

## Minutes of the Meeting of the Executive Committee of the Faculty Senate

Sept 5, 2007 2:00 PM, 2<sup>nd</sup> Floor Board Room UNT Administration Building

Michael McPherson, Faculty Senate Chair; Richard Wells, Faculty Senate Vice Chair; Beth Thomsett-Scott, Faculty Senate Secretary; present

### Executive Committee Members:

Name	Group	Dept.	Term	Present
Dornith Doherty	I	SOVA	2008	X
Elizabeth Figa	II	SLIS	2010	X
Dennis Mueller	III	PHYS	2008	X
Emile Sahliyah	IV	PSCI	2010*	X
Steve Cole	V	FIRL	2009*	X
Cynthia Chandler	VI	CDHE	2010*	
Jim Swan	VII	AGER	2008	X
John Holt	VIII	MUSIC	2008	X
Michael McPherson	Chair	ECON	2007	X
Richard Wells	Vice-Chair	JOUR	2007	X
Beth Thomsett-Scott	Secretary	LIBR	2008	X
Marcia Staff	Immediate Past Chair	FIREL		X

Guests: President Bataille, Provost Wilkins

### I. Welcome

Senator Wells called the meeting to order at 2:00 PM.

### II/III. Questions for Administrators

Before moving to the questions, President Bataille asked for feedback on last year's budget process, noting that she is working on the new process. From her perspective the process worked well and felt that having the Senate reps at the meetings provided for fewer surprises and enhanced discussions. As this is not a legislative year, the budget will go before the Board of Regents in May or June. After some discussion, it was agreed that the Senate representatives did help make the process more transparent and that the EC would like the process to

continue. It was suggested that the representatives try to make more meetings together and that the reps meet to discuss the sessions in order to provide a complete picture rather than each rep having a few pieces of information. The Provost and President agreed that the Senate representatives do not need to leave during their own department's budget hearings. They also agreed that the hearings could be discussed with the Executive Committee.

Discussion of how often to attend Senate meetings. McPherson that the Provost was expected at every meeting and to provide a report or updates. The President normally attends one meeting per year. After discussion, the President agreed to attend twice, in the fall to present a welcome "State of the University" address and a budget update in the spring.

President Bataille urged the EC to encourage faculty to attend the Fall convocation.

Searches. The President announced that Gilda Garcia accepted that position of VP Equity and Diversity and will begin on October 1. The VP Research search is on hold, the President is seeking additional information on the current applicants. VP finance: Phil Deibel is on modified service until someone is hired. There are currently three interviews arranged.

Policies. The President is disappointed that consultant is not able to devote more time to UNT. Gary Krahenbuhl has contacted Hanover Consulting who, for a set fee will, do research on policies, including looking for best practices. Dr. Bataille is still hopeful that the policy review will be completed by fall. Dr. Wilkins noted that the timelines are complicated by issues that continue to arise. She requested that the EC send her a list of policies that need to be reviewed as first priorities. Provost Wilkins has already collected Promotion and Tenure documents. She has set a date for a forum for junior faculty but first needs to understand the policies. Dr. Wilkins is committed to ensuring a quality process but without violating any policies. Wells noted that EC will send policies needing a priority review. The President and Provost expressed concerns over policies that include both faculty and staff but limit faculty in their ability to manage their time and activities in a professional manner. It was also noted that both the President and Provost are categorized as "staff". There are policies for Chairs but once someone becomes a Dean or above, they are switched to the "staff" category. Bonita Hairston has a list of policies needing a priority review. McPherson noted that there is no faculty input into the process to change the policies. The President added that administrative, hiring, research issues should have faculty input and that perhaps a revision to the setup of Senate would be needed to make this happen, such as revisions to committee charges etc.

Faculty approved charter for the College of Engineering. Dr. Wilkins is concerned that this had gone on as long as it has since anything involving personnel should have bylaws. She noted that she is unfamiliar with schools/colleges having charters rather than bylaws, but agreed that something is needed to provide fair

guidelines for operations, including faculty issues. She has contacted Hanover Consulting to explain the difference between bylaws and charters and to get best examples of each. Her sense is that universities have charters and units have bylaws. Her main concern is determining how to proceed without governance bylaws. She would like to ask the College of Engineering faculty to develop some guiding principles. After the policy review all units will need to review their charters so she would prefer not to spend too much time developing a charter for CoEng at this point, but emphasized that it is essential to get some mutually agreeable principles and processes in place for this year. Mueller suggested an ad hoc group be put together to work with the Provost. The Provost appreciated having this issue brought to her attention and encouraged the EC to bring other issues to her that need immediate action. McPherson noted that the Ombuds person had previously helped with Charter and Bylaws issues. Mueller noted that accountability is one of the main concerns as it can't happen without rules in place. It was noted that a faculty member from the CoEng will be speaking on this issue at Faculty Senate.

Mueller noted that a number of faculty are concerned about the change to the Policy on Research Misconduct that happened without faculty being consulted or notified. The President noted that that the revision developed out of a need to be in compliance with Federal laws and that UNT would be ineligible for federal grants if the policy was not brought into compliance. Art Goven worked with the legal office to develop the policy. Mueller will send the specific concerns to the Provost and President.

Q3. Space Assessment issues. Provost Wilkins noted that on Tuesday the policy was approved that would name and constitute the space assessment committee. Dr. Bataille noted that that space issues had previously been addressed on an ad hoc basis and that this needed to change. Interim Provost Krahenbuhl meet weekly with Deans and others to discuss the space issue beginning in the spring so the recommendations have been well thought out and known about for a while. Wells raised a concern over the disbanding of the University Planning Council and noted that there had been a space planning committee that was a sub group of the UPC. Dr. Wilkins noted that the new committee is a step in the right direction. Mueller noted that the previous committee made it clear how faculty were involved. Provost Wilkins asked if the committee had been nimble enough to respond quickly. Wells replied that if the chair was effective, the committee was able to make quick decisions.

Provost Wilkins asked the EC how faculty learn about new policies. She noted that the information should flow from the Deans to chairs to faculty. President Bataille noted that there have been many issues with information not flowing effectively this way. There was discussion about including a "policy update" time on the Senate agenda or incorporating this into on the reports. Wells will remind Provost Wilkins to bring copies of the Space Assessment Committee policy. Dr. Wilkins can provide a PowerPoint presentation on the guiding principles for the

space changes. Provost Wilkins noted that there will be training for chairs offered this year and that she is committee to rewarding chairs for good work.

Q4. Provost Wilkins clarified that this may be a misinterpretation of the Dual Employment policy. The concern from an administrative point of view is that faculty disclose outside employment. There are also benefit issues if travel is not pre-approved. Wells noted that it was important to clarify research and professional duties relative to UNT duties. Provost Wilkins added that there are also national norms and best practices available. Holt asked if faculty are supposed to work 9-5. Dr. Wilkins replied that there is lots of "9-5" statements in the current policies but that faculty don't work this way and if other styles are working are disclosed they are covered once the Chair signs off. For example, evening performances for music faculty are acceptable as this brings credit to UNT as much as business faculty consulting with businesses does. If faculty are paid for nine months, the policy does not affect them during the summer when they are not employed by UNT.

Ombuds office. President Bataille noted that there are currently 62 applications which have been narrowed down to 6 video interviews beginning next week. In the meantime, Barbara Mawhiney, a former ASU EEO and Affirmative Action officer, will spend 3 days a week assisting the EEO issues. The location of the Ombuds office will follow national norms by ensuring privacy and confidentiality. The new office will be located in the back of Chilton Hall with easy parking access and a secluded doorway. An administrative assistant will be hired to help, and Dr. Bataille hopes to have a graduate assistantship developed to provide a graduate student to help with the student issues. McPherson noted that there were some concerns within the search committee about one person being overwhelmed. Dr. Bataille noted that Gilda Garcia will hire EEO and Compliance officers which will alleviate some of the workload. Dr. Wilkins noted that the mediation program at Michigan worked well and it may be useful to consider a similar program at UNT. Wells replied that there is a mediation program at UNT but it is not well used and isn't just for faculty.

Dr. Wilkins brought up the issue of the recent e-mails about criminal background checks that went out without approval. The current draft of the policy is not close to being approved and the President and Provost will not approve in its current state. UNT does need to comply with the laws and general practices of an institution of higher education. The Provost assured EC that faculty will have a change to discuss the policy before it comes into effect. She will address any concerns raised by the e-mails at Senate.

Provost Wilkins explained her desire to establish a One Book, One Community program at UNT. This would involve the UNT and local community not just discussing a book but provide thematic programming throughout the year. EC encouraged Dr. Wilkins to work with the Outreach Librarian who has experience with the Denton Reads project. Doherty noted that scheduling takes a long time

and perhaps two years of planning is needed to do the project well. Dr. Wilkins will pursue the idea with the Deans.

The President and Provost thanked the EC for their comments and the EC thanked them for their openness in responding to the questions.

#### IV. Approval of the Minutes from August 29

Motion to accept by Cole, seconded by McPherson, and accepted unanimously.

#### V. EC Dialog

September Senate Agenda. There was a discussion of how long non Senate speakers should talk for and where they should be located in the agenda. After discussion, it was agreed that five minutes would be a good time and they would be located under Committee of the Whole. McPherson noted that Bryan Weinberg of the Chalipus project wanted to speak to the Senate. Thomsett-Scott will send McPherson an e-mail listing groups who need to caucus.

#### VI. Chair's Report

Phil Turner has requested faculty involvement on several committees. The Information Resource Council and the Center for Distributed Learning Steering Committee are Senate committees and will need to go through the normal approval process. Frances May was recommended by Phil for another term on the CDL Steering Committee and the Learning Enhancement Group. Discussion about how faculty are appointed to committees when the committee currently is not a Faculty Senate Administrative Committee. It was agreed to list the nominations on the Committee on Committees nomination report as EC appointments.

Grandparents University. – alumni can bring their grandchildren to UNT for two days of “classes” for ages 8-12 years. There were several concerns about ensuring that faculty are engaged in the process and willing to donate their time for the project. Thomsett-Scott brought up the question of broadening to UNT employees and possibly to the community as a public relations event. McPherson will take the idea to the Deans and see what the interest level is.

#### VII. Old Business

Wells noted that he is continuing to work on the Committee Charges. He has concerns that the Core Curriculum Committee and Faculty Handbook Committee are considered to be inactive for this year. He also noted that the summer

employment rules will be changed for the coming summer but does not have the details.

VIII. New Business

There was no new business.

IX. Comments for the Good of the Order

None.

X. Adjournment

Meeting adjourned at 4:20