

Minutes:

- I. Call to Order 9:32 a.m.

- II. Approval of Minutes
Motion to approve 12.04.20 minutes: Muhammed Y.
Seconded: Mujtaba Z.

Motion carried: 6 – 0 – 1

- III. Dan Friesen Memorial Scholarship Feedback (per Janine Friesen)
 - Business student, preferably one interested in statistics/operations management/analytics of some type if possible
 - Application process should include an essay
 - 2.5 GPA or better
 - Wanting to “make their life better.”

Results of Survey: Richard. C.

Total Participants: 57

See attached

What to call: Overwhelming number agreed Call Daniel Friesen Memorial Scholarship

How much? \$2500

Who eligible? Most for all undergrad junior or higher with 12 votes
Business majors only of any classification at 11 votes
All undergrads any classification with 8 votes

Parameters for Scholarship:

Who is eligible?

School: Business

Student Classification: Junior/Senior Standing

Residency requirements 30 hours at UNT Dallas

Motion to establish eligibility of the Daniel Friesen Memorial Scholarship as junior or senior student in School of Business, with a minimum of 30 residency hours at UNT Dallas: Gretchen H.

Seconded: Muhammed Y.

Motion carried: 12 – 0 – 1

What are requirements?

GPA: 3.0

Motion to require a GPA of 3.0 for the Daniel Friesen Memorial Scholarship: Gretchen H.

Seconded: Gary H.

Motion carried: 13 – 0 – 0

Motion to require an essay for the Daniel Friesen Memorial Scholarship: Julie S.

Seconded: Walt B.
Motion Carried: 13 – 0 – 0

Motion to call the scholarship the *Daniel Friesen Memorial Scholarship*: Muhammed Y.
Seconded: Jennifer B.
Motion carried: 12 – 0 – 1

IV. Faculty Voting Membership as Defined by Charter and Bylaws

- 50%-"The voting members of the General Membership hold a **full-time faculty appointment at UNT Dallas and are receiving at least 50 percent of their university salary**; or are full-time visiting faculty members; and may not hold an administrative appointment above the rank of Program Coordinator, Program Director, or Department Chair. "
- Need to clarify.

50% of salary – pertains to receiving at least 50% of total salary, not 50% of "teaching salary."
How can we clarify to make clearer? Send any suggestions for a language change to Janiece to discuss at next meeting.

V. Annual Administration Evaluation

- Wanda Boyd-2/5/2021
- Ad-Hoc Committee

Wanda will attend next meeting in February to discuss what she has found in her data gathering on other instruments that are being used at universities and any other information.
Afterward, we will convene an ad hoc committee to develop an instrument.

VI. COVID Impact on Student Evaluations (update)

- Same as Spring 2020

Faculty Senate voted to present policy change to allow faculty to leave out student evaluation for Fall 2020, due to pandemic campus closures. Provost Stewart accepted the suggestion and agreed that for Fall 2020, course evaluations will be treated the same as Spring 2020 student evaluations.

VII. Annual Tenure Dossier Training (update)

- Dean by school

Provost Stewart told Aaron that Deans have been instructed to hold training sessions with each school. School Senators – please check to see if anything is on schedule for Spring? If not, follow up with Dean to see if one is scheduled. If no training is schedule, let Aaron know so that he can follow up with Dean? Training should be for those going up for tenure and for tenure promotion.

Concern that Deans will provide different trainings – Aaron will follow up with Provost Stewart regarding providing universal format and minimal requirements. Disappointing that over several years, there has been a lack of consistent formatting, despite feedback from tenure committees. Would like to see something in writing from the provost office with minimum requirements.

VIII. Law School Permanent Non-Tenure Track Promotion Policy (Hackard)

Need for consistent language to avoid unequal treatment that could lead to appeal (grievance) Law School Process for Non-tenured professors - 1:1:3 (one year appt; 1 year appt; apply for 3 year appt)

Expectation that you can get a second 3 year contract after your contract has expired. May be terminated for good cause. Same for 5 year contract. At end of 3 year term, university has to have good reason for not renewing contract, i.e. clinic no longer exists, but university must try to find other position.

Senior Professor of Practice: can apply for this position after 5 years

Evaluation for renewing contracts: is addressed.

Gretchen Hackard will share policy guidelines with Sara Holmes, chair of Work Life Committee, who is working on current policy for lecturer track, to ensure general guidelines are in lock-step. Need consistency of language.

University does not currently have language for faculty as precise as law school; which would mean that law school would have stronger language than the university. We should review language of tenured faculty as well.

Version shared by Gretchen Hackard has been approved by Law Faculty; is in process of review by Provost and legal department.

Law School has “Professor of Practice” which is equal to UNT Dallas’

IX. Order of Business

- Nominations and Elections Committee (Janiece Upshaw)

Motion to nominate members for the Nominations and Elections Committee who will recommend Senators from membership on the Standing Committees, University Committees, Councils and Taskforces, and conduct nomination and election process of faculty to the Faculty Senate: Muhammed Y.

Seconded: Sara H.

Motion Carried: 13 – 0 – 1

Motion to reconvene annually new committee for the Nominations and Elections Committee of 7 members (4 General Membership and 3 Faculty Senators), to be appointed the first faculty senate meeting of the academic year: Muhammed Y.

Seconded: Richard C.

Motion carried: 12 – 0 – 1
Article 4, Line 265 – annual elections April

X. Ad Hoc COVID Impact on T&P Criterion (Bartula)

Create criterion to address impact of COVID 19 pandemic on tenure track or tenure promotion faculty beginning March 2019 –

Suggestion: Higher Education In the Coronavirus Virus group has what many other schools have put into place. Some have put into place a tenure stop clock.

<https://www.facebook.com/groups/higheredandcoronavirus/permalink/205862527413699>

<https://www.facebook.com/groups/higheredandcoronavirus/permalink/200058584660760>

https://www.insidehighered.com/news/2016/06/27/stopping-tenure-clock-may-help-male-professors-more-female-study-finds?fbclid=IwAR2ZUfb9AymZcEUwT6UAKCmrlMH3oMc37UVr5aV60ZzsvR_vjJ6kLuKNI3I

<https://www.facebook.com/groups/higheredandcoronavirus/permalink/210108553655763>

We will review more in February meeting. Article provided to Aaron from Provost Stewart about burn-out among faculty during COVID 19 pandemic. Need to consider impact on our UNTD faculty and if or how to address.

XI. Ad-Hoc to Create Full Promotion Guidelines

Will link with Tenure and Promotion committee. Tenure and Promotion policy is being rewritten; but does not include guidelines. Need an ad hoc committee to look into these criteria.

XII. Standing Committee Updates pushed to February Meeting

XIII. Gallup Reasons Why (update)

Please send feedback to Aaron, Janiece, Jennifer, and Richard. We would like to take this information to President Mong so they can address any issues.

XIV. Segal Report via Stewart (update)

Report on Wage inequity: Report has been completed. Provost Stewart was unable to get access to report data. Findings were presented that we do “well” compared to other institutions. Aaron has asked President Mong and Provost Stewart for the complete Segal Report. Segal Report was done through 3rd party. Law Faculty is also interested in the report. Our different schools all have different pay rates – were the comparisons done as average or by various disciplines? Was cost of living taken into account?

XV. Other Business

- Sponsored Research Policies (Garner)
 - Ex. Defined cost separation; course releases, etc.

Cost to secure grants. Anecdotally have heard of individuals getting \$75,000 grant and granted a course release and others getting a \$300,000 grant and no course release. Need some language to guide how course releases are granted; so that it is not simply left to the provost discretion. Grant office has solicited grants without faculty approval. Important to look at Grants Office protocols; faculty are experiencing “poor customer service.” Suggestion faculty review grant opportunities carefully to ensure they can write in course release as part of grant budget.

Posting upcoming meeting documentation: Aaron will continue to post on FS Microsoft teams as well as agenda on website

Wellness Committee: FS event for February – begin to think of recipes for health and relaxation

Nominations committee is needed for upcoming election: Self nominations for 3 faculty members:

- Muhammed Yousufuddin
- Walt Borges
- Janiece Upshaw

XVI. Adjournment – 11:33 a.m.

Motions:

Approval of Minutes

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Seconded: Mujtaba Zia

Motion carried: 6 – 0 – 1

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Seconded: Muhammed Yousufuddin

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Seconded: Gary Holmes

Motion carried: 13 – 0 – 0

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Seconded: Walt Borges
Motion Carried: 13 – 0 – 0

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Seconded: Jennifer Baggerly
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Seconded: Sara Holmes
Motion Carried: 13 – 0 – 1

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Seconded: Richard Chandler
Motion carried: 12 – 0 – 1