

## Faculty Senate Meeting

October 14, 2015

### MINUTES

- Meeting: Faculty Senate Meeting Oct 14, 2015, Wooten Hall, Room 322
- Present: Brian Ayre, Kim Baker, Glen Biglaiser, Sheri Broyles, V. Barbara Bush, Jennifer Callahan, Douglas Campbell, Denise Catalano, Adam Chamberlin, Shelley Cushman, Elliot Dubin, Morgan Gieringer, Lee Hughes, Paul Hutchison, John Ishiyama, Jennifer Lane, Smita Mehta, Maria Muniz, Divesh Ojha, Phil Paolino, Audhesh Paswan, Dan Peak, Jonathan Pinkston, Emile Sahliyah, Jyoti Shah, Stephen Slottow, Jeffrey Snider, Jessica Strubel, Mary Ann Venner, Guido Verbeck, Karen Weiller-Abels, Oksana Zavalina, Tao Zhang.
- Absent: James Conover, Kamakshi Gopal, Andrew May, Reza Mirshams, Saraju Mohanty, Srinivasan Srivilliputhur, Phil Sweany, Beth Thomsett-Scott
- Guests: Neal Smatresk, President; Finley Graves, Provost and VPAA; Christy Cruetsinger, VPPA; Margaret Vestal, Office of the Provost; Brian Lain, UUCS, Dylan Nadwodny, North Texas Daily.
- I. Welcome and Introductions      The meeting was called to order at 2:05pm.
- II. Approval of Minutes (September 9, 2015) [Vote]      *Moved by Senator Paswan, seconded by Senator Peak*  
*Discussion: None*  
*Motion carries with one abstention*
- III. Faculty Senate Discussion      Topics of discussion:
- Classroom spaces-several types of classrooms, differing space needs
  - Concealed carry-several town hall meetings being held, <http://campuscarry.unt.edu/>. There is live streaming of some of the meetings. Are there any scheduled for after business hours? Not aware of any but if we need another time, we will reach out to see if one can be scheduled.

IV. President  
Neal  
Smatresk and  
Provost  
Finley  
Graves

*President:*

Updates: Many big initiatives are being put on the table.

- **Frisco campus**-will be modeling a more department-less type of structure. An initiative is underway that will move at the speed of a business venture. We want to be collaborative with the surrounding businesses. Looking for grassroots engagement. We want to reward entrepreneurial behavior.
- **Possible Dallas Art and Design Institute**-Moving with CVAD to understand how creativity and technology blend. The library across the street from the system building is for sale.
- **Tier 1:** If we are going to do it, let us understand the metrics that will get us there. Possibly it is a 10-15 year goal. The definition of what is Tier 1 could change. We want to be a high quality institution. How do we get there?
- **Research Institutes**-There will be a formation of four research institutes, Advanced Environmental Research, Advanced Materials and Manufacturing Processes, BioDiscovery and Logistics Systems, <https://inhouse.unt.edu/unt-launches-institutes-research-excellence>. We need to build our research enterprise here, but we need more space. The key is to optimize how we use space to maximize research dollars. We need to renovate our research buildings. We speak about our identity and our brand, but we need to expand on that in a more noticeable way. How do we incentivize this?
- **Union Opening**-Will be open for business November 11. Not fully open at that time, but the public parts (food, faculty club place) will be open. We are in the process of vacating facilities across campus (tents and temporary spaces) that will be residing at the Union.
- **Other issues**-Looking at parking issues. IT issues are leading to much better responsiveness. UNT System is engaged in making things better regarding shared services.
- **Faculty participation**-Please participate in town halls and workshops so faculty can be engaged.
- **Equity and Merit** - In the middle of the equity exercise. (Adjusted the merit allocation because we did well last year.)

### Questions:

Regarding merit raises, should faculty on research tracks be evaluated as lecturers or those on the teaching track?

Answer: Merit means different things for different people. Use it as a tool to reward your best to keep them here. Keep good faculty happy. Be recognized for outstanding work. Merit should be a local decision.

Regarding the evaluation of administrators, what are we doing as a university with that feedback? Right now we do not see the results.

Answer: Chairs should be evaluated as faculty and administrators. Deans should be evaluated as administrators. If a unit is doing poorly, the dean needs to fix it. We are all accountable for the numbers. It will take time to move forward. The Provost is a change agent and manager.

Fundraising is also important. The President and Deans need to own

those numbers also. Deans have a series of accountabilities and what their departments achieve. Be an excellent steward of resources and solve problems that enable us to move forward.

When will the evaluation data be reflected upwards?

Answer: This is a great opportunity to partner with Faculty Senate to provide more meaningful evaluations. We should be accountable for taking evaluations. We should involve discussion and elaboration of data.

When do we share the data? We should share with faculty the results, summarize the information and give a composite report.

Regarding follow up on issues, there is a small amount of comments and the information is not getting back to faculty.

Answer: Senators need to share information as a Faculty Senate process. (EC is looking at how we can provide better feedback and follow-up on issues.)

*Provost:*

- **Sac and Save Space-CVAD** will have half of the space in that building. There will be a visual studio space with glass walls so people can see what the students are creating. There will be a Media Lab where students and faculty get together to work on projects.
- **Dean Searches:** Three are underway: Music, Information, and Education
- **Equity and Merit:** Equity amount was 600,000, also to solve compression issues. Asked Deans for input. There is 1.4 million dollars needed to address equity issues. Only have 600,000 right now which will address gender and ethnicity first, then compression. Merit will be on top of the equity adjustments. We hope to have another round for compression. When we have another pool of money, we will address compression.

*Motion to give Provost more time (five minutes)*

*Seconded by Senator Shah, motion approved*

### **Questions:**

What does it mean that there is 600,000 for equity? What was the equity process? How much is the merit pool?

Answer: Equity monies are separate from merit. Deans were asked to look at equity issues. Monies were assigned and Deans were given a week to provide feedback.

What is the future of the Graduate Tuition Assistantships? Where does the money come from? Why are some students able to tap into the tuition benefit?

Answer from the President: We got inaccurate information. We did a comprehensive survey. We are trying to fix the issues with the Graduate

Tuition Program.

*Motion to give President more time (five minutes)  
Seconded by Senator Hutchison, motion approved*

If we made a commitment, we will honor that commitment. Going forward we need people to write this back into their grants. We are going to have to do something for next year.

What about covering the 9 credit hours?

Answer: We will be backing out on that.

V. Policy Update and Status (Christy Crutsinger)

Provided handout of policy updates. Policy updates also available on <http://policy.unt.edu/disposition>. Update on 15.0- Librarians still in the document but not listed as tenure track. EC will be looking at edits and vote electronically. Then 15.0 will go to legal.

Academic workload policy is in the Provost Office. Non-substantive changes made. Workload and 15.0 need to go in to legal at the same time.

We will be putting policies on a rotation schedule for the Policy Oversight Committee to review. Need to stagger when we review them.

Thirteen policies were updated over the summer for same sex benefits. (See policy link above for further info.)

We need people on the Policy Oversight Committee. Some faculty will get different time appointments so we have an overlap of members serving.

VI. Topic of Discussion

Classroom spaces- a faculty survey is going around so please encourage people to provide feedback. There seems to be a systemic problem with 110 classrooms. A committee is trying to come up with minimum standards for 110 classrooms. Please provide Jim Conover feedback. He is the Faculty Senate rep on the committee.

Discussion-We need a board space you can see while you are writing. We do not have control over classrooms in our own buildings. Facilities is responsive to some issues. Student teacher ratio is also an issue.

Question: What is our approach to large classes? Do we split them? How do we provide resources to do that?

Answer from the Provost: The department chooses how many hours the TA works. According to the policy, each department defines that.

Additional comments- There is difficulty using an i-Pad in the classroom. Some technology is too small for use in the classroom. Projection is not good. We need to keep in mind the quality education we are giving to students regarding classrooms. One size fits all classroom support doesn't work. There is a lack of higher technology support.

(At the EC meeting held on Oct. 7, a motion moved by Senator Ayre and seconded by Senator Peak was put forward that the EC make the following statement about classroom spaces: The EC requests the following as minimum classroom technology needs for 110 classrooms 1) two visualization screens 2) a document camera and 3) a writing surface (e.g. white board, blackboard, moveable writing surface).

We will be providing more updates from EC meetings/follow up on issues at the end of our Faculty Senate meetings.

- VII. Update Committee on Committees (Audhesh Paswan) Both Co-Chairs have resigned. Laura Waugh's and Audhesh Paswan's groups need to elect someone for Committee on Committees. At the next EC meeting we will elect a Chair of Committee on Committees. (We need Group II, Group V and Group VI reps on Committee on Committees.) List of committee vacancies and candidates presented on the screen. Voted on candidates displayed. We put out an open call for volunteers for committees. We should support people willing to serve. Question about at-large slots and who is eligible to fill them. New 15.0 is not in place yet. At large instructors can come from librarians.

*Motion to vote on the candidates put forward*  
*Moved by Senator Sahliyah, seconded by Senator Chamberlin*  
*Motion passed unanimously.*

Please put forward names for the Policy Oversight Committee. We will vote on them in November. The committee will evaluate aging policies. After policy implementation the committee will look for issues in policies.

- VIII. UUCC Update, Approval of their minutes (Brian Lain) The committee is working diligently to put together a curriculum website.
- Motion to approve the minutes*  
*Moved by Senator Sahliyah, seconded by Senator Paswan*  
*Discussion none*  
*Motion passes unanimously.*

- IX. Committee of the Whole Question: What is the funding formula for research base? Faculty Senate Chair Verbeck involved in the research. Any questions, check with the Provost Office. Can we put it on the Faculty Senate website? Will look into that.

- X. Adjournment The meeting adjourned at 3:55pm.