

## Agenda:

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- I. Call to Order – 9:32 a.m.
- II. Approval of Minutes from 2. 5.2021

**Motion to approve: Gretchen H.  
Second: Muhammed**

**Motion Passed: 10 – 0 – 0**

- III. Tenure and Promotion Policy Discussion (Varga)
  - o Language to be voted on

**Muhammed Y.: Motion to accept the following language: A promotion to associate professor requires:  
Evidence of (a) excellence in teaching and student success and (b) excellence in either research or scholarly and creative activities or in service and public engagement with satisfactory in the other area.”**

**Second: Walt B.  
Motion: 6 – 3 – 1**

**Motion passed**

- IV. Provost Stewart - discussed UNT Dallas’ response to Governor Abbot’s Executive Order, no longer requiring mask mandate and opening Texas 100%

Do not know the impact of that decision to be 100% open for the Fall  
Want to make sure employees have access to the vaccine  
Will continue with the plan p

Summer I CDC guidelines

Summer II not sure yet (would like some classes to be on campus in Summer II to work out bugs. If any brave souls want to consider Summer II, would allow UNT Dallas to pilot the protocols.

As of now, masks are still required. Will continue to get clarity on the topic.

If you want to teach 1<sup>st</sup> year master students in face to face, can look at the ability to do in the Fall.

Segal Report (Time Compensation)

- o Faculty were not included (UNT were also excluded)
- o 6.012 working with HR and Compensation (Stewart)

Faculty Salaries – Provost had planned to use College and University Professional Association (CUPA) data to see how we would stack up in Fall 2019. UNT System announced they would

perform salary comparison and it would be redundant. The results of Segal's study – there is not inequity in gender or race. Provost did not get all the information she had set out to do. So she has started looking at gathering data to look at system faculty

6.012 Faculty and Chair compensation – gives guidelines to us when setting salaries. Provost will continue to work on this Spring and Summer and present to FS to review to ensure nothing is being missed and it is an equitable guideline.

Who are we comparing our universities to? Segal gave us a factor that takes into consideration the Dallas metroplex. THE "CUPA" data is based on similar size and mission universities; and takes region into consideration. College and University Professional Association

FS asked that CUPA be a transparent process. Provost said they would be as transparent as they can. Segal said based on criteria in policy 6.012, they should be able to

Provost Stewart's report will come to faculty senate for review.

Segal Report had faculty equity; but it did not look at pay. It did look at staff pay. Did determine some staff in facilities needed to be elevated.

- Present at Spring General Membership meeting
- Meeting will be held in April this year

**V. ED&I Update (Baggerly) - tabled**

**VI. Office of Sponsored Project Boundaries**

- CFO takes 60% of indirect costs written in
- Provost takes 40% of indirect costs written in

Information was shared; we can discuss later. Muhammed is familiar with this and can go to him for further questions.

**VII. Daniel Friesen Scholarship Update**

Scholarship is going up on the Senate website. Who is willing to sit on the committee for review of applicants? April 2 is deadline. Announcement will be made at May FS meeting.

**VIII. Standing Committee Updates**

- Academic Affairs
  - Continuing to revise the faculty handbook
  - Will present draft at the May meeting for review
  - Will not vote on it in summer.
- Faculty Work Life
  - Lecturer-Track Faculty Reappointment and Promotion (see attached)
  - Term: initial term – has been point of confusion – is there a better term to use?
  - Outlines Lecturers (1-year contracts), after 2 years, lecturers are eligible for 3-year term, senior lectures (5 years) and Principal lecturers (10 years)
  - One question that arose from committee was financial compensation. Provost said compensation is not part of process.
  - We'll be ready to present at General Membership meeting. Sara will send to Aaron and Janiece to get posted before the meeting.

- Gretchen will share how COL has included a term but without a specific dollar amount in the COL policy.
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- Library
  - New version of faculty survey
- Library committee will send out to gather feedback for next year
- Instructional Technology
  - Working on digital intellectual property amendment.

**IX. Ad-Hoc Committee Updates**

- Nominations and Elections (Upshaw)
  - See communications email
  - Nominations open March 5 – March 16
  - Election will be held March 19 – 26
- Others meeting next week

**X. Faculty Awards**

- Should we forgo or move forward for 2020-2021
- **Motion to move the FA process forward: Janiece U Muhammed Y: Seconded**

**Motion passed: 12 – 0 – 0**

**XI. How to address faculty policies:**

**Walt B. : Motion that In regard to faculty policies; the Faculty Senate will discuss and vote on those policies:  
Seconded: Muhammed Y.**

**Motion Passed: 12 – 0 – 0**

**Recommend that these be distributed and voted on electronically due to number of policies to consider.**

**XII. Faculty Retirements**

- Identify in your constituencies

**Gretchen H.: Motion Retirees or other significant will be recognized at the General Membership meeting of their final semester (Fall or Spring)  
Second: Mujtaba Z.**

**Motion Passed: 11 – 0 – 0**

**XIII. Items for the General Membership Meeting**

Any recognitions – made

**XIV. Other Business**

Ellen Pryor – recognized as Professor Emeritus

Political Science Dept. told they were on the priority list for new tenure-track new hire. If they hire from within, they will lose the lecturer line behind it. Life Health Science promoted 3 lecturers to tenure track; and did not lose any lecturer lines in the process.

Aaron will review – as CJ is currently in process and can provide some comparison and clarification

UBAC – projected growth is 8%; currently at 6% - hopeful to be made up in the summer

Aaron will send charge for Faculty Work-life to Sara, Chair of that committee

Texas Council FS – Aaron attended conference last year – major discussion was funding for moving forward - our school is doing well in enrollment and retaining faculty compared to other universities.

**XV. Adjournment – 11:39 a.m.**

**Motions:**

**Motion to approve minutes: Gretchen H.**

**Second: Muhammed**

**Motion Passed: 10 – 0 – 0**

**Muhammed Y.: Motion to accept the following language in the T&P Policy: A promotion to associate professor requires:**

**Evidence of (a) excellence in teaching and student success and (b) excellence in either research or scholarly and creative activities or in service and public engagement with satisfactory in the other area.”**

**Second: Walt B.**

**Motion passed: 6 – 3 – 1**

**Motion to move the Faculty Awards process forward: Janiece U**

**Muhammed Y: Seconded**

**Motion passed: 12 – 0 – 0**

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**Seconded: Muhammed Y.**

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