

- Meeting: Faculty Senate Meeting December 11, 2013 Wooten Hall 322.
- Present: Kim Baker, Cindy Batman, Erica Boykin, Sheri Broyles, V. Barbara Bush, Jennifer Callahan, Douglas Campbell, James Conover, Barbara Cox, Shelley Cushman, Jesse Eschbach, Dutch Fayard, Robert Figueroa, Ian Finseth, Jeff Goodwin, Francisco Guzman, Pam Harrell, John Ishiyama, Leon Kappelman, Jennifer Lane, Rachel Mitchell, Sadaf Munshi, Maria Muñiz, Seifollah Nasrazadani, Audhesh Paswan, Phil Paolino, Dan Peak, Elizabeth Prosek, Jim Quinn, Patricia Reese, Jyoti Shah, Farhad Shahrokhi, Jeffrey Snider, Jae Jae Spoon, Manish Vaidya, Mary Ann Venner, Guido Verbeck, Mark Vosvick, Laura Waugh, Karen Weiller, Dale Yeatts.
- Absent: William Cherry, Charles Conley, David Kaplan, Fang-Ling Lu, Brian Richardson, Dorian Roehrs, Srinivasan Srivilliputhur, Kelly Taylor, Oksana Zavalina.
- Guests: Lee Jackson, Chancellor; Warren Burggren, Provost and Vice President for Academic Affairs; Yolanda Flores Niemann, Senior Associate Vice Provost; Celia Williamson, Vice Provost for Educational Innovation; Christy Cruetsinger, Vice Provost for Faculty Success; Julie Glass, Provost Office; Martin Halbert, Dean of Libraries; Sian Brannon, UCC; Matt Zabel, URCM; Lilly Ramin, Libraries; Sue Parks, Libraries; Barb Rodman, English; Mandy Rausch, Registrar’s Office; Cathy McDaniel, Registrar’s Office.
- I. Welcome The meeting was brought to order at 2:00 PM.
- II. Approval of Minutes (11/13/13) *Senator Paswan made a motion to accept the minutes and Senator Peak seconded the motion. The November 13, 2013 minutes were approved. There was one abstention.*
- III. Faculty Senate Discussion *Merit Raises – (Merit pool, delay in merit and market adjustments)*
- One senator raised questions the following questions for the Provost: Is UNT in crisis? What will be done with upper administration? What are his views of faculty? Is there a commitment to merit in the future?
- What is the process or allocation of merit money? The President’s email communication indicated that there were three categories: salary adjustment, performance based adjustments, and excellence. According to one senator, the distribution of merit within their department did not follow this formula.
- Changes to policies relevant to faculty members – e.g., Changes to Faculty Disciplinary Policy, Changes to Promotion & Tenure Policies*

Several questions were raised about policy revision: Who are they? How were they chosen? Why this this done in secret with faculty knowledge?

One senator recommended that a forum be held to collect feedback from each group about policies before they are presented to the full faculty senate.

Chair Vosvick indicated that there are three faculty members on the Promotion and Tenure Policy Committee. This document is still in draft version, and we have yet to receive a release draft. Faculty Senate members selected for this committee include: Srinivasan Srivilliputhur, Dan Peak, and Manish Vaidya.

A senator asked about the process for reviewing policy drafts. Chair Vosvick indicated that the current process is for the Executive Committee to review the drafts and then present this information to the full senate.

It was requested that we can send out information about the level of faculty participation in policies which are under review.

One senator suggested we review an AAUP document about post tenure review.

<http://www.aaup.org/issues/tenure/managing-faculty-productivity-after-tenure-2005>

President Search –

A question was raised about the sex and race of other Presidential candidates. Chair Vosvick indicated that this question could be posed to the Chancellor.

SETE –

Why are the SETE responses rates lower this year? Dr. Crutsinger indicated that the rates were low before the storm hit and they are investigating the low response rate. Senator Peak said there is an ongoing attempt to improve access to students using various electronic devices. However, the network load is not always capable of handling multiple attempts to log on to SETE.

Funding of library – This will be discussed by the Provost and Chancellor.

Other Concerns –

Why are PI denied the opportunity to provide a raise to research assistant who are on grants?

Why does UNT not employ a +- grading system?

Why is SETE extended through Sunday which is past the first set of exams?

Does this not tarnish the data?

Is the Provost using Academic Analytics to measure faculty productivity?

Faculty Ombudsman –

Does there need to be a faculty ombudsman who has actually gone through the tenure process? Presently, there are two organizations that handle appeals: URC and the UTPC. However, an impartial person is needed who can sit between the administration and faculty and is capable to negotiate

before an issue escalates. The incoming President just went through a process to hire a faculty ombudsman.

Up to 45 years ago we had differences in tenure and promotion. These differences were resolved at the lower levels. Former President Bataille changed our process as she wanted our processes similar to other universities, having only been an avenue for appeal at the highest level.

In the past we had a faculty handbook and everything was transparent. Because we did away with the faculty handbook, we have a system that is very incomplete. Perhaps we should go back and remedy the problems with the faculty handbook. The faculty handbook disappeared under Dr. Wilkins while she was Provost. This was done without vetting this decision through the faculty. We presently have an old copy of the handbook and discussions are underway to revive and revise the handbook in an attempt to help faculty understand what is expected.

Senator Rodman will be filling in for Senator Finseth who will be on faculty leave during the spring.

IV. New UNT
President Neil
Smatresk
(Chancellor
Lee Jackson)

The Board recommended a sole finalist almost three weeks ago. If the candidate is supported by the Board of Regents, then Neil Smatresk will begin as UNT President on February 3, 2014.

According to the Chancellor, there were many good candidates. The premier quality sought by the committee was an individual who possessed a breadth of experience as a Provost or President in an institution similar to the University of North Texas. For example, the UNT building program will require expertise to grow and develop the university in line with what has already been initiated at UNT. His senior leadership, research record, administrative experience in a comparable peer institution at a time when there was considerable and ongoing transition were desirable qualities. He is also a Texas native.

A senator asked why the candidate was not vetted through the faculty. The Chancellor indicated that there was a representative search advisory committee, and as a result faculty were not involved in the process. According to the Chancellor, when the search targets a sitting President, then a high level of anonymity is important to those who apply for the position.

One senator asked, "What is Neil Smatresk's vision for UNT?" Chancellor Jackson indicated that, during the interview process, Dr. Smatresk inquired about continuing the present course at UNT instead of implementing dramatic changes. It was suggested that research needs a realistic focus and making UNT the #1 choice for undergraduate education, expenditures in athletics, and raising the funding level at UNT are immediate challenges.

A senator asked about the sex and race of the candidate pool and why was there a white male chosen? The Chancellor would not provide the demographics of the pool. He indicated that the committee was concerned

about creating a diverse candidate pool. The senators on the hiring committee also indicated that the diversity of the candidate pool was emphasized.

Chancellor Jackson indicated that he is the biggest opponent of fees. He wants to have a funding model that uses one tuition number instead of a tuition/fees model. Our present funding structure is historic in that tuition fees used to be mandatory across the state and the only way to increase funding at a university was to add fees. Because the tuition caps were removed over the last decade, then having a set budget instead of many added fees would be easier to budget. Also, the requirement of 20% for financial aid makes it difficult to raise fees.

V. Provost and VPAA

The Provost indicated that the communications regarding changes to testing and access to UNT are meant to help students and faculty move through this crisis. We need to have a better response to future shutdowns which are prolonged. Providing more information in the alerts such as significant icing of parking lots and sidewalks will also be considered.

Merit Raises –

According to the Provost, there were a couple of skims off of the merit for this year: 1.5 (\$37,000) was saved for emergency events. If this money is not used, then it is redistributed to the College. Second, there are large salary inequities in the College of Business, College of Journalism, and College of Information Sciences. For this reason, an additional \$307,000+ was skimmed off the merit pool. The method for determining if additional money would be provided to a College was based on average salaries from the Oklahoma Faculty Salary database. If the average salary for a College was within 10% above or below the average, then an adjustment was made. Based on this analysis, there was \$4,000 allocated to the College of Journalism, \$33,000 to the College of Information Sciences, and \$330,000+ for the College of Business in order to move them toward average salaries.

The merit instructions to the Deans indicated that between 10-20% would be allocated toward salary adjustments, 80% for merit raises, and 10% for excellence merit.

UNT Libraries –

Provost Burggren was contacted by the Denton Record Chronicle regarding the information about the library. However, the article that was printed did not include his reporting of what happened. The Provost indicated that UNT is moving many aspects of budgeting fee-based employees to pay benefits from the same revenue source that pays the salary. In this case, the budget office sent out a directive to the library budget officer and indicated that the library would become liable for \$.7 M on December 1, 2013. From this point forward, it should be known that only the Provost is authorized to add to or cut from an academic unit.

98% of the library is supported through student fees. This is not a sustainable model for funding the library. Last year .25 M was moved to the library budget, but non additional funding was added this year.

When we take tuition and fee raise requests to the Board of Regents, we do not want these to appear unjustified and for this reason, UNT has not added more in fees to support the library. In general, the outpouring of support for the library from faculty and students has been significant.

One senator suggested that we need a capital campaign on behalf of the library that is similar to the capital campaigns for the Union and athletics. There is a development officer assigned to the library, but this person has not been substantially involved in additional funding for the library. According to the Provost, “We must move to a more robust way to fund the library.” Perhaps unallocated Heath funds could be used for acquisition and the existing budget would be used to pay library staff.

Changes to Policy –

In general, policies are created by administration and then vetted through UNT legal prior to sharing of this information with faculty. According to Senior Vice Provost, Dr. Flores Niemann, the policy revisions are needed to address consolidation of certain policies, equity issues and transparency.

Miscellaneous –

At UNLV, the state government cut the budget 43% and this event explains the faculty and program cutting measures which he employed during his tenure at UNLV.

Fracking at UNT. There is a company near Apogee Stadium that is doing some slant drilling and may be encroaching on UNT mineral rights.

One senator reported that some grant funding was returned because the PI was unable to gain approval to give raises to staff associated with the grant. Provost Burggren will ask Dr. McCoy, VP for Research and Economic Development to investigate the awarding of raises to research assistants.

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| VI. | Faculty Awards (Christy Crutsinger) | There are a number of upcoming faculty awards including the UNT Foundation Distinguishing Teaching Award, Research Award, and Mentor Award. This information has been sent out electronically to faculty. |
| VII. | Jim Conover (Update Committee on Committees) [vote] | The changes in UNT policy that are coming down the pipeline will be handled by the Faculty Policy Committee. The Faculty Policy Committee is only referenced in the Procedures Manual. We will send out an email call for nominations. The policy will come up with their charges once the committee is constituted. There are 85 policies that must be reviewed. |
| VIII. | Sian Brannon, UCC [vote] | There is a new BA Biomedical Engineering among other curriculum changes. <i>A motion was made by Senator Kappelman to accept the UCC minutes and Senator Reese seconded the motion. The motion passed with one abstention.</i> |
| IX. | Highlight of a Faculty Senator (Pat Reese) | Senator Pat Reese is the librarian liaison for Speech and Hearing Sciences, Behaviour Analysis and Psychology. She is a registered medical technologist and worked at the Walter Reed Medical Center with the kidney transplant team in the mid 80s. She was featured in the Texas Library Association tattooed ladies of the libraries calendar (2011). |

- X. Committee of the Whole There was no information for the Committee of the Whole.

- XI. Adjournment The meeting was adjourned at 4:00 PM.