

## UNT Dallas

### Faculty Senate 2021 October Meeting General Meeting for All Faculty Agenda

- I. **Call to Order (10:45 am/Baggerly)**
  - Attendance list attached.
- II. **Introduction of Faculty Senators (10:46/Baggerly)**
  - Role of Faculty Senators: Communication and Represent and Advocate
  - Communicate COVID issues and any other issues to your senators
- III. **Introduce New Faculty (10:50 Marco Shappeck)**
  - 34 New Faculty Members
- IV. **Announce Award winners for Teaching, Research, Service, and Adjunct (11:00/Upshaw)**
  - Teaching: Yu-Fen Lin
  - Research: Brian Owsley
  - Service: Robert Tinajero
  - Adjunct: Brody Du
- V. **COVID Teaching Concerns (11:05/Baggerly)**
  - COVID Impact on Faculty Evaluation Recommendations sent (Baggerly/Chandler)
    - Provost has received recommendations
    - Faculty Senate Executive Committee will be working with Provost's and Dean's Offices to gather and process some requested data on the recommendation.
  - Communication to students to attend face to face classes sent (Baggerly/Chandler)
    - Email drafted by Faculty Senate and Student Affairs was sent to students this week encouraging attendance.
  - President and Provost agreed to meet with each School to discuss faculty's preferences for Spring online or face-to-face format (Baggerly)
- VI. **Resolution for Faculty Space (11:10/Borges)**
  - Resolution was authorized by Faculty Senate in September and was approved in October meeting
  - There is a perception that faculty are being given low priority when spaces are being allocated.
  - Two major concerns:
    - FERPA is not being fully respected in the communal office spaces that are currently being utilized to alleviate the large number of faculty without office space
    - Recruitment and Retention of faculty is difficult when office space is not available
  - Resolution asks that the faculty be given adequate and appropriate space and that faculty be given representation on space allocation committees.
- VII. **President Update (11:15/President Mong)**
  - **What are your thoughts on faculty office space concerns?**
    - Faculty are well represented on space allocation committees
    - Issues are coming from rapid growth the university is undergoing
  - **How will faculty responses to Gallup survey help UNT Dallas?**
    - Alumni responses to survey's has shown positive impressions of faculty. Top of satisfaction list stated that there were faculty who impacted them in a positive way.
    - University wants to know what faculty think so that they take it into account while strategic planning.
    - Views responses on as an "act of good faith"
  - **What other university updates do faculty need to know?**
    - Alumni Townhall Meeting on October 6<sup>th</sup>
    - General Townhall Meeting on October 8<sup>th</sup>
    - STEM Building

- President and Provost have been working with legislature and other entities to secure funding
      - Draft bill has been sent out by Texas congressman to consider Tuition Revenue Bonds in this special session. These can be used to secure funding for the building.
      - In best case scenario, looking at a three-year turnaround on the building
    - Working on one-year strategic plan. In following years the university will be utilizing either a three- or five-year strategic plan.
    - Recently hired Dean of Students
    - Currently working on search for Dean of School of Education
    - Success in community partnerships with internships and fundraising.
      - Only accepting paid internships
  - Please respond to other faculty questions as time allows
    - Possibly looking at adding classroom and office space to new residence hall
- VIII. Provost Update (11:25/Provost Stewart)**
- **What is the process for implementing the Lecturer track promotion recommendations and will a raise be considered?**
    - Provost does not recommend a ten-year contract for Principal Lecturer. This does not align with university practices and is not recommended by Texas law. Texas law requires that we have funds to support these contracts and we would be supporting with unappropriated funds.
    - At sister schools there is a 5% salary increase (there is a maximum dollar amount) on a promotion of a lecturer. The Provost will be recommending that this be supported.
  - **Will the Deans be following the Faculty Senate recommendations for the COVID impact on faculty 2020/2021 evaluations as well as tenure and promotion criterion?**
    - Will be working with Faculty Senate on this moving forward.
    - Will do their best to be respectful and empathetic of faculty concerns.
  - **How will changes in course cap sizes be determined and communicated to faculty?**
    - Changes to caps should be approved by Dean's and Faculty members up to the end of the first week of classes.
  - Please respond to other faculty questions as time allows
    - Supports the idea of adding additional classes on Friday to utilize classes on Friday.
      - For quantitative classes, consider doing three-day-per-week classes.
      - Setup dedicated meeting time as a university to account for Friday classes.
      - Helps the utilization score when making requests for additional infrastructure.
- IX. CFO Update (11:40/Mr. Arthur Bradford)**
- FY 2021 results will be announced at next Town Hall Meeting
  - Ideas for Space Needs
    - Modular buildings placed around campus in short term. Will be made to be aesthetically pleasing and allow for distancing. Need to coordinate with system facilities.
      - Head of facilities went to San Antonio to investigate buildings. Returned with a positive report. CFO has this as a top priority to begin the process.
      - Faculty would not be housed in the modular buildings. Other entities on campus would be moved into these to make room for faculty in permanent buildings.
    - In medium term, will be looking at identifying underutilized spaces and reconfigure them.
  - **How were merit raises determined? What were criteria? How did Deans decide?**
    - Looked at competitive salary, employee performance and institution performance
    - Will be ending in the black

- Invested \$2.7M in people via new positions and merit raises
    - Eligible for merit if:
      - Started ~~before~~ ~~after~~ 3/1/2021
      - No formal disciplinary action between 9/1/2020 and 8/31/2021
      - Based on FY20 evaluation: 5=2.5%, 4=2.4% and 3=2.3%
      - Adjuncts also received a one-time merit payment based on length of service to university
  - **Given that inflation is predicted to be over 5% this year, will faculty receive a cost-of-living increase in addition to the merit increase?**
    - CPI is at 5.4% as of August 2021 (highest since 2008)
    - Low base, disrupted supply, interest rates are low and US has spent a lot of relief dollars
    - UNTD will attempt to keep up with merit raises to alleviate impact
    - University tries to fund merit first and then augment with cost of living if possible
  - **Faculty who are currently teaching on campus face transportation expenses that online faculty do not. Would it be possible to give on-campus faculty a small stipend to cover these expenses? This might reduce the impression of unfairness in that some of us are required to be on campus and some of us are not.**
    - Not possible currently. If other institutions are doing this the university will investigate it.
    - If additional digital offerings are done moving forward, then this will continue to be investigated.
- X. Zeva Edmondson, Title IX Coordinator, Office of Title IX (11:50/ Zeva Edmondson)**
- Located in DAL1 356
  - Responsible for both Dallas and Law campuses
  - SB212: UNT Dallas employee must report Title IX violations (witnessing or experiencing) to Title IX coordinator. Failure to do so could result in termination or criminal charges.
- XI. Call for committee members (Openings on committees; new members will meet to elect committee chair; and begin on charges) (11:55).**
- XII. Adjourn (12:00)**

IRB survey (please respond)

[https://unt.az1.qualtrics.com/jfe/preview/SV\\_1YOFey9IGdaXfJY?Q\\_CHL=preview&Q\\_SurveyVersionID=current](https://unt.az1.qualtrics.com/jfe/preview/SV_1YOFey9IGdaXfJY?Q_CHL=preview&Q_SurveyVersionID=current)