

- Meeting: Faculty Senate Meeting April 8, 2015, Wooten Hall 322.
- Present: Brian Ayre; Kim Baker; Glen Biglaiser; Sheri Broyles; Jennifer Callahan; Douglas Campbell; Denise Catalano; Adam Chamberlin; James Conover; Shelley Cushman; Elliot Dubin; Jesse Eschbach; Morgan Gieringer; Kamakshi Gopal; Pam Harrell; Paul Hutchison; John Ishiyama; Jennifer Lane; Smita Mehta; Maria Muñoz; Prathiba Natesan; Phil Paolino; Audhesh Paswan; Dan Peak; Elizabeth Prosek; Brian Richardson; Dorian Roehrs; Emile Sahliyah; Jyoti Shah; Stephen Slottow; Jeffrey Snider; Jae Jae Spoon; Srinivasan Srivilliputhur; Jessica Strubel; Phil Sweany; Beth Thomsett-Scott; Manish Vaidya; Mary Ann Venner; Guido Verbeck; Laura Waugh; Karen Weiller; Oksana Zavalina; Tao Zhang.
- Absent: Patricia Cukor-Avila; Brian Tatum; Manish Vaidya; Oksana Zavalina.
- Guests: Neal Smatresk President; Finley Graves, Interim Provost and VPAA; Christy Crutsinger, VPPA; Celia Williamson, VPAA; William Moen, Honors College; V. Barbara Bush, Policy Review Committee; Sian Brannon, UUCC; Julie Leuzinger, Libraries; Matthew Zabel, URCM; Mandy Rausch, UUCC/Registrar, Rebecca Dickstein Biological Sciences; G.L. Seligmann, History.
- I. Welcome and Introductions The meeting was brought to order at 2:00 PM. New Senators were welcomed: Samuel Manickam (Group I) Reza Mirshams (Group III), Paul Hutchison and James Conover (re-elected) (Group V), Guido Verbeck (re-elected), Lee Hughes (Group VII), and Andrew May (Group VIII).
- II. Approval of Minutes (3/11/15) [vote] *There was a motion made by Senator Sahliyah accept the April 11, 2015 minutes. Senator Peak seconded the motion. The motion passed unanimously.*
- III. Faculty Senate Discussion A senator asked, “How will pay compression be addressed?” For example, the Research Cluster hires resulted in differential pay to faculty. The Research Cluster groups received more resources and more faculty. What does the data show about this investment?
- The way raises are distributed as percentages leads to further inequities with regard to pay. One senator wanted to encourage the idea of separate pools of funding to address equity, compression, and merit. Those individuals who do not fall into one of the first two categories should still be well compensated for meritorious work.

A visitor was recognized and shared that recent faculty data from The Chronical of Higher Education shows a continuing gender inequity at UNT that appeared to get better, but as of fall 2014 women are paid 87% of men's salaries, associate professor females are paid 86% of men's salaries, and female assistant professors are paid 96% of men's salaries.

Another senator spoke about transparency of the administration – Students have expressed a lack of transparency with regard to the McNair Program and the recent turnover in the administration of that program.

Insurance for students for grants when this is not a normal part of the stipend for students. However, insurance is being required in grant budgets. How will this issue be handled in the future?

IV. Provost Finley  
Graves

**Graduate Students**

The Provost's office personnel are reading all graduate student letters of commitment to determine what promises were made to students. This office will re-examine the tuition policy in light of a common issue for some students which is loss of insurance.

**McNair Program**

A letter was mailed today to the Department of Education stating that there is a turnover in the McNair Office. Bill Moen is being recommended as the replacement for this office.

**Equity, Compression, Merit**

Gender equity is a part of the equity distribution. However, equity will be defined in the broadest sense. There are no separate pools for gender and general equity. A senator asked if the Provost will work with the senate committees on this issue. The Provost indicated he would like to defer this question to the President.

A senator asked, "How is merit defined?" Provost Graves indicated that the workload would be considered as well as all three areas (i.e., scholarship, teaching, service).

One senator asked, "How is it that some faculty have heavy service loads and are equally compensated compared to faculty to pursue grants and other forms of scholarship?" Another senator indicated that there needs to be guidelines for the type of workload a faculty member is assigned. For example, perhaps service might range between 0-35%. One senator indicated that Policy 15.1.9 states that unless there are unusual circumstances, service should not exceed 20% so why would faculty have large service loads unless the department chair is not following the policy?

Yet another senator indicated that the President considered market adjustment was separate from equity, and separate from compression, and separate from merit.

### **Provost Search**

The Provost search should go ahead of the national searches for the Dean positions. A visitor asked, “Has a formal search for the Provost started?” Provost Graves indicated that he was not aware of the status of this committee.

### **Administration Transparency**

One senator indicated that there is no transparency coming from the Administration at present. The example given was the lack of transparency for the replacement of the McNair position.

### **Concealed Handgun**

A senator asked a question about concealed handguns. All the bills filed did not allow a local option to exclude concealed handguns. It was suggested that we delay this topic for September when this law does or does not take effect.

- V. Policy Review Committee Update (V. Barbara Bush)

Policy 15.0 (Faculty Review, Tenure and Promotion) was presented for a first reading.

15.1.28 (Orientation, Supervision and Evaluation of Academic Assistants) and 15.1.30 (Use of Academic Assistants in Large Classes) were presented.

The President has requested that the faculty add a full tenured faculty vote to Policy 15.0 for probationary faculty. Several member provided discussion about this change to the policy. The default position is that the old, out-of-date policy would remain in place. We will wait until the May meeting to present amendments. Friendly amendments must be in written form in order to be presented.

*A motion was made by Senator Srivilliputhur that faculty provide recommendations to 15.0 to the EC in order for them to be considered prior to the May Faculty Senate Meeting. Senator Lane seconded the motion. The motion passed unanimously.*

- VI. Policy Review Update (William Moen)

The university policy specialist who arrived in February is moving policies to legal for review. There are several policies that cannot be considered until Policy 15.0 is complete (e.g., workload policy).

There is a Computer Use Policy that will be presented to the faculty senate.

One senator asked about policies that have moved toward the UNT System. It appears that faculty are being removed from this process as there is no faculty component for policies at the UNT System level.

The policies that have been approved since September or October may not be on the administration’s policy website. There is a considerable delay in posting the new policies to the website.

- VII. Elections Committee Report (Adam Chamberlin) Elections are ongoing.
- VIII. Committee on Committees Update (Audhesh Paswan and Laura Waugh [vote]) There are two vacancies in Group 3 and four vacancies in Group 4. Almost all positions are filled.  
*Senator Waugh made the motion to approve the slate of nominees. Senator Paswan seconded the motion. The motion passed unanimously.*
- IX. UUCR Report (Sian Brannon) [vote] Sian Brannon presented the UUCR Report.  
*A motion was made by Senator Broyles to accept the UUCR Report. The motion was seconded by Senator Prosek. The motion carried unanimously.*
- X. Committee of the Whole There was no discussion.
- XI. Adjournment *Senator Peak made a motion to adjourn the meeting. Senator Weiller seconded the motion. The meeting was adjourned 4:00 PM.*