

Minutes

Faculty Senate

General Membership Assembly Meeting

November 6, 2020

- I. Meeting Called to Order at 9:31 a.m.
- II. General Assembly meeting Moment of Silence (In Memoriam)
 - A. Gary Finney, Dr. Daniel Friesen, Todd Milam, Jorge Rodriguez
- III. Introduction of Faculty Senate and Senators
 - A. We have now transitioned from Faculty Alliance to full-fledged Faculty Senate
 - B. General Membership meeting will be held once per semester.
 - C. Dr. Jennifer Baggerly, VP-President Elect introduced all FS members and the areas they represent

President	<u>Aaron Bartula</u>
Vice-President-President-Elect	<u>Jennifer Baggerly</u>
Secretary	<u>Janiece Upshaw</u>
Parliamentarian/Secretary-Elect	<u>Richard Chandler</u>
Senator, Permanent Non-Tenure Track	<u>Sara Holmes</u>
Senator, Tenure-Track	<u>Kelly Varga</u>
Senator, Tenured	<u>Walt Borges</u>
Senator, Business Place One	<u>Gary Holmes</u>
Senator, Business Place Two	<u>Mujtaba Zia</u>
Senator, Education	<u>Mychelle Smith</u>
Senator, Human Services	<u>Yu-Fen Lin</u>
Senator, Liberal Arts & Sciences Place One	<u>Julie Siddique</u>
Senator, Liberal Arts & Sciences Place Two	<u>Muhammed Yousufuddin</u>
Senator, Liberal Arts & Sciences Place Three	<u>Steven Arxer</u>
Senator, College of Law	<u>Gretchen Hackard</u>

IV. Role of Faculty Senators

- A. One reason for FS was to give faculty a voice of gravitas in communicating with the university administration
- B. Communication – if you have items of concern, please communicate to your faculty senator
- C. Represent and Advocate on behalf of constituents

V. Faculty Senate Website – located on the UNT Dallas website, currently under the Office of the Provost, but will be moved to a stand-alone page soon.

VI. President Mong Update

- A. We've been listening to faculty, students, staff - which is one reason we've taken a conservative approach for the Spring Semester (regarding teaching remotely during the pandemic)
- B. The university is in good shape; finances in good shape; bring in more dollars philanthropically
- C. Met with legislation yesterday (November 5); heavy emphasis on Science Building; said interest rates and construction costs are prime for beginning to build.
- D. Biggest concern – a rider was placed on budget at end of last legislative; that impacts high growth universities the most - cuts our expansions funding by 25%. We are fighting this along with the other universities impacted.
- E. Working with community college on transfer rate
- F. Spring enrollment is looking good – currently ahead of where we were last year at this time.
- G. In addition to loss of faculty and staff, we also lost two students: Leticia Sanchez and Araceli Valdez.
- H. We've been able to avoid furloughs and layoffs – unlike many other universities.
- I. Growth is our best antidote for the challenges we face
- J. Various departments are working closely together.
- K. Retention has also improved.
- L. Received grant along with A&M Commerce and TWU – more details later: \$125,000. Reason is because we three have highest percentage of poverty affected students.
- M. Great percentage increase of graduate students.
- N. Results of poll of alums: 17% of alums took a 43-item survey; gave faculty very high marks. Felt faculty cared about them and supported them. We can arrange a full presentation of the results if desired.
- O. At beginning of fiscal year, started with a deficit; faculty have full access to that. Not unusual, expect to work our way back to black, as we have done successfully in the past.

P. Understand that faculty is requesting more faculty on UBAC committee; will honor that

Q. Next goal is to get to 8,000 students by 2030. Looking very particularly at infrastructure needed. Pushing for science building and plan to present for a new Academic Business building.

R. A lot of progress was made to add more parking spaces; two new entries (one complete and not open/one about to be complete) Made extensive roof repairs in both DAL I and FH. Replacing elevators in DAL 1. By end of spring 2021 semester both elevators should be in.

S. 31 teams working on strategic plan. 5 goals

1. Adapt to COVID and emerge stronger. Attract and retain students.
2. Make most of 82nd legislature.
3. Take care of students and employees.
4. Maintain healthy balance sheet.
5. Make the most of our community partnerships.

T. Tracking COVID numbers – up on website/dashboard.

U. Numbers are low – most likely due to conservative approach on our campus.

V. Very involved in Criminal Justice Reform.

W. Have a 1-year old partnership MMHPI (Meadows Mental Health Policy Institute).

X. Bringing Georgetown University Law Center training to Dallas Police Department via the Caruth Police Institute.

Y. Dr. Stewart from UNT Dallas John Petril from MHPI – received funding for the training, seeking more funding.

Z. Seeking to bring new police academy to Dallas, possibly on our campus

W. Mobile Market ready to go and is looking to become active in spring 2021.

AA. Built a good relationship with the North Texas Food Bank – coming to campus at least monthly to distribute food

BB. Will soft-launch wrap-around program: Spark Point for student and families in the spring. Expect to get a large grant from UW of Metro Dallas.

CC. Started H26 program at UNTD that targets high poverty students (students have produced 1st book).

DD. THRIVE program to UNT Dallas – recruiting program to bring in more male students of color into the teaching field

X. Presented the General Membership the FS diversity and inclusion resolution and support it fully.

Q&A for President Mong:

How does funding work for new academic building work? If state does not approve, is there possibility of getting funding elsewhere. All efforts to get state funding; but not out of the realm of possibility to go to the markets. WE have some flexibility with debt. UNT is not over-indebted. Legislation will do TRBs for universities or not. That is their approach. But we have a great case, especially with enrollment numbers.

Donations for In-Kind – are we still on track for Bell Tower? Almost there. We have over 50% of what we need to start the tower. Would like to get between 60 – 70% and expect a ground-breaking next month. Will be the tallest structure in this area; with beacon on top

Also have increased our building endowment; Took historic tax credits and for past two years, working through legalities of transferring tax credits to endowment. Successful – Estimate \$3-\$4K per year added.

Able to use funding for restoration of Law School to add a museum for building's place in history. Can set up tours for faculty before it is opened to the public. Quite spectacular – amazing exhibit.

V. Provost Stewart Update

- A. Echo the loss of Dr. Friesen; Deeply saddened. Integral part of campus and will be greatly missed.
- B. Recognize faculty award members.
- C. All campus activities will be remote beginning Monday after Thanksgiving, 11/30
- D. Final exams scheduled week of Dec 7
- E. Final grades due Monday, Dec. 14
- F. Friday, December 11 – Virtual graduation
- G. Modified spring calendar – extended Winter Break, Classes begin Tuesday, January 19
- H. Closed campus Friday, April 2 (not a university holiday)
- I. May 3-8 – Final Exams
- J. Work with FS to develop a plan to modify student evaluations and tenure promotions.
- K. Extending a request to work with FS on how UNT Dallas can take advantage of the digital transformation taking place across country. We know the importance of “high touch” for our students; but we want to be able to address what resources will be needed to address teaching in the future – which suggests a hybrid model.
- L. Working with new CFO.

- M. Please take the Gallup Survey – which closes tonight (Nov. 6).
- N. Seems inadequate to say thank you for all that you are doing – I am truly grateful to have a group of faculty colleagues who are focused on students..

Q&A for Dr. Stewart

How do we pick up materials on campus? Contact Johnny Bullock and Chief (Christopher) Shaw to request materials pick up.

Will students be able to access academic resources on campus after Thanksgiving? They will need to contact Police Department and relevant department.

Final note: Faculty – please take time to take care of yourselves during this time. We recognize that there is a tremendous amount of stress among faculty and perhaps mental health issues. We want you to be health and to be well.

President Mong – mentioned 25% cut to take place over the next 4 years. How will that impact faculty? Will affect entire campus – but the way to compensate that is through enrollment.

- VI. Communication on COVID numbers by Administration
 - A. COVID dashboard on website
 - B. Report to Johnny Bullock if student reports they have COVID

- II. Teams Phone Service Presentation (Patrick Holler, IT Manager, UNT Dallas)
 - A. Integrated Communications Platform aka Teams Phone
 - B. Telephone system moving to this one platform - available for Mac PC Linus, iOS android, web and tablet devices
 - C. October – Dec. identify phone lines on campus
 - D. December UNTD pilot
 - E. January evaluate success
 - F. Mid- January – moving entire campus to new platform
 - G. Several teams already meet weekly through UNT World:
 - 1. Architecture and e-911
 - 2. Call center
 - 3. Client support
 - 4. Communication and Training
 - 5. Migration planning
 - H. Resources available to learn more:
 - 1. Website: ICP.UNTDALLS.EDU

2. Online sessions with Microsoft – every Thursday from 9:30 – 10:30 a.m.
 3. Self-paced learning: TBA
 4. One on One training with OIT
- I. Email Patrick.holler@untDallas.edu with questions

Q & A with Patrick Holler

Do we know if we will have more of the reporting features that TEAMS includes? Also, will we be able to have more (than 9) meeting attendees visible on-screen during TEAMS meetings? Yes. We will be rolling out new features as time goes on and they roll out premium features.

What will it look like to call through MS TEAMS? Is it similar to the MS TEAMS video conferencing that we have been using during COVID? Is so then every phone call will have the potential to be a video call? Any call has the ability to be a video call. Once migration happens, you will have a migration dial pad, to call easily.

Would we still be able to use Zoom or WebEx for teaching or meetings? Maybe a question for distance learning. This is more of a way to communications for operational level. Unaware of any plans to get rid of zoom.

Can you give us 2-3 advantages that this will provide us that our current system does not? Ability to have our phones wherever we are on any device. Not limited to being on campus to make those calls.

- III. Student Work Study Application Process (Jo Chapin and Stephanie Holley)
 - A. Stephanie Holley introduced Jo Chapin –Student Solutions Coordinator and Federal Work Study (FSW) Administrator
 - B. FWS: part-time jobs for Undergrad and Grad students with financial need
 - C. Allows them to earn money to help pay education expenses.
 - D. Encourage community service work and work related to student’s course of study.
 - E. Who qualifies for FWS?
 - 1. Student must file for FAFSA
 - 2. Meet the general eligibility requirement for federal student aid
 - 3. Demonstrates financial need
 - 4. Be enrolled or accepted for enrollment (UG, graduate or professional degree seeking)
 - F. How to get an FWS student in office/department
 - 1. Create job description (HR has templates)
 - 2. Post position through campus HR (specify FWS students only)
 - 3. Notify the FWS office you have posted, so position can be added to FWS web page.
 - 4. Once you have applicants (before you interview) check their eligibility with the FWS Office to ensure your candidate(s) is hireable using FWS funds.
 - 5. Complete hiring process through campus HR.
 - G. How to hire and keep track of FWS student
 - 1. Create ePAR to hire FWS workers.
 - 2. FWS students can work a max of 20 hours per week.
 - 3. Keep track of all time on the Departmental Payroll Template.
 - 4. Department is responsible for calculating hours to ensure students does not go over award limit.
 - 5. If they go over the award, the dept. is responsible to pay the additional amount.
 - H. Important notes:
 - 1. Available for fall and spring only. Summer is available, but under special circumstances only.
 - 2. FWS award start on 9/1/XX and ends on 1/15/XX and spring work study starts on 1/1/XX and ends on 5/31/XX.
 - 3. An ePAR needs to be completed to start working the fall and a change ePAR will need to be created if the student will continue working into the spring semester.

4. If you would like to keep FWS student from year to year, you will need to confirm with the FWS office that funds are still available. Also, you should make sure the student is STILL eligible and has submitted their annual FAFSA.

Y. Contact information: FWS@untdallas.edu or call 972.338.1774

Q & A for Jo Chapin & Stephanie Holley

Questions: how do students work remotely?

Answer: That is up to your office; you determine what that is. You can contact Joanne, but these are your decisions.

Question: Can you address the setting of the rate of pay?

Answer: There was a maximum award of \$5,000 – but that amount did not get students through the two semesters at 20 hours per week. A set rate of \$9 allows the students to get through both semesters. A lot of campus jobs are \$10 per hour. To be competitive. If your position warrants more per hours, you must work with HR for approval. Joanne can award more money-but they must be eligible.

The money is available now – so you can request immediately.

Question: Has HR set a \$10 max?

Answer: That is what they are going to encourage.

Question: Can you give raises?

Answer: You must do an evaluation and can give a raise \$.50 at a time, but must work that out with HR/FWS.

Question: Can FWS be used as research assistants? Yes, as long as they are not receiving class credit. They cannot work during class time. Can also be used to do transcribing

A more detailed presentation will be sent to Dr. Bartula to distribute to the group. We had a large amount given for FWS students, but campus closed and we have many students who need to work. So please consider if you need a position and begin the process.

IV. Faculty Awards

A. Dr. Steven Arxer - Research

B. Dr. Janiece Upshaw - Service

- C. Mr. Jerrod Tynes - Teaching
 - D. Dr. Sarvjeet Singh – Adjunct Teaching
- V. Diversity and Inclusion Resolution (see attached-Dr. Baggerly)

Faculty Senate appointed an ad hoc committee to review recommendations on Diversity and Inclusion, which developed the following resolution that was approved by the Faculty Senate:

UNT Dallas Faculty Senate Resolution on Diversity and Inclusion

We, the Faculty Senate of the University of North Texas at Dallas, recognize the importance of diversity and inclusion in our community and institution. Diversity means valuing the differences between people of various abilities, ages, national origins, religious beliefs, ethnicities, races, genders, social economic statuses, veteran’s status, sexual orientations, gender identities, and gender expressions. Diverse people may have differences in education, personalities, skill sets, experiences, and knowledge bases. Inclusion means creating a collaborative, supportive, and respectful environment that increases the participation of all, regardless of these differences.

We also recognize the negative impact that any form of discrimination can have in our community and institution. Therefore, we are committed to being at the forefront of advancing equity, diversity, inclusion, and social justice through a collaborative action plan that will include, at a minimum, the following as well as other efforts:

Establish a university-wide diversity committee charged with promoting ongoing diversity policies, advice, and efforts. The diversity committee will be made up of members of the faculty, staff, students, administration, and community members.

Encourage meaningful conversations regarding diversity and inclusion; racial, ethnic, and gender equity; and social justice both inside and outside the classroom.

Support ongoing training for faculty, staff, students, and administrators as well as public events to promote diversity and inclusion.

We, the UNT Dallas Faculty Senate, recognized that honoring diversity is a dynamic, on-going process that requires thoughtful and deliberate integration of diversity into everyday practice. Therefore, the action plan will be revised at least annually.

The ad hoc committee discovered that Dr. Chapple has created a diversity committee; we look forward to collaborating more with them. Full-time Lecturer, Dr. Curtis McDowell is a part of that committee.

Resolution will be posted on FS website.

VI. Ideas to honor Daniel Friesen

- A. Scholarship
- B. Bench, Plaque, Tree
- C. Others ideas?
 1. Can we name room in DAL 1 – where FA used to meet – after Dr. Friesen
 2. Dr. Friesen will be honored at the virtual commencement ceremony

VII. Faculty Changes

- A. Goodbye to Dr. Zanzalari (School of Business) – will be leaving to go and work for her alma mater.
- B. Paulina Romero is now back as head of the Learning Commons.

VIII. Other Business

- A. Janiece Upshaw chaired ad hoc committee on Rules and Regulations which presented a Rules and Regulations document approved by the Faculty Senate. Presented Order of Business - Faculty Members (Rules and Regulations, Article V.)

Order of Business - Faculty Members

- A. A faculty member may propose items for the Faculty Senate order of business, pursuant to Article V.
 1. Proposals shall be in writing to the senator(s) that represent the faculty member, or
 2. Proposals shall be in writing, and presented to the Secretary to be added to the regular order of business, or
 3. A faculty member may propose items for the Faculty Senate for order of business at the General Membership meeting.

IX. Meeting was adjourned at 11:03 a.m.