

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **September 21, 2011**
Time Called to Order: **6:10 P. M.**
Time Adjourned: **8:15 P.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Sejong Bae, Linda Ball, Kirk Barron, Rance Berg, Michael Connors, Marija Djokovic, Lad Dory, Sharon Gustowski, Joon-Hak Lee, Kristine Lykens, Amy Moss, Liam O’Neill, Joseph Ronaghan, John Schetz, Russell Wagner, Joseph Warren, and Alternate Eric Johnson for Lori Fischbach

MEMBERS ABSENT: Drs. John Chapman, Gerald Friedman, John Podgore, Peter Raven, Rusty Reeves, Rajibar Sandhu, Scott Winter

OTHERS PRESENT: Invited guest, Dr. Thomas Yorio
 Dr. Patricia Gwartz and Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order September 21, 2011. | Dr. Brenner welcomed all and asked new senators to introduce themselves. Dr. Linda Ball representing Family Medicine, Dr. Sharon Gustowski representing OMM and Dr. Marija Djokovic representing TCOM At-Large Dr. Brenner reminded the senators of the importance of having an alternate to attend meetings when the elected senator is not available. Each senator should have a designated alternate. Missing three senate meetings without sending an alternate will lead to removal of the elected senator for non-attendance. |

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| Meeting Schedule | | The senators agreed on returning to the previous meeting schedule of the second Friday of each month at 7:30 A.M. An announcement of the new dates and locations will be sent. |
| Old Business | Faculty Compensation Plan | <p>Discussion of the Faculty Compensation Plan by the senate:</p> <ul style="list-style-type: none"> • The issue is base salary plus incentives • Under the new system base salary can be changed yearly (core salary) • Faculty Senate has asked that base salary be defined as minimum salary • No one has seen school specific compensation plan • Has this gone to the Board of Regents? |
| Dr. Yorio | <p>Faculty Compensation Plan</p> <p>Regents Rules Changes</p> <p>Extension of the Probationary Period for Tenure</p> | <p>Dr. Yorio stated the Faculty Compensation Plan became effective in September and no changes will be made to the plan this year. An institutional faculty compensation advisory committee will meet in October to review the plan for possible future changes.</p> <p>A committee has been established to review the recent changes of the Regents Rules which are a concern of the faculty. Dr. Brenner will chair this committee with members from each college/school on the committee. Members are: Dr. Kristine Lykens, SPH; Dr. Robert Mallet, GSBS; Dr. Al Yurvati, TCOM; and Dr. Howe Liu, SHP.</p> <p>A proposal of a new policy was presented by Dr. Yorio that the probationary period for tenure be extended in certain circumstances. An extension of the probationary period allows balance between work and life away from work for tenure track faculty members who experience significant personal obligations (e.g. medical, family or other circumstances that interfere with academic work) during the pre-tenure probationary period. Dr. Yorio requested feedback from the Senate.</p> <p>A vote was taken which supported the Provost's proposal. After the vote was completed, procedural issues were raised by a minority of the Faculty Senate. Nevertheless, there was widespread sentiment among the Faculty Senate, including Dr. Patricia Gwirtz, the Faculty Senate expert on procedure, that the vote was valid.</p> |
| Other Business | Faculty Compensation Plan | After Dr. Yorio left the senate continued discussion of the Faculty Compensation Plan. There were no decisions or votes on the plan. |

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| | Development of web site for Faculty Senate | Senators discussed the development of a web site for the Faculty Senate. This will be put on the agenda to be discussed at the October meeting. |
| Announcements | | Dr. Liam O'Neill announced to the senate there would be a Grievance Training Session on September 30 th and encouraged all to attend. |
| Adjournment | | |

Approved for distribution by Dr. Harvey Brenner 10/5/2011.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **October 14, 2011**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **9:30 A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Linda Ball, Rance Berg, Michael Connors, Marija Djokovic, Gerald Friedman, Kristine Lykens, Amy Moss, Liam O’Neill, John Podgore, Peter Raven, Joseph Ronaghan, Rajibar Sandhu, John Schetz, Russell Wagner, Joseph Warren, and Alternates Youcheng Liu for Joon-Hak Lee and Sumi Suzuki for Sejong Bae.

MEMBERS ABSENT: Drs. Kirk Barron, Lad Dory, Lori Fischbach, Sharon Gustowski, Rusty Reeves and Scott Winter

OTHERS PRESENT: Dr. Patricia Gwartz and Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order October 14, 2011. | |
| Approval of Minutes | Approved as corrected | A motion was made and seconded to remove the following statement from the minutes. “A vote was taken which supported the Provost’s proposal. After the vote was completed, procedural issues were raised by a minority of the Faculty Senate. Nevertheless, there was widespread sentiment among the Faculty Senate, including Dr. Patricia Gwartz, the Faculty Senate expert on |

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| | | procedure, that the vote was valid ”. This was not part of the meeting but added later. The vote was unanimous. |
| Extension of the Probationary Period for Tenure | The Senate discussed the proposed Extension of the Probationary Period for Tenure proposed by the administration. | Discussion: <ul style="list-style-type: none"> • requests that the provost give sufficient time for the Senate to review before bringing to a vote • should this be in the bylaws or a policy • concerns were summarized in a letter to the provost • are Senate recommendations really taken into consideration |
| Board of Regents Rules Changes | A list of proposed members of a committee to review the changes was sent to senators prior to the meeting for approval | Discussion: <ul style="list-style-type: none"> • at the time of the meeting only 11 senators had voted • the voting time will be extended in an effort to get more votes • there is great concern about the possibility of doing away with tenure • are other systems making these changes • it was suggested that the Senate get newspapers involved in the discussion |
| President’s Awards for Excellence | The administration has proposed giving awards to faculty for doing exemplary work and has asked for input from the Senate | Discussion: Dr. Brenner asked members to send comments to him and he will organize them and forward them to the provost. |
| Faculty Compensation Plan | | Discussion: <ul style="list-style-type: none"> • reiterate to the administration the arguments put forth before • cut back in salaries is happening now • date the revisions (August 8th is the most recent) • should this be approached in terms of policy or bylaws • establish a Faculty Senate task force to formulate issues the Senate wants to take to the administration. Dr. Brenner asked for volunteers for this task force — Dr. John Schetz was the only volunteer. Dr. Brenner will appoint others. |
| Faculty Senate | | Discussion |

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| Website | | <ul style="list-style-type: none"> • Senators discussed a possible website for the Faculty Senate • it was noted information regarding the Faculty Senate (bylaws, minutes, membership, etc.) can be found on the Faculty Affairs website • maybe it could be made more user friendly, less steps to go through |
| Other Business | Dr. Ransom's testimony | A motion was made and seconded to send to all faculty the link to a You Tube video of Dr. Ransom's testimony before the Texas Senate Finance Committee. The vote was unanimous. |
| Adjournment | Meeting was adjourned at 9:30. | |

Approved for distribution by Dr. Harvey Brenner.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **November 11, 2011**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **9:30 A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Linda Ball, Rance Berg, Michael Connors, Lad Dory, Marija Djokovic, Lori Fischbach Gerald Friedman, Sharon Gustowski , Amy Moss, Liam O’Neill, John Podgore, Peter Raven, Joseph Ronaghan, Rajibar Sandhu, , Russell Wagner, Joseph Warren, and Alternates Youcheng Liu for Joon-Hak Lee and Eric Gonzales for John Schetz

MEMBERS ABSENT: Drs. Kirk Barron, Michael Connors, Kristine Lykens, Rusty Reeves and Scott Winter

OTHERS PRESENT: Dr. Patricia Gwartz and Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order November 11, 2011. | |
| Approval of Minutes | Approved | |
| Review of | The Senate reviewed the | Motion was made by Dr. Lad Dory to rescind the original vote to post video of Dr. Ransom’s |

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| | <p>Establishment of Focus Groups</p> <p>Monthly Report From Administration Faculty Issues</p> | <p>The motion was seconded by Dr. Joe Warren.</p> <p>Discussion:</p> <ul style="list-style-type: none"> • Salaries of administration • How many faculty have been let go • Top 30 salaries • Dr. Fischbach volunteered to write up the PIA request <p>Vote on this motion: Unanimous</p> <p>The administration has established 3 new committees regarding faculty issues. The Senate should parallel these groups. Dr. Brenner asked for volunteers for each of the focus groups (3 to 5 members in each group). Each group will elected a chair from within their group. The focus groups will be: (1) Matters of Faculty Compensation, (2) Issues of Tenure and Post Tenure Review and (3) Matters regarding evaluations.</p> <p>Dr. Brenner also asked for a volunteer to be parliamentarian. If a senator is interested please send your name to Deborah Cooper.</p> <p>Beginning in December, Dr. Yorio (or Dr. Ransom) will attend each Faculty Senate meeting to provide an update on what is happening regarding faculty. A short presentation will be given at the beginning of each meeting by a member of the administration and then they will leave.</p> |
| Adjournment | Meeting was adjourned at 9:40. | |

Approved for distribution by Dr. Harvey Brenner.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **December 9, 2011**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **10:00 A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Linda Ball, Kirk Barron, Rance Berg, Michael Connors, Lad Dory, Marija Djokovic, Lori Fischbach, Gerald Friedman, Sharon Gustowski , Joon-Hak Lee, Kristine Lykens, Amy Moss, Liam O’Neill, Peter Raven, Rusty Reeves, Joseph Ronaghan, John Schetz, Russell Wagner, Joseph Warren, and Alternates Dr. Suzuki for Dr. Bae

MEMBERS ABSENT: Drs. John Podgore, Rajibar Sandhu and Scott Winter

OTHERS PRESENT: Dr. Patricia Gwartz and Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order December 9, 2011. | |
| Approval of Minutes | Approved as presented | |
| Faculty Issues | Dean for the College of | There were 20 applicants for the position of Dean of the College of Pharmacy. The twenty (20) |

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| <p>Report by Dr. Yorio</p> | <p>Pharmacy</p> <p>Vice President of Research</p> <p>Merit/President's Faculty Awards</p> <p>Miscellaneous questions and discussions</p> | <p>applicants have been narrowed to seven (7) who are invited to interview. The process is continuing.</p> <p>The search firm is moving forward in identifying applicants for the position vacated by Dr. Glenn Dillon.</p> <p>Details of proposed merit raises and the President's Faculty Awards are being worked through the legal office at this time. This will probably happen in January.</p> <p>The Provost was asked about student representation on the Board of Regents? Why are there no faculty representatives on the BOR? Dr. Yorio answered yes, there is a student representative on the BOR who represents all campuses. The make-up of the board is a decision made by the state. The governor appoints all members to the board. What would be the process for raising the issue to appoint faculty to the board? It must be statewide.</p> <p>The Provost was asked about endowments for the HSC. Where is the progress on endowments and why are we not successful in raising money? The Provost answered there is not much involvement from alumni but the HSC is making inroads in the Fort Worth community.</p> |
| <p>Old Business</p> | <p>Faculty Senate Web Site</p> <p>Public Information Act</p> | <p>There was discussion regarding the best way to submit items for the Faculty Senate website. The senate felt there was no need to add another committee. All postings must be cleared by the Executive Committee prior to posting. Dr. Lad Dory volunteered to be the liaison for the Faculty Senate Website.</p> <p>A motion was made by Dr. Dory and seconded by Dr. Rance Berg to post to the website the Faculty Senate version of the Faculty Compensation Plan along with a statement that the version put forth by the administration had been voted down by the Senate twice. The vote was unanimous.</p> <p>A motion was made by Dr. Joseph Warren to post task force assignments to the Faculty Senate website. This motion was seconded by Dr. Gerald Friedman. The vote was unanimous</p> <p>Dr. Lori Fischbach presented a draft of the Public Information Act (PIA) request per discussion from last month. After discussion it was decided to split the request with one focusing on salaries and Dr. Ransom's testimony and the other to focus on Faculty Grievance and Appeal.</p> |

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| | | <p>A motion was made by Dr. Joseph Ronaghan to separate the PIAs into two focus areas, have the Executive Council will review and bring back to the Senate for a final vote and to add a rationale for each request. This motion was seconded by Dr. Joseph Warren. The vote was approved with 0 no votes and 2 members abstaining.</p> |
| New Business | Administration Reviews | <p>Dr. Amy Moss stated she has had a number of requests from peers that the Senate consider doing a survey of faculty regarding administration disconnect. There are grave concerns that there have been two resignations of high profile personnel. Maybe the Senate could conduct exit interviews.</p> <p>Discussion:</p> <ul style="list-style-type: none">• Level of chairs and above are not evaluated by faculty, no “bottom up” evaluation• How many administrators per 100 students at UNTHSC? <p>A task force composed of Dr. Moss, Dr. Raven, Dr. Lykens and Dr. Connors will look at the this matter and the possibility of a survey.</p> |
| | Post Tenure Review Issues | <p>Dr. Dory brought up the issue of Post Tenure Reviews. Recently a faculty member was reviewed and received unanimous approval on his review from the department Promotion and Tenure Committee and the school Promotion and Tenure Committee but was not approved by the dean and therefore subject to a two year review.</p> <p>This will be put on the agenda for January to continue discussion.</p> |
| | The Idea System | <p>The Idea System of student evaluation was discussed. It is very complex and difficult to understand – not clear how it is being used.</p> <p>Motion was made by Dr. John Schetz and seconded by Dr. Peter Raven to send a letter to the administration that the Idea System not be continued. The vote was unanimous. A letter will be prepared by the Executive Committee.</p> |

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| Adjournment | Meeting was adjourned at 10:00 A.M. | |
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Approved for distribution by Dr. Harvey Brenner.

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UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **January 13, 2012**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **9:35 A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Linda Ball, Kirk Barron, Rance Berg, Marija Djokovic, Lori Fischbach, Gerald Friedman, Sharon Gustowski, Liam O’Neill, Peter Raven, Joseph Ronaghan, John Schetz, Joseph Warren, Scott Winter and Alternates Sara Ross for Amy Moss, Brandy Schwarz for Michael Connors, Andras Lacko for Lad Dory, and Victor Kosmopoluos for Russell Wagner,

MEMBERS ABSENT: Drs. John Podgore, Rajibar Sandhu, Joon-Hak Lee, Kristine Lykens and Rusty Reeves

OTHERS PRESENT: Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order January 13, 2012 | |
| Approval of Minutes | Minutes were sent electronically to all senators | Approved as submitted |

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| Introduction of Alternates | Dr. Brenner introduced alternates attending | Brandy Schwarz, PA for Dr. Michael Connors, Dr. Sara Ross for Dr. Amy Moss, Dr. Andras Lacko for Dr. Lad Dory and Dr. Victor Kosmopoluos for Dr. Russell Wagner |
| Faculty Issues Report by Dr. Yorio | Idea Evaluation System | The Faculty Senate had requested the administration look at alternatives to the Idea Evaluation System as it was confusing and hard to use. Dr. Yorio stated a committee is being formed to look at various evaluation surveys |
| Old Business | <p>Post Tenure Review Issues</p> <p>Focus Groups</p> <p>Salary Issues</p> <p>Faculty Senate FCP</p> | <p>This item was tabled from December meeting. Dr. Dory, who introduced the discussion last month, was not in attendance today and therefore this will be placed on the agenda for February.</p> <p>Dr. Brenner stated he should have the member list for Focus Groups at the February meeting. Moss senators have volunteered for one of the three groups.</p> <p>Salary structure or reduction were questioned. A motion was made and seconded to send a formal request to the administration asking for justification for what faculty are expected to bring to their salaries. The vote was unanimous.</p> <p>Are Faculty Evaluations linked to amount of extramural funding brought in? It is still unclear what is base salary and what is supplemental. The Senate's FCP should be evaluated by legal. A letter has been sent to the administration that this matter has not been reviewed, the senators agreed a stronger letter should be sent.</p> |
| New Business | <p>Faculty Bylaws</p> <p>Administrative Evaluations</p> <p>Consulting Activities</p> | <p>The Senate would like to know why there has been no approval of the proposed changes to the Faculty Bylaws that have been submitted. Dr. Yorio will be asked to discuss this at the February meeting.</p> <p>The Senate would like information on evaluation of administration. Are they reviewed? Who reviews them? Why not faculty. This will be reported on at the next meeting.</p> <p>Some senators stated they were told they could reserve 20% of their time for consulting activities. Is this written somewhere? Dr. Brenner will inquire.</p> |

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| Adjournment | Meeting was adjourned at 9:35 A.M. | |
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Approved for distribution by Dr. Harvey Brenner.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **February 10, 2012**
Time Called to Order: **7:35 A.M.**
Time Adjourned: **9:50 A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Sejong Bae, Linda Ball, Kirk Barron, Rance Berg, Marija Djokovic, Lad Dory, Lori Fischbach, Gerald Friedman, Kristine Lykens, Amy Moss, Liam O’Neill, Peter Raven, Joseph Ronaghan, John Schetz, Joseph Warren, Scott Winter and Alternates Thomas Bukoskey for Michael Connors, Youcheng Liu for Joon-Hak Lee, and Victor Kosmopoluos for Russell Wagner

MEMBERS ABSENT: Drs. John Podgore, Rajibar Sandhu, Rusty Reeves and Sharon Gustowski

OTHERS PRESENT: Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order February 10, 2012 | |
| Approval of Minutes | Minutes were sent electronically to all senators | Approved as submitted |

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| Introduction of Alternates | Dr. Brenner introduced alternates attending | Thomas Bukoskey for Dr. Michael Connors, Dr. Youcheng Liu for Dr. Joon-Hak Lee and Dr. Victor Kosmopoluos for Dr. Russell Wagner |
| Faculty Issues Report by Dr. Yorio | Employee Recognition Award | Dr. Yorio said thank you to the faculty and stated all should have received a \$500 Employee Recognition Award in their February paycheck. |
| | Faculty Merit | Faculty merits will be in the March paycheck. |
| | President's Awards | Although it was intended that a monetary award go with each President's Award, because of merit raises received within six months, this was not possible. It is hoped that scheduling the President's Awards at a different time next year will fix this and monetary awards can be given. |
| | Business Service Center Problems | It has been reported there are some problems with the BSC in Denton. Dr. Yorio would like feedback if any faculty has had a problem. The problem mentioned must give specific details. |
| | Dean of the College of Pharmacy | Dr. Myron Jacobson has been hired as the new dean of the College of Pharmacy. He is now recruiting associate deans. An administrative assistant has been hired. |
| | Compensation Committee | A committee is being formed to review faculty compensation. There will be 12 members |
| | Senate Faculty Compensation Plan | A question was asked of Dr. Yorio about having legal review the Senate's Faculty Compensation Plan. Dr. Yorio stated legal was only going to review one plan and a second document will not be sent to legal. Discussion followed. Adjustments to the plan currently in place can be reviewed. Anything the senate would like to change must be specific and Dr. Yorio will ask legal if they will review. |
| | P&T Issues | It was stated by a senator that looking at P&T criteria for a research assistant professor and that of a professor, the only difference in criteria is money being brought in. Dr. Yorio did not agree that this was the only criteria and stated the criteria should be spelled out for both promotion and tenure and post tenure review and it should be consistent. |

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| Faculty Staff Survey | | <p>Marc Foster of the Office of Strategy and Measurement talked with the senate about the importance of the Faculty Staff Survey. A printout of the survey was distributed. Mr. Foster asked the senate members to review the survey and asked for feedback. Can the survey be changed? The primary questions cannot be changed but changes can be made to the secondary questions as well as new questions added.</p> <p>A motion was made and seconded to request results of all surveys, Dennison and Faculty/Staff. The vote was unanimous.</p> |
| Old Business | <p>Post Tenure Review</p> <p>Evaluation of Administration</p> <p>Senate's FCP</p> <p>Consulting Activities</p> | <p>Discussion of post tenure review was brought back from a previous meeting. Dr. Dory told the senate of a faculty member who was supported 100% by his chair for his post tenure review only to be have the dean give an adverse decision. Should the senate take a position on this matter. Discussion followed.</p> <p>A motion was made by Dr. Raven and seconded by Dr. Dory for the Executive Council to write a letter on the behalf of the Senate to the GSBS Dean asking for written criteria regarding his adverse decision. The vote was unanimous.</p> <p>This was referred to the new task group to review.</p> <p>The senators were adamant that a number for a core salary be given which is not given in the current FCP provided by the administration.</p> <p>The Senate was told their evaluations would not be linked to the Faculty Workload document. They feel it is being linked.</p> <p>A motion was made by Dr. Schetz and seconded by Dr. Moss that a letter be written expressing concern that the Faculty Compensation Plan would not be linked to the Faculty Workload document. The vote was unanimous.</p> <p>Most faculty are under the impression that 20% of their time can be used to devote to consulting activities. Is there a policy? There is no mention of this in the FCP. Dr. Fischbach will attempt to find the policy and report back to the Senate.</p> |

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| | Task Groups | Three task groups have been formed. (1) Matters of Faculty Compensation, (2) Issues of Tenure and Post Tenure Review and (3) Matters of Evaluation. Dr. Brenner assigned members to each group. Each group is to choose a chair. Dr. Brenner will meet with each group. A list of the groups will be sent to all senators. |
| New Business | Student Evaluations | There is concern regarding student random remarks of faculty being used for evaluations. The Senate should take a stand on whether this information should be included in evaluations. This was referred to the Evaluation Task Group. |
| | Criteria for Reduction in Faculty Salaries | This was referred to the Compensation Task Group. |
| | Senate Website | Dr. Dory once again asked that information on the work being done by the Faculty Senate be posted on the Faculty Senate website. |
| Adjournment | Meeting was adjourned at 9:50 A.M. | |

Approved by Dr. Brenner for distribution.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **March 9, 2012**
Time Called to Order: **7:35 A.M.**
Time Adjourned: **9:55 A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Subhash Aryal, Linda Ball, Kirk Barron, Rance Berg, Michael Connors, Lori Fischbach, Gerald Friedman, Kristine Lykens, Amy Moss, Liam O’Neill, Peter Raven, Joseph Ronaghan, John Schetz, Russell Wagner and Joseph Warren,

MEMBERS ABSENT: Drs. John Podgore, Joon-Hak Lee, Rajibar Sandhu, Sharon Gustowski, Marija Djokovic, Lad Dory and Scott Winter

OTHERS PRESENT: Patricia Gwartz and Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order March 9, 2012 | |
| Approval of Minutes | Minutes were sent electronically to all senators | Approved as submitted |

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| Introduction of Alternates | Dr. Brenner introduced alternates attending | There were no alternates to introduce but Dr. Brenner did introduce Dr. Subhash Aryal as the Department of Epidemiology replacement for Dr. Sejong Bae who left the HSC. |
| Old Business | Discussion of Task Group Functions | <p>The list of task groups and the charge for each group were distributed to the senators. Discussion on the issues: some highlights</p> <ol style="list-style-type: none"> 1. Compensation Task Group - <ul style="list-style-type: none"> • Discussion on core salary - - what is it really? Need stable core salary that is in compliance with state laws. • Should workload document and FCP be joined? This could be both positive and negative. • Justification to reduce salaries and who is allowed to make these decisions 2. Tenure Requirements and Post Tenure Review Task Group <ul style="list-style-type: none"> • How is funding being weighted for tenure • There is nothing “written” as requirement regarding amount of funding • Criteria makes no mention of funding amount • Job of the committee is to define “excellence” • Uniform rules throughout the institution where plausible 3. Evaluation of Faculty and Administration <ul style="list-style-type: none"> • Board of Regents evaluates administration • Input from Senate is important • Is this truly a “top down” institution • Possibly develop own metrics for evaluation |
| Adjournment | Meeting was adjourned at 9:55 A.M. | |

Approved for distribution by Dr. Brenner 4/17/2012

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **April 20, 2012**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **10:10 A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Subhash Aryal, Kirk Barron, Rance Berg, Gerald Friedman, Liam O’Neill, Joseph Ronaghan, John Schetz, and Joseph Warren, and alternates Youcheng Liu for Joon-Hak Lee, Brandy Schwarz for Michael Connors, Victor Kosmopoulos for Russell Wagner, Andras Lacko for Lad Dory

MEMBERS ABSENT: Drs. Linda Ball, John Podgore, Lori Fischbach, Rajibar Sandhu, Sharon Gustowski, Marija Djokovic, Peter Raven, Kristine Lykens, Amy Moss and Scott Winter

OTHERS PRESENT: Patricia Gwartz and Deborah Cooper

| TOPIC / AGENDA | | |
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| Call to order | Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order April 20, 2012 | |
| Approval of Minutes | Minutes were sent electronically to all senators | No quorum - - minutes could not be approved |

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| Introduction of Alternates | Dr. Brenner introduced alternates attending | Brandy Schwarz attended for Dr. Connors, Victor Kosmopoulos attended for Dr. Wagner, Youcheng Liu attended for Dr. Lee and Andras Lacko attended for Dr. Dory |
| Provost Update | | <ul style="list-style-type: none"> • New members are needed for the Faculty Grievance and Appeal Committee. Noted changes in the Faculty Bylaws • The members of the Faculty Compensation Advisory Committee are: Rusty Reeves, Kirk Barron, Scott Walters, Sherif Al-Farra, Damon Schranz and James Simpkins. They members need to be approved by the Faculty Senate. The Senate also needs to appoint a member from the Faculty Senate. • Research Appreciation Day was well attended this year. This was the 20th year of RAD, \$15,000 in awards were given out and there were 26 vendors • The provost has been meeting with the chairs of all schools to discuss the new process for new faculty appointments due to changes in the Faculty Bylaws. Criteria for Post tenure review and annual promotion and tenure were also discussed with the chairs. |
| Old Business | Faculty Bylaws | <p>Dr. Patricia Gwartz, chair of the Faculty Bylaws Committee, reviewed with the Senate the changes to the Faculty Bylaws that were approved March 31, 2012. Proposed changes by the Faculty Bylaws Committee and the Faculty Senate were reviewed and the Senators were told if the changes were approved or not in the final document.</p> <p>One concern for the Senators was that “president of the Faculty Senate” had been replaced with “chair of the Faculty Senate” throughout the bylaws.</p> |
| | Focus Group Reports | <ul style="list-style-type: none"> • Compensation Focus Group - Dr. Ball, leader of this group, was not in attendance so no report was given • Tenure and PTR Focus Group - Dr. Lori Fischbach, leader of this focus group, has left the institution. Dr. Brenner asked if Dr. O’Neill would take over the leader position. • Evaluations Focus Group – Dr. Joseph Warren, group leader, stated the group has met twice. The group has identified two surveys from other universities that can be adapted to be used by the HSC to evaluate administration. These were sent to the Senate Executive for their review. • There was discussion that the focus groups membership should be reduced to 4-5 |

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| New Business | None | |
| Adjourn | | |

Approved by Dr. Brenner for distribution 5/22/2012

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
Faculty Senate
Special Meeting Minutes

Meeting Date: June 7, 2012

MEMBERS PRESENT: Harvey Brenner, Joseph Ronaghan, John Schetz, Rance Berg, Lad Dory, Peter Raven, Liam O’Neill, Victor Kosmopolus and Joseph Warren

MEMBERS ABSENT: Linda Ball, Kirk Barron, Michael Connors, Marija Djokovic, Sharon Gustowski, Joon-Hak Lee, Kristine Lykens, Amy Moss, John Podgore, Rajibar Sandhu, Scott Winter

OTHERS PRESENT: Dr. Thomas Yorio, Patricia Gwartz and Deborah Cooper

| TOPIC / AGENDA | DISCUSSION | RECOMMENDED ACTION | RESPONSIBILITY | RTA / CLOSED (RTA = Return To Agenda) |
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| Meeting Called to Order | <p>Dr. Brenner, President of the Faculty Senate, called the meeting to order. This special meeting was called at the request of the Provost, Thomas Yorio. It is noted that there is no quorum and thus no voting can take place.</p> <p>Dr. Brenner provided a list of the highest priority topics that the Faculty Senate had been working on during the past year with</p> | | | |

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| | <p>recommendations and questions to the Administration. Five of these issues i.e., Topics I-V below were discussed in detail (see below). The Administration had not responded to these issues fully and thus the problems remain.</p> | | | |
| <p>Functionality of the Faculty Senate</p> | <p>Dr. Brenner provided a list of the overall achievements of the Faculty Senate during the last year. He stated that, unfortunately, some faculty were not fully aware of these achievements or the progress that the Faculty Senate had been making with the Administration.</p> <p>Dr. Yorio claimed he had also heard from faculty members other than Senators regarding the function of the Faculty Senate, but provided no details concerning these claims. Dr. Yorio emailed shortly before the meeting an article on shared governance to all senators. He feels this document has some good ideas to develop a better relationship between the Faculty Senate and the administration. It was noted that a strained relationships between the Faculty Senate and administration was due to a failure of administration to pay attention to multiple concerns of the faculty senate and to engage in good faith negotiations over the last couple of years. It was noted that the document presented by Dr. Yorio was by a paid organization and read more like an administrative view than a faculty view and that the AAUP was a professional University-based organization that already</p> | <p>The Senate and the administration should work together to enhance the achievements of the Senate and their public dissemination.</p> | <p>Faculty Senate and Provost</p> | |

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| <p>Topic I: Compensation Issues</p> | <p>had established principles of shared governance. It was noted that the term shared governance means equal governance.</p> <p>The Faculty Senate and the administration have not been able to come to an agreement on the Faculty Compensation Plan (FCP) that was forcibly implemented by administration against the wishes of the faculty senate, the Senate twice voted down the FCP.</p> <p>Dr. Yorio stated a meeting of the Advisory Committee for Faculty Compensation has been scheduled for June 19, 2012. The Senate should submit items they would like revised. It was noted that this committee alone would be insufficient to deal with the major issues raised by the Faculty Senate prior to its forcible implementation. It was noted that administration is not operating under the principles of shared governance.</p> | <p>The Senate should submit proposed changes regarding faculty compensation to be discussed at the June 19th meeting.</p> | <p>Faculty Senate and Provost</p> | |
| <p>Topic II: Lack of Uniform Evaluation of Faculty</p> | <p>There is no uniform evaluation of the faculty; no uniform rules being followed. Evaluations are frequently arbitrary and capricious; prominent UNTHSC rules are disregarded by department chairs.</p> | <p>The provost proposed a meeting to establish an agreed upon practice. The Senate can be helpful by looking at some tools to guide this process.</p> | <p>Faculty Senate and Provost</p> | |
| <p>Topic III: Grievance and Appeal Committee</p> | <p>There is concern regarding how this committee is functioning. There are no means available to react to the decision of the Faculty Grievance and Appeal Committee</p> | | | |
| <p>Topic IV: EEO Procedures</p> | <p>Some concerns of the Senate regarding the EEO are the final report, which is not being</p> | <p>Dr. Yorio will contact internal audit and ask for a review to verify the</p> | <p>Provost</p> | |

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| | <p>supplied to the Faculty Grievance and Appeal Committee to be used in their review of the grievance or appeal; there is no check on the veracity of statements made by the EEO to make decisions, no checks and balances or ability of the afflicted to view and challenge the integrity of the EEO information prior to a report being sent; also, there is no process to amend the report. The level of training of the EEO Officer is also in question.</p> <p>Dr. Yorio referred to HR Policy 5.210. EEO procedures are a human resources policy. The EEO officer does the investigation, does not make decisions on results.</p> | <p>EEO process is correct and report back to the Senate. The questions was raised as to why an external audit was not being done.</p> <p>Dr. Yorio was disappointed the office of general counsel had not sent a report they promised they would submit to the Senate concerning the process used by the EEO investigator to conduct investigations. He will send a letter requesting the report be submitted.</p> <p>Dr. Yorio was challenged when he claimed that acts of discrimination did not fall under the category of an impermissible reason and thus could not be appealed according to our institutional bylaws. It was pointed out that the institutional bylaws allow appeals on issue concerning an infringement of state and federal constitutional rights. Dr. Yorio stated that he would seek clarification from the office of general counsel. It was noted that in the recent past the Grievance and Appeals Committee was being prohibited from hearing issues concerning discrimination.</p> | | |
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| <p>Topic V: Senate Bylaws</p> | <p>Some changes of the Faculty Senate Bylaws are needed to bring them into compliance with the Faculty Bylaws. There was some objection to making changes to the Senate Bylaws particularly regarding the term to be used to describe the head of the Faculty Senate - - should it remain president as the Faculty Senate has voted on three occasions, or changed by administrative dictate.</p> <p>It was noted that in every year for a total of three times, the Senate voted not to replace the term President of the Senate with Chairman of the Senate as was desired by Dr. Ransom. Yet despite this changes to the title were made in the Faculty Bylaws (by whom is unclear) and the Dr. Ransom approved them.</p> | <p>Dr. Yorio indicated that Dr. Ransom had issued a directive that the Faculty Bylaws Committee (FBC) should review Faculty Senate Bylaws. This was challenged and Dr. Gwartz agreed that nowhere in the Faculty Bylaws was the FBC authorized to review Senate bylaws. It was noted that having FBC oversight of the Senate bylaws would amount to interference of administration in Senate business and that the FBC was an appointed body currently headed by an administrator. Dr. Yorio suggested that the FBC might be elected. It was also noted that there were no substantive compliance issues between the Faculty Bylaws and Senate Bylaws. It was noted that some changes to Faculty Bylaws had occurred without consulting the faculty senate in particular changes that were counter to the spirit of proposed senate revisions to the Faculty Bylaws. It was noted that a revision that would allow the President of the institution to change Faculty Bylaws only in order to be in compliance with state and federal law was rejected. The current language apparently allows the President to change the bylaws at will and in the absence of a shared governance process. Dr.</p> | <p>The Faculty Bylaws Committee and the Provost</p> | |
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| | | <p>Yorio agreed with the Senate that unchecked Presidential power was not appropriate.</p> <p>Dr. Yorio will meet with the President regarding the use of the term "president" of the Faculty Senate.</p> | | |
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Minutes submitted June 8, 2012