

Faculty Senate Meeting

April 13, 2016

DRAFT Minutes

Faculty Senate Meetings are Open to All Members of the University Community

- Meeting: Faculty Senate Meeting April 13, 2016, Wooten Hall 322
- Present: Kim Baker; Glen Biglaiser; V. Barbra Bush; Jennifer Callahan; Douglas Campbell; Adam Chamberlin; James Conover; Shelley Cushman; Elliot Dubin; Morgan Gieringer; Paul Hutchison; Lee Hughes; John Ishiyama; Jennifer Lane; Andrew May; Smita Mehta; Maria Muniz; Divesh Ojha; Phil Paolino; Dan Peak; Emile Sahliyah; Joyti Shah; Jeffrey Snider; Srinivasan Sriviliputhur; Phil Sweany; Kathryn Beasley; Guido Verbeck; Oksana Zavalina; Tao Zhang
- Absent: Brian Ayre; Sheri Broyles; Denise Catalano; Kamakshi Gopal; Reza Mirshams; Saraju Mohanty; Stephen Slottow; Jessica Strubel; Beth Thomsett-Scott; Manish Vaidya; Mary Ann Venner; Karen Weiller
- Guests: Neal Smatresk, President; Finley Graves, Provost; Christy Crustinger, Provost Office; Kevin Yanowski, Libraries; Pamela Johnston, Libraries; Laurel Crawford, Libraries; Emily Billings, Libraries; Pamela Andrews, Libraries; Allyson Rodriguez, Libraries; Susan Smith, Libraries; Richard Ruderman, PSCI; Julie Payne, URCM; Charity Beck, URCM; Sian Brannon, UUC; Maristella Feustle, Libraries; Katy McDaniel, Regulations Office; Brian Lain, UUC; Adrienne Nettles, URCM; Jeremy Berg, Libraries.
- I. Welcome and Introductions
Lucero is leaving the Faculty Senate, but is staying with the University. Thank you to Lucero for outstanding service to the faculty and the university.
- II. Approval of Minutes (March 9, 2016) [vote]
Motion to approve minutes
Moved by Senator Hutchinson
Seconded by Senator Conover
Discussion: None
Abstentions: Senator Shah and Senator Verbeck
Motion passes.
- III. Faculty Senate Discussion and Faculty Feedback.
 - Faculty feedback on compression and librarians as tenured faculty.

Comment: the issue of salary compression is important...but has been a constant problem for me. I consistently finish in top 5 in my department yet my salary is the second lowest in my department. This is taking a toll on my moral. I have been patient but it is hard to remain inspired and work hard for a university that does not address this issue.

Comment: new hires create more compression, in order to hire qualified faculty we must pay market value, which is the concern for group VII.

Answer from President: I'm not sure my answer will be very different. I am going to repeat what I said before. There is not enough money to fix

everyone's salary at once. I think the market forces are exacerbating the national scene, what you all might perceive to be relatively small differences in performance is resulting in large differences in salaries. We had an individual leave for a higher salary. So the question is does that university have lots of money, or is that person very valuable? I tend to think the person is very valuable. I don't think there is ever going to be truly satisfying answer to compression. We know that there are people who work their butts off day in and day out and some people who are real rain makers, how do we reconcile these differences? Who is worth more? The market says the person with more grant funding is worth more. We find ourselves having to compete to hold our best. TX is one of the 5 states that are growing right now. We have the sweetest fishing hole in country right here, and it's been discovered. The bait is getting bigger and bigger, because the students people are competing for are the same students we want driving our academic enrollment here at UNT. We have an 8 year flight path to have a strong enough reputation to grow market share so we don't have to worry as marginal institutions who will be experiencing a rapid reduction in size. With the decline, a similar faculty situation is occurring now, the competition is fierce. How do we gain market share? We have to out compete. How do we get the best faculty? It's the same story. So there is a trade off in dollars and reputation. The higher our reputation the fewer marginal dollars we lose. We are in a competitive environment, and it's tough and it will continue to put pressure on all departments. So we are going to put out 3% and we are going to ask people to use it to build fair and marketable salaries for their department. I am willing to help set up protocols to do this successfully. Do I believe that associates and full professors are compressed here? Yes, but it is up to the chairs and deans to make good decisions. If we have chairs and deans who are not up to the task then we need new chairs and deans. We won't have enough money next year, there probably won't ever be enough money, but we will continue to put incremental amounts down to try and address the issue. I am happy to address questions on the topic.

Comment: In my department we have lost several associate professors and it doesn't look like there is a lot of hope for our associates so they are looking for other jobs and finding them. Northern Illinois deregulated tuition for college of business...put the money back into compensation.

Answer from President: They are probably going to find the same issue at the next place. If you have been following the Dallas morning news you will know that tuition has increased more under legislation than the board of regents. I had to write a 3 page note back, saying here are the things we are doing to manage tuition, debt, and here are the innovative programs we are putting out. I would feel good about sharing that note with all of you. I approve of what northern Illinois did. Average debt in Texas is that 60% of students owe 30,000 plus, at UNT 40% of students own 21,000 at graduation. Our total financial aid support of private scholarships, UNT scholarships have increased hugely. Of course when you discount, that's a dollar I can't spend on raises. We have a fixed amount on income and we have 10 buckets that need financing. How much do you put in each bucket? So this year at our strategic planning

event, I'm going to give everyone poker chips and let everyone to make mature judgements on how to operate a university. What I hope is that we will manage to retain good faculty, but I need more money to do that and the only way to do that is the raise our costs or get more students.

Question:

Answer from President: I used to be a PI, I wish the trainings were online. It's something that I've asked for, but it's going to take us a while to get us there. As far as specific requirement, last year we had 4 very serious federal grant reporting problems, these can result in far greater punitive damages than we received. Several of these events will result in the dismissal of tenured faculty. The words mandatory seem a little harsh, I think it's fair to say that this is the easiest path that was laid out for the university. This wasn't a path we picked, but we were told we must do these things. I'm not blaming the individuals, but I'm letting you know the chain of events that led up to this. Would I prefer online training? I've already told you yeah, I think that would be a far better approach, but I'm not getting a lot of traction there. We are probably going to have to do this ourselves with scant resources to do it. If we could buy awesome compliance training that meets TX requirements, I would certainly sign up for it. We are all paying the price for a few peoples maleficence.

Comment/Question: Would you like to comment on Tier 1 status and the SACS visits?

Answer from President: I think most of you know that we are Carnegie tier 1 now, we are going back to the designation of highest research activity. We think it was more likely a result of our high number of production of docs. As we continue to grow our 150 top ranked institutes, by our own estimations we are not in the middle of the pack, we got in by the skin on our teeth. We don't want to be the first ones out of the club, we need to make sure our grant production continues to improve and that our doc production continues to improve. Although this is a great moment, one that I would have thought was 10 years down the road last September, I hope you all take pride in this. It's due to all of the programs you have put into place. The Carnegie ranking matters when we recruit faculty and deans, accreditation not so much. It can hurt you like crazy if you don't do well, but I've never heard of accreditation helping an institution. Here is how the sacs visit goes, you don't want to get dinged if you can help it, but most universities get dinged for something. So SACS and the current rankings were bright spots in a fairly bright semester.

Question: Can you give us updates on the current Dean searches?

Answer from Provost: There are 3 dean searches and 2 Vice-Provost searches going on right now. We have had 3 candidates in for Dean of college of information, two people of color, one not. We are meeting tomorrow to confer on that. We have 4 finalists for the college of music coming, none of them are women or people of color. The college of education dean search has not moved as quickly. We had engaged a search firm that did not do the job, we have fired them and hired someone else. We will not have the search until Fall, simply because faculty will soon be scattering. Vice provost for Toulouse graduate school, we have 3 candidates, 2 people of color, again we will confer on that tomorrow. Today I am interviewing 2 people for the special assistant to the Vice

Provost which will be working closely with the faculty senate, both of which are women. I am just really pleased with the quality of every finalist for all the searches we have, everyone is a viable candidate for their position.

Question: You said the college of information dean search will be done this weekend, does that mean there will be no more candidates?

Answer from Provost: Yes

Question: We saw the first two candidates in March and had to submit our feedback, but many of us waited to submit our feedback until we saw all three candidates. Will this be taken into consideration?

Answer from Provost: Yes, we will take that into consideration.

Comment from President: I think the university works better with an engaged Faculty Senate and I think the best way to do this is to take holistic views and work as a team to make changes.

IV. Policy Status
Update (James
Conover)

Informational item: Tomorrow a group of us, with the Provost's office, and with legal are getting together to discuss the hold up with 15.0. We realize there is some discontinuity between our three offices about what people want. It's an all-day affair, but it will be a good exercise. As soon as we know what changes need to be made we will pass it down to Faculty Senate members.

Comment from Provost's Office: We had comments from legal, not on the official document but of a previous version. We had comments from the policy group on campus addressing internal consistencies that they want in all documents. So what the Executive Committee has asked us to do is the parcel out the document, so that tenure issues, and then the lecture portion are consistent. They were really concerned with the redundancy.

Comment: We might end up splitting promotion and tenure into separate policies under the same umbrella. Most of your colleges are working on antiquated workload policies, and we are stuck with these old policies until this gets passed.

Comment: About 12 years ago promotion and tenure were separate and it was very confusing. When someone was denied tenure and going through the appeal it was a horrible ordeal.

Comment: The promotion and tenure will still be together, it's the annual review and the non-tenure track that will be separate.

Two policies for first read:

These have been first draft, gone through policy oversight committee and PAC prepared comments, and so we are bringing them forward for first read today.

- 15.2.14 Review and Approval of Online Course Programs – we were out of compliance from 2003 which was the last time this document was revised. This new version complies very closely with that TX requires.
- 16.8 Establishment, Annual reporting policy on Centers and Institutes – moving from a 3 year reporting cycle to a 4 year reporting cycle.

- Comment:** I want to remind people that policy is very important and our duty is to really read these. There might be things that we are passionate about, this is our policy, please read it carefully.
- Comment:** If you think wording or language needs to be changed please bring your feedback to the Executive Committee.
- V. Update Committee on Committees (James Conover) **Comment:** We are doing very well. We have a few items we need to vote on to start up our Faculty Senate Budget Committee and Faculty Salary Study Committee.
- Motion to Appoint Paul Hutchison to the Faculty Salary Study Committee, Jessie Robertson to the Faculty Senate Budget Committee, and Daniel Peak to the Union Board of Directors.
- Discussion: None
Abstentions: None
Motion carries unanimously.
- Comment:** We still need to finish populating these committees, we need good people who are passionate about it.
- VI. UNT Homepage (Charity Beck, Julie Payne) Julie Payne:
We are here to show the project highlights. This was an opportunity to learn about our peers, we looked at about 40 or so sites to learn about their process. We are going to evolve the university web styles to meet current trends. The UNT header and footer will be updated. Our UNT homepage and theme will continue to be responsive, which means mobile friendly. Now we are going to use a more strategic layout. Our UNT homepage will be launched in Drupal 7.
- Charity Beck:
One of the things we are going to do on the homepage is focus more on recruitment and prospective students. An overall content wise we are going to try and show more impact stories, the work of faculty, etc. We also want to spotlight key programs, and focus more on STEM and some of the social sciences. We want to show supporting evidence for why we are great by telling those stories a little bit better. We want to position ourselves as a leader in the DFW area, we want to capitalize on Denton as a home away from home. We want to as part of this process be able to reach out to different departments to leverage and share content in a better way. Right now we create a lot of content, and we don't always do a good job a reaching out to department to display this on their site and vice versa. So we want to work on figuring out how we can share content better.
- Question:** What is the status on the new logo
Answer: We have used "est. in 1890" to phase out the greenlight to greatness. Right now we are not sure what is going to replace it, but our office and the president are in a conversation about what the best replacement will be. Charity and the web team are creating new headers and footers that do not have a green light to greatness, but I don't have a timeline right now.
- Question:** How much impact does this have on department websites?
Answer: In terms of maintaining sites we are still going to continue to use Drupal. Now if you were to get a new site it would be challenging to do a slideshow on the homepage, which is one of our most requested features. We are working to make Drupal a more user friendly experience.

We are creating decks and prepackaged content and we would love to be able to send it out so you could just add it to your site. The other thing we are working on is combining InHouse and faculty resource links into one page, so that news, tools, and resources are all in one spot.

Question: Will the new system allow for creating profiles for doctoral profiles that they can edit and update. This is something we have not been able to do because we cannot give passwords to students.

Answer: No I don't think that has been brought to our attention before. If you would like to contact us and give us more information we would be happy to talk about it.

VII. UCC Update

Brian Lain:

Here are the minutes from our latest UCC meeting. The most important thing is that the UCC can confirm along with the OCC that all of our problems with changes to programs as a result of capstone have been resolved.

We have some new courses.

No discussion.

No abstentions.

Motion carries.

VIII. Committee of the Whole

Comment: Next month is the vote for the new faculty senate chair, so be thinking about that. We will accept nominations on the floor and then vote.

Comment: Just a reminder call for nominations for 2016-2019 went out this morning. If you are rolling off the senate and have only served one year, I recommend serving a second.

Comment: One of the things that one of you did in classrooms inspired classroom support. This is a \$100 document viewer and can be recognized with any classroom software. One possibility is that you can check this out or that they will put them in each classroom. The dual projectors as opposed to a single projector, they are signing onto for classrooms with 50 plus students.

IX. Good of the order

Comment: The last few polices that have come to us we have no idea who authored them. Those faculty don't come here and address the group or address faculty concerns. We really don't know who is writing our academic affairs polices.

Comment: Brand new polices are just coming at us and we have no idea who is writing them. We have yet to find a faculty member who says yes I wrote that.

Question: who is the source that brings it to you? Who do they say the faculty members involved in writing it are?

Answer: The Provost, they don't.

Comment: We need to know if this is something that concerns you.

Question: May I propose a resolution that says, if you do not tell us who the faculty members are we will not look at them?

Comment: It's not a bad idea to have authorship on the policy

Comment: Originally there was a writing committee that included faculty. We made it very clear that was a process that had been before and that should be again and the provost said that he was going to assign a group to work on this. I think we need to be very clear that is how we would like to proceed.

Question: Seems like there is not a reason to wait, we could make that resolution now?

Comment: We will discuss this at the EC and get everyone's input.

Comment: It might be helpful for us to point out that the job of the office of legal council is to verify legal sufficiency and not to re-author our polices.

Comment: On Monday when we had the storm there was an issue with our building being the outskirts of campus and in a modular building. Our building is not safe to be in during a tornado. Our keys don't work to get into the building next to us were we are supposed to go. I felt like I was put into an awkward position having to decide if we should stay in the building or deciding to have students leave the building and walk in the storm.

Answer: The president seemed very responsive to the AED issue and wanted a letter from us and I think we can include building safety and siren sound in it.

Comment: Several years ago we talked about what constitutes use of the eagle alert system. There are sirens going on but no UNT alert, so it's the idea that the random use of it makes it ineffective.

Comment: In light of the murder of the dance student at UT I want to encourage everyone to press the issue of being safe and aware of your surroundings with your students. We have made many requests to facilities about the safety of our building and they are not been addressed.

Comment: I think this goes back to a larger issue of facilities responsiveness

Comment: We need a concierge approach, were these issues are being addressed. If you guys feel seriously about this, we will draft this letter and include all these issues in it, and the concierge approach. I would be happy if that was a heated issue and on the forefront.

Comment: At college of music we wondered if there was some sort of easy to use computerized approach that we could use to alert the police in a discrete way.

Comment: The next FS meeting will be in this room, the following meeting will be in the library. We had some issues with the FS meeting room, since then they have made some updates. When we had that space we were not treated well, we were told we would be charged for the things needed for that space. Which is why we removed ourselves from the room. I am going to hold to my guns, I would like to try the space in the library, I am not going to say no to the union, but I do want some assurances that the concierge approach will be not just for the students but system wide. We are going to lose this space permanently in the fall, so we do need to think about what we are going to do.

Comment: May I suggest we have fs meetings in Discovery Park?

Answer: That is on the list of places we are considering.

Question: Does anyone else feel like students should have a say in how their student fees are spent?

Comment: It looks like the gulf between the faculty and the students is growing. I think this does go back to the concierge approach where one group has taken favor over the other. These groups need to be brought back together.

Comment: The fine art series is depended on student fees, and the coordination needs to be in place.

Comment: This has to be a shared decision, because even though they have the money we have the space. I think we should bring the faculty governance and student governance together to discuss this.

X. Adjournment

Motion to adjourn

Moved by Senator Lane, Seconded by Senator Chamberlin

Meeting adjourned at 4:00 pm.