Meeting:	Faculty Senate Meeting September 10, 2014 Wooten Hall 322.
Present:	Kim Baker; Glen Biglaiser; Erica Boykin; Sheri Broyles; V. Barbara Bush; Jennifer Callahan; Douglas Campbell; Adam Chamberlin; James Conover; Shelley Cushman; Jesse Eschbach; Morgan Gieringer; Pam Harrell; Jennifer Lane; Fang-Ling Lu; Smita Mehta; Maria Muñiz; Prathiba Natesan; Phil Paolino; Audhesh Paswan; Dan Peak; Elizabeth Prosek; Dorian Roehrs; Emile Sahliyeh; Stephen Slottow; Jeffrey Snider; Jae Jae Spoon; Srinivasan Srivilliputhur; Jessica Strubel; Manish Vaidya; Mary Ann Venner; Guido Verbeck; Laura Waugh, Karen Weiller; Oksana Zavalina; Tao Zhang.
Absent:	Patricia Cukor-Avila; John Ishiyama; David Kaplan; Jim Quinn; Brian Richardson.
Guests:	Warren Burggren, Provost and VPAA; Yolanda Flores Niemann, Senior Vice Provost; Christy Crutsinger, Assistant Vice Provost of Faculty Success; Bill Moen, Provost Office; Sian Brannon, UUCC; Daniel A. Alemneh, UNT Libraries; Rebecca Barham, UNT Libraries; Kathy McDaniel, Registrar's Office; Matt Zabel, URCM.

I.	Welcome and Introductions	The meeting was brought to order at 2:06 PM.
II.	Approval of Minutes (6/11/14) [vote]	*Senator Peak made a motion to accept the minutes and Senator Shah seconded the motion. The June 11, 2014 minutes were approved.*
III.	Introduction of New Senators	New senators were introduced: *Morgan Gieringer, LIBR; Jessica Strubel, MDR, Prathiba Natesan EPSY; Smita Mehta, EPSY; Jim Quinn, RHAB; Adam Chamberlin, DANC; Tao Zhang, KHPR; Stephen Slottow, MUSIC, Emile Sahliyeh, PSCI*
IV.	Group Caucus to Elect Members of the Executive Committee	Senate Groups caucused to elect Executive Committee members, Committee on Committee members and governance membership. The following senators were elected as Executive Committee members, Committee on Committee members and Governance members:

Group	Executive Committee	Committee on Committees	Governance
Group I	Broyles	Muniz	Roehrs
Group II	Zavalina	Waugh	Open

Group III	Srivilliputhur	Open	Open
Group IV	Callahan	Vaidya	Ishiyama
Group V	Peak	Paswan	Strubel
Group VI	Prosek	Weiller-Ables	Natesan
Group VII	Open	Open	Open
Group VIII	Lane	Chamberlin	Snider

V.	Faculty Senate Discussion	The discussion format for the faculty senate was described. Faculty Senate discussion topics will begin in October.
VI.	Provost Warren Burggren	The Eagle Express tuition plan is a success. Over half of the freshman signed up to Eagle Express to finish their degree in four years.

Our retention rate is up from 75.5% to 78.3%. We have students taking more courses and more students returning to UNT.

The SCH headcount is up 0.8%. This increase represents 1 million dollars in net revenue to UNT.

The current state of UNT finances is good. The new budget is balanced and has a $12 M surplus in it. There should be no more budget cuts. The VP for Finance and Administration, Bob Brown continues working to implement sound financial practices.

FY 15 budget should go forward next year. About 21% of UNT support comes from the state. The budget in   cludes a 1% faculty merit raise. However, the 1% pool will be reduced to provide raises for department chairs. The raises are limited to $500. The future for faculty raises looks promising.

Across the university, the strategic plans are in place and are aligned at the department, college and university levels. The challenge is in the implementation of the plans. However, we need clarity about our present state of affairs.

We will perform a gap analysis to determine where we are, where we are going, and how to reach our objectives. This year we will engage in thoughtful processes as we develop performance indicators on a department by department basis.

The Board of Reagents has issued a mandate to perform this analysis using a short timeline; by October 19, 2014. The board has requested that departments be sorted as high-performing, medium-performing, and low-performing. For this reason, a ranked list of departments will be generated, but we will continue working on the gap analysis over this academic year.
If a department is rated as high-performing, then this may be a time to implement processes to become even better. If a department is ranked as low-performing, then this department may be cut. If a department is

underperforming, then underperformance may need to be explained. For example, "Did the department loose faculty," "Is the program expensive to run?" According to the Provost "We will not break tenure." The challenge is that UNT does not have a comprehensive process in place at present, and there is little trust in the data.

A motion was made by senator Srivilliputhur to extend the time for the Provost discussion. The motion was seconded by Senator Cushman. The motion passed unanimously.

The Provost explained that *Academic Analytics* can be used to compare departments with other departments in the nation. However, *Academic Analytics* looks only at PhD programs. How do we rank our programs according to where we should be? What we will be doing is to take data sets and then cycle the data sets back and forth between the department and administration in order to fill in data.

One senator asked if there will be a metric where a faculty member's salary is judged against the number of students taught by the faculty, external grant funding and other variables. The Provost responded that this ranking will not occur at the individual level, but rather will occur at the department level. There will be two steps. One is that we will collect data to do a gap analysis and then determine what it means to close the gap and move the department forward.

Initially, we will generate a list that categorizes and compares all departments at UNT as high-, medium-, or low-performing. This will occur at the department, no program level.

One senator asked if the departments would be evaluated based on student GPA and student graduate rates. The Provost indicated that the analysis would be based on the 23 characteristics of doctoral programs, 18 of which are mandated by the Higher Education Coordinating Board.

A motion was made by Senator Srivilliputhur to extend the time ten more minutes for the Provost discussion. The motion was seconded by Senator Cushman. The motion passed unanimously.

Another senator asked for examples of the variables used to create the department ranking. Retention rates, graduation rates, SCH, ratio of student to faculty were provided as examples. The Provost will provide the faculty senate the rubric for the 23 variables that will be used to rank departments. However, these variables are not yet weighted.

Another senator asked if this analysis will include the library? The Provost indicated that the library will not be part of this ranking. It will be restricted to academic departments.

VII. Policy Review Committee (V.

The chair of the Policy Review Committee, Dr. Bush provided a reading of the policies that have been reviewed by the committee. She acknowledged

Barbara Bush)	Senators Lane and Venner for their work on the policy review committee. The committee is working with 84 policies at UNT. The policies for the reading have been drafted, reviewed, and approved for acceptance, change, or deletion by the faculty senate. These policies are on the faculty senate website under the "workplace" tab.

There are three policies recommended for approval. This is the first reading and the vote for these changes will occur at the October faculty senate meeting.

1.3.15 – Early Retirement of Faculty
15.1.5 – Graduate Faculty Membership
15.1.18 – Conferring Emeritus Status

Three policies are recommended for deletion as they are redundant in other policies or are no longer needed.

15.1.15 – Faculty Attendance at Commencement
15.1.25.1 – Administrative Effectiveness Survey
15.2.2 – Off campus Instruction (Facilities and Resources)

VIII. Policy Review (Yolanda Flores Niemann)

Dr. Flores Niemann also emphasized the importance of retention increase and its impact on revenue. Adding classes, accommodating students on waitlists, and other efforts that increased student retention have all played an important role in student retention.

The policies are being reviewed because they are out of compliance or need to be revised for some other reason. Each committee is composed of 50% faculty and 50% administrators. The policies clear through the policy committee headed by Dr V Barbara Bush and then are sent to the Faculty Senate EC for review. If he policies are accepted, then they move to the University Policy Advisory Committee and finally to UNT legal. Because of the upcoming SACS accreditation it is important to complete the policies as quickly as possible. Presently, there are 11/84 policies that are in compliance.

IX.

According to SACS, there is only one group on a campus that handles grievances. On the UNT campus, this will be the Faculty Senate. As our process is out of compliance, an interim committee will be established by the Faculty Senate while processes to update the Faculty Senate Charter and Bylaws are underway. For this year, while we will craft language that meets the approval of the faculty, a proposal to ask the current members of the UTPC and the URC committees to serve on a grievance committee that processes faculty grievances. This committee will elect two co-chairs; one to handle all grievances except those for promotion and tenure, while the other co-chair will chair a committee that will hear only promotion and tenure grievances.

A motion was made by Senator Weiller to combine the UTPC and the URC to operate as the faculty senate grievances committee and structured with

co-chairs, one to handle non promotion and tenure grievances, and the other co-chair to handle promotion and tenure grievances. The motion was seconded by Senator Cushman. The motion passed unanimously.

Senator Srivilliputhur moved to amend the motion to include the development of charters and bylaws during the 2014/2015 academic year. The motion was seconded by Senator Peak. The motion passed unanimously.

X.	Committee on Committees Report (Paswan-Waugh) [vote]

The COC presented a slate of nominees to fill vacancies for standing committees. Senator Prosek asked that her name be removed from the Faculty Senate Budget Committee for Group VI.

In addition to the nominees presented by Senators Paswan and Waugh, the following faculty were nominated and selected for membership to various committees.

Jyoti Shah	At Large Budget Committee
Shawn Miksa	At Large University Library Committee
Annie Kim	At Large University Library Committee
Oksana Zavalina	Group 2 Faulty Participation in Governance
Jodi Philbrick	At Large Faculty Salary Study Committee

A motion was made by Senator Broyles to accept to approve all uncontested nominees by acclamation. Senator Srivilliputhur seconded the motion. The motion passed unanimously.

Several positions received multiple nominations. The results of the runoff for the new committee members follow:

Patricia Reese	At Large Faculty Awards Committee
Pratiba Natesan	At Large Fine Arts Series Committee
Shelley Cushman	At Large Fine Arts Series Committee
Shawn Miksa	At Large University Library Committee
Yuliya Summers	Group 6 Faculty Mentor Committee

Senator Chamberlain suggested that we need a change in process for how elections are conducted. We need to change the charter language so that we do not wait for a four-week period to lapse, but rather shorten this interval to a one-week interval. Senator Srivilliputhur moved to change the election process from four to one week. Senator Lane seconded the motion. The motion passed unanimously.

XI.	UUCC (Sian Brannon) [vote]

There has yet to be a meeting. There was no vote.

XII.	Quality Enhancement

Senator Vaidya described the four finalists for the Quality Enhancement Plan. Descriptions of the plans can be found at the following website:

	Plan Update (Manish Vaidya)	http://que.unt.edu/how-do-i-get-involved
		Forums are scheduled for: September 12, September 18, and September 23.
XIII.	Highlight of a Faculty Senator (John Ishiyama)	The profile for Senator Ishiyama will occur during the October meeting.
XVI.	Committee of the Whole	There was a request for a Charter and Bylaws Writing Committee to work on drafting new charter and bylaws for the Faculty Senate Grievance Committee. Karen Weiller, John Ishiyama, and Srinivasan Srivilliputhur were nominated. Senator Lane made a motion to accept the nominations of Karen Weiller, John Ishiyama, and Srinivasan Srivilliputhur to draft a new charter and bylaws for the Faculty Senate Grievance Committee. Senator Sahliyeh seconded the motion. The motion passed unanimously.
		Senator Harrell indicated that the SETE committee conducted focus group interviews for students and currently has a student survey about SETE perception that is underway. During the fall semester, focus groups for faculty will be conducted and followed by a faculty survey. The faculty focus groups will be held next week.
XVI.	Adjournment	The meeting adjourned at 4:08 PM.