



Meeting: Faculty Senate Meeting September 11, 2013, Wooten Hall 322.

Present:

Absent:

Guests: Warren Burggren, Provost and Vice President for Academic Affairs; Christy Crutsinger, Vice Provost for Faculty Success; Jessica DeLeon, URCM; Rebecca Dickstein, Biological Sciences; Jenna Duncan, Denton Record Chronicle; Jannon Fuchs, Biological Sciences; Lynn McCreary, Registrar; Katy McDaniel, Catalog & Curriculum Support/ Registrar's Office; Patrick Pluscht, CLEAR; Victor Prybutok, TS & ITDS; Marina Saitgalina, GSC; Mark Wardell, Toulouse Graduate School Dean; Karen Weiller, AI Office; Kathleen Whitson, AI Office; Celia Williamson, Vice Provost for Educational Innovation; Leslie Wimmer, URCM

I. Welcome and Introduction: The meeting was brought to order at 2:00 PM. New senators were recognized: Maria Muñiz; David Kaplan; Douglas Campbell, Mary Ann Venner, Oksana Zavalina, John Ishiyama, Jennifer Callahan, Erica Boykin, Dutch Fayard, Karen Weiller, Jeffery Snider.

II. Approval of Minutes (6/12/13) *Senator Peak made a motion to accept the minutes and Senator Kappelman seconded the motion. The June 12, 2013 minutes were approved. There were four abstentions.*

III. Chancellor Lee Jackson **Presidential Search Update**  
There is progress on the presidential search, but currently there have been no candidates recommended to the Chancellor. On Friday, the search committee will be reviewing the pool of applicants identified by the external consultant. Within the pool, there are 4-5 former Texas Higher Education Leaders and more than 10-15 higher education leaders represented in the pool. The private sector representatives on the committee requested non-traditional candidates with experience in research (funding and partnerships) be included in the pool. A non-traditional candidate was defined as a candidate who has not spent the bulk of their career in an academic environment.

If the search is not success, at this point it is not known whether an interim Presidential candidate might be selected or if a Phase 2 search would begin.

The chancellor also shared the UNT System report for the 83<sup>rd</sup> Texas legislature. Initially there were some success stories for higher education including the restoration of the formula funding to 2009-2011 levels (operations funding) and the increase of grant funding to keep pace with student population growth (student financial aid) and the restoration of research funds (research). He also indicated that all future board meetings will be available on the web and some reporting requirements were eliminated.

In the past, facility construction projects which make the top of the list had their debt service principal and interest picked up by the state. UNT started out with two building on the facility construction project list. Both house and senate had agreed on ~\$70 million and UNT would proceed with construction of both buildings, as well as other major projects on the \$2.7 billion construction funding list. However, because of a \$2.7 billion difference in house and senate budgets and the failure to appoint conference committees to resolve the difference, the session ended with no decisions made, and no special session was called. For this reason, we must wait for newly elected officials to determine if the funding for facility construction projects will continue in the same manner as in the past.

One senator asked a question about the change to United Healthcare Insurance – The Chancellor explained that UNT has no control over the program and can only serve as an intermediate link between the faculty member and the state entity. It is possible to petition the state legislature to allow UNT to opt out of ERS, but no one has made a case in the past for exiting the state pool.

Another senator reported that the student benefits in terms of tuition waiver for children of faculty are reported to be different for the UNT Denton Campus and the UNT Health Science Center. The Chancellor will look into this possible difference.

IV. Election of  
new Executive  
Committee  
Members  
[Each Group  
votes]

Each of the eight Faculty Senate groups met to elect an EC member. The following senators were elected to the Executive Committee:

- Group 1: Robert Figueroa
- Group 2: Patricia Reese
- Group 3: Srinivasan Srivilliputhur
- Group 4: John Ishiyama
- Group 5: Jim Conover

Group 6: Barbara Bush  
Group 7: Guido Verbeck  
Group 8: TBD

V. Faculty Senate Discussion

Chair Vosvick asked senators to share concerns from their constituents which will form a pool of issues raised by faculty that will be addressed at the monthly meetings this academic year.

Several faculty have expressed an interest in filling a position for a faculty ombudsman.

It was reported that policy 15.1.30, Guidelines for Teaching Assistants in Large Classes is not being followed. According to the senator, there are many courses which are not covered with TA support and for which enrolment is greater than 75 students.

Concerns about parking were brought forward. According to one senator there is no quality assurance board with faculty participants to help provide faculty voice to this issue. As an example, there is one UNT program which involves parents of disabled children and these individuals need parking in close proximity to the services they use at UNT.

Merit raises were also reported as a faculty issue. A lack of transparency in the merit process and complaints about limited hiring resulting in existing faculty absorbing more tasks was expressed by some faculty.

An inquiry about the timing of applications for faculty leave was put forward. When are new faculty eligible for faculty development leave? Is it after the 6<sup>th</sup> year? The policy and guidelines (policy 15.1.11) do not address this question.

One senator expressed that anecdotal information about student quality suggests that while SAT scores are going up, the students don't seem to be academically stronger. Also, the practice of backdoor policies that allow transfer students who don't have high SATs to side-step this requirement was mentioned. The Chair shared that the faculty senate has initiated a discussion to create a rubric to further define how we as the faculty of UNT define what a quality student is.

Some universities are beginning to ban counteroffers. Does UNT plan to continue the practice of reviewing counteroffers?

There is a concern that the budget for athletics will increase at the expense of faculty raises.

During the doctoral hooding ceremony, some concerns have

been expressed about Dean Wardell's participation in the hooding of doctoral candidates. According to the faculty member, the hooding of the doctoral candidate is viewed as a personal relationship between the advisor and doctoral candidates.

A last concern was the on-going UNT program review process. The program review process in some departments was reported as lacking transparency.

VI. Warren  
Burggren

Provost Burggren indicated that faculty development leave requires at least six year of consecutive service. He will look into how the timing of application fits into the process.

Dr. Yolanda Niemann Flores is working on the admission process. This is on-going work.

With regard to counteroffers, UNT does give consideration to counteroffers.

Program Review Process – There was not as much transparency as would be desirable. The Provost suggested this would be a good question for the graduate Dean who is in charge of the program review process for graduate studies.

Provost Burggren shared a PowerPoint focusing on the academic year of 2012-2013 as a period of change. Changes described included the budget, reducing accumulated debt in Academic Affairs, and an administrative directive to reduce the number of UNT positions by 100, reorganization, and compliance.

Boston Consulting Group, an international group that examines internal process was hired by UNT to make recommendations to improve efficiency. For example, some processes involved 11 signatures, and there was a significant problem with the administrative structure. A middle-heavy structure was identified with 120 people directing their own work.

It was reported that over the past year, UNT has eliminated 42 staff positions (16 from non-departmental activities) including 13 administrative positions (\$861K) and a reduction-in-force of 10 individuals. Sixteen of 42 positions came from the Office of the Vice Provost and 37 administrative positions were transferred (\$2.2M) to other VP areas as part of reorganization associated with best practices. Detailed information is available on the Academic Affairs website.

Presently, there are 52 searches comprised of about 35 lecturers

with the remainder tenure track faculty. UNT will be running an ad in the Chronicle of Higher Education about hiring lecturers who are pedagogical specialists and how this decreases reliance on adjuncts.

There is a 4.6 M contingency fund for merit. Once allocated to raises, the raises will be permanent as the funding will continue year after year. Possible allocation of funds could be distributed as merit, excellence, and fairness/equity/market value pool. However, the decision to award raises has not become official at this point.

Various task forces have been established, and UNT is moving forward with various services and processes (core curriculum, tutoring, supplemental instruction, developmental education, undecided students).

Enrolment at UNT will continue to be a focus. For every percentage increase/decrease in UNT enrolments, there is an associated \$3M adjustment. The Provost expects that this coming year (2013/2014) will be one of stabilization and implementation. Our student SAT scores are about 100 points better than the national average and UNT turns away about as many student as we accept and more student leave UNT than graduate every year.

One senator asked about UNTs US News and World Report rankings compared to other Metroplex Universities. According to the Provost, US News and World Report only ranks the top 10% of universities in the US and research dollars and retention are ways these universities are measured. Increasing research dollars and retaining students are already the focus of on-going programs.

VII. Tom McCoy

Research and Economic Development - Until there is a change made in the national budgeting process, we must place a large emphasis on building our private partnerships. Dr. McCoy would like to work toward increasing sponsored research agreements with the private sector.

A hand out describing the Faculty Incentive for Research Enhancement (RIE) Program at UNT was distributed to faculty senate senators. According to the guidelines and in order to participate, the faculty member would need to: (1) include at least 10% of effort, base salary, and fringe in a grant budget; (2) include support for graduate students if allowed by the funding agency; (3) pay the maximum F&A; and (4) meet expectations associated with award.

As you build the pool there would be 25% to incentive for

faculty doing good scholarship and who are not in an area that is easily funded.

VIII. Christy  
Crutsinger

Faculty Climate Survey Results – 66% response rate for completed surveys and 70% response rate for surveys which were started, but not completed. There were 13 constructs: hiring, teaching, research, service, merit, promotion, workload, Resources, mentoring, work/family balance, diversity, satisfaction, and climate.

During the next six weeks data from the survey will be provided to the colleges.

A theme from the survey was that research trumps teaching. Feedback from chairs was better than from department faculty. Gender, ethnicity, and across rank, were diverse.

Results have been disseminated on the Faculty Success website as well as the Provost Council, Faculty Senate EC, Faculty Senate, ADVANCE Team, faculty senate committees, and Beyond Tenure Cohort.

The Salute to Teaching Excellence Week will be held September 23-27. There will be activities throughout the week.

IX. Laura Klein

Recruitment for the SECC Golf Tournament is underway. Individuals can come and be placed on a team or may put together a team for the event.

X. Jim Conover

Update Committee on Committees [vote]

Faculty nominations were submitted for the following committees: Curriculum, Faculty Load, Faculty Salary Study Committee, Scholarship Committee, TF/TA Committee, Athletic Council, and Distinguished Lecturer Committee.

*Senator Kappelman made a motion to accept the nominations and Senator Vaidya seconded the motion. The motion carried unanimously.*

An electronic document will be sent to all senators with open positions on the various committees. Senators are encouraged to help recruit faculty who are interested in serving on these committees.

XI. Sian Brannon,  
UCC

Sian Brannon shared that a new Certificate in Digital Media Studies has been approved and that Library Science is offering a new minor. The minutes were submitted for approval.

*Senator Reese made a motion to accept the minutes for UCC*

*and Senator Lane seconded the motion. The motion passed unanimously.*

XII. Committee of the Whole      There was no information for the Committee of the Whole

XIV. Adjournment      *Senator Lane made a motion to adjourn the meeting and Senator Kappleman seconded the motion.*

The meeting was adjourned at 4:00 PM.