



# FACULTY SENATE

## University of North Texas

**Meeting:** Faculty Senate Meeting, 12 November 2008, Wooten Hall, Room 322

**Present:** Babcock, Bratton, Catalano, Chandler, Chen, Cherry, Clower, Conley, Conover, Cox, Cushman, Donahue-Wallace, Emmanuel, Goggin, Guzman, Justice, Lu, Miksa, Nasrazadani, Pavur, Perez, Peters, Reese, Sahliyah, Seligmann, Shahrokhi, Swan, Thomsett-Scott, Vosvick, Wallace, Weiller, White

**Absent:** Baker, Bush, Harrell, Jagadeeswaran, Kaminski, Mikler, Nagaoka, Oldmixon, Pohlen, Puccinelli, Slottow, Turner, Windsor

**Guests:** Celia Williamson, Wendy Wilkins, Margie Lagleder, David Schwarz, Tobye Nelson, Michael Nieswiadomy, Saleha Suleman, Carolyn Bobo

**Opening:** Terry Clower, Chair of the Faculty Senate, called the meeting to order at 2:05 pm.

1. Welcome. Terry Clower, Chair of Faculty Senate, called the meeting to order at 2:05 pm. The music was provided by Adam Wodnicki, pianist.
2. Approval of Minutes from October 8<sup>th</sup>. Motion to accept by Senator Swan and seconded by Senator Reese.
3. Committee Reports:
  - a. Faculty Awards Committee. Report presented in written form. Approved unanimously
  - b. Committee on Committees. Report presented by Senator Cherry with 2 write-ins. Report approved unanimously.
  - c. UCC/Task Force on the Core. Report presented by Celia Williamson. Dr. Williamson noted that the report contained the over-arching and learning objectives approved by History, Political Science, and Math. There was discussion concerning the purpose and use of the objectives. Dr. Williamson responded that these groups were able to come to consensus while other areas have not reached agreement. The Sciences in particular are soliciting additional input prior to agreeing on the objectives. Other discussion points included how the objectives will be used and the purpose of the objectives. Dr. Williamson noted that the purpose of the goal of having a single set of objectives for each core area is to provide more effective assessment of the courses and ensure that they meet the overarching objectives for the core. Although the goal is to have one set of required objectives, there is flexibility for having a set of required objectives and a set of preferred objectives. Courses will need to submit a syllabus indicating how they will meet the objectives to the committee that will approve courses into the core. It was noted that including support from the Libraries is not necessary but is beneficial to consider. Senator Swan made a motion to accept the report and the objectives separately. Senator Bratton seconded. The UCC report was approved unanimously. The objectives were approved with one opposed.

4. Report of the Provost. Postponed due to a delay in the Provost's arrival
5. Vice Chair Update. Senator Thomsett-Scott presented the report.
  - a. Evaluation of Administrators. The Executive Committee, Provost, President, and current chair of the Committee on the Evaluation of Administrators had a discussion on how to enhance the validity and usefulness of the results. Suggestions included having a statement or ranking of how familiar the respondent is with the person/department being evaluated, evaluate the department or unit rather than person and having questions that focus on what faculty need, ensuring that those being evaluated have input into the instrument, those being evaluated should have input into instrument as well as those using the results for evaluation, and more emphasis on comment boxes as it is more helpful for the administrators to hear about over-arching issues in order to do a more in-depth evaluation later. The question of moving the evaluation to every two years to serve as a mid-term review for Deans now that they are on a five-year review was also discussed.
  - b. Advisors. The 2008-2009 budget provided additional monies for hiring advisors and improving salaries. Several advisors have been currently hired and deployed to schools/colleges with highest ratio of advisors to students (goal is 1:300; prior to the hirings, CAS was 1:567). Another set of advisors will be in place soon. One position transferred to Enrollment Management to improve the advising software (a common concern among advisors). Challenges include office space and salaries. Salaries are not able to be increased until after the staff compensation study is completed. Initial results should be out later this year or in early spring. All staff members needing increases based on study will receive some raise.
  - c. Budget Priorities. As noted in an earlier e-mail, President Bataille reported that UNT is in good financial shape and has a low debt level. There are no changes to priorities and no expected cutbacks. However, President Bataille encouraged rationing funds (being good stewards) as indicated in her e-mail.
  - d. Legislative Update. Requests: Institutional Enhancement Fund request to reduce student:faculty ratio and to increase research 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 passing along names of any legislative connection to Kim Reasoner (UNT governmental relations director) and talking up priorities.
  - e. National Research University Status. President Bataille recently spoke at a joint lunch for the UNT Foundation Board, UNT Alumni Association Executive Committee, and the UNT System Board of Regents and described 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 competitively distributed funds should be available for all 7 to apply for. There are 3 criteria to reach "Research Status": 50 graduate programs (49); 200 doctorates awarded annually (>); and 100 million in federally funded research (<). Role for Faculty Senate? Talk up the importance of having a Research University in the Metroplex. Host a reception for delegates to do this?
  - f. Other Topics from the President. 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. Six good RFP were received for the hotel and are being evaluated. The President would like to see a campus drive or a concerted campus effort next holiday season.

- g. Nepotism Policy. The policy currently quotes from Texas State law. CAS has a draft of a policy for the college level. The naming of policy is a concern as it automatically implies something negative. General consensus is that if we are complying with state law, we are doing what is needed. The Provost would like to have guidelines for resolving potential conflicts. Due to other matters, 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. The Provost provided a list of tenured, tenure track and nontenure track (lecturers) in every department. Two departments had high ratios of T/TT : NT faculty. Average across UNT is 16.2%. A recent report in the Chronicle of Higher Education provided data on a number of US institutions. The average is 24.5% with some organizations being quite high: Harvard (45.4%); Johns Hopkins (49.8%) and Carnegie Mellon (48%). A&M has 17% and UT Austin has 25.3%. A concern was raised that 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 lectures 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 this 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. Roles for lecturers are determined by department but best practice is to have T/TT faculty in roles having administrative duties. They should not be involved in decisions relating to T/TT faculty tenure and promotion, research issues, etc.
6. Report of the Provost/VPAA.
- a. Partner Accommodation. There is currently a “Partner Accommodation Program” in place for this process. All searches need to be fair. Sometimes to succeed in a search, the partner may need to be hired; however, this hiring needs to be fair also. The Provost emphasized that standards for hiring should never be lowered in order to hire a partner. There are two situations: recruiting and retaining. Both need to adhere to the standards of fairness and equity. There is an organization called the Higher Education Recruitment Consortium which maintains a clearinghouse of jobs in the Northeast thus allowing an easily accessible way of finding jobs in higher education and is helpful when looking at partner accommodation. There was a request with some audience support for guidelines on partner accommodation hires.
  - b. Textbook Committee. The Provost noted that she has asked the Executive Committee to establish a committee to address textbook concerns. Senator Clower noted that the committee is established and will shortly begin its work. Several Senators noted concerns including the legality of selling review and instructor copies to students, the used book market profit margin, fair use of own materials, and concerns with the bookstore.
  - c. Dean Searches. The Provost reported that there are two dean searches going on: the Dean of Libraries and Dean of the Graduate School. Membership and activities are listed on the VPAA site.
  - d. Coache Study. Recently randomly selected junior faculty have received invitations to participate in the Collaborative on Academic Careers in Higher Education survey to measure satisfaction with their work life. More information can be found at the Coache site  
<http://isites.harvard.edu/icb/icb.do?keyword=coache> Only aggregated data

will be provided and will provide a comparison with 5 peers (chosen by UNT) and national norms. There was a concern expressed that we use surveys that are not necessarily as well-designed as they could be and that we have experts on campus. The Provost responded that national surveys are used to allow UNT a comparison to national norms. She noted that the Delaware study is behind in reporting the data, but the results are expected soon.

- e. There is a joint initiative between the VPAA and the Office of Research to provide Research and Creativity Enhancement Award Summer Grant program to supplement those faculty who do not have many research grants or other summer activities.
  - f. Faculty receiving Fulbright, American Council of Learned Societies, and other prestigious awards can receive supplements to keep their salary at the current levels. The VPAA Office will supplement up to half their salary. The cost of living will also be considered in making the supplements. Departments need to be encouraged to value these awards. Several Senators noted that there are some policies that need to be modified as they currently penalize faculty for not being on campus.
  - g. The Provost was asked to update the Senate on the University-wide assessment of teaching. She noted that it is an instructor evaluation and courses will be randomly selected to beta test the instrument this fall. It is an assessment to be taken outside of class time. Additional classes will be selected in the spring. The validity of the tool will be evaluated and it will be revised as needed. There is a new committee which will look at other assessment tools.
  - h. The Provost noted that during the recent forums on Graduate Education, the issue of graduate faculty status was raised and she suspects that this system of categorization may be removed as it limits the interaction junior faculty have with graduate students.
7. Unfinished Business. 2<sup>nd</sup> reading of the proposed amendment to the Faculty Senate Bylaws. Senator Goggin read the proposal on behalf of the Charter and Bylaws Committee. Mike Nieswadomy was recognized and came forward to present an amendment for the University Tenure and Promotion Committee (UPTC) committee's charter which would require an amendment to the current proposed change to the charter. There was concern that the new wording gave the President more authority and minimized the principle of shared governance. It was noted that the wording is only "approve" policies, not promulgate. Quorum was called. There was not a quorum. The discussion and vote on the change will be resumed at the December 10<sup>th</sup> Senate meeting.
8. Report of the Chair:
- a. Textbook committee is being finalized: there are 4 faculty members, 3 students (appointed by SGA), Senator John Windsor will chair the committee, other members with ex-officio status: Student development, CLEAR, and a representative from the Bookstore.
  - b. 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, expect a shift in student support funding, and Texas Education Opportunity Grant (only for 2-year colleges) increase from \$7 mil/yr to \$193 mil/yr
  - c. 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

- d. Other THECB: considering requiring courses outside of the core to be transferable 85% of awards (degrees) are in 20% of programs
- e. Research cluster financial obligations from spring 2008 process: FY09: \$10.6 million, FY10: \$ 6.0 million, FY11: \$ 5.2 million

9. Adjournment. Meeting adjourned at 4:30 pm

Respectfully submitted by Beth Thomsett-Scott, Vice-Chair