

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

November 5, 2008, 2:00 PM, 2<sup>nd</sup> Floor Board Room UNT Administration Building

Executive Committee Members:

| Name                | Group                   | Dept. | Term  | Present |
|---------------------|-------------------------|-------|-------|---------|
| Vacancy             | I                       |       |       |         |
| John (Jack) Peters  | II                      | ENGL  | 2011  | X       |
| Jose Perez          | III                     | PHYS  | 2011  | X       |
| Emile Sahliyah      | IV                      | PSCI  | 2010* | X       |
| John Windsor        | V                       | FIRL  | 2011  | X       |
| Cynthia Chandler    | VI                      | CHE   | 2010* |         |
| Jim Swan            | VII                     | AGER  | 2008  | X       |
| Donna Emmanuel      | VIII                    | MUSIC | 2008* | X       |
| Terry Clower        | Chair                   |       | 2008* | X       |
| Beth Thomsett-Scott | Vice-Chair              | LIBR  | 2009  | X       |
| Pam Harrell         | Secretary               | COE   | 2009  |         |
| Michael McPherson   | Immediate Past<br>Chair | ECON  | 2009* | X       |

Guests: President Bataille, Provost Wilkins, Bob Benjamin

1. Discussion of Topics with Administrators.

- a. Evaluation of Administrators. There was discussion on how to enhance the validity and usefulness of the results. Ideas included: including a statement/ranking of how familiar the respondent is with the person or department being evaluated; evaluating the department/unit rather than person and focusing the questions on what faculty actually need, such as a well-functioning IRB, Purchasing and Payments office, etc. It was emphasized by the Provost that those people or departments being evaluated should have input into the instrument as should those who will use the results in evaluations. Additionally, it was suggested that there should be more emphasis on comment boxes. The President noted that she finds it more useful to hear about overarching issues and will then initiate a more in-depth evaluation. There was discussion about whether the survey should be every two years to serve as a midterm review for Deans (Deans are now on a 5 year review cycle).
- b. Advisors. The 2008-2009 budget provided additional monies for hiring advisors and improving salaries. Several advisors have been hired and deployed to schools/colleges with highest ratio of advisors to students – the goal is to a ratio of 1:300; prior to the hirings, CAS' ratio was 1:567. There are several more positions to be filled. One position was transferred to Enrollment Management to improve the advising software (a common concern among advisors). Several

challenges exist including finding office space and appropriate salaries. Staff salaries cannot be increased until after the staff compensation study is completed. Compensation study: initial result later this year or early spring. All staff members needing increases based on study will receive some raise.

- c. Budget Priorities. The Executive Committee asked the President if the current economic situation will necessitate changes in budget priorities. The President referred to her earlier e-mail and noted that UNT is in good financial shape with a low debt level. At this time, there are no expected changes to priorities and no expected cutbacks. However, President Bataille encouraged rationing funds (being good stewards) as indicated in her e-mail, including reducing travel funds by videoconferencing, carpooling, etc.
- d. Legislative Update. A brochure highlighting priorities and rationale has been distributed to legislative representatives. There are 3 requests: an Institutional Enhancement Fund request to reduce the student:faculty ratio and to increase research to funding; 2.5 m in 2010 and 2011 for Next Generation Course Redesign; and \$6.3 m Tuition Revenue Bond to provide a College of Visual Arts and Design Building. Faculty can help by letting Kim Reasoner, UNT Governmental Relations Director, know of any legislative connections and talk up priorities for UNT.
- e. National Research University Status. The President recently spoke at a joint lunch for the UNT Foundation Board, UNT Alumni Association Executive Committee, and the UNT System Board of Regents describing how UNT is working towards National Research University Status. President Bataille noted that the 7 Emerging Research Institutions in Texas are committed to requesting that a pool of competitively distributed p y funds should be available for all seven institutions to apply for. There are three criteria necessary to reach "Research Status": 50 graduate programs (49); 200 doctorates awarded annually (>); and 100 million in federally funded research (<). When asked about the role for Faculty Senate, the President recommended talking up the importance of having a Research University in the Metro-plex. There was a short discussion about having Faculty Senate host a reception for delegates to accomplish this.
- f. Other Topics from the President. The President reported that one-half of the cost of the stadium will be provided by the recently approved student athletic fee. UNT Development is seeking donors and other revenues. There were 6 good RFP proposals received for the hotel and these are currently being reviewed. The President would like to see a campus drive or a concerted campus effort next holiday season. She requested that Faculty Senate work towards this effort.
- g. Nepotism Policy. The policy is currently quotes from Texas State law. CAS has a draft of a policy for the college level. The Provost noted that the name of the policy is a concern as it automatically implies something negative. The consensus is that if we are complying with state law, we are doing what is needed. However, the Provost would like to have guidelines for resolving potential conflicts. Due to her current workload, this is not a priority at this time. However, if the Provost hears of any issues, developing an updated policy and guidelines will move up the priority list.
- h. Growth of Lecturer Positions. Dr. Wilkins provided a list of tenured, tenure track and non-tenure track (lectures) in every department. Two departments had high ratios of T/TT : NT faculty. The average ratio across UNT is 16.2%. A recent report in the Chronicle of Higher Education provided data on a number of US institutions. The average across the institutions included was 24.5% with some organizations have high ratios: Harvard (45.4%); Johns Hopkins (49.8%) and Carnegie Mellon (48%). A&M has 17% and UT Austin has 25.3%. The Executive Committee expressed a concern the more lecturers will result in fewer opportunities for doctoral students to teach classes and gain necessary experience. The Provost is open to a "best practices" recommendation concerning ratio of lecturers to TT/T faculty at a college level.

- i. Lecturers: Hiring and Promotion. There have been several searches in each category. Some colleges are developing promotion guidelines and moving lecturers through the promotion process. Current lecturers are grandfathered into the process (do not need to reapply for their positions) and are eligible to move up the promotion scale if they meet the requirements. Roles for these lecturers are determined by department but best practice is to have T/TT faculty in roles having administrative duties. Lecturers should not be involved in decisions relating to T/TT faculty tenure and promotion, research issues, etc.
2. Approval of Minutes from October 29. Motioned and seconded by Senators Windsor and Sahliyah. No discussion. Approved unanimously.
3. There were no committee reports
4. EC Dialog.
  - a. Senate Agenda. Minor changes were discussed
  - b. Discussion about topics for administrators. There was a discussion about what the process was when topics were raised that were not appropriate to bring to the administrators. Some suggestions were put forward. There was also a discussion about concerns raised by a faculty member about the Research Office. The EC will investigate.
  - c. Monthly Senate Updates. Senator Thomsett-Scott reminded EC members to send the updates to their constituents.
  - d. Chairs Report.
    - i. State Funded Student Assistance: Based on THECB staff report to the Texas Council of Faculty Senates 70% of new students in Texas will enroll in a community college or 2-year institution. They are expecting to shift student support funding. The Texas Education Opportunity Grant (only for 2-year colleges) is expected to increase from \$7 mil/yr to \$193 mil/yr.
    - ii. THECB Regional Plan: For North Central Texas region 2000-2007, 4-yr enrollments +27.6% 2-yr enrollments +42.7%; 65% of HS students had to take remedial math; and action plans (in addition to financial aid shift): Implement college readiness standards, promote College Connection Program, course redesign of gateway math & science classes, regional workshops for education faculty, Colleges of Education faculty work groups, online professional development modules, and Math, Science, Technology Teacher Prep academies.
    - iii. Other THECB: consideration of requiring courses outside of the core to be transferable and a concern that 85% of awards (degrees) are in 20% of programs
    - iv. At the Deans' meeting, the Provost reported that faculty members who receive a Fulbright or similar grant, she will supplement the grant rate to ensure that faculty continue to receive the equivalent of their normal salary.
5. Unfinished Business. None.
6. New Business. Executive Committee members were encouraged to review the UCC report that will be presented at the upcoming Senate meeting.
7. Comments for the Good of the Order. None
8. Adjournment. Meeting adjourned at 5:05 pm