

**Semi-Annual Report to the Faculty Senate Executive Committee  
Committee on Faculty Participation in Governance  
Submitted December 15, 2016**

On behalf of the Faculty Senate Committee on Faculty Participation in Governance, I'm reporting on our activity for this semester. We met twice this semester, on November 2<sup>nd</sup> and December 7<sup>th</sup>. During the first meeting on November 2<sup>nd</sup>, I, Nolan Gaffney, agreed to serve as Chair of the Committee for this academic year. Pankaj Jain informed us on December 6<sup>th</sup> that he was resigning from the committee (and I believe the Faculty Senate).

We were tasked with the following:

1. Using the resolution tracking system on the Faculty Senate website, follow up on how administrators have/have not addressed resolutions proposed by this committee or other committees and approved by the Senate.
  - a. **We learned that there is not a resolution tracking system in place currently. We did consult the Faculty Senate Workplace and did not find any outstanding issues for this committee to address.**
2. Conduct an in-depth analysis of tenured and tenured-track faculty recruitment and hiring practices across academic units, identifying any gaps in faculty participation in the process.
  - a. **We are in the development stages of a survey tool to learn more from current faculty across UNT about their perceptions of, engagement in, and past experiences with hiring and recruiting.**
  - b. **We were unable to find clear policy on hiring practices and the role of faculty in that process.**
3. Work with Equity and Diversity to investigate EEO training for search committee members
  - a. **We are in the process of learning what training is required for search chairs and whether this is required or should be extended to all members of a search committee.**
4. Conduct an in-depth analysis of the recruitment and hiring practices regarding deans for each college/school, identifying any gaps in faculty participation in the process.
  - a. **We are in the development stages of a survey tool to learn more from current faculty across UNT about their perceptions of, engagement in, and past experiences with hiring and recruiting.**
5. Meet with the Faculty Load Committee and in consultation with that committee make specific recommendations on how service can be rewarded and encouraged on campus, and investigate how faculty are involved in the assignment of workload to develop recommendations for transparency and equity in the process.
  - a. **We found this committee to be inactive.**
6. Bring to the Senate's attention any other complaints of violations and/or inconsistencies of charters of schools, colleges, and departments.
  - a. **We are in the process of determining how this can be accomplished.**

7. Gather information from the following committees on problems each may have had with respect to implementation of recommendations: Faculty Senate Budget Committee, University Library Committee, Academic Affairs Committee, Committee on Benefits, Committee on the Status of People of Color, Committee on the Evaluation of Administrators, Committee on the Status of Women, Faculty Handbook Committee, Faculty Load Committee, Faculty Research Committee, and Faculty Salary Study Committee.

- a. **We are involved in the ongoing process of gathering information.**

Please let us know if you have any questions, comments, or concerns.

Regards,

Nolan Gaffney, PhD  
Assistant Professor of Management  
University of North Texas