



- Meeting:** Faculty Senate Meeting, 13 February, Wooten Hall Room 322
- Present:** Atkinson, Benet, Bratton, Chandler, Chen, Cole, Conover, Cox, Cushman, Doherty, Donahue-Wallace, Emmanuel, Figa, Harrell, Harris, Hayes, Heidelberger, Holt, Jagadeeswaran, Johnston, McPherson, Mueller, Nagaoka, Oldmixon, Perez, Plummer, Pohlen, Reidy, Seligmann, Swan, Thomsett-Scott, Todd, Turner, Weiller, Wells, Windsor
- Absent:** Babcock, Baker, Catalano, Clower, Eddy, Hill, Mikler, Packard, Pavur, Peters, Sahliyah, Wallace
- Guests:** Gretchen Bataille, Andrew Harris, Wendy Wilkins, Celia Williamson, Steven Hill, Gilda Garcia, Margie Lagleder, Margaret Vestal, Kimi King, Jacque Lambiase, Michelle Mears, Carolyn Bobo, Brian Reyman, Shana Gooch, Ashlee Salem
- Opening:** Michael McPherson, Chair of the Faculty Senate, called the meeting to order at 2:04 PM

- I. Chair McPherson welcomed the attendees. Music was provided by Kathleen Reynolds, Michele Levin, Mitchell Lurie, and friends from the album Gems for Bassoon. He noted that there were several changes to the agenda: the UCC report would be added to the list of committee reports, Belinda Newman was ill and unable to attend, and President Bataille would be joining Senate at 3 pm to discuss the budget and spending priorities. To assist with keeping the schedule on time, both the Vice Chair's and Chair's Reports would be presented in writing only. There were no objections to the changes.
- II. Gilda Garcia. Her office has received many calls some of which are referred to other offices, such as the Ombuds office, or are resolved prior to a compliant being filed. Once a compliant has been filed, her office is required to follow State and Federal processes and laws. Her office has recently become involved in faculty searches to ensure equal treatment of all potential candidates. She recognized the expense of searches and noted that words under experience and qualifications can be reduced but all requirements need to be listed to ensure equitable treatment of candidates. The Diversity area is organized to support the best opportunity for UNT to enhance its inclusiveness through events and training. An IDEA Council will be created with faculty, student and staff representatives, and representatives from related offices. The Council will be advisory in nature. Dr. Garcia added that she is considering creating a faculty-only IDEA team. Another event is Café Diversity which is a monthly activity with a faculty and staff session and a student session. There is some interest in breaking out the staff and faculty into separate sessions but currently there are not sufficient numbers to do this. Dr. Garcia will be implementing an Intersection Series which will combine several disciplines together to look at an issue or issues. She encouraged faculty to submit ideas. In summary, Dr. Garcia noted that her office is working to provide an integrated understanding of diversity to support an environment in which everyone can do their best work. Senator Wells raised a question about the lack of training opportunities compared to the abundance of opportunities that used to occur. He added that diversity/harassment training is not provided in the New Employee

Training sessions. Dr. Garcia replied that Human Resources had previously been supporting the training program but is reevaluating their office. There are compliance issues as all employees should receive 4 hours of in-person or 2 hours of online diversity training every two years. She is currently hiring a trainer for her own office. Senator Turner questioned the need for a Diversity Advisory Representative (DAR) person to be on every search committee. Dr. Garcia noted that a DAR representative is not necessarily needed but that there must be common principles established when conducting searches. Senator Turner replied that it was beneficial to have a DAR representative as they were familiar with hiring process and diversity and equity issues. Dr. Garcia added her office is just a few weeks into the change and she does not have access to a list of DAR representatives; however, she will have a flow chart and hiring process information online shortly. Senator Hayes questioned whether Cassandra Berry's position will be filled. Dr. Garcia replied that her office is hiring a Research Analyst, an Equity and Diversity Analyst, an Event Coordinator, and an Advancement Associate.

- III. Steve Hill noted that essentially his office is concerned with doing business right and doing it an equitable manner. He noted that a committee is working on a document to show where compliance issues need to be directed. For now, all compliance issues should be reported to his office and they will be directed from there. There is a web-based external reporting mechanism on the UNT site. Mr. Hill is working to move the site to a more prominent location although people are finding it where it is. His office is also working on updating policies. Mr. Hill added that faculty is welcome to bring any business practice issue or similar issue to his office as they may be able to help. Senator Wells questioned whether compliance policies required a written record of the complaint and the process. Mr. Hill noted that the policies are not clear on this but that his office responds to each issue and that a tracking number is assigned and the status can be viewed through the system. He is also creating a telephone reporting system. The goal of the office is to have a decision within 10 working days, although it may be longer if other offices are involved. Senator Atkinson noted that faculty may accidentally make compliance mistakes and asked if Mr. Hill could list some of the major issues that could occur. Mr. Hill noted that his office is in the process of creating an FAQ that will help with this. He noted that a common compliance issue for faculty is over-extending themselves and their resources.
- IV. Minutes. Senators Swan and Plummer approved and seconded the minutes. Senator Bratton noted that she was on sabbatical in the fall and wondered if being marked absent was the normal process. Chair McPherson indicated that this was the regular process. Minutes were approved with one abstention.
- V. Committee Reports.
 - a. Committee on Committees. Report approved unanimously.
 - b. Committee on the Status of Women. Dr. Kimi King. Dr. King provided a summary of the report and noted that she is working with Steve Cobb, chair of the Faculty Senate Workload Committee since there are workload concerns among the female faculty, especially junior faculty. Action items were: ensure that the Faculty Senate received results of the exit survey; follow up with President Bataille concerning the 2002 report; and create a standing Committee on the Status of Persons of Color. After some discussion, it was agreed that the first two items would go to the Faculty Senate Executive Committee for action, and that the third item would go to the faculty Senate Charter and Bylaws Committee as a

new committee would need to be added to the Charter. There were two corrections to the departments of the members. With these corrections the report was accepted unanimously.

- c. Report of the ad hoc Committee on Legal Affairs. Richard Fossey and Michael Nieswiadomy. Chair McPherson noted that the report encompassed contract and other delays and that the committee would be reporting on the relationship between the Legal Office and faculty on promotion and tenure and other faculty issues later in the year. Dr. Fossey noted that the committee had a lot of anecdotal evidence but significantly less substantiated information. They recently shared the report with the Chairs Council and are hoping to receive additional substantiated information. The Legal Council has made several changes since the committee was formed that are helpful including adding extra paralegals, policy changes, and a revised contract review process which is now mainly online to reduce time. They encouraged faculty to send suggestions for improving the relationship to Richard Fossey or to other members of the committee. Senator Reidy noted that the timeliness of contracts is often an issue and requested some mechanism, such as a check box, to let the Legal Office know of rush requests. Dr. Fossey noted that an electronic tracking system had been suggested as well. Senator Cushman wondered about the actions coming out of the report. Chair McPherson noted that the Senate can initiate recommendations for actions and Dr. Fossey emphasized that some changes have already occurred. Dr. Fossey noted that there is an electronic copy of the new Contracting handbook available from the Senate site and that the Committee is requesting training and publicizing of the revised processes. The report was accepted unanimously.

- VI. Budget and Spending Priorities Presentation. President Bataille and Andrew Harris. President Bataille presented the summary of the presentation she and Mr. Harris made to the Board of Regents last week. She noted that the recent budget hearings were successful and that they provided a big picture view of overall budget needs. Dr. Bataille emphasized to the Regents that the strategic plan cannot be reached without additional dollars and that UNT needs to be concerned with providing a high quality product rather than being a “best buy”. With a 7.9% increase in undergraduate tuition, UNT will be able to make strides towards the strategic plan. She emphasized that all discussions concern recurring funds.

- a. One goal of the UNT Strategic Plan that the budget addressed was Enhance Student-Centered Education. There will be \$1.2 million reallocation of existing dollars and \$4.2 million new dollars. \$900,000 will go towards “access initiatives” including permanent work study funds, peer tutors and student advising. Student advising is of critical concern as UNT has a 1:567 ratio compared to the 1:300 recommended by the National Academic Advising Association and a national ratio of 1:285 for four-year colleges. Additionally, salaries for advisers are well below the national average and there is a high rate of turnover among advisers. \$500,000 will go towards merit initiatives including TAMS for those who are unable to afford the expense of on campus boarding and tuition and to enhance the diversity of the attendees, and to the Honors College to attract additional high achieving individuals. There will be a \$2.8 million allotment for need-based student financial aid. The President made it clear that the amount students receive will cover the tuition increase. An additional \$1.4 million will come from a

Peel Grant. In combination, the increases should allow UNT to cover approximately 70% of student needs.

- b. Another strategic goal was to improve Research and Creative Activities. There will be a \$1,060,000 reallocation and \$11,796,900 new funds. There will be a 4% merit pool for faculty and staff, along with a \$1 million market adjustment fund. Another \$2.16 million will be directed towards new faculty lines, \$1.5 million towards Doctoral MFA support and \$1 million into the creation of a new Library and Research Equipment Support pool. The funds should provide for 16-18 new faculty lines which, along with vacant lines, will go to areas of highest need and interest from the Research Clusters proposals. The Provost noted that there are additional funds available for the Research Clusters. Over the last 4 years, undergraduate FTEs increased by 3,000 while Faculty FTEs have decreased slightly. The support for graduate students should provide for approximately 100 new assistantships, although the President stressed that they are looking at different packages and alternatives to get the most out of the funds. Senator Turner asked how the support would be decided. Academic Affairs and the Graduate School will together on this issue. UNT has not increased Sponsored Program Awards and this will be a focus over the next years.
- c. Enhancing Institutional Reputation was the third strategic goal addressed by the budget. There will be a \$240,000 reallocation and \$500,000 new money. \$300,000 will be directed towards athletics, 100,000 to an IDEA (Inclusive Diversity and Equity Access) initiative and \$100,000 to a marketing campaign to market services complimentary to what monies are being raised.
- d. The fourth strategic goal addressed was Improving Institutional Effectiveness. There is \$172,000 in reallocated money and \$3.1 million in new money. \$450,000 will go to the staff reclassification pool, \$1 million to provide equity in operating support, \$1.35 million to Computer Information and Technology/Imaging/E-forms/Learning Enhancement support as part of a 5 year plan, and \$300,000 to the Systems Office as required by the formula structure.
- e. President Bataille noted that this is a two year plan with another 7.9% tuition increase to take effect in 2009/2010. She emphasized that the budget will make positive contributions to Instruction (faculty numbers and salaries) and to Student Aid. Even with the increased tuition, UNT is still well below our Texas peers and just slightly above the average of our national peers assuming none of them increase tuition which is unlikely. Senator Weiller noted that COE has good academic advisors but that there are many students who need more class offerings, and she appreciated the efforts made by the President in this area. In response to a question, the President noted that Deans and Chairs are currently fine tuning their proposals based on the overall budget. Senator Bratton asked about out of state tuition and Senator Windsor asked about studies on graduate student support. Dr. Bataille replied that there are discussions about how to make UNT more attractive to out of state students and to enhance graduate student support. She noted that the forthcoming review of graduate education may provide suggestions for these issues. Senator Seligmann questioned why only Federally funded research seemed to matter. President Bataille and the Provost emphasized that all research and creativity activities are equally important, and all grants and funding are valuable. The emphasis on federal dollars is prescribed by the Texas Higher Education Coordinating Board and

UNT's involvement in a national network of organizations that count research dollars. Senator Mueller thanked the President and Andrew Harris for providing a progressive budget and making an effective presentation.

- VII. Provost Report. Dr. Wilkins had only a short time to spend due to another meeting, and she noted that most of her content was covered by the reports of the Vice Chair and Chair. She asked if anyone had questions. Senator Weiller wondered what the time frame was for any workload changes. Dr. Wilkins responded that the Workload Policy is in the hands of the Workload Committee and she believes that she and the committee are fairly close to agreeing on the policy. The details of the policy will be discussed at the Administrative Retreat. Senator Reidy requested clarification on summer school salaries. The Provost noted that there had been suggestions that if salaries are reduced for small class sizes, perhaps salaries should be increased for very large classes. She added that scholarships are being offered to students within 30 hours of graduating and to graduate students making good progress. Senator Heidelberger noted that there was concern about limiting the number of hours taught in the summer as there is often high demand for summer classes in his college. The Provost replied that faculty can take special cases to Chairs and that there is the possibility for adjustments to be made on a case by case basis. Senator Hayes asked if faculty in departments other than English could teach material related to the One Book One Community initiative. Dr. Wilkins replied that she welcomes all participation in the initiative. She added that the theme is the tension between respect for the "melting pot" and respect for diversity/individuality. Vice Chair Wells noted that he appreciates the Provost for being aware of summer school issues and added that Chairs and Deans need to be encouraged to share summer school information and start setting the schedule.
- VIII. Celia Williamson.
- a. UCC Report. Approved unanimously
 - b. Faculty Senate Core Task Force. The Task Force has reviewed the content of the two forums and has developed several overarching objectives for the Core. These objectives are listed on the wiki which will allow online commenting. Faculty can log in using any name and any e-mail address to add comments. The wiki is located at <http://untcoretaskforce.pbwiki.com/> and will be available until the end of February. The Task Force will review the comments and provide a revised set of objectives with a goal to having the objectives approved by the Senate this year. Fall 2008 will be used to review courses to determine those that support the new objectives and perhaps create new courses. Senator Donahue-Wallace asked about the process of the evaluation of core courses that had been performed in the past. Dr. Williamson noted that there had been a complex process used in the past and the recommendation of the Oversight Committee on the Core Curriculum was to use a broader assessment tool. She expects that the committee will meet with the Faculty Senate Executive Committee later in the year to begin discussions on the assessment of core courses. Senator McPherson thanked Dr. Williamson for her leadership of this task and encouraged Senators to participate in the wiki. He reminded Senators to read the Chair and Vice-Chair reports, and bring forward any questions.
- IX. Unfinished Business. Coalition for Intercollegiate Athletics. Chair McPherson noted that Bill McKee is familiar with the Coalition and had some concerns he wanted to raise with

Senate. Dr. McKee will be invited to attend an upcoming Senate meeting to discuss his concerns.

X. New Business. Senator Plummer noted that it was National Engineering Week.

XI. Adjournment. Meeting adjourned at 4:17 pm

Respectfully submitted by Beth Thomsett-Scott, Faculty Senate Secretary