have volunteer and multiple nominations, perhaps we conduct the vote through Qualtrics. Sen. Lane: Suggestion of brief statement for those running for At Large seats; then, e-mail Qualtrics vote. Sen. Cherry: Statement of procedure: Brief introduction/statement at this time for nominees. <p>Brief introductions: Sen. Cherry: Clarification on procedure—brief introductions for each nominee. Nominees and Representative Provided Sen. Lane: Ask that brief introductions be sent to faculty senate@unt.edu Sen. Cherry: Call for further discussion—with none Vote to approve nominations Vote: Majority Vote for At Large nominees to take place through Qualtrics (e-mail)</p>

XI.	Other standing committee updates	<ul style="list-style-type: none"> • University Undergraduate Curriculum Committee (March) (April Prince/Kim Faris) Presented by Kim Faris: general changes and new program for College of Music (Critical Studies in Music and Society). Five more meetings for this year before all 2022-2023 catalog changes are complete. Coming from committee Vote: Majority Minutes Approved • Graduate Council minutes (January) (Dale Yeatts) Sen. Yeatts not present. Sen. Peak presents minutes for approval Coming from committee Sen. Lane: Copy of information to go to Sen. Chamberlin. Vote: Majority Minutes Approved
XII.	New Business	<ul style="list-style-type: none"> • Student government reports <ul style="list-style-type: none"> ○ Graduate Student Council (Bailey Sterling) ○ Student Government Association (Cameron Combs) Not present / report this meeting
XIII.	Old Business	Sen. Lane: Calls for old business—none.
XIV.	Comments for the Good of the Order	<ul style="list-style-type: none"> • Faculty Survey: Annual Review Guidelines and PAC Feedback due by March 10 • Next Executive Committee meeting: March 31 • Next Faculty Senate meeting: April 14 • The full Senate schedule is posted on the Senate website • World Voice Day April 16 - contact hilarygracetaylor@gmail.com • Golden Eagle Award recognizing student leaders March 21 submission deadline • studentactivities.unt.edu/eagle-awards • 2021 Equity and Diversity Conference- March 16 registration deadline www.edc.unt.edu
XV.	Adjournment	Adjourned