

UNT Dallas

Faculty Senate 2022 April Meeting Minutes

April 1st, 2022 9:30 – 11:30 am

Faculty Senators Only Meeting

Location: Microsoft Teams

Agenda

- I. Call to Order (9:30)
 1. In attendance: Arxer, Baggerly, Borges, Hackard, G. Holmes, S. Holmes, Johnson, Lin, Shappeck, Siddique, Smith, Varga, Yousufuddin, Zia
- II. Approval of Minutes (9:35)
 1. Motion to Accept by Hackard; 2nd S. Holmes. Motion carried 12-0-2
- III. Follow Up on Past Priority Items (9:38)
 1. Tenure and Promotion policy with recommended edits sent to Provost for review
 2. Online intellectual property policy endorsed by the provost and deans
 3. Lecturer Track policy. Faculty WorkLife Committee recommended the edits/revisions from deans & provost. Motion to approve the changes from the Lecturer Track Policy Committee (S. Holmes; 2nd Siddique). Motion carried 12-0-0.
 4. Policy #6.012 Faculty and chair compensation. Otteson reported on provost's proposed \$2500 to \$4000. This is half of UNTD tenured professors. It was reported that the provost was basing these figures on the salary structures from Denton. Motion by Yousuduffin (2nd Borges) to establish a \$5K increase for both lecturer promotions and send back the policy revision to the Office of the Provost (COL "professor of practice" to "senior professor of practice") Motion carried 6-2-4
 5. Resolution on Academic Freedom and CRT sent forward to the provost and president as well as TCFS. Dr. Baggerly talked with president of TCFS and will be on the TCFS agenda for April 2022
 6. Shared Governance Survey had only seven responses so far

- IV. Office Space Resolution (10:04 a.m. to 10:58 a.m.)
(Invited guests: Kendall Hohmann & Cassandra Nash, Deputy Vice Chancellor Infrastructure)

Nash stated that one of the functions of her office is to manage large scale projects across all the UNT campuses. She noted that a resolution from the UNTD faculty senate on office space was received and acted on.

Summary of initial analysis: 212 total faculty (109 are full time and 103 are adjunct). 94 are in private offices and 15 are in shared offices. General Observation is assigned on what's available at the time; not always fair and equitable. Industry standards in Higher Ed (U. of Michigan: lecturers and below share offices. U. of Oregon: faculty have to prove that they need a private office.

Many faculty members there do not have private offices. UNT Denton try to do private offices for lecturers and higher, but they have run out of space. Denton has 120 sq.ft. per office while UofM and U of Oregon both 100 sq.ft, per office). UNT Dallas situation: rank of faculty could help to establish some standards.

Recommendations for UNTD: (1) establish standard size, layout, and method for assigning offices; (2) think about student needs and adjust to how we meet with students (e.g., meet with them outside class in designated meeting rooms); and (3) meet the needs of the non-full-time faculty (i.e. shared spaces for the adjuncts)

Borges: the idea of resolution was to address the plans of the Student Center before it was built.

Holmes, S.: The empty orientation rooms in the new Student Center should be repurposed as classrooms.

Hohmann: Shared images and designs for future faculty office space.

Yousufuddin: What about the portable (makeshift and temporary) building idea for faculty office space?

Nash: It's better to do renovations and set standards across campus. That is the solution for future growth. The portable building idea is not a cost effective solution.

Faculty led a discussion about seniority and longevity as possible factors that would determine who shares an office and who receives their own private office.

Borges: If we want to hire good faculty, we'll need private offices for the new faculty.

Nash: We do need buy-in from faculty. This is our first round of planning. Finalizing the approach will occur later on and we will consult the faculty again once faculty send formalized feedback. All institutions are experiencing extreme financial stress. The norm is not to have private office. The cost for a private office is \$50K/office. What are the priorities? Longevity? Rank? Incentivized stipends?

Baggerly: We'll have to discuss this as a faculty during a different meeting and conduct a vote and/or survey. There are many different perspectives regarding this issue.

Baggerly motion (2nd Borges): Faculty will send by May, 2022 constructive feedback to the Office of Strategic Infrastructure (Nash and Hohmann). Motion carried 13-0-0

V. Priority Items

1. Stop the clock policy: Provost and Deans offer a revised version of -UNT Dallas Probationary Period policy 6.006 to include the concerns addressed in

the proposed stop the clock policy. Otteson: The following language was taken out by administration: “effects of disasters, emergencies, and operational crises”. Senate advocates for this language to be included as university policy. Motion from Borges and Hackard: accept revisions proposed by the subcommittee. Motion carried 10-0-0

2. Faculty Salary study (*Tabled*)
3. Losing Spending Power and needed salary increase (*Tabled*)
4. Stagging Committee Appointments (*Tabled*)
5. Faculty/department webpages.

Siddique: faculty pages have changed. We no longer have faculty profiles. Jared Horn says there are staffing issues that prevent marketing from improving web presence and sharing faculty information.

Borges: No IT department anywhere would forget to add some substitute content for the information that is being deleted from the website.

Hackard: How can PeopleSoft replace all directory pages? It doesn't have to be either/or. It's very difficult to find information. The directory page is not functioning. No faculty were consulted before this change took place. ABA accreditation requires that we have certain information on the website.

General consensus supports these above-mentioned sentiments. Faculty Senate President will ask the Provost and President to consider temporary support so IT can re-establish faculty webpages.

6. Certify the Election. Upshaw presented election results and reported winners. Motion to certify the election by Borges (seconded by Hackard) carried 10-0-0
7. SOAR Listening Questions for Faculty Senate is being spearheaded by Arthur Bradford and Jose da Silva. Discussion regarding who would be included in the Faculty Senate SOAR session. It was decided to invite all current faculty senators but not the faculty at large since they will have opportunities when the SOAR team meets with each school and college.

Ideas for SOAR: org structure of university; Program Coordinators' responsibilities versus department Chairs; e.g., school > college then departments are changed. ~~Loss~~ of spending power in salaries; ~~F~~aculty hiring process; ~~and~~ late calendar cycles; ~~PCs' responsibilities versus dept chairs;~~ ~~Teaching & Learning center; and~~ ~~UNT Dallas' D's own IRB process.~~

- I. Other business (11:48) Kelly Varga requested during the March senate meeting to present on the IRB findings. She will be added to the agenda for May.
- II. Adjourn (12:11pm) – meet again May 6 at 9:30 am