



# FACULTY SENATE

## UNIVERSITY OF NORTH TEXAS

### FACULTY SENATE MEETING University Union 332 MINUTES – September 12, 2018

Aviles-Diz, Jorge	SPAN CLASS	P	Kalin, Nadine	AEAH CVAD	A	Shahrokhi, Farhad	CSE ENG	A				
Ayre, Brian	BIOL COS	P	Kawamura, Kiko	MATH COS	P	Stockdale, Nancy	HIST CLASS	P				
Baker, Rose	LTEC COI	P	Krahmer, Ana	LIBR	P	Subramaniam, Karthigeyan	TEA COE	P				
Biglaiser, Glen	PSCI CLASS	P	Lane, Jennifer	MUVS MUSIC	P	Tooch, Mario	DANC CLASS	P				
Boesch, Miriam	EPSY COE	L	Lin, Lin	LTEC COI	P	Wang, Xuexia	CSE ENG	P				
Broberg, Kirsten	MUCS MUSIC	P	Long, Chris	TEA COE	P	Warren, Scott	LTEC COI	P	<b>TEMPORARY SENATORS</b>			
Broyles, Sheri	JOUR	P	McAfee, Jason	CHEM COS	P	Watson, Cindy	TNT COS	L	Blackstone, Bethany (Hensel)	PSCI CLASS	P	
Burns, Doug	LIBR	P	Mehta, Smita	EPSY COE	P	Wickstrom, Carol	TEA COE	P	Chang, Mei (Boesch)	TEA COE	P	
Catalano, Denise	RHAB HPS	P	Moreland, Kimberly	ENGL CLASS	P	Yanowski, Kevin	LIBR	P				
Chamberlin, Adam	THEA CLASS	P	Morton, Sophie	WLLC CLASS	P	Yeatts, Dale	SOC CLASS	P				
Dubin, Elliot	HTM CMHT	P	O'Donnell, Joe	HTM CMHT	P							
Filosofova, Tatiana	WLLC CLASS	P	Olness, Gloria	ASPL HPS	P							
Fu, Song	CSE ENG	P	Olschofka, Felix	MUIS MUSIC	P							
Gaffney, Nolan	MGMT COB	P	Perez, Jose	PHYS COS	E							
Hensel, Paul	PSCI CLASS	P	Peters, John	ENGL CLASS	P				<b>NON-VOTING SENATORS</b>			
Hughes, Lee	BIOL COS	P	Philbrick, Jodi	IS COI	P				Kara, Muhammad	SGA	A	
Hutchison, Paul	ACCT COB	P	Ruderman, Richard	PSCI CLASS	P				Greenidge, Giselle	GSA	P	
			Sexton, Michael	MGMT COB	P							
									<b>NON-VOTING SUBSTITUTES (write in name and person subbing for)</b>			

**GUESTS:** President Neal Smatresk, Provost Jennifer Cowley, Terri Day (Academic Administration), Christy Crutsinger (VPAA), Jaymee Haefner (UUCS Chair), Gary Rahlfs (Vice Chancellor of Finance), Sarah Blackwell (HR), Linda Holloway (OFS), Patrick Pluscht (CLEAR), Jessica Craig (CJUS), Amy Armstrong (URCM), Kelly Donahue-Wallace (Chairs Council), Amie Adelman (CVAD), Stacey Wolf (Libraries)

I.	Welcome and Introductions	<ul style="list-style-type: none"> <li>• Approve Temporary Senator nominees [vote] <ul style="list-style-type: none"> <li>○ <b>Motion to approve the two Temporary Senators</b> <ul style="list-style-type: none"> <li>▪ <b>Senator Ruderman moved</b> <ul style="list-style-type: none"> <li>• <b>Senator Lane seconded</b></li> </ul> </li> <li>▪ <b>Discussion</b> <ul style="list-style-type: none"> <li>• <b>None</b></li> </ul> </li> <li>▪ <b>Vote</b> <ul style="list-style-type: none"> <li>• <b>For - Unanimous</b></li> </ul> </li> </ul> </li> </ul> </li> <li>• New Senators <ul style="list-style-type: none"> <li>○ New senators were introduced and their welcome packets handed out</li> </ul> </li> </ul>
II.	Approval of Minutes (May 9, 2018 and June 13, 2018) [vote]	<ul style="list-style-type: none"> <li>• <b>Motion to approve the minutes from the last two Faculty Senate meetings (May 9 and June 13)</b> <ul style="list-style-type: none"> <li>○ <b>Senator Chamberlin moved</b> <ul style="list-style-type: none"> <li>▪ <b>Senator Hutchison seconded</b></li> </ul> </li> <li>○ <b>Discussion</b> <ul style="list-style-type: none"> <li>▪ <b>None</b></li> </ul> </li> <li>○ <b>Vote</b> <ul style="list-style-type: none"> <li>▪ <b>For – unanimous</b></li> </ul> </li> </ul> </li> </ul>
III.	Faculty Discussion (President Neal Smatresk / Provost Jennifer Cowley)	<ul style="list-style-type: none"> <li>• University Goals <ul style="list-style-type: none"> <li>○ Graduation and Enrollment <ul style="list-style-type: none"> <li>▪ 4 year graduation rate is up</li> <li>▪ FTIC retention rate is up</li> <li>▪ Transfer retention rate is up</li> <li>▪ Total retention rate is 79% and we could do better</li> </ul> </li> <li>○ Wintermester <ul style="list-style-type: none"> <li>▪ Students can take 1 course <ul style="list-style-type: none"> <li>• Online, Field work, or study abroad</li> </ul> </li> <li>▪ It will be a 3 week term</li> </ul> </li> <li>○ Growing Research <ul style="list-style-type: none"> <li>▪ We need to do a better job of nominating faculty for prestigious awards</li> <li>▪ We are working on a proposal for the Texas Land Office right now</li> </ul> </li> <li>○ Top Ranked Programs <ul style="list-style-type: none"> <li>▪ Our number of top ranked programs went up from 68 to 72</li> <li>▪ The BA in accounting broke the top 50</li> <li>▪ CVAD is currently 54 and we know it can break the top 50</li> <li>▪ UNT is also one of Forbes's best places to work</li> <li>▪ It is also a best place to work for women</li> <li>▪ And a best place to work in higher education in Texas</li> </ul> </li> <li>○ Faculty First Flight <ul style="list-style-type: none"> <li>▪ Instituted this year</li> <li>▪ It will be a yearlong program mainly focused on teaching, but they hope to expand</li> <li>▪ For those faculty that complete it, they get \$1000 in professional development money</li> </ul> </li> <li>○ Growing Advancement</li> <li>○ Creating Efficient, Effective Systems</li> </ul> </li> <li>• Wintermester <ul style="list-style-type: none"> <li>○ It will be a Winter Session nestled within Spring Semester</li> <li>○ It will run 12/17/18 to 1/11/19</li> <li>○ UNT will be closed in that time with no classes running</li> <li>○ We need to make sure everything is smooth so we are testing all aspects <ul style="list-style-type: none"> <li>▪ If we are not done testing by time registration opens, we</li> </ul> </li> </ul> </li> </ul>

		<p style="text-align: center;">will do a second enrollment push</p> <ul style="list-style-type: none"> <li>• Evaluation of Administrators <ul style="list-style-type: none"> <li>○ Provost Cowley receives all the comments and scores and addresses the issues with appropriate individual(s)</li> </ul> </li> <li>• State of the University <ul style="list-style-type: none"> <li>○ Please come</li> <li>○ We set records last year</li> <li>○ There will be lots of good news</li> <li>○ We get to honor Richard Dixon, a Royal Society fellow</li> </ul> </li> <li>• Update concerning the office of the Ombudsperson <ul style="list-style-type: none"> <li>○ The Office is currently vacant</li> <li>○ We are transitioning to a mediator platform</li> <li>○ The Mediators are being trained now</li> <li>○ In the meantime reach out to Staff Senate, Faculty Senate, Joanne Woodard, and other campus resources individually</li> </ul> </li> <li>• Searches <ul style="list-style-type: none"> <li>○ Vice President for Research and Innovation <ul style="list-style-type: none"> <li>▪ We have great, top level candidates</li> <li>▪ Because we want the best, we may have to have a bit less openness to the search, but it will result in more top people <ul style="list-style-type: none"> <li>• Their names being associated with a search is not always a good thing</li> </ul> </li> </ul> </li> <li>○ University Relations, Communications, and Marketing <ul style="list-style-type: none"> <li>▪ Search firm has been identified</li> <li>▪ We are looking for top candidates</li> <li>▪ We may be less open with this search for the same reasons as the other search. President Smatresk is really trusting the search committees to do their job</li> </ul> </li> <li>○ Dean Searches are starting/underway</li> <li>○ Vice President for Digital Strategy <ul style="list-style-type: none"> <li>▪ Hired Adam Fine</li> <li>▪ Will start November 1</li> </ul> </li> </ul> </li> <li>• Retention <ul style="list-style-type: none"> <li>○ Planning and Implementation Workshop focused on this topic this year</li> <li>○ The strategy and plan will be ongoing</li> <li>○ There are a lot of different reasons students leave, some good and some not <ul style="list-style-type: none"> <li>▪ Grades are not the biggest concern</li> </ul> </li> <li>○ Starting last UNT had 38,000 students, ending last year we have 26,000 students <ul style="list-style-type: none"> <li>▪ We have to make up the difference to just break even, much less grow</li> </ul> </li> <li>○ We loose on average 6000 students a year</li> <li>○ We owe it to every student to help them succeed <ul style="list-style-type: none"> <li>▪ If we all helped 1 student, we would grow by 1500 automatically</li> </ul> </li> <li>○ There is not one dominate reason for students leaving <ul style="list-style-type: none"> <li>▪ Familial issues</li> <li>▪ Behavioral issues <ul style="list-style-type: none"> <li>• We point them toward counseling or other services</li> </ul> </li> <li>▪ Monetary issues</li> <li>▪ We keep in touch with every student who leaves <ul style="list-style-type: none"> <li>• Students can come back within a year without reapplying</li> <li>• Other school have a good program for “stop outs” and we will look to see what they are doing</li> </ul> </li> </ul> </li> </ul> </li> </ul>
IV.	Policy Oversight Committee Updates (V. Barbara Bush / Terri Day)	<ul style="list-style-type: none"> <li>• The Policy Oversight Committee will soon be looking the Grievance Policy, if you know anyone who love policy, the committee can use your help</li> <li>• <b>First Read</b></li> </ul>

		<ul style="list-style-type: none"> <li>○ 06.050 Photocopying for Classroom Research and Library Use [for deletion] <ul style="list-style-type: none"> <li>▪ This came to us from URCM</li> <li>▪ The pertinent parts are reflected in 08.001</li> </ul> </li> <li>○ 06.039 Student Attendance and Authorized Absences <ul style="list-style-type: none"> <li>▪ This is an update to remove the WF grade which was approve last year</li> </ul> </li> </ul>
V.	Committee on Committees Update (Jodi Philbrick) [vote]	<ul style="list-style-type: none"> <li>• It is the faculty senator's responsibility to bring forward nominees to fill committees. Send your nominations to the Committee on Committees or the Faculty Senate office</li> <li>• This committee maintains 2 lists <ul style="list-style-type: none"> <li>○ Standing Committees <ul style="list-style-type: none"> <li>▪ These are under the Faculty Senate</li> <li>▪ At least 1 senator has to be on each of these committees</li> </ul> </li> <li>○ Administrative Committees <ul style="list-style-type: none"> <li>▪ These are outside the Faculty Senate</li> <li>▪ We provide representation as requested</li> </ul> </li> </ul> </li> <li>• Caucus to fill Committee on Committees and Executive Committee vacancies <ul style="list-style-type: none"> <li>○ Groups I, IV, VI, VII, and VIII caucused</li> </ul> </li> <li>• Standing Committee Vacancies <ul style="list-style-type: none"> <li>○ Approve a single nominee for a slot there multiple nominations have occurred <ul style="list-style-type: none"> <li>▪ Fine Arts Committee <ul style="list-style-type: none"> <li>• <b>Vote</b> <ul style="list-style-type: none"> <li>○ <b>Stephen Zhang – 8</b></li> <li>○ <b>Hakan Tarakci – 23</b></li> </ul> </li> </ul> </li> <li>▪ Committee on the Status of Women <ul style="list-style-type: none"> <li>• Robbie Sittel disqualified</li> <li>• Elizabeth Oldmixon now sole nominee</li> </ul> </li> <li>▪ Faculty Research Committee <ul style="list-style-type: none"> <li>• <b>Vote</b> <ul style="list-style-type: none"> <li>○ <b>Anat BarNir - 31</b></li> <li>○ <b>Divesh Ojha - 0</b></li> <li>○ <b>Blair Kidwell - 0</b></li> <li>○ <b>Priyali Rajagopal – 0</b></li> </ul> </li> </ul> </li> </ul> </li> <li>○ <b>Motion to approve all single nominees within the Standing Committees as a single slate</b> <ul style="list-style-type: none"> <li>▪ <b>Senator Mehta moved</b> <ul style="list-style-type: none"> <li>• <b>Senator Chamberlin seconded</b></li> </ul> </li> <li>▪ <b>Discussion</b> <ul style="list-style-type: none"> <li>• <b>None</b></li> </ul> </li> <li>▪ <b>Vote</b> <ul style="list-style-type: none"> <li>• <b>For - Unanimous</b></li> </ul> </li> </ul> </li> </ul> </li> <li>• Administrative Committee Vacancies <ul style="list-style-type: none"> <li>○ Approve a single nominee for a slot there multiple nominations have occurred <ul style="list-style-type: none"> <li>▪ University Distinguished Research Professorship Review &amp; Selection Committee <ul style="list-style-type: none"> <li>• <b>Vote</b> <ul style="list-style-type: none"> <li>○ <b>John Peters – 21</b></li> <li>○ <b>Ted Farris – 8</b></li> </ul> </li> </ul> </li> </ul> </li> <li>○ <b>Motion to approve all single nominees within the Administrative Committees as a single slate</b> <ul style="list-style-type: none"> <li>▪ <b>Senator Hutchison moved</b> <ul style="list-style-type: none"> <li>• <b>Senator Aviles-Diz seconded</b></li> </ul> </li> <li>▪ <b>Discussion</b> <ul style="list-style-type: none"> <li>• <b>None</b></li> </ul> </li> <li>▪ <b>Vote</b> <ul style="list-style-type: none"> <li>• <b>For – unanimous</b></li> </ul> </li> </ul> </li> </ul> </li> </ul>

VI.	Confirmation of Executive Committee actions (Denise Catalano) [vote]	<ul style="list-style-type: none"> <li>• Dissemination of spring 2018 administrator evaluation results <ul style="list-style-type: none"> <li>○ We are not public posting comments.</li> <li>○ The comments will go to the administrator being evaluated and their appropriate supervisory chain of command</li> </ul> </li> <li>• Extension of ad hoc Faculty Grievance Committee membership to October 10, 2018 <ul style="list-style-type: none"> <li>○ It was decided to extend the current membership by one month so that all the senators can have time to solicit and bring forward nominees for this committee</li> <li>○ We want them to be representative of you</li> </ul> </li> </ul>
VII.	Other Standing Committees Updates [vote]	<ul style="list-style-type: none"> <li>• UJCC Report/Minutes for Sept 2018 (Julie Leventhal / Jaymee Haefner) <ul style="list-style-type: none"> <li>○ <b>Request to approve the minutes comes from the committee</b> <ul style="list-style-type: none"> <li>▪ <b>Discussion</b> <ul style="list-style-type: none"> <li>• <b>None</b></li> </ul> </li> <li>▪ <b>Vote</b> <ul style="list-style-type: none"> <li>• <b>For - Unanimous</b></li> </ul> </li> </ul> </li> </ul> </li> <li>• Graduate Council Minutes for May, June, and July 2018 <ul style="list-style-type: none"> <li>○ <b>Request to approve all three sets of minutes comes from the committee</b> <ul style="list-style-type: none"> <li>▪ <b>Discussion</b> <ul style="list-style-type: none"> <li>• <b>None</b></li> </ul> </li> <li>▪ <b>Vote</b> <ul style="list-style-type: none"> <li>• <b>For – unanimous</b></li> </ul> </li> </ul> </li> </ul> </li> </ul>
VIII.	New Business	<ul style="list-style-type: none"> <li>• UNT Redesigning Retirement (Gary Rahlfs) <i>[additional educational opportunities about these changes will be forthcoming]</i></li> <li>• Philosophy <ul style="list-style-type: none"> <li>○ We want to recruit top talent</li> <li>○ We want to serve faculty with a secure plan</li> <li>○ We want to offer plans that are cost effective and efficient</li> </ul> </li> <li>• TRS and ORP <ul style="list-style-type: none"> <li>○ TRS is the default plan, but certain positions here have the option to go to ORP</li> </ul> </li> <li>• Voluntary Plans <ul style="list-style-type: none"> <li>○ Tex\$aver <ul style="list-style-type: none"> <li>▪ Coming as part of Phase II</li> </ul> </li> <li>○ Tax Sheltered Annuity (TSA)</li> </ul> </li> <li>• The team is mainly looking at the 403(b) plans right now (OPR and the TSA) <ul style="list-style-type: none"> <li>○ They are improving overall plans and the overall process</li> <li>○ There will be a new portal for management</li> <li>○ Fidelity is the lead record keeper (and one of the options)</li> <li>○ There are 4 tiers to choose from <ul style="list-style-type: none"> <li>▪ Tier 1 – Target Date Funds</li> <li>▪ Tier 2 – Passively Managed Funds</li> <li>▪ Tier 3 – Actively Managed Funds</li> <li>▪ Tier 4 – Brokerage Option</li> </ul> </li> <li>○ Tiers 1-3 will have about 30 choices of funds, Tier 4 is basically unlimited</li> <li>○ This better aligns us with other public universities</li> </ul> </li> <li>• Timeline <ul style="list-style-type: none"> <li>○ Communication and trainings coming out now</li> <li>○ The new investment line will be available soon</li> <li>○ Fall 2018, meet with vendors, make changes</li> <li>○ January 2019, all updates/changes go into effect</li> </ul> </li> <li>• Questions/Comments <ul style="list-style-type: none"> <li>○ This is for all current and new plans</li> <li>○ Mapping from old to new funds will occur on January 2</li> <li>○ What about adding new vendors?</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>▪ The State mandates we have 4</li> <li>▪ The majority of people only use 2 of those 4</li> <li>▪ Participants should really look at fees and services and make the best choice</li> </ul>
IX.	Old Business	<ul style="list-style-type: none"> <li>• Thanksgiving break/calendar amendment update (Paul Hutchison) <ul style="list-style-type: none"> <li>○ The committee hopes to meet in the next month</li> </ul> </li> </ul>
X.	Comments for the Good of the Order	<ul style="list-style-type: none"> <li>• Library Strategic Directions Forum <ul style="list-style-type: none"> <li>○ The Library is seeking outside opinions <ul style="list-style-type: none"> <li>▪ Tuesday, September 18, 2018</li> <li>▪ 9-11 am</li> <li>▪ Willis Library Forum</li> </ul> </li> <li>○ You only need to bring your ideas</li> </ul> </li> <li>• What about adding letters of dissent to tenure packets <ul style="list-style-type: none"> <li>○ Provost Cowley will talk to Vice Provost Day and get back with the senate</li> </ul> </li> <li>• Please attend the state of the university address</li> </ul>
XI.	Adjournment	<ul style="list-style-type: none"> <li>• Adjourned at 3:57pm</li> </ul>