

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

RECORDING: Chris Mason and Shay Singleterry

MEETING TIME: 7:30 – 11:00 AM

PRESIDING: Joseph Ronaghan

MEETING LOCATION: EAD-719

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

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. <u>Motion carried.</u>	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	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>		

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<p>President Williams Comments and Concerns (continued)</p>	<p>Dr. Williams said that if he does not agree with recommendations of the Senate Committee, they will not be approved by him.</p> <p>Dr. Williams stated his ultimate concern is that UNTHSC is protected in whatever decisions are made and put into action.</p> <p>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.</p> <p>Dr. Williams stated he wants a team approach to issue resolution.</p>		
<p>Faculty Compensation Plan Guidelines and Bridge Funding Policy</p>	<p>Dr. Yorio was present and discussed the pending changes to the Faculty Compensation Plan and Bridge Funding Policy.</p> <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> ○ 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. 		

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<p>Faculty Compensation Plan Guidelines and Bridge Funding Policy (continued)</p>	<p>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. <u>Motion carried</u> by unanimous vote of all present.</p>		
<p>Update by Faculty Grievance and Appeal Subcommittee</p>	<p>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.</p> <p>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.</p> <p>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.</p> <p>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. <u>Motion carried</u> by a majority vote.</p> <p>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. <u>Motion carried</u> by unanimous vote.</p>		
<p>IDEA Evaluation Issues</p>	<p>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.</p>	<p>Dr. Raven will work with Dr. Fairchild to develop faculty survey questionnaire.</p>	<p>RTA</p>
<p>Tenured Faculty Contract Issues</p>	<p>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.</p>	<p>Dr. Williams is reviewing.</p>	

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<p>Faculty Representation on the Senate</p>	<p>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.</p> <p>Dr. O'Neill agreed that this change would add stability to the Faculty Senate.</p> <p>Dr. Raven stated that these changes would require a change in the Faculty Bylaws. He will work with Dr. Gwartz to have these changes brought before the Faculty Bylaws Committee. Changes should be in place for the 2014-2015 year.</p>		
<p>Increase in Student Tuition Fees</p>	<p>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.</p>		
<p>Old/New Business</p>	<p>The Senate Executive Council is meeting with Drs. Yorio and Williams, on Tuesday, September 10th to obtain their approval of the Faculty Senate Bylaws</p>		

Approved for distribution.