

This template is provided to assist committee chairs to satisfy the reporting requirements found in Faculty Senate Bylaws, Article III, Section 2. Please note the following applicable provisions:

*The Chair of each Faculty Senate Committee shall report at least once each semester to the chair of the Executive Committee regarding the business conducted by the Faculty Senate Committee....*

It shall be the responsibility of committee chairs to monitor their committee membership’s status and any vacancies (whether occurring by repeated absence, leave of absence, resignation or retirement), and promptly report any occurring vacancies to the Senate leadership.

Email completed reports to [faculty senate@unt.edu](mailto:faculty senate@unt.edu). Rev. 11-2024  
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**Report to the Faculty Senate Executive Committee** Date: 05/09/2025

“x” or circle:            Mid-year report XXX        End-of-year report

Committee Name:           Faculty Salary Study Committee          

Chair or Co-Chairs:                           S. Michael Sexton                          

Meetings for the term/year: [insert dates of all meetings to-date, whether electronic or in-person]

          9/27/2024, 11/01/2024, 01/31/2025, 02/28/2025, 03/28/2025, and 05/02/2025.          

Membership and Attendance (year-to-date attendance record): **These column and row titles may vary based upon the nature of the committee composition. Please highlight names of members missing three or more meetings.**

Group Represented, committee office, if applicable	Name	Department or administrative unit affiliation	Term End (if applicable)	Meetings Attended	Meetings Absent / # Excused
Chair	S.M. Sexton	RCOB-MGMT	2026	6	0
At-large 01	Russell Torres	RCOB-ITDS	2027	6	0
At-large 02	Mariya Gavrilova Aguilar	RCOB-MGMT	2026	4	2
Group I	Sophie Morton	WLLC	2025	6	0
Group II	Janelle Foster	LIBR	2025	3	3
Group III	Pavlo Tymoshchuk	CSE	2027	5	1
Group IV	Alex Updegrove	DCJ	2027	6	0
Group V	Michael Sexton	RCOB-MGMT	2026	6	0
Group VI	Tao Zhang	KHPR	2026	5	1
Group VII	Mary Ann Barber	MATH	2026	6	0
Group VIII	Karen Anderson Lain	COMM	2025	1	5
At-large 03	Paul Hutchison	RCOB-ACCT	2026	6	0

(Add lines as needed)

1. Do any membership positions need to be replaced at this time due to non-attendance or a leave of members? If so, which positions? (This assumes proper notice was provided per the Procedures Manual; example correspondence and explanation of notice may be found in the Committee Chair Tool Kit.)

**A: Yes. Members Janelle Foster, and Karen Anderson-Lain choose to come off the committee. Sophie Morton should be reappointed if eligible.**

2. The Executive Committee establishes charges for each standing committee and may amend them as needed; alternatively, the standing committee may propose amended charges, composition, etc., by making a written proposal and sending to the Faculty Senate office ([facultysenate@unt.edu](mailto:facultysenate@unt.edu).) Do your committee charges remain relevant? If not, what changes to the charges do you propose?

**A: Changes to the first paragraph posted on the web site. Approved on 9/27/2024. These have been updated on the Senate web site with a revision date of 11/2024.**

*“In consultation with the Provost’s Office, monitor UNT process and data by which faculty salary merit raises (including “excellence” raises) and market adjustments are allocated, and also analyze faculty salaries under the current workload policy. Review findings with the Committee on the Status of Faculty with Disabilities.”*

3. Accomplishments (including items submitted for review or approval to the Executive Committee or Faculty Senate): [bulleted list or narrative]
  - We revised the committee charge to reflect the new position on DEI.
  - Visited the topic of committee title revision. We opted to keep the current broad scope title.
  - Reviewed/ referred complaints by music faculty as to \$500 award. This went to the Provost and on to UNT HR. Denied over contract terms.
  - Invited Clayton Gibson to visit with us about the distance learning funding model (or successor) and revenues from Canvas. He declined our invitation.
  - We forwarded faculty complaints as to physician groups not accepting UNT health insurance. Why, where, when, and who. This was referred to UNT HR.
  - We invited Dr. Holly Hutchins to meet with the committee and she declined. Apparently, classes sizes have been removed from policy and left up to unit managers.
  - We asked Dr. Lou Pelton to visit with us on the strategic budgeting process. He is a member of the senate budget committee and was able to shed some light on the way forward.
  - We were able to insert seven compensation questions into the Budget Committee survey for 2025. We should have results in September. Thank you Mariya Aguilar.
  - Paul Hutchison obtained common sized salary data from 11 Texas universities through the Open Records Act. The university refused to acknowledge the data sighting inconsistency/ insufficiency. All data came through the legal department of each university.
  - Asked the question of where online revenues go. No answer.

4. Ongoing/future projects: [bulleted list or narrative]

- We are waiting for the Strategic Budgeting Task Force to complete their work. At that time, Mr. Clayton Gibson will be invited back to visit with the committee.
- We plan to raise the topic of class sizes with the Office of the Provost. Some colleges seem to have caps that are lower than other colleges. This is directly linked to salaries and workload.
- We will do a better job of inviting all members to meetings. I missed Alex Updegrove.
- Visit with classroom support services to standardize computer settings. Many classrooms have different settings.
- Visit with UNT Centralized IT Services on classroom (Canvas) disruptions caused by their actions. BTW, there is no survey mechanism to evaluate this organization.
- Elect a new chairperson for FY 2025-2026.
- We will continue to ask questions about Canvas online revenue. Why can't faculty receive a stipend/ royalty for course creation?
- Suggest and follow up on policy changes being reflected in Bridge training. Not entire policies, but changes and a check off that faculty have seen the changes. With special attention on appraisal and workload. In addition, Deans and Chairs should also see policy changes to be current. Too many Deans and Chairs are operating on old policies.