



- Meeting: Faculty Senate Meeting May 8, 2013, Wooten Hall 322.
- Present: Baker, Kim; Batman, Cindy; Bush, Barbara; Jennifer Callahan; Cherry, William; Conley, Charles; Conover, James; Cox, Barbara; Cushman, Shelley; Eschbach, Jesse; Figueroa, Robert; Finseth, Ian; Enterline, Andrew; Goodwin, Jeff; Guzman, Francisco; Harrell, Pam; Ishiyama, John; Kalin, Nadine; Kappelman, Leon; Kern, Carolyn; Lane, Jennifer; Lu, Fang-Ling; Miksa, Shawne; Molina, David; Nasrazadani, Seifollah, Paswan, Audhesh; Peak, Dan; Quinn, Jim; Reese, Patricia; Richardson, Brian; Roehrs, Dorian; Shah, Jyoti; Shahrokhi, Farhad; Srivilliputhur, Srinivasan; Subramaniam, Karthigeyan; Taylor, Kelly; Terry, Carmen; Vaidya, Manish; Verbeck, Guido; Vosvick, Mark; Windsor, John; Yeatts, Dale.
- Absent: Allen, Jeff; Conley, Charles, Du, Yunfei; La Point, Tom; Ledgerwood, Donna; Spoon, Jae Jae.
- Guests: Yolanda Flores-Niemann, Senior Vice Provost; Mark Wardell, Toulouse Graduate School Dean; Anna Pechenina, GSC; Christy Crutsinger, Vice Provost for Faculty Success; Celia Williamson, Vice Provost for Education Innovation; Jason Simon, IR&E; Carol Ann Costabile-Heming, World Languages; Julie Glass, UGST; Dee Knight, UGST; Wendy Middlemiss, Ed Psychology; Tammy Kinley, Merchandising and Digital Retailing; Dee Knight, Merchandising and Digital Retailing; Rick Jones, English; Ann Schoolfield, English; Kathy McDaniel, Catalog and Curriculum Support; Mandy Rausch, Catalog and Curriculum Support; Maristella Feustle, Music Library; Jessica DeLeon, URCM; Marijke Breuning, Political Science; Rudi Thompson, Biology.
- I. Welcome and Introduction: The meeting was brought to order at 2:00 PM. A video clip featuring UNT as a sustainable university was shown. UNT was recently ranked #7 as one of the world's most sustainable universities.
- II. Approval of Minutes (4/10/13) *Senator Peak made a motion to accept the minutes and Senator Reese seconded the motion. The April 10, 2012 minutes were approved. There was one abstention.*
- III. Faculty Senate Discussion *Hiring of Lecturers to Advance Research*
According to one of the senators who is part of the mathematics department, there are 10 lecturers and only two are continuing lecturers. This brings into question the role of stability with

regard to the term of the lecturers hired.

A Group IV senator indicated that they have very few lecturers and would prefer to see money used to create more TF lines.

Senators from PACS suggest Criminal Justice lost tenure and tenure-track positions, and this is not an advancement of research as replacing adjuncts with lecturers does not advance research. In the Criminal Justice Department, there has been a trend toward hiring lecturers instead of tenure track faculty.

It was communicated that only multi-year lecturers are able to serve on the senate. This brings into question the role of one-year lecturers with regard to stability of the UNT faculty.

Another Senator indicated that students become involved in research when they are taught by tenure and tenure-track faculty who bring their research alongside teaching. Funding TFs instead of lecturers would increase the opportunity for students to learn about research as compared to lecturers whose focus is only teaching and usually not scholarship.

A representative for the continuing lecturers indicated that this will increase course offerings and allow lecturers to teach during the summer increasing their salary. It was also noted that the disparity between college and department hiring salaries can be considerable. Additionally, time can create scenarios where two or three years can make large differences in lecturer salaries.

A series of questions were posed, “What if one-year lecturers might become so numerous that they outnumber research faculty? This could potentially refocus programs to have a clinical faculty view.” “Who should have oversight of our programs?” “Are there other options on the table to replace faculty lines during the next year?”

Another comment included the dual concept of research faculty and teaching faculty. The question was asked, “What if you don’t have grant money, what happens then?” It was also shared that there is a push from the Dean of Engineering to use lecturers to decrease costs.

One senator noted that the various definitions of faculty should be established. For example, what is a clinical assistant professor and what is a lecturer? What do these terms mean to audiences within and outside of UNT?

Finally, the topic of annual merit evaluation with regard to lecturers was addressed. Who should evaluate lecturers? Who should reappointment lecturers? Who is involved in that decision? Is there a separate merit pool for lecturers?

Hiring of Summer School Director

The current administration for summer school is not working well, but no specifics were given to improve summer school. In Group IV the summer schedule was cut back.

It was suggested that we do not need another administrator or another layer of bureaucracy. This should be part of the Provost and the Deans' work, and each should do their job.

One senator suggested frustration that summer school will be handled differently and that this will create conflicting directives across the year as this will likely not be a seamless process.

IV. Provost
Office VPAA
Yolanda
Flores-
Niemann

The faculty hiring process for the coming year was provided to the Dean's Council in writing. The highlights of that meeting are that we will hire a small number of tenure track faculty this year. No decision for hires will be made until after mid-June which is after the legislative session is over.

The Deans have been given the opportunity to request new faculty based on enrolment, retention, need, history of losses, faculty to student ratio, availability of start-up funds, etc. Hiring decisions may not be made until the census day, and these hires will not begin until Fall 2014.

There is confusion about the adjunct to lecturer conversion. The Deans were instructed to move forward with the adjuncts they will need for next year.

Every Dean identified the conversion of adjuncts to lecturers as a priority because some of our degree granting programs do not meet the SACS requirement of at least 50% of faculty in full time status. If money is available, then Academic Affairs will receive the largest portion of the funding.

If the adjunct money is returned, then the Provost will fund a certain number of lecturer positions. The number of lecturers was cited as 33 which would replace 105 adjuncts. This move would impact 30,000 SCH, and the number of courses taught will increase by six courses.

The Deans are to submit formal requests for tenure and tenure track positions for fall. They are optimistic that they will be able to get funding.

Dr. Flores-Neimann indicated that the adjunct to lecturer conversion does not include TFs as they are part time workers and this would not help with the SACS accreditation.

Presently, several policies are under development that center on faculty governance. For example, minimum salaries vary widely

across the university. Also, there are different policies with respect to governance of lecturers. The committee will make recommendations and by Fall 2013, a document should be presented to the Faculty Senate for comment. The goal is to make these processes more equitable with regard to faculty governance issues.

Dr. Flores-Niemann stated that good research faculty make good teachers, so this is not a situation where they hope to hire a dichotomy of teachers and researchers.

The question was asked, "What if lecturers start to outbalance research faculty?" She indicated that this one-year process is expected to bring instructor needs into balance.

In response to why a Summer School Director is needed, it was indicated that some of the Deans have already spent their summer funds on other needs. There are colleges that zero funds for summer. Also, the Deans were given extra funds to encourage summer school enrolment and then enrolment went down last summer.

Senator Kappleman stated, "There is something wrong with a culture that does not hold people accountable for overspending their budgets." Why does a Dean not have to request funding for unexpected expenses?

Other comments included that the: (1) administration is not held to the same standard as faculty; (2) reward system is uneven and most of the pain goes to the faculty and (3) Deans' strategy is to take the money and then ask for forgiveness.

A motion was made to extend the conversation for five more minutes by Senator Srivilliputhur. Senator Peak seconded the motion. The motion passed with two opposing votes.

One senator stated that administrators were given high percentage increases compared to faculty and there was no justification for these increases. The senator further stated that individuals in the Academic Affairs have been trying to fix the problem since they got there.

Dr. Flores Niemann indicated that they do know that some money was double spent, and we ended up in a deficit. Alan Clark and the Provost have been working on how to tackle the budget deficit. They have a plan that involves keeping some of the frozen positions of staff and faculty.

A motion was made by Senator Cushman to extend the discussion for five more minutes. Senator Cherry seconded the motion. The vote was 19 in favour and 16 against the motion. The motion passed.

The question was asked again, “Why not hold the Dean’s accountable?” The response was that there was an expectation that the Deans will do what is required with regard to summer school, but this is not working.

A senator interjected that the Provost relies heavily on the Deans who aren’t taking their job seriously.

One measure that is under development to control the budget is a predictive enrolment model that has 150+ variables. By Fall 2013, UNT should have an enrolment of about 36,200 students. Given this information, the Deans could be given enrolment numbers ahead of time and plan accordingly instead of asking for money later on.

- | | | |
|------|--|--|
| V. | Academic Integrity Policy Changes (Karen Weiller and Kathleen Whitson)
[Read] | <p>The Academic Integrity Policy is a separate policy from Student Rights and Responsibilities. The language of the policy has been separated out in terms of undergraduate and graduate policy. This policy has not gone through UNT legal yet.</p> <p>There is an opportunity to ask questions now and in June we will vote on whether or not the senate accepts these changes to policy. The committee would like to receive concerns in writing. Please send concerns about this policy to Karen.weiller@unt.edu</p> <p>They are also working on an outline of a revocation of degree policy.</p> |
| VI. | Academic Plan Update (Celia Williamson) | <p>Academic Affairs as a whole plan exists as a mid-tier plan between the overall UNT plan and the specific plans that are developed across the university. The final forum will be held today. Dr. Williamson will take our input back to the committee as it is the Provost who enacts this plan rather than the Faculty Senate.</p> |
| VII. | Student Service Fee Committee Change (Anna Pechenina) | <p>Anna Pechenina presented an issue regarding changes to the Student Service Fee Policy. This fee is created to facilitate organizations and services for students. All of this money is placed in one fund and then distributed to various organizations based on recommendations from the committee.</p> <p>They have enquired about changes to this policy with regard to committee membership. For example, the faculty senate member has been deleted and now graduate students have only one position on the committee. She suggests that the committee membership was changed post hoc and without following the original policy. She indicates that this group of people never met, and then they learned that the policy had already been changed. They have not been able to determine who initiated this change and how the change was accomplished.</p> |

She also suggests that there will be no accountability mechanism if this responsibility is turned over to the Student Affairs Office who will produce internal guidelines for student fees.

Ms. Pechenina indicates they would like to stop the policy from being deleted. It is unclear to her who recommended the policy be eliminated and they are looking for support from groups who formerly were represented on this committee. Specifically, she indicates graduate students are not being proportionally represented. Their representation has been reduced from two to one graduate student who serves with eight undergraduate students.

Senator Kappleman made a motion for Chair Vosvick to work with other parties to develop a plan to investigate what is going on with regard to this committee and then report back to the Faculty Senate in June. Senator Srivilliputhus seconded the motion. The motion passed.

VII. Libraries
Financial
Stress (Martin
Halbert)

Dr. Halbert requested that the Faculty Senate draft a letter of support for a library budget increase. Recently, the library discontinued service to the Discovery Park Library and cancelled subscriptions to more journals as a cost cutting reduction.

Dr. Halbert shared that Texas research universities also tap other funds to support their libraries. Dr. Guzman shared that one of the central pushes in the academic plan is to find new ways to support the funding of the library.

Senator Kappleman made a motion to support increased library funding and to provide Dr. Halbert a letter of support for the needs of our library. Senator Srivilliputhur seconded the motion. The motion carried.

According to Dr. Halbert, the President and the Associate VP for Finance suggested that this situation can be changed, and this funding gap remedied. This is an internal matter and as such can be internally mediated.

IX. Officer
Elections

The slate of officers was presented. Mark Vosvick – Chair; Francisco Guzman – Vice Chair; and Pamela Esprivalo Harrell – Secretary.

Senator Kappleman made a motion and Senator Peak seconded the motion to provide a vote of acclamation to accept the slate of senate officers.

XI. Jim Conover,
Elections
Update [vote]

Senator Conover, on behalf of the University Elections Committee, indicated that nominations have been sent out for open positions. He provided a listing of current open positions across the eight groups and asked that the senators from each group help to recruit nominees for these open positions.

- XI. William Cherry, UCC [vote] Senator Cherry reported that the core curriculum documents were received on time.
A motion was made by Senator Cox to accept the minutes. The motion was seconded by Senator Peak The motion passed.
- XII. Committee on the Status of People of Color Report, Miguel Juárez, Miguel Juárez, Mark Vosvick is working with Senator Callahan to pull together data for this committee. The report presented today includes qualitative data in the form of anecdotes.
Senator Kappleman made a motion to place the report in the record. The motion was seconded by Senator Cox. The motion passed.
- XIII. New Business Postponement of Administrators' Evaluation – The administrative evaluations will be given during Fall 2013 instead of spring 2013 as is typically practiced. The rationale is that this will provide time for the committee to build an instrument that will be more appropriate. This will in turn provide the opportunity for fresh data to be used for evaluations that occur during spring. Institutional Research is helping with the mechanics of administering the survey. An email will be sent out to all faculty to provide the new timeline for Administrators' Evaluation.
- XIV. Highlight of a Faculty Senator (Shelley Cushman) Dr. Shelley Cushman was the faculty senator featured during the May meeting.
- XV. Adjournment A motion was made by Senator Quinn to adjourn the meeting. Senator Hartcock seconded the motion. The meeting was adjourned at 4:01 PM.