

- Meeting: Faculty Senate Meeting December 10, 2014, Wooten Hall 322.
- Present: Brian Ayre; Kim Baker; Glen Biglaiser; Sheri Broyles; Jennifer Callahan; Douglas Campbell; Denise Catalano; Adam Chamberlin; James Conover; Patricia Cukor-Avila; Shelley Cushman; Elliot Dubin; Jesse Eschbach; Morgan Gieringer; Pam Harrell; John Ishiyama; Jennifer Lane; Maria Muñiz; Prathiba Natesan; Phil Paolino; Audhesh Paswan; Dan Peak; Elizabeth Prosek; Brian Richardson; Dorian Roehrs; Emile Sahliyah; Jyoti Shah; Stephen Slottow; Jeffrey Snider; Srinivasan Srivilliputhur; Jessica Strubel; Phil Sweany; Beth Thomsett-Scott; Mary Ann Venner; Guido Verbeck; Laura Waugh; Karen Weiller; Oksana Zavalina; Tao Zhang.
- Absent: Kamakshi Gopal; Smita Mehta; Jae Jae Spoon, and Manish Vaidya.
- Guests: Neil Smatresk President; Warren Burggren, Provost and VPAA; Yolanda Flores Niemann, Senior Vice Provost; Christy Cruetsinger, Vice Provost of Faculty Success; Bill Moen, Provost Office; Deborah Leliaert, VP for University Relations, Communications and Marketing; V. Barbara Bush, Policy Review Committee; Gus, Seligmann, Policy Review Committee; Sian Brannon, UUCG; Sue Parks, Libraries; Jo Monahan, Libraries; Erin O’Toole, Libraries; McDaniel, Registrar’s Office; Mandy Rausch, Registrar’s Office; Matt Zabel, URCM; Ernestine Bousquet, URCM; Sharon Rae Jenkins, Psychology.
- I. Welcome and Introductions The meeting was brought to order at 2:00 PM. Welcome to new senator, Beth Thompson-Scott.
- II. Approval of Minutes (11/12/14) [vote] *There was a motion made by Senator Srivilliputhur to accept the November 12, 2014 minutes. Senator Sahliyah seconded the motion. The motion passed unanimously.*
- III. Faculty Senate Discussion Open Discussion
There are questions about the library suggesting faculty do not seem to know about possible solutions that have already been proposed.

How do the faculty salary floors affect librarians? How do others view the librarians (as lecturers or faculty)? Is the library a department, college, or other type of entity?

Senator Sahliyah is the chair of the committee on evaluation of administrators. There is a call to improve the response rate for administrators. Senator Sahliyah suggested that the number of individuals evaluated may be too great (e.g., President, Provost, etc.). The committee requests ideas about improvement of participation in the evaluation of administrators.

One senator reported that there is salary compression at the level of the associate professors. Now that the salaries of lecturers and assistant professors have been addressed, is there a plan to address salary compression at the level of the associate professor level?

As a green campus, are we able to limit the use of paper cups? What one senator requests is that faculty be allowed to bring their own cups to refill coffee and soft drinks. There appears to be no policy that restricts this practice.

As we recruit new graduate students for fall, there is incomplete information about the packages that will be available for these students. As the fall is soon coming, it is requested that the decisions be made public. Another senator asked about what happens to health insurance of the graduate students.

There were several questions and comments regarding the reorganization of CAS. Where are we in this process? What is going on? What happens once this information gathering activity is completed? There is a request to discuss the issue of revenue neutrality. Would adding another layer of bureaucracy be advisable in our financial situation?

The department of KINE, separate from the college is going to use impact factors to justify the awarding of merit. Is there some guidance at the university level that might address processes used to award merit?

Is Governor Abbot's addition of UNT to research funding at the state level a good thing for UNT?

IV. President Neil
Smatresk and
Provost
Warren
Burggren

President Smatresk

UNT Budget

Over the last ten months, UNT has laid out a fairly complex plan regarding the budget. We have stabilized our financial situation reconciling our accounting books for 2013 in October and for 2014 in November. A surplus is expected by the end of this year. Implementation teams have been formed using a project management format.

Graduate Funding

Beginning January 2015, we will fund six hours of graduate tuition for spring with the expectation that funding will include nine hours by fall 2015.

Grants and Research

FIRE – Those faculty who generate large grant dollars will soon be able to receive incentives. This move should help retain faculty, who are highly productive with regard to grants.

The research office is under reconstruction. Presently, they are honing in on three areas: to enhance tech transfer, increase private support and increase the number of contracts.

Enrolment

A new VP for enrolment has been hired. We must grow enrolment if we want more revenue. There is a need for better data management and better

data structures to enable tracking of potential students. There is current work to improve retention and academic success of students.

Merit and Salary Baseline Increases and Salary Compression

The 1% merit raise will take effect in January. Starting next year, an effort will be made to establish floors for associate and full professors. The goal is to chip away at salary compression and achieve salaries that are reasonably spread out. The levelling exercise for lecturers and assistant professors was done using market data.

Possible CAS Reorganization

Regarding the potential CAS reorganization, there will be a change to the organizational structure. The change might not be reflected in an immediate structure change, such as adding another Dean, but there will be a change, perhaps CAS might be split into three Divisions.

Provost Burggren

Library Budget

Another \$368,000 has been transferred to the library budget. As stated in previously faculty senate meetings, this is a just-in-time mode of offering subscriptions. That means that journals for which we are no longer subscribed will be provided through interlibrary loans.

Library Faculty and Organization

There was no discussion of a salary floor for librarians. There are some recommendations about librarians being added as tenure track faculty. The library is not a department or a college.

Lecturer and Assistant Professor Salaries

The salary floors for lecturers and assistant professors are the first step in moving salaries toward alignment with peer institutions. The next step will involve reserving some merit for associate professors and to resolve issues of gender inequity at the associate and full professor level.

Administrator Evaluations

The evaluations at the level of the Dean are impacted by the administrator evaluations. The goal is not necessarily to increase participation, but rather to get representative participation.

CAS Reorganization

A number of meetings have been called about the possible CAS reorganization. These meetings are being used to solicit feedback from faculty. The survey results will be provided to faculty when the survey is over.

Emerging University Funding from the State

Governor Abbot has proposed to increase the research university fund. This provides national recognition and state funding that could be used to advance research at UNT. We need to increase faculty to increase research.

Graduate Students

A permanent program for graduate school tuition funding will start next fall. There is a tuition plan for spring 2015 that is different from what is going to start in fall 2015.

Next fall, if students are .50 GA or RAs (very few exclusions) and take nine SCH, the university will pay for those semester credit hours. In general, this plan includes both masters and doctoral students, but there are some exclusions. For example, the plan may not include MBAs or Audiology students.

UNT will no longer pay half of the health benefits for graduate students. The state will continue to pay half of graduate student health benefit. UNT is the only public university in Texas that has provided health benefits to graduate students.

A motion was made by Senator Thomsett-Scott to notify current students as quickly as possible about their status for tuition waivers. Senator Peak seconded the motion. The motion carried.

V. Policy Review Update
(Yolanda Flores Niemann)

First Time In College Students

As of November 13, 89% of first time in college students have been seen face-to-face by advisors. Presently, 92% of the first time in college students have registered for spring classes.

Policies

22 policies are completely approved, 24 have been removed from the inventory, five are being reviewed by UNT General Council for legal sufficiency, and there are nine policies within the faculty senate review process

Policy 15.0 (Promotion and Tenure) is posted to the website. This policy is to promote the equitable treatment of all faculty.

There are five policies in writing group including the faculty workload policy and the faculty grievance policy.

VI. Policy Review Committee (V. Barbara Bush)

We have 3 policies up for vote today:

1. Policy 15.1.17 Guidelines for Selection of a Faculty Lecturer for Regent's Faculty Lecture Series [Vote for Deletion]

Senator Sahliyah made a motion to accept for deletion the Selection of Lecturer Policy and Senator Srivilliputhur seconded the motion. The motion passed.

2. Policy 15.1.35 Out-of-State Tuition Waiver

In order to receive an out of state tuition waiver, a student must have a title of TA or RA. One senator questioned the status of graders who are graduate status. There was a discussion regarding graduate student titles and this discussion was unresolved due to insufficient information.

Senator Lane made a motion to amend the graduate student titles in accordance with the law and Senator Paswan seconded the motion. The motion passed. There were five "no" votes.

3. Policy 15.2.13 Academic Program Review and Discontinuation Policy

Academic program review and discontinuation policy. A senator asked the following question: “If there is a national review, then is it necessary to do the SACS review?” Dr. Flores Niemann indicated that the Dean could submit a request to the Provost to substitute the SCAS review with the national review.

Senator Thomsett-Scott made a motion to accept the Academic Program Review and Discontinuation Policy. Senator Peak seconded the motion. The motion passed unanimously.

Comments on Policy 15.0 are welcome. Community comments on draft UNT policies may be made by following the link:

<https://vpaa.unt.edu/community-comments-draft-unt-policies>

- VII. Update Committee on Committees (Audhesh Paswan and Laura Waugh) [vote] A list of committee nominees and vacancies was provided by Senator Paswan.
- Senator Prosek made a motion to consider all additional nominations from the floor. Senator Sweaney seconded the motion. The motion passed.*
- Senator Prosek made a motion to separate the nomination ballot for those nominations with only one nominee. Senator Sweaney seconded the motion. The motion passed.*
- Senator Thomsett-Scott made a motion to appoint Endia Lindo to the Committee on the Status of People of Color. Senator Baker seconded the motion. The motion passed.*
- VIII. UUCC Update (Sian Brannon) [vote] The committee report was accepted.
- IX. Committee of the Whole *Senator Thomsett-Scott made a motion: When a committee membership expires, then we will populate the committee during the spring. Senator Boyles seconded the motion. The motion passed.*
- X. Adjournment The meeting adjourned at 4:00 PM.