

- Meeting: Faculty Senate Meeting March 11, 2015, Wooten Hall 322.
- Present: Brian Ayre; Kim Baker; Glen Biglaiser; Sheri Broyles; Douglas Campbell; Denise Catalano; Adam Chamberlin; James Conover; Elliot Dubin; Jesse Eschbach; Kamakshi Gopal; Pam Harrell; Jennifer Lane; Maria Muñiz; Phil Paolino; Audhesh Paswan; Dan Peak; Brian Richardson; Dorian Roehrs; Emile Sahliyah; Jeffrey Snider; Jae Jae Spoon; Srinivasan Srivilliputhur; Jessica Strubel; Phil Sweany; Beth Thomsett-Scott; Mary Ann Venner; Guido Verbeck; Laura Waugh; Karen Weiller; Oksana Zavalina; Tao Zhang.
- Absent: Jennifer Callahan; Patricia Cukor-Avila; Shelley Cushman; Morgan Gieringer; John Ishiyama; Smita Mehta; Prathiba Natesan; Elizabeth Prosek; Jyoti Shah; Stephen Slottow; Manish Vaidya.
- Guests: Neil Smatresk President; Finley Graves, Interim Provost and VPAA; Shannon Goodman, VP for Enrolment; Yolanda Flores Niemann, Senior Vice Provost; Christy Crutsinger, Vice Provost of Faculty Success; Bill Moen, Provost Office; Margaret Vestal, Provost Office; V. Barbara Bush, Policy Review Committee; Sian Brannon, UUCC; Jannon Fuchs, Biology; Pamela Paul, Music; Rossana Boyd, Teacher Education and Administration; McDaniel, Registrar's Office; Matt Zabel, URCM; Mandy Rausch, UUCC/Registrar.
- I. Welcome and Introductions      The meeting was brought to order at 2:00 PM. Chair Conover introduced the interim Provost, Findley Graves and Shannon Goodman, VP of Enrolment. Elections for the fall cycle are ongoing and should be complete by March 15, 2015. The second round of nominations will include At Large elections, and at the May meeting there will election of Faculty Senate Officers for 2015/2016.
- II. Approval of Minutes (2/11/15) [vote]      *There was a motion made by Senator Srivilliputhur to accept the February 11, 2015 minutes. Senator Sweany seconded the motion. The motion passed unanimously.*
- III. Faculty Senate Discussion      Computer Science and Engineering is one of a few departments that require an exit GPA of more than 2.0. There is talk that this requirement will be a mandate from the President for all programs. Is this true?
- What is the status of the tuition waivers? What will happen with the GATCs?
- With regard to the newly installed bicycle lanes, what is the status of dropping students off at the lab school for pre-school children?
- Revised construction zones have closed off some of the crossing zones that help students get to the Gateway Center. Can more crossing zones be opened?

How are the results of the evaluation used when evaluating administrators?

How are HEAF funds distributed?

What is our progress toward Tier 1? When is the deadline?

It has been reported that CAS will be divided into four Divisions including the arts, social sciences, humanities, natural science. Has this been formalized?

Merit and Equity – How are we defining equity? Is this a gender issue or is it based on all kinds of inequities.

IV. President Neil Smatresk and Provost Finley Graves

Interim Provost, Finley Graves was introduced by President Smatresk.

**Interim Provost Finley Graves** shared that he is studying the budget to determine our status. A budget for the coming year has been set up that includes items such as opportunity hires. He will be working with QEP (enhancing student engagement).

**Merit and Equity for Pay and Faculty Lines – The President** wants to place this topic in a broader budget context. Last year our reserves were depleted and we used HEAF funds and other funds in order to remain revenue neutral. This year, we will have some funds available for maintenance, and we will run a positive cash flow. We will not be cutting the budget next year.

IT and enrolment management will be addressed first and followed by other institutional priorities (e.g., 6/6 stipend waivers). In one more year, there will be fully-funded waivers as the university designates \$200,000 – \$300,000 for the funding of tuition waivers. The students will pay their own insurance.

Salary equity data show no systemic equity at the Assistant Professor and the Associate Professor level. There is a suggestion that is an inequity at the full professor level may exist, but time in rank must also be considered in this analysis.

What will it take to address compression? Some funding may come off the top like initiatives, urgent fixes, stabilization in faculty ranks, and strategic growth areas.

We will continue to pursue Tier 1 status. We want to be a well-known, nationally prominent institution. We are underbuilt in research and wet lab space. This will require long-range strategies to address this problem.

**Infrastructure Needs and Targeting** – During the spring 2015 semester, President Smatresk has ongoing discussions with UNT departments in an effort to understand their department needs and to communicate what he expects for a department.

**Status of Department Ratings** – Departmental ratings will not be used to cut departments in significant ways and will not be used to reallocate funds in big ways. According to the President, there are many ways to contribute to the university, and it is important that we allow each department contribute to the university mission in multiple ways.

Senior Vice Provost, Yolanda Flores Niemann will be stepping back to faculty ranks at the end of March 2015.

The President will investigate the striping of the bicycle lane in front of the Child Development Lab. He is supportive of the concept that parents need a way to drop off their children that is not cumbersome.

Currently, the parking garage is not fully deployed and this is an area that may warrant improvement and efficiency. These unused parking spaces cost \$17,000 each.

**Repayment to the State of Texas** – The governor required a three-year payment of our proportional debt. There are multiple universities with repayment funding issues and once the legislatures began to inquire into this problem, the outcome of the discussion was that all universities need to be treated the same. UNT has repaid \$4,700,000 to the state.

**Exit GPA for majors** – The President will mandate the exit GPA for majors at 2.0 (4.0 = A). Overall GPA is a federal issue, not a state issue. He acknowledged that rigorous grading with good learning outcomes is an important factor in this discussion.

**Graduation** – The Saturday night ceremony will be where the degrees are conferred. Individual recognition will occur on Friday or Saturday morning with the hooding of doctoral students on Friday.

**Policy 15.0** – Some Deans think rigor is not present in the draft document. Suggestions include accurate feedback to assistant professors via a system where their performance or each year is documented in a manner that is detailed, accurate, and insightful with regard to how well the tenure track faculty member is meeting the expectations for promotion and tenure.

President Smatresk suggested that all tenured faculty members vote on Assistant Professors every year and that a written evaluation on an annual basis includes a candid, written assessment of progress. This evaluation should be based on written documents that provide a clear understanding of what is expected in order to be promoted and tenured. If the annual faculty vote is progressively more negative, then the Assistant Professor would be released.

*A motion was made by Senator Catalano to extend the President's remarks for another 10 minutes. Senator Waugh seconded the motion. The motion carried.*

The President indicated that he has never been in a place where administrators weren't evaluated, but he is worried about survey fatigue. He inquired about how faculty members participate in the survey and asked how meaningful this process is. He is suggesting evaluations at an interval of 3 years.

- V. Graduate Tuition Waivers (Mark Wardell) Dean Wardell was unable to attend the meeting.
- VI. Policy Review Committee Update (V. Barbara Bush) The PRC has reviewed Policy 15.0 including comments and it has been handed off to the Executive Committee. There are 3 policies on the PRC agenda including Academic Appointment Policy (part of old 15.0) that clarifies faculty of academic appointments, 15.1.9 - Academic Workload and Plicy 15.2.17, The Digital Course Materials Policy.
- VII. Policy Review Update (Yolanda Flores Niemann) 82 policies have been reviewed and 51 policies have been completed. The senate has 11 policies they are working on. The language of Policy 15.0 about librarians identifies them as tenure track, but this has not been fully vetted with the President. It is possible that the librarian language will be taken out before this policy goes forward.  
  
Digital course materials – It was reported that the President disagrees with the part of the policy that says faculty can be paid intellectual property from student fees. She indicated that the President plans to push courses out that are associated with royalties. There would be no grandfathered contracts.
- VII I. Committee on Committees Update (Audesh Paswan and Laura Waugh) Faculty Participation in Governance is completely filled. This committee will consider formalizing a statement about *who is an administrator* as this seems to be an area where a lot of variation of faculty assignment exists. There are only 8 vacancies left.  
  
*Senator Paswan made the motion to approve the slate of nominees. Senator Richardson seconded the motion. The motion passed unanimously.*
- IX. Texas Council of Faculty Senates (Pam Harrell and James Conover) The legislative issues were discussed which included a discussion and resolution against concealed handguns on college campuses.
- X. Committee of the Whole There was no discussion.
- XI. Adjournment *Senator Thomsett-Scott made a motion to adjourn the meeting. Senator Peak seconded the motion. The meeting was adjourned 4:00.*