



FACULTY SENATE
UNIVERSITY OF NORTH TEXAS

- Meeting:** Special Session, Faculty Senate Meeting, 5 May 2006, Wooten Hall Room 322
- Present:** Atkinson, Barton, Coy, Doherty, Elleven, Figa, Glover, Goggin, Gopal, Heidelberger, Hill, Johnston, McPherson, Mueller, Murphy, Nagaoka, Parks, Pavur, Perez, Peters, Reban, Sahliyah, Seligmann, Smith, Staff, Swan, Thomsett-Scott, Turner, van Tassell, Weiller, Woods, Zimmerman
- Absent:** Booth, Boyd Lillie, Chandler, Cole, Cooke, Grable, Holt, Levin, Little, Mikler, Pelton, Pirtle, Plummer, Reidy, Yeatts
- Guests:** Provost Johnson, Dean Keller, Dean Scott, Dean Totten, Dean Burggren, Dean Hartman, Assoc Dean Thibodeaux, Dean Forney, Dean Milnes, Assoc Dean Swigger, Julie Payne, Gloria Cox, Ed Soph, Padur Jagndeeswaran, Doina Farkas, Dow Lyon, Tom Waller, Ann Jordan, Tom Evanson, James Conover, Shawne Miksa, Michael Nieswiadomy, Gene Wright, Jeff Goodwin, David Shiner, Jim Quinn, Farhad Shahrokhi, Pam Harrell, David Mason, Ruthanne Thomas, Randy Wallace, Art Goven, Denny Engels, Wendy Watson, Emily Clough, Elizabeth Oldmixon, Al Bavon, Cecilia Thomas, Terrance Pohlen, Donna Asher, Suzanne LaBrecque, Brian Bowman, Shelley Cushman
- Opening:** Frances van Tassell, Chair of the Faculty Senate, called the meeting to order at 2:03 PM

Senate Chair van Tassell welcomed the Provost, Deans, Senators and guests. Senator van Tassell explained that this was a special session of the Faculty Senate with only one agenda item; to ask the Provost and the Deans to discuss the process of this year's market and excellence raises. Because this was a called senate meeting, Senator van Tassell stated that senate rules would apply.

Motion by Senator Zimmerman:
"Suspend the rules of the Senate"

Motion passed by majority ayes, no nays, 1 abstention.

Senator van Tassell asked the panel to introduce themselves: Warren Burggren, Dean of the College of Arts and Sciences; Mary Thibodeaux, Associate Dean of the College of Business Administration; David Hartman, Dean of the College of Public Affairs and Community Service; Jean Keller, Dean of the College of Education; Herman Totten, Dean of the School of Library and Information Sciences; Judith Forney, Dean of the School of Merchandising and Hospitality Management; James Scott, Dean of the College of Music; Robert Milnes, Dean of the School of Visual Arts; and Howard Johnson, Provost and Vice President for Academic Affairs. Kathleen Swigger, Associate Dean of the College of Engineering joined the meeting in the second hour.

Senator van Tassell's [presentation](#) provided background for the meeting by showing definitions of merit, market and excellence raises, listing points of discussion that had been raised by senators or other faculty and summarized the 2005-06 process between the deans and the provost. Senator van Tassell informed the senate that the meeting was being recorded.

The floor was opened for questions (to both senators and visitors). Questions included how librarians were handled, what the deans' criteria were, did all deans follow the same criteria for market raises, what does "reinvestment" mean, were there any criteria for faculty who should be excluded from the list of potential

recipients, whether all eligible faculty names were sent forward from the departments to the appropriate deans and provost, what was the role of departmental chairs, what was the role of departmental PACs, the lack of transparency of the process (what information was transmitted for each faculty member), why were there differences between departmental-college-provost recommended raises, whether final raises were based on bottom up recommendations or top down directives, which departments are being targeted to move forward, why the College of Music departmental recommendations were not shown in the final spreadsheet, and what were the plans for the more than \$450,000 FY 06 raise monies not distributed to faculty.

Senate adjourned at 3:45 PM.

Respectively submitted by Sam Atkinson