UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **September 21, 2012**
Time Called to Order: **7:45 A.M.**
Time Adjourned: **A.M.**

MEMBERS PRESENT: Drs. Harvey Brenner, Chair, Subhash Aryal, Linda Ball, Robert Barber, Kirk Barron, Brad Cannell, Frank DeLeon, Marija Djokovic, Lad Dory, Geoffrey Guttmann, Victor Kosmopoulos, Liam O'Neill, Joseph Ronaghan, and Joseph Warren, Scott and alternate Michael Flyzik for Michael Connors.

MEMBERS ABSENT: Drs. Kristine Lykens, Roy Martin, Amy Moss, Peter Raven, Scott Winter, John Podgore, Rajibar Sandhu, Sharon Gustowski

OTHERS PRESENT: Dr. Patricia Gwirtz and Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Harvey Brenner, president of the Faculty Senate, called the meeting to order September 21, 2012	
Introduction of New Members and Alternates	Dr. Brenner called on new members and alternates to introduce	New Members: Bob Barber, Brad Cannell, Frank DeLeon, Geoffrey Guttman Alternate: Michael Flyzik Guest: Howard Lund

	themselves to the Senate	
Faculty Senate Bylaws	Dr. Brenner called for discussion regarding the Faculty Senate Bylaw alignment with the Faculty Bylaws	The Faculty Senate Bylaws were developed about two and a half years ago but have never been approved by the President of UNTHSC, which came as a surprise to the Senate. The administration states there are several areas the Faculty Senate Bylaws are not in compliance with the Faculty Bylaws. By unanimous vote today it is the intention of the Faculty Senate to reinstate the Faculty Senate Bylaws by making recommendations to change the Faculty Bylaws to be in alignment with the Faculty Senate Bylaws. The changes listed below will be submitted to the Faculty Bylaws Committee for consideration: • Paragraph 1(d): **change** "on September 1" to "at the first formal meeting in September" • Paragraph 2 line 6: **change** "chair" to "leadership" • Paragraph 2(f): **change** "chair" to "leadership" • Paragraph 3" **delete** entire paragraph and replace with "All operational and/or procedural matters are to be developed by the Faculty Senate and contained within the Faculty Senate Bylaws in accordance with Regents Rule 06.104" • Paragraph 4 line 1: **delete** "within the academic year except June, July and August" • Paragraph 4 line 2: **change** "Meetings may be called by . . ." to "Meetings may also be called by . . . ." • Paragraph 4 line 3: **insert** (of the Institution" after "President" • Paragraph 4 line 8: **delete** "A quorum shall consist of two-thirds (2/3) majority of the voting members of the Faculty Senate" Those changes approved by the Faculty Bylaws Committee will be brought back to the Senate, read by the Chair of the Faculty Bylaws Committee and brought to a vote for approval. Upon approval by the Faculty Senate the proposed changes to the Faculty Bylaws will be submitted to the President of the UNTHSC for his approval.
Election of New President (Chair)	Dr. Brenner read a letter from Bill LeMaistre, Chief Compliance and ERM Officer	Per LeMaistre letter, ". . . the Senate may hold new elections for a President (chair) in accordance with the Faculty Bylaws. As an alternative, the Senate may "ratify" the past election of the president in a new election process"

		A motion was made by Geoffrey Guttman and seconded by Frank DeLeon to accept the results of the May 2010, May 2011 and May 2012 elections pursuant to the recommendations of the Chief Compliance Officer. The vote was unanimous. Dr. Brenner turned over the leadership of the Senate to Dr. Ronaghan who adjourned the meeting.

Approved by Dr. Brenner for distribution

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **November 9, 2012**
Time Called to Order: **7:45 A.M.**
Time Adjourned: **9:15 A.M.**

MEMBERS PRESENT: Drs. Joseph Ronaghan, Chair, Subhash Aryal, Linda Ball, Robert Barber, Harvey Brenner, Brad Cannell, Frank DeLeon, Marija Djokovic, Lad Dory, Geoffrey Guttmann, Victor Kosmopoulos, Liam O'Neill, Peter Raven Rajibar Sandhu and Joseph Warren, and alternate Mike Calvin for Kirk Barron..

MEMBERS ABSENT: Drs. Kristine Lykens, Roy Martin, Amy Moss, Scott Winter, John Podgore, Sharon Gustowski

OTHERS PRESENT: Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order November 9, 2012	
Introduction of Alternates	Dr. Ronaghan called on alternates to introduce themselves to the Senate	Dr. Mike Calvin was introduced as the alternate for Dr. Kirk Barron.

Administration Evaluation Survey	Dr. Joe Warren reported on the work his committee has done on the Administrative Evaluation Survey	Prior to the meeting, senators were sent a draft of the survey put together by Dr. Warren's committee along with Dr. Tom Fairchild. Motion was made by Dr. Raven to go forward with finalizing the survey with the suggestion made in today's meeting. This was seconded by Dr. Dory. **The vote was unanimous**
Faculty Senate Bylaws		Motion was made by Dr. Raven and seconded by Dr. Warren to return the proposed bylaw changes to the Faculty Bylaws Committee with the approval of the Faculty Senate. **The vote was unanimous.**
New Business	Dr. Raven introduced some concerns with the monitoring of grants	Dr. Cistola will be invited to a future meeting to answer questions about the monitoring of grants.
Merger	Dr. Ronaghan introduced the discussion of the merger	Dr. Yorio will be invited to the next meeting to talk about the merger.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **December 14, 2012**
Time Called to Order: **7:45 A.M.**
Time Adjourned: **9:40 A.M.**

MEMBERS PRESENT: Drs. Joseph Ronaghan, Chair, Subhash Aryal, Robert Barber, Harvey Brenner, Frank DeLeon, Marija Djokovic, Lad Dory, Geoffrey Guttmann, Victor Kosmopoulos, Rong Ma, Amy Moss, Liam O'Neill, Peter Raven, Scott Winter and alternate Michael Flyzik for Michael Connors

MEMBERS ABSENT: Drs. Linda Ball, Brad Cannell, Roy Martin, Kirk Barron, John Podgore, Sharon Gustowski, Joseph Warren, Rajibar Sandhu and Kristine Lykens

OTHERS PRESENT: Dr. Patricia Gwirtz and Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order December 14, 2012.	
Introduction of Alternates	Dr. Ronaghan called on alternates to introduce themselves to the Senate	Dr. Michael Flyzik was introduced as the alternate for Dr. Michael Connors.

Grant Issues in Grant Management and Funding	Dr. David Cistola, Vice President of Research, Professor - Molecular Biology & Immunology was introduced to the senate.	Two different scenarios were raised: 1) where an apparent "overspending" occurred from an awarded grant and 2) where a PI promised to carry out research for a private company and the school provided the $$ up front, expecting to be reimbursed by the company upon delivery of the results. It was discussed and a consensus (among senators) developed where perhaps more safety features should be incorporated into contracts in the second category. The senators also did not completely agree that the PIs are completely responsible for overspending under conditions where they are led to believe that the OCGM monitors spending (with some exceptions, including credit card charges, etc.). It was also suggested to Dr. Cistola that he issue a new letter with a correction with respect to the "punitive" actions that may include participation in the compensation package. Dr. Cistola answered questions he could and agreed to get back to senators regarding issues that were raised. He agreed this process should be more transparent.
Update by Dr. Yorio	Merger Tenured Faculty Contracts	Dr. Yorio stated that at this time the merger issue is longer being discussed at this time. The big issue is formula funding. Senators voiced their concern regarding language in contracts and tenure renewability. (paragraphs 7 and 8 in the contracts). The senators asked for a change in the language. Dr. Yorio agreed to have legal review the language and he will get back to the senate with any possible changes.
Administrative Evaluation Survey	A draft of the proposed Administrative Evaluation Survey was distributed to Senators.	Discussion: • Concern regarding tracking • Timeline, when should it be sent out? • No statement on fairness of chair on faculty evaluations • Senate will collect surveys - - be sure only one review per person • Survey will be sent in cycles • Email vote when survey is ready for distribution
Bylaws Update	Dr. Patricia Gwirtz, Chair of the Bylaws Committee presented the proposed	It was suggested the Senate Bylaws be referred to as Charter of the Faculty Senate to avoid confusion with the Faculty Bylaws of the Institution. The senate was not in favor of this suggestion.

	changes to the Faculty Bylaws made by Dr. Yorio.	Two non-substantive changes were recommended by Dr. Yorio: • In article IV – Rank, add the word "faculty" deleting the word "academic" • Article XII – change the word "leadership" to "Executive Committee" (as defined in the Senate Bylaws) Motion to approve these two changes was made, seconded and carried unanimously. Dr. Gwirtz will now forward these approved changes to the President for his approval.
Old/New Business	IDEA Evaluation System	The IDEA evaluation system is still being used by the School of Public Health despite campus-wide decision to discontinue it. A motion was made, seconded and carried unanimously to send a letter to the Dean of the School of Public Health requesting to discontinue the use of this evaluation system.

Approved for distribution 1/4/2013

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **January 11, 2013**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **8:50 A.M.**

MEMBERS PRESENT: Drs. Joseph Ronaghan, Chair, Robert Barber, Harvey Brenner, Brad Cannell, Michael Connors, Frank DeLeon, Marija Djokovic, Lad Dory, Geoffrey Guttmann, Victor Kosmopoulos, Kristine Lykens, Rong Ma, Amy Moss, Liam O'Neill, Peter Raven, Scott Winter

MEMBERS ABSENT: Drs. Linda Ball, Roy Martin, Kirk Barron, John Podgore, Sharon Gustowski, Rajibar Sandhu

OTHERS PRESENT: Dr. Patricia Gwirtz and Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order January 11, 2013	
Approval of Minutes	December minutes approved	
Update by the Provost	Tenured Faculty Contracts	Discussion on wording: how is use of the word "appointment" different from the use of the word "employment"? Both are used in the contract. The appointment refers to salary and benefits, employment refers to where the faculty members is assigned. Dr. Yorio will take the contract back to legal for possible rewording.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: February 8, 2013
Time Called to Order: 7:50 A.M.
Time Adjourned: 8:45 A.M.

MEMBERS PRESENT: Drs. Joseph Ronaghan, Chair, Subhash Aryal, Linda Ball, Harvey Brenner, Frank DeLeon, Marija Djokovic Roy Martin, Amy Moss, Liam O'Neill, Peter Raven, Joseph Warren, Scott Winter and Alternate Eric Gonzales for Robert Barber

MEMBERS ABSENT: Drs. Kirk Barron, John Podgore, Sharon Gustowski, Brad Cannell, Michael Connors, Lad Dory, Geoffrey Guttmann, Victor Kosmopoulos, Kristine Lykens, Rong Ma

OTHERS PRESENT: Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order February 8, 2013	No Quorum
Approval of Minutes	January minutes approved	
Faculty Evaluation Draft		The draft is almost ready to bring to the Senate for approval

Bylaws Update	In the absence of Dr. Gwirtz, Dr. Ronaghan opened the discussion on Faculty Bylaws	A suggestion had been made to change the term "Faculty Senate Bylaws" to "Charter of the Faculty Senate". The consensus of the senate members present was to leave the terms as is, no change required. There was no vote due to lack of quorum.
Old/New Business		Discussions: • Ask Facilities Management to work on cell phone reception in the building • Post Tenure Review Process The Senate may want to re-evaluate PTR process. Are chairs and deans following the guidelines? There appears to be no standardized criteria. Senators need to review the Faculty Bylaws PTR section and the AAUP guidelines. Will be put on agenda for next meeting. • Faculty Grievance and Appeal It is the senate's responsibility for oversight of the Faculty Grievance and Appeal process. Demand adherence to the rules. • Faculty Senate Bylaws The Faculty Senate Bylaws need to be evaluated and updated prior to September. This is to be placed on agenda for next meeting.

Approved for distribution

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **March 8, 2013**
Time Called to Order: **7:45 A.M.**
Time Adjourned: **9:40 A.M.**

MEMBERS PRESENT: Drs. Joseph Ronaghan, Chair, Linda Ball, Robert Barber, Harvey Brenner, Brad Cannell, Michael Connors, Frank DeLeon, Victor Kosmopoulos, Amy Moss, Liam O'Neill, Peter Raven, Joseph Warren,

MEMBERS ABSENT: Drs. Kirk Barron, Marija Djokovic, John Podgore, Sharon Gustowski, Lad Dory, Geoffrey Guttmann, Kristine Lykens, Rong Ma, Roy Martin, Rajibar Sandhu and Scott Winter

OTHERS PRESENT: Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order March 8, 2013	
Approval of Minutes	February minutes approved	
Provost Update	Various comments from Dr. Yorio	• Faculty merit awards were approved. The award will be on the April (or May) check. • Texas Legislature proposed a 3% COL • Legislative session is looking good

	Discontinuance Policy Faculty Compensation Committee	If the Senate approves the policy, the policy will be taken to the President for approval. Motion was made and seconded to approve the Discontinuance Policy. The vote was unanimous Motion was made and seconded to approve Dr. O'Neill as the representative of the senate to the Faculty Compensation Committee. The vote was unanimous.
Bylaws Update	Dr. Ronaghan announced	The revised Faculty Bylaws were approved by Dr. Williams, effective 3/5/2013
Faculty Grievance and Appeal	Faculty Senate has oversight of this committee	Discussions: • It is the duty of the Senate to assure that due process was given. • Need to institute Senate's authority. • Senate's findings will be sent to the provost. • The selection of the chair of this committee needs to be addressed. • The chair should not have the authority to decide if the grievance will or will not be heard. • Subcommittee was established to review appeals. Motion was made and seconded to appoint Drs. Moss, Dr. Guttmann and Dr. O'Neill to serve on this subcommittee. The vote was 11 approved 1 abstain. • No action will be taken by the Senate until subcommittee has reviewed the case • Motion was made and seconded to request Faculty Grievance and Appeal Committee to furnish supporting documents to the subcommittee within 14 days. The vote was unanimous.
Post Tenure Review		Motion was made and seconded the Faculty Senate recommends the AAUP guidelines for PTR be used as long as they are in line with Texas Education Code. The vote was 11 approved, 1 opposed.
Administration Evaluation	Joseph Warren	There are some deans balking about releasing the results of the survey. The committee will meet later today and report on this at the next meeting.
Faculty Senate Bylaws Review		The Executive Committee will review the Faculty Senate Bylaws. The changes will mostly be updating information. Any major changes will be brought to the Senate for review. The review should be completed by June.
Old/New Business	Honorariums While on Leave	What are the rules on this? The Senate would also like an explanation of the 20% consulting time release. Is this rule still in effect?

		This will be added to the agenda for the next meeting.
Adjourned		

Approved for distribution

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **April 5, 2013**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **9:40 A.M.**

MEMBERS PRESENT: Drs. Joseph Ronaghan, President, Harvey Brenner, Frank DeLeon, Geoffrey Guttmann, Victor Kosmopoulos, Kristine Lykens, Rong Ma, Amy Moss, Liam O'Neill, Peter Raven, Rajibar Sandhu, Scott Joseph Warren, Scott Winter, Laura Mattingly for Kirk Barron and Andras Lacko for Lad Dory.

MEMBERS ABSENT: Drs. Linda Ball, Robert Barber, Marija Djokovic, John Podgore, Sharon Gustowski, Roy Martin, Scott Walters

OTHERS PRESENT: Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order April 5, 2013	
Approval of Minutes	March minutes approved	
Resignation	Dr. Ronaghan read Dr. Dory's resignation letter.	A motion was made and seconded to accept Dr. Dory's letter of resignation. The motion was approved.
Survey	Dr. Ronaghan stated the survey had some hiccups	

	that needed to be worked out and that it was normally taking less than 5 minutes to complete the survey.	
Provost Update	Various comments from Dr. Yorio	• Faculty merit awards should appear in the April paycheck. • President's Awards will be announced April 22, 2013 • The state senate and house have approved the budget • Presidential search is underway • The first meeting of the Faculty Compensation Committee was held. The meeting went well. Dr. O'Neill is the Senate representative • In continuation of the discussion on 20% consulting time. Dr. Yorio said he could not find anything in writing regarding the20% consulting time but that faculty are required to put in 40 hours a week
Conflict of Interest Disclosure Policy	Bill LeMaistre, Chief Compliance and Risk Management Officer	Mr. LeMaistre discussed the proposed Conflict of Interest Disclosure Policy that was sent out to the members of the Senate. He answered questions from the senators. Stated this policy was not designed to capture research conflict of interest.
Faculty Senate Bylaws	Faculty Senate Bylaws are being revised. The proposed revisions were sent to the senators for review and comment.	Deborah Cooper will send out the proposed revisions again to the senators for discussion at the May 10, 2013 meeting.
Old/New Business	Faculty Attrition IDEA System Student Evaluations	Is the FCP responsible for the loss of faculty? 18 of 40 SPH faculty have left the HSC either due to resignation or termination of contract The dean of SPH continues to use the IDEA System for review of faculty even after a letter was sent out that this evaluation was not to be used. He will be contacted again. Dr. Rene Drabier, Vice Provost of Academic Affairs and Development will be invited to attend the May meeting to discuss the new Student Evaluation system

Adjourned		

Approved for distribution

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **May 10, 2013**
Time Called to Order: **7:40 A.M.**
Time Adjourned: **9:40 A.M.**

MEMBERS PRESENT: Drs. Joseph Ronaghan, President, Harvey Brenner, Frank DeLeon, Geoffrey Guttmann, Victor Kosmopoulos, Rong Ma, Amy Moss, Liam O'Neill, Jerry Simecka, Scott Walters, Joseph Warren, Scott Winter and Dr. Thad Miller for Dr. Lykens, Dr. Mallet for Dr. Raven

MEMBERS ABSENT: Drs. Linda Ball, Kirk Barron, Marija Djokovic, John Podgore, Sharon Gustowski, Roy Martin, Rajibar Sandhu

OTHERS PRESENT: Deborah Cooper, Dr. Patricia Gwirtz

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order May 10, 2013	
Approval of Minutes	April minutes approved with one correction	Add to the minutes -- there was a brief discussion regarding the request for an update on the status of items 7 and 8 of the faculty contracts.
Introduction of New Members and Alternates	.	New members Dr. Jerry Simecka from Molecular Biology and Scott Walters from Behavioral and Community Health. Alternates: Dr. Thad Miller for Dr. Lykens and Dr. Robert Mallet for Dr. Raven

Faculty Senate Bylaws	Dr. Ronaghan read the proposed changes to the Faculty Senate Bylaws (a draft was sent to all senators prior to the meeting) .	Discussion regarding a change of membership eligibility: The question was whether research faculty should be excluded from membership on the Faculty Senate. Motion was made by Dr. Barber and a second was made by Dr. Warren that research faculty not be excluded from membership on the Faculty Senate. After discussion it was decided to table this until the next meeting to collect information from other health science centers faculty senate membership rules.
Old/New Business	HSC Faculty Bylaws Guns on Campus	The senate would like a change to the HSC Faculty Bylaws Article XXX, Section C "Notwithstanding the above, these faculty bylaws may be amended or revised by actions of the President in order to be compliant with appropriate State and Federal Statutes" A motion was made to request the change of the HSC Faculty Bylaws, a second, was received, the vote was unanimously approval. The Texas legislature continues to debate the right of students, faculty and staff to carry guns on campus. Should the senate make a statement on their stance on this? If the bill is approved, can HSC opt out? The senate would like HSC Police Chief to come to the next meeting to report on this.
Administration Evaluation Survey		Dr. Joe Warren reported the committee will be meeting with Dr. Fairchild on May 20th to review the results of the survey. The results should be ready to send out in 10 days or so.
Election of Officers	Below is a list of nominees for President of the Faculty Senate to begin term September 2013. Liam O'Neill Michael Connors Amy Moss Joe Warren	Prior to the vote for a new president, Drs. O'Neill, Warren and Connors requested their name be removed from the ballot. It was decided Amy Moss was not eligible to serve as president as she is a faculty member of TCOM, the same school of the current president. Dr. Raven was elected to the office of president of the Faculty Senate by consensus. Dr. Amy Moss was elected as president-elect.

	Peter Raven	
Adjourned		

Approved for distribution

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: June 14, 2013
Time Called to Order: 7:40 A.M.
Time Adjourned: 9:40 A.M.

MEMBERS PRESENT: Drs. Joseph Ronaghan, President, Linda Ball, Harvey Brenner, Frank DeLeon, Marija Djokovic, Geoffrey Guttmann, Victor Kosmopoulos, Kristine Lykens, Rong Ma, Roy Martin, Liam O'Neill, Peter Raven, Scott Walters, Joseph Warren, Scott Winter and Dr. Lad Dory for Dr. Simecka

MEMBERS ABSENT: Drs. Kirk Barron, John Podgore, Sharon Gustowski, Rajibar Sandhu

OTHERS PRESENT: Deborah Cooper, Dr. Patricia Gwirtz

TOPIC / AGENDA		
Call to order	Dr. Joseph Ronaghan, president of the Faculty Senate, called the meeting to order June 14, 2013	
Approval of Minutes	May minutes approved	
Introduction of New Members and Alternates		Alternates: Dr. Lad Dory for Dr. Simecka
Administration Evaluation Survey	Dr. Tom Fairchild	Dr. Fairchild attended the meeting to review the results of the Evaluation Survey that was recently completed on the chairs and deans. The results were distributed to the individuals and to their supervisor (dean or provost). There was discussion regarding the reporting and posting

		the evaluations of the administrators. Agreement was reached that the means and high-low scores (range) will be reported for each group for each school individually. This information will be shared with the entire faculty at the September Faculty Assembly. The second part of the survey will take place mid-September.
Faculty Senate Bylaws		**Eligibility Requirements to Serve on the Faculty Senate**. There was discussion regarding whether or not research faculty should be allowed to serve as members of the Faculty Senate. The current Faculty Bylaws state that research faculty are not eligible to serve. Dr. Ronaghan made the point that until there is amendment to the Faculty Bylaws and approval by the President, there can be no amendment regarding eligibility requirements made to the Faculty Senate Bylaws, since there is no approved source document to amend. A motion was made and seconded that the Executive Committee meet with the President with a follow-up letter requesting the approval of the Faculty Senate Bylaws. The motion passed with the unanimous approval of those senators in attendance.
Old/New Business	Faculty Grievance and Appeal Subcommittee Faculty Compensation Plan Summer Meetings	Dr. Guttman spoke on behalf of the subcommittee on the faculty grievance and appeal process. He stated the subcommittee found many inconsistencies in the process of filing a grievance or appeal stated in the Faculty Bylaws. It is recommended that Articles XII and XIV of the Faculty Bylaws be re-written to modify the process. The members present requested that the subcommittee supply a written "findings of fact" statement, and Dr. Guttmann agreed to the request. The recommendations will be taken to the Faculty Bylaws Committee for consideration. Dr. O'Neill reported that the Faculty Compensation Plan committee has met. There were several recommendations to make the plan more faculty friendly but there was still no provision to list base salaries. When asked if the Faculty Senate FCP plan will be considered the answer was No! The Senate agreed they should meet in July and August. Those meetings will be scheduled. Dr. Williams will be asked to attend the July meeting for an open session with the President.
Adjourned		

Approved for distribution

University of North Texas Health Science Center
Faculty Senate Meeting
July 12, 2013

RECORDING: Chris Mason
MEETING TIME: 7:30 – 11:00 AM
PRESIDING: Joseph Ronaghan
MEETING LOCATION: EAD-714
PRESENT: Subhash Aryal, Linda Ball, Robert Barber, Harvey Brenner, Frank DeLeon, Geoffrey Guttmann, Victor Kosmopoulos, Rong Ma, Roy Martin, Amy Moss, Liam O'Neill, Peter Raven, Joseph Ronaghan, Scott Walters, and Scott Winter
ABSENT: Marija Djokovic, Kristine Lykens, John Podgore, Sharon Gustowski, Rajibar Sandhu
ALTERNATE: Lad Dory for Jerry Simecka and Bobby LaRue for Joseph Warren
OTHERS PRESENT: Patricia Gwirtz, Michael Williams

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation	RTA/Closed
Call to order	Dr. Ronaghan called the meeting to order. Preliminary update: the Executive Committee of the Faculty Senate met with Dr. Williams to discuss issues related to the Faculty Senate Bylaws, Faculty Compensation Plan, Faculty Evaluation, and Termination of Tenured Faculty.		
Approval of June 2013 Minutes	Dr. Moss moved to approve the June 2013 meeting minutes. Dr. Guttman seconded. Motion carried.	Approved minutes will be posted to the Faculty Senate webpage.	
Introduction of Alternates	Dr. Lad Dory for Dr. Jerry Simecka and Dr. Bobby LaRue for Dr. Joseph Warren		
Q&A with President Williams	Dr. Williams announced the Board of Regents approved his appointment from interim president to president. Moving forward with his presidency there will be directional changes for the institution. • Mission, Vision, Values: Examine and revise to be more fitting to the goals of the institution and the direction moving forward. • Strategy: Developing 3 key strategies. Wants focus to be more simple and direct. Key focus areas will be academic, research and clinical. • Create culture of accountability and responsibility. Q&A Issues/Concerns • Public confusion between UNTHSC and UNT Health. • Practice Plan needs improvement • Electronic Health Record system needs improvement • Concerns with preservation of DO heritage if MD school is approved • Outreach Programs – need to grow programs however we need policy re: compliance, insurance coverage and minors on campus • Shared Services (cost and inefficiency) • UNT Health Call Center – doing comprehensive review of UNT Health clinic practices • SPH faculty turnover due to poor incentive to stay		

University of North Texas Health Science Center
Faculty Senate Meeting
July 12, 2013

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation	RTA/Closed
Q&A with President Williams (continued)	• Tenured Faculty are viewed as liability instead of assets • **Low/No cost suggestions for improvement** - interoffice mail delivery needs to be earlier - consistent email address signatures and branding - Online directory – incorrect information		
Update by Faculty Grievance and Appeal Subcommittee	The subcommittee was to present the Grievance and Appeal Findings Report to the senate. Dr. Raven requested Dr. Brenner recuse himself from the meeting while the report was being discussed. Due to time constraints because of the lengthy Q&A session with Dr. Williams, it was suggested that this item be reviewed at the August meeting. Dr. Dory made motion to table. Dr. O'Neill seconded. Motion carried.	The Grievance and Appeal Findings Report will be sent to the senators prior to the August meeting for review.	**RTA**
IDEA Evaluation Issues	The School of Public Health (SPH) is the only college/school at the UNTHSC that uses the IDEA Evaluation tool. There are concerns because IDEA was developed for undergraduate education and is not a good tool for the needs of evaluating course directors and teachers at the higher education level. Because student course/teaching evaluations are considered part of the faculty performance for faculty evaluation, this could affect the outcome of the faculty member's evaluation score. Discussion of creation of new instrument for evaluation. Dr. Walters requested to review the IDEA form and the evaluation form used by the UNTHSC schools for comparison.	Senate members will send recommendations for new evaluation instrument development to Dr. O'Neill for discussion at August meeting.	**RTA**
Tenured Faculty Contract Issues	Current faculty contracts are 1 year contracts. Tenured faculty are given the same annual contracts as non-tenured faculty. Wording should be reviewed for tenured faculty contracts.	Dr. Williams is reviewing.	**RTA**
Old/New Business	• Dr. Yorio will attend the August meeting to discuss the Faculty Compensation Plan and UNTHSC Faculty Salary Bridge Funding Policy. • The Senate Executive Council will schedule a meeting with Drs. Yorio and Williams to discuss approval of the Faculty Senate Bylaws. • The Senate extended an invitation to Dr. Williams to attend the Senate meetings regularly. Dr. Williams looks forward to working with the Senate and will attend the meetings as his schedule permits.		

Approved for Distribution

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, August 16, 2013

RECORDING: Chris Mason and Shay Singleterry
PRESIDING: Joseph Ronaghan
PRESENT: Aryal Subhash, Linda Ball, Robert Barber, Harvey Brenner, Frank DeLeon, Michael Flyzik, Rong Ma, Roy Martin, Amy Moss, Liam O'Neill, Peter Raven, Jerry Simecka, Scott Walters, Joseph Warren,
ABSENT: Marija Djokovic, Sharon Gustowski, Geoffrey Guttman, Kristine Lykens, John Podgore, Rajibar Sandhu, Scott Winter
ALTERNATE: Michael Bergamini for Victor Kosmopoulos
OTHERS PRESENT: Michael Williams, Thomas Yorio

MEETING TIME: 7:30 – 11:00 AM
MEETING LOCATION: EAD-719

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation	RTA/Closed
Call to order	Dr. Ronaghan called the meeting to order.		
Approval of July 2013 Minutes	Dr. Raven made motion to approve July 2013 minutes. Roy Martin seconded motion. Motion carried.	Approved minutes will be posted to the Faculty Senate webpage.	
Introduction of Alternates	Dr. Ronaghan introduced Dr. Michael Bergamini as the alternate for Dr. Victor Kosmopoulos.		
President Williams Comments and Concerns	Dr. Williams announced the Board of Regents is on campus today and that he would be leaving the Faculty Senate meeting early to meet with them. The Board of Regents would be touring the campus and seeing first hand many of the research facilities that we have here at UNTHSC. Dr. Williams mentioned that the Board of Regents also attended a meeting that included faculty and students. The faculty and students told what motivated them and why they had chosen UNTHSC for their careers and continued education. The Board of Regents was moved by the testimonials given by the students. It drove home the need for and importance of UNTHSC as an institute of higher learning. Dr. Williams stated that he felt the July Senate meeting was great. He wants to build trust between him (his office) and the Faculty Senate. He said trust is key in making the Committee and His office work together successfully. He also stated that trust is important in making people (faculty, students, faculty) feel that they are the reason UNTHSC is successful. Dr. Williams is also concerned about the current issues being addressed by the Senate Committee. His operating procedure is to trust the current process in place to resolve any issues before the committee. He will trust that due process has been done to resolve issues and once presented to him, he will review and approve and put into place whatever actions are recommended by the Senate Committee.		

<table>
<tr><th>Topic/Agenda Item</th><th>Discussion/Conclusion</th><th>Action/Recommendation</th><th>RTA/Closed</th></tr>
<tr><td>President Williams Comments and Concerns (continued)</td><td>Dr. Williams said that if he does not agree with recommendations of the Senate Committee, they will not be approved by him.

Dr. Williams stated his ultimate concern is that UNTHSC is protected in whatever decisions are made and put into action.

Dr. Yorio asked if the Faculty Bylaws Committee reviewed all bylaws or just the Faculty Bylaws. Dr. Williams said that it is the job of the Bylaws committee to review all bylaws within UNTHSC.

Dr. Williams stated he wants a team approach to issue resolution.</td><td></td><td></td></tr>
<tr><td>Faculty Compensation Plan Guidelines and Bridge Funding Policy</td><td>Dr. Yorio was present and discussed the pending changes to the Faculty Compensation Plan and Bridge Funding Policy.
Faculty Compensation Plan Guidelines: The plan has pending changes to reflect the addition of the UNT System College of Pharmacy. Throughout the document the terms college(s) and UNT System College of Pharmacy (SCP) has been added. In the section Definition of Compensation Components, Minimum Expected Salary has been explained in detailed. Additional information regarding “Adjustments to Clinical Compensation” under section Designated Salary: Clinical Activities (2a.) has been added to the Plan. The section (3b.) Research Incentive Compensation: Exemplary Research Contributions was also amended. All changes, additions, and amendments have been reviewed and approved by UNT System Legal Department.
Bridge Funding: If faculty has had grant funding for at least five years, they will continue to receive funding for an additional two years if the required criteria has been met and upon completion and approval of the Bridge Funding application. This change does not require approval by The Board of Regents.
Wording regarding research contracts, grants, and “other” funding sources to be looked at and revised. Dr. Yorio will oversee this revision of wording in the policy.
Dr. Yorio would like to see all changes to the Faculty Compensation Plan and Bridge Funding policies approved and in place by September 1, 2013.
NIH caps have been included in the Faculty Compensation Plan.
Appendix B – Faculty Contract Compensation Worksheet to have a line added for “Development Support Funding”
Page 9, Paragraph 2, Sentence 2, should read:
This incentive compensation requires the extra mural funds release of institution funds.
Research incentive period is a 12-month period covered by grants, regardless of start date.</td><td></td><td></td></tr>
</table>

Faculty Compensation Plan Guidelines and Bridge Funding Policy (continued)	**Motion was made** to approve changes to the Faculty Compensation Plan Guidelines and Bridge Funding Policy with discussed revisions by Dr. Simecka. Dr. Raven seconded the motion. **Motion carried** by unanimous vote of all present.		
Update by Faculty Grievance and Appeal Subcommittee	The Grievance and Appeal Findings Report by the Faculty Grievance and Appeal Subcommittee was reviewed. Dr. Warren recommended these findings be posted to the Faculty Senate website. Dr. Ronaghan agrees with the findings of the Faculty Grievance and Appeal Subcommittee. Their findings are thorough and detailed. He called special attention to Findings: 1, 2, 4, and 7; with Finding 7 carrying the most profound weight. Dr. Ronaghan presented a draft memo to be sent from the Faculty Senate to Dr. Yorio stating their support of the Subcommittees finding; in which they ask that Dr. Yorio to either nullify the previous G&A Committee action and acceptance of the P&T Committee findings re: Dr. Brenner, or require a new hearing by the G&A Committee after corrections for the identified conflicts as outlined in the subcommittee report. **Motion to accept** the subcommittee's report/findings and hold for review by Dr. Yorio was made by Dr. Warren. Dr. O'Neill seconded the motion. **Motion carried** by a majority vote. **Motion to accept** the draft memo stating that only a majority vote not a unanimous vote of approval of the subcommittee findings to Dr. Yorio was made by Dr. Raven. Dr. Warren seconded the motion. **Motion carried** by unanimous vote.		
IDEA Evaluation Issues	The School of Public Health (SPH) is the only college/school at the UNTHSC that uses the IDEA Evaluation tool. There are concerns because IDEA was developed for undergraduate education and is not a good tool for the needs of evaluating course directors and teachers at the higher education level. Because student course/teaching evaluations are considered part of the faculty performance for faculty evaluation, this could affect the outcome of the faculty member's evaluation score. A survey of the SPH faculty will be conducted to determine if the IDEA Evaluation tool is liked. If the survey shows that the faculties of the SPH do not want this tool to be used, Dr. Yorio will speak with the Dean of the SPH to decide on using a different tool for evaluation purposes.	Dr. Raven will work with Dr. Fairchild to develop faculty survey questionnaire.	**RTA**
Tenured Faculty Contract Issues	Current faculty contracts are 1 year contracts. Tenured faculty are given the same annual contracts as non-tenured faculty. Wording should be reviewed for tenured faculty contracts.	Dr. Williams is reviewing.	

Faculty Representation on the Senate	Dr. Raven proposed that the Faculty Senate be structured in a way that all five schools/colleges are equally represented. Each school/college should have 3 or 4 Senators, regardless of the number of departments within each school/college. In the case where one of the Senators is elected as President of the Senate, that school/college would then elect an additional Senator because the President of the Senate is not permitted to vote on Senate issues unless there is a tie. Having the additional Senator would ensure equal voting power in the Senate. Dr. O'Neill agreed that this change would add stability to the Faculty Senate. Dr. Raven stated that these changes would require a change in the Faculty Bylaws. He will work with Dr. Gwirtz to have these changes brought before the Faculty Bylaws Committee. Changes should be in place for the 2014-2015 year.		
Increase in Student Tuition Fees	Dr. Warren stated that students were being charged an increased tuition without appropriate advance notification. This was addressed by Dr. Yorio, who stated the matter had been resolved and the Student Affairs had corrected the matter. No further action is required at this time.		
Old/New Business	The Senate Executive Council is meeting with Drs. Yorio and Williams, on Tuesday, September 10^{th} to obtain their approval of the Faculty Senate Bylaws		

Approved for distribution.