



- Meeting:** Faculty Senate Meeting, 13 June 2007, Wooten Hall Room 322
- Present:** Catalano, Figa, Goggin, Heidelberg, Hill, Johnston, McPherson, Mueller, Peters, Pohlen, Reban, Seligmann, Staff, Swan, Thomsett-Scott, Turner, Wallace, Weiller
- Absent:** Acree, Atkinson, Babcock, Benet, Booth, Bratton, C. Chandler, Y. Chandler, Cole, Cooke, Doherty, Donahue-Wallace, Elleven, Gopal, Harrell, Hayes, Holt, Jagadeeswaran, Little, Mikler, Miles, Nagaoka, Packard, Pavur, Pelton, Perez, Plummer, Reidy, Sahliyah, Wells
- Guests:** Frances van Tassell, Gary Krahenbuhl, Kelley Reese, Carolyn Bobo, Selby, Doina Farkas, Gene Wright, Art Goven
- Opening:** Marcia Staff, Chair of the Faculty Senate, called the meeting to order at 2:04 PM

I. Welcome.

- a. Senator Staff called the meeting to order at 2:04 pm and welcomed attendees.

II. Approval of Minutes from May 9

- a. Senator Wallace noted that he was present at the meeting.
- b. Senator Johnston moved to approve, seconded by Senator Wallace and approved unanimously.

III. Group Caucuses

- a. Group I – Committee on Committees representative. No decision.
- b. Group II – Executive Committee member to replace Senator Thomsett-Scott who is moving into the position of secretary. No decision
- c. Group II – Committee on Committees representative. No decision.
- d. Group III – Committee on Committees representative. No decision.
- e. Group IV – Executive Committee. Senator Sahliyah who was eligible for re-appointment.
- f. Group IV – Committee on Committees representative. No decision.
- g. Group V – Committee on Committees representative. No decision.
- h. Group VI – Executive Committee. No decision.
- i. Group VI – Committee on Committees. Karen Weiller elected.
- j. Group VII – Committee on Committees. No decision.
- k. Group VIII – Committee on Committees representative. No decision.

IV. Committee Reports

- a. **Committee on Committees Report.** Senator Thomsett-Scott noted that Senator Pohlen had agreed to serve on the Charter and Bylaws Committee. The report was seconded by Senator Reban and approved unanimously.
- b. **Faculty Salary Committee Report.** The committee had experienced delays in receiving salary information from the previous administration but received it early in Provost Krahenbuhl's term. They found their work complicated by the addition of additional peer universities this year. Recommendations from the committee included reviewing the impact of the new summer school polices, comparing UNT salaries with our peers (an overview of the averages across major areas for our national peers has already been completed but the committee wants to look at the data in more detail). The Provost added

that on average we are at 93% of the average salary of our peers. The President is desirous of bringing it up to 100%. There were several requests to clarify the meaning of the spreadsheets. The cover page included with the spreadsheets provided clarification. The Provost added that the two digit report gives a larger number of observations which provides for more reliable data while the four digit report presents the data in a more detailed format across departments which results in fewer observations and less reliable data. There are also departments that do not have counterpart peers and data will need to be extrapolated for these. The report was seconded by Senator Swan and approved unanimously.

- c. **Mentor Committee Report.** The survey received 75 responses from a wide variety of departments, including the Libraries. Data will be compared to the results from last year and the forthcoming survey to determine trends. It was noted that due to the changes in university administration, some of the data will not provide valid comparisons between the two years. Having a third year of data will assist in determining relevant trends. The committee will also conduct a thorough survey of mentoring practices on campus, a review of mentoring practices of our peers, and a literature review of academic mentoring practices to develop a best practices system for UNT. This will likely be a two-year goal in order to do it well. The report was seconded by Senator Reban and approved unanimously.
- d. **University Writing Committee.** The committee experienced issues in a sufficient number of entries. The awards need to be publicized more effectively and there should be a page on the Faculty Senate web site providing a historical list of award winners. The report was seconded by Senator Thomsett-Scott and approved unanimously.
- e. **Faculty Research Committee.** Art Goven presented the report. A PowerPoint version with a number of facts and figures will be put on the Faculty Senate web site. The committee effectively distributed the awards they had control over. The Research Office will work hard to increase the number of proposals put forward and to increase the level of funding. To become a major research institution, UNT will also need to have more research-focused faculty. There was a good discussion about the role of social sciences and humanities funding and an important point that faculty should be encouraged to submit proposals and rewarded for doing so even if they are not funded. Please see the PowerPoint presentation for additional details on the activities of the Research Office.

V. Dr. Gary Krahenbuhl, Interim Provost/VPAA. Report of the Provost/VPAA.

- a. There were some concerns about how issues such as dual employment, modified service, faculty workload, and post tenure review are currently handled. The Provost asked the Faculty Senate to be involved in investigating the issues and developing solutions. He emphasized that we need to make the best use of all faculty.
- b. **Salary.** The faculty raise amount and process has been established and administrators is waiting for the staff process to be determined. There is a 4% pool for merit, which is determined using vacant lines as well to increase the total amount. The Provost noted that this money will be distributed using normal procedures within the departments. There is an extra \$750,000 from the President and somewhere between \$200,000 - \$400,000 from the Provost which can be used to rectify inequities such as salary compression or for market adjustments. Dr. Krahenbuhl met with the Deans and Chairs and emphasized that he wants the additional monies spent to maximize “good”, such as rewarding those faculty who are effective institutional stewards. Deans were encouraged to work with the PAC committees and solicit faculty input for the distribution of these funds. The Provost

added that one factor is making UNT more effective is to push the authority down; thus, he only wants to see actual adjustments – no supporting documents are required. The process needs to be completed in mid July in order to have the adjustments reflected in the October 1 paychecks. Vice Chair McPherson noted that the State had mandated that retroactive pay is no longer allowable. Senator Mueller asked what sort of accountability would be present. Dr. Krahenbuhl noted that there are two grounds for appeal – procedural irregularities and not following the rules. He added that he expects Deans and Chairs to be fair in the process, and emphasized that all monies are to be distributed.

- c. **Evaluation of Deans.** The Provost sent evaluation surveys to Associate and Assistant Deans and Chairs. He will use this data in conjunction with the Evaluation of University Administrators survey results to evaluate the Deans.
- d. **Evaluation of the Provost's Office.** The Deans have been asked to evaluate the staff in the Provost's office.
- e. **Research Park.** Two or three units are interested in relocating to the Research Park and several other units have been asked to consider moving. Several support areas are being looked at as possible relocation candidates as well. The development of the acreage is being looked at for development; however, there will be some investment required to put in such necessities as water and sewer lines.
- f. **Searches.** Earl F. Gibbons Jr. has accepted the position of International Affairs. The VP Research is ongoing – we lost one but had two solid candidates on campus – Allen Myerson and Charles Louis – with another candidate visiting in July. The Provost is in discussions with the President about whether they should hire one of the strong candidates we have seen or wait for another pool but risk losing the ones we know are of good quality.
- g. **Best practices.** The Deans have been asked to send in their best practices for creating a quality education environment and to include their resources and services that serve the university best. These best practices reports will be turned into a future marketing tool.
- h. **Peer Review.** Comments are due by July 15th. There will be open forums in late August and September after which an action plan will be developed and implemented. Several Senators noted that they had had problems saving their comments. The Provost will check that the system is working properly. He urged everyone to resend the comments if they thought there were problems. He'd rather receive multiple submissions than not have the comments.
- i. **Provost Search.** There have been 6 video interviews and 2 candidates are set to come to campus with several more being scheduled. This will be a continuing search such that resume reviews will be ongoing along with video interviews and campus interviews until the appropriate person is found. Senator Seligman asked if this was Dr. Krahenbuhl's last meeting with the Senate. He replied in the affirmative and Senator Seligman noted that the Senate has appreciated Dr. Krahenbuhl's openness and honesty.
- j. Dr. Krahenbuhl noted that the changes to Microcomputer Maintenance, Center for Media Production, and Classroom Support had been in effect prior to his term. He will work to make the transition as seamless as possible and to lessen the effect on staff that are affected by the changes.

VI. **Report of the Vice Chair.** Gene Wright's term as ombudsman has been extended until August 31. A position description is in progress. The Board of Regents approved the peer review report and faculty are encouraged to make comments on the report prior to the July 15 deadline. Public forums will be held in early fall. The Policy Consultant has worked with AAUP and will come to campus to discuss the policies with faculty. Dr. Krahenbuhl was

pleased with the tenure packets this year and other than some concerns about a few faculty who he thought went up early, did not have any issues with the process. He noted in response to a question that faculty can be brought in with tenure if appropriate and consideration for previous experience should be made when reviewing candidates for tenure.

- VII. **Report of the Chair.** Outgoing Senators were recognized for their service. Chair Staff noted that this has been an eventful year with a new President, new Provost, and a number of high level searches. She reviewed the charge for an ad hoc committee to look at the relationship between the UNT Legal Office and the faculty. The committee will also examine our peers for best practices in this area.
- VIII. There was no **unfinished business**
- IX. **New Business.** Learning Management System Update. Chair Staff reviewed the content from his discussion with the Executive Committee. There are several committees working on this project and faculty are included. Dr. Turner was asked to ensure that the committees are reporting to their constituents. There is a migration plan being created that builds in sufficient time for testing the preferred products and for implementing the successful candidate in a reasonable amount of time to ensure that faculty have time to move their content over to the new system and ensure that everything is working before classes begin. The current system, Vista 3.0, will not be supported after September 2008.
- X. **Committee of the Whole.** No items brought forward.
- XI. **Adjournment.** Meeting adjourned at 3:55.

Respectfully submitted by Beth Thomsett-Scott