

- Meeting: Faculty Senate Meeting February 12, 2014, Wooten Hall 322.
- Present: Kim Baker, Cindy Batman, Glen Biglaiser, Erica Boykin, Sheri Broyles, V. Barbara Bush, Jennifer Callahan, Douglas Campbell, William Cherry, James Conover, Barbara Cox, Patricia Cukor-Avila, Shelley Cushman, Jesse Eschbach, Robert Figueroa, Jeff Goodwin, Francisco Guzman, Pam Harrell, Paul Hutchison, David Kaplan, Leon Kappelman, Jennifer Lane, Fang-Ling Lu, Rachel Mitchell, Maria Muñiz, Siefollah Nasrazadani, Phil Paolino, Audhesh Paswan, Dan Peak, Elizabeth Prosek, Jim Quinn, Patricia Reese, Brian Richardson, Barbara Rodman, Dorian Roehrs, Jyoti Shah, Farhad Shahrokhi, Jeffrey Snider, Jae Jae Spoon, Srinivasan Srivilliputhur, Manish Vaidya, Mary Ann Venner, Guido Verbeck, Mark Vosvick, Laura Waugh, Karen Weiller, Dale Yeatts, Oksana Zavalina.
- Absent: Charles Conley
- Guests: President Neal Smatresk; Elizabeth With, Vice President for Student Affairs; Yolanda Flores Niemann, Senior Vice Provost; Christy Crutsinger, Vice Provost for Faculty Success; Belinda Newman, Ombuds; Maureen McGuinness, Dean of Students; Mary Logan, Dean of Students; Lynn Bissett, Registrar, Kathy McDaniel, Registrar; Matt Zabel, URCM; Denise Baxter, Chairs' Council; Pamela Johnson, Libraries; Kellye Church, World Languages; Ed Reynolds, UNT Police Department; Richard Deter, UNT Police Department; Sian Brannon, Libraries; Ian Finseth, English; Kelley Reese, URCM; Counseling and Testing Representative.
- I. Welcome The meeting was brought to order at 2:00 PM. New Senators for the spring 2014 semester were introduced. Glen Biglaiser (replacing John Ishiyama), Barbara Rodman (replacing Ian Finseth), and Paul Hutchison (replacing Dutch Fayard).
- II. Approval of Minutes (12/11/13) *Senator Srivilliputhur made a motion to accept the minutes and Senator Bush seconded the motion. The December 11, 2013 minutes were approved.*
- III. Faculty Senate Discussion Several senators described disruptions by students during class and indicated that nothing was done when they asked various people for help. A common question from these senators was, "What kind of measures are in place to address this issue as it seems to be on the rise." Another senator asked about the process involved in reporting perceived sexual harassment involving an instructor and a student.
- Regarding reporting to the Care Team, one senator asked about anonymity. That is, if a faculty member reports a student to the CARE Team; does that faculty member remain anonymous? It was suggested by one senator that the faculty member does not remain anonymous and that everyone involved is included on an email to the student.

Other safety issues that were reported included:

- a lack of police at Discovery Park, especially in the evening;
- campus lighting of the exterior campus and within buildings at night;
- bicycles on campus and how some bicyclists are dangerous to pedestrians;
- A request to install an automatic locking systems on doors within a building during an active shooter event;
- The protocol for handling bullying in the workplace;
- Inadequately trained mediators who do not understand the power differential between an employee and their supervisor;
- Inadequate handling of disruptive students by the Dean of Students;
- Failure to keep faculty in the communication loop regarding the resolution of matters related to discipline or a lack of transparency with regard to the communication loop;
- Unsafe structures in the business building (loose awning)

Some senators suggested the need for training at all levels regarding civil discourse and also that managing instruction is increasing taking time away from instruction. Specifically, there was an expressed desire to allow faculty the latitude to deal with these issues and in turn expect support from administration.

It was suggested that a survey would allow for more in depth comments about campus safety issues.

One guest in the meeting reported difficulty dealing with a student over a period of 16 months. A total of five university employees had signed on to the complaint. According to the guest there were a number of reports filed prior to resolving of the issue.

The Dean of Students offered to coach faculty about how to deal with disruptive students. It was suggested that departmental and faculty meetings might serve as a place in which this coaching might occur.

It was reported that out of 471 referrals to CARE Team, there were only two students that were threats to others. There are about 900 disruptive student complaints per year. A suggestion was made that faculty do not allow disruptive students to return to class until they are seen by the Dean of Students and that faculty call the Denton police department if they feel threatened.

Currently, there are several places to which faculty might report various issues, problems and threats: Dean of Students, Care Team, Department Chair, and the Police. Perhaps there should be only one place that would act as a first stop for all issues related to conduct and safety.

- IV. President Neil Smatresk President Smatresk has a significant amount of experience in higher education. He views his role as being open to hearing faculty concerns. He indicated that we are all part of a caring community that wants to make difference, solve problems, and be free to do the things that need to be done to advance the learning of our students.

According to President Smatresk we, “Share what we do and what we love with students. When we touch an individual and change their life, then we change a family tree.”

President Smatresk called for an increased synergy between the faculty and the administration with regard to decisions made concerning the activities and operations of the university that directly affect the faculty.

He acknowledged that there can be serious issues on a campus, such as when someone is physically accosted or there is a weapon on campus. The need for more information, or perhaps a single point of contact might be a way to become more efficient in dealing with problems. Faculty should understand the difference between what happens when a call is made to the campus police and how this differs from a call to the Denton police.

- V. VPAA
(Yolanda Flores Niemann)
- An announcement was made that efforts are underway to replace SETE which will remain in place until something new is developed. Dr. Flores-Niemann is asking the faculty to develop new instruments to evaluate teaching (e.g., teaching portfolios, student ratings). She is requesting the faculty senate to determine the process by which we arrive at new instruments which must overcome challenges such as increasing the student response rate to the student faculty survey.
- Currently, the Provosts’ office is working on various policies to prepare for the SACS visit. According to UNT policy, each policy is to be reviewed every four years. Some policies have not been reviewed for ten years. This is an opportunity to faculty to be involved in writing of policy. Dr. Flores Niemann is investigating the use of a Code of Conduct to replace the Faculty Discipline Policy.
- VI. Policy Review
(Christy Crutsinger)
- Dr. Crutsinger presented an overview of the proposed changes for two policies.
- Honorific Distinction Policy Review – This is the first reading of this policy which will be voted on after spring. The Regents Professorship moves to seven years, and the Distinguished Teaching Professorship moves to five years in order to align with the Research Professorship. The percentage of Distinguished Research Professorships will increase from 3% to 5% of total faculty. In all cases, the salary supplement will be retained after the five or seven year period, even if not reappointed as such. Finally, the retention will be the highest title in case multiple titles have been held over time.
- Teaching Personnel Whose Primary Language is Not English Policy. This is the first reading of this policy. After spring break we will vote on this policy. The procedures have been removed from the policy.
- VII. University Ombuds
Belinda Newman
- The Ombuds presented a summary of what she can and cannot do. This office provides a safe haven to discuss and mediate conflictive situations and to help individuals receive fair and equitable treatment in terms of policies. The Ombuds is not an advocate for any one in any situation and cannot provide guidance. The Ombuds advocates for fair process, listens and takes a neutral and impartial position in order to help people help themselves.

- VIII. QEP Update (Manish Vaidya and Kim Baker) The main concerns have been collected and clustered in four groups. The request from the QEP group is for senators to encourage their constituents to participate and send along their ideas and proposals.
- IX. Charter Changes Related to Graduate Students [Vote] *Senator Peak made a motion to accept the charter changes. The motion was seconded by Senator Conover. The motion was approved with one abstention.*
The Faculty Participation in Governance resolution was presented. *Senator Quinn made a motion to accept the resolution and Senator Yeatts seconded the motion. The motion was approved unanimously.*
- X. Jim Conover (Update Committee on Committees) [vote] *Senator Kappelman moved to accept the Committee on Committees recommendations and Senator Verbeck seconded the motion. The motion was approved unanimously.*
- XI. Sian Brannon, UCC [Vote] *Senator Quinn moved to accept the UCC minutes and Senator Sharokhi seconded. The motion was approved unanimously.*
- XII. Highlight of a Faculty Senator (Farhad Shahrokhi) Senator Farhad Shahrokhi was highlighted as the faculty senator. The presentation will be available on the faculty senate website.
- XIII. Committee of the Whole There was no discussion from the Committee of the Whole.
- XIV Adjournment The meeting was adjourned at 4:00 PM.