

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER

FACULTY SENATE

Meeting Date: **September 10, 2010**
Time Called to Order: **12:30 p.m.**
Time Adjourned: **2:00 p.m.**

MEMBERS PRESENT: Dr. John Schetz, President; Members: Rance Berg, Harvey Brenner, John Chapman, Shande Chen, Michael Connors, Lad Dory, Fred Downey, Joon Lee, Alvin Mathe, Amy Moss, John Podgore, Rusty Reeves, Rajbar Sandhu, Russell Wagner and Craig Elam. This constituted a quorum.

MEMBERS ABSENT: Drs. Kirk Barron, Martha Felini, Russell Gamber, Robert Kaman, Kristine Lykens and Scott Winter

OTHERS PRESENT: Dr. Patricia Gwartz (Faculty Bylaws Chair present to answer questions) and Deborah Cooper

TOPIC / AGENDA	DISCUSSION	RECOMMENDED ACTION	RESPONSIBILITY	RTA / CLOSED (RTA = Return To Agenda)
Call to order	Dr. John Schetz called the meeting to order			
Introduction of New Senators	The new senators introduced themselves to the senate			
Election of President Elect	There were two nominations for President Elect, Dr. Harvey Brenner and Dr. Russell Wagner. Dr. Brenner was elected			
Committee Reports	None			
Bylaws	Dr. John Schetz announced both the Institutional Bylaws and the Faculty Senate Bylaws were approved by the faculty.			

Development Leave Committee	<p>The Development Leave Committee is a subcommittee of the Faculty Senate. The following senators volunteered for service on this committee: Michael Connors, Fred Downey, Alvin Mathe, Russell Wagner and Rusty Reeves.</p>	This committee meets as needed.		
Old/New Business	<p>Senators discussed perceived concern of interference with teaching activities. A focus group was formed to look at this. Members of the Academic Freedom Focus Group are: Lad Dory, Chair, Harvey Brenner, Joon Lee, Amy Moss, Fred Downey and Ad Hoc member Patricia Gwartz</p> <p>Senators discussed concern regarding salary/compensation issues. A focus group was formed. The members of the Salary/Compensation Focus Group are: Shande Chen, Chair, Rajbar Sandhu, Joon Lee, Russ Gamber, John Chapman and Rusty Reeves.</p> <p>The senators discussed a number of issues related to decisions being made without faculty input that affect faculty. A focus group was formed. Members of the Decisions Affecting Faculty Focus Group are: Craig Elam, Arnold Fikkert, Kirk Barron and Kristine Lykens, Berg, Downey</p> <p>The senators also discussed a need</p>			

	<p>to get information out to the university and decided a website should be developed. Craig Elam will look into the possibilities.</p> <p>Other areas of concern discussed by the senate were parking, fees and inability to check out journals from the library.</p> <p>It was noted that the Department of Pharmacology and Neuroscience has not yet elected a replacement for Dr. Schetz who is serving this year as the President of the Faculty senate. Notification of this vacancy and the need to fill it was provided in August.</p> <p>Notification will be sent out to faculty senators reminding them that in the event they cannot attend they should appoint an alternate in accordance with the bylaws. As listed in the Faculty Senate Bylaws excessive absences are grounds for dismissal from the Senate.</p>			
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Deborah Cooper for Dr. John Schetz, Faculty Senate President

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER

FACULTY SENATE

Meeting Date: October 8, 2010
Time Called to Order: 12:40 p.m.
Time Adjourned: 2:00 p.m.

MEMBERS PRESENT: Dr. John Schetz, President; Members: Kirk Barron, Harvey Brenner, John Chapman, Shande Chen, Michael Connors, Lad Dory, Fred Downey, Martha Felini, Russell Gamber, Joon Lee, Alvin Mathe, Amy Moss, John Podgore, Rusty Reeves, Russell Wagner, Scott Winter. Alternates Frank Papa (for Craig Elam) and Harlan Jones (for Rance Berg). This constituted a quorum.

MEMBERS ABSENT: Drs. Rance Berg, Arnold Fikkert, Kristine Lykens, John Podgore, Rajbar Sandhu and Craig Elam

OTHERS PRESENT: Dr. Patricia Gwartz (Faculty Bylaws Chair) and Deborah Cooper

TOPIC / AGENDA	DISCUSSION	RECOMMENDED ACTION	RESPONSIBILITY	RTA / CLOSED (RTA = Return To Agenda)
Call to order	Dr. Schetz called the meeting to order			
Announcements	<ul style="list-style-type: none"> Dr. Schetz introduced new senator Dr. O'Neill (replaces Dr. Kaman) and alternates Dr. Papa and Dr. Jones Dr. Schetz expressed thanks to Dean Kurz for supporting SPH senators attendance at the senate meeting despite a concurrent accreditation site visit. 			
Outside Report	<ul style="list-style-type: none"> Dr. Fairchild was to deliver a 15 minute overview of the results of the 	Dr. Fairchild will deliver his overview at the December		

	Faculty/Staff Survey but had a scheduling conflict and could not attend.	meeting.		
Committee Reports	<ul style="list-style-type: none"> • Development Leave Committee – Dr. Downey reported there was no activity this month. • Academic Freedom Focus Group – Dr. Dory gave a report on this: There were two instances where perceived interference or micromanagement on the part of high-level administration in teaching activities. The report is attached. • Salary/compensation Focus Group. Dr. Chen will report at the next meeting. • Issues/decisions affecting faculty focus group – Mr. Elam was out of town and will report at the next meeting. 	<p>Dr. Dory will draft a position to be brought to a vote at the next meeting.</p> <p>Dr. Chen group report at the next meeting will focus on a comparative cost of living increase analysis; inconsistencies with regard to salary increase for tenure and promotion at UNTHSC; precedents for base salary reduction.</p> <p>Mr. Elam will report findings at the next meeting for discussion.</p>		
Faculty Senate Bylaws Revision	There may be a need to clarify whether deans, chairs or other administrative faculty can be a senator. There may be a possible conflict of interest.	Dr. Schetz will work with Dr. Schranz to draft an amendment to the senate bylaws to be presented for a vote at the next meeting.		RTA
Old/New Business	<ul style="list-style-type: none"> • Blue Cross/Blue Shield regarding poor prescription coverage. • Issues of potential impact of space per dollar for research activities 	Dr. Mathe had raised this concern and Dr. Schetz relayed information he had gathered including that insurance contracts are negotiated by the state for all state employees. Rand Horsman is our institutional representative concerning the university voice and he will be invited to speak at		RTA

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER

FACULTY SENATE

Meeting Date: November 12, 2010
Time Called to Order: **12:30 p.m.**
Time Adjourned: **2:00 p.m.**

MEMBERS PRESENT: Dr. John Schetz, President; Members: Kirk Barron, Rance Berg, Harvey Brenner, John Chapman, Shande Chen, Michael Connors, Lad Dory, Fred Downey, Martha Felini, Russell Gamber, Joon Lee, Alvin Mathe, Amy Moss, Rusty Reeves, Rajbir Sandhu and Russell Wagner. Alternates Fernando Wilson (for Kristine Lykens) and Marija Djokovic (for Scott Winter). This constituted a quorum.

MEMBERS ABSENT: Drs. Arnold Fikkert and John Podgore

OTHERS PRESENT: Dr. Patricia Gwartz (Faculty Bylaws Chair) and Deborah Cooper

TOPIC / AGENDA	DISCUSSION	RECOMMENDED ACTION	RESPONSIBILITY	RTA / CLOSED (RTA = Return To Agenda)
Call to order	Dr. Schetz called the meeting to order: minutes of the October meeting were approved by majority vote			
Announcements	<ul style="list-style-type: none"> • Dr. Schetz introduced new senators Dr. Eric Gonzales and Dr. Joseph Warren and alternates Dr. Wilson and Dr. Djokovic • Dr. Schetz thanked Craig Elam for his service on the senate. Mr. Elam has retired. • Dr. Fairchild will attend the December meeting to give a report on the Faculty Survey 			
Outside Report	<ul style="list-style-type: none"> • Mr. Rand Horsman, VP of Human 	All state agencies (with the		

	Resources, gave a brief overview of the benefits provided to UNTHSC employees.	exception of UT and Texas A&M) and higher education fall under state benefits program. Benefits are determined by the State of Texas through the Employee Retirement System. BC/BS of Texas processes claims as a third party. The cost of healthcare continues to go up. Actuary studies are commissioned by the ERS board every 2 years and provides this information to the legislature who then decides how much the state will pay and how much employees will pay for healthcare. This year there were greater utilization costs than expected lead to shortfalls and instead of reducing claims the cost were increased. This lead to increased copays, increase coinsurance costs and increased prescription costs. There is no high education advisory board to the ERS body as this was dismantled years ago. Opting out of the state program requires approval from the legislature.		
Committee Reports	<ul style="list-style-type: none"> • Development Leave Committee – Dr. Downey. • Academic Freedom Focus Group – 	<p>Dr. Downey reported there was no activity this month.</p> <p>Motion was made and</p>		

	<p>Dr. Dory issued a position on Academic Freedom which follows:</p> <p>(1) The Administration must fully enforce the students' "Honor Code".</p> <p>(2) Students' complaints that relate to course content, testing material, grading and teaching performance should be dealt with by the course director, in consultation with individual lectures</p> <p>(3) All aspects of each course should be re-evaluated yearly by the course director along with individual lectures; students' suggestions/comments should be taken into account</p> <p>(4) Major changes in approved course content or testing methodology should be discussed by the Graduate Council (GSBS) or equivalent body at the other schools.</p> <ul style="list-style-type: none"> • Salary/compensation Focus Group A. • Salary/compensation Focus Group B. Dr. O'Neill stated three key issues looked at by this group: (1) Texas Faculty Association, a union available to all faculty in Texas - - faculty should be made aware this exist (2) constructive dismissal and (3) a statement of financial exigency. Dr. O'Neill handed out an excerpt from UTD Statement on Financial Exigency: "Any person terminated due to financial exigency will be notified when a vacancy 	<p>seconded to approve this position as written. The motion was approved.</p> <p>Dr. Chen's group is still gathering data and will report at next meeting.</p> <p>The senators agreed that if the UNTHSC claims financial exigency the Faculty Senate should have a voice in the process and should formulate a statement immediately. A task force will draft a position to be approved by the Senate to deliver to the administration.</p>		
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	<p>occurs in the same institution in their field of teaching within the next two academic years following the termination. If such person makes timely application and is qualified for the position to be filled, they shall be offered employment in that position. If the vacancy is in a field of teaching in which two or more persons have been terminated because of financial exigency, all will be notified of the vacancy and of those so notified and making timely application, employment will be offered to the person who is better qualified for the position to be filled.” The issues related to possible changes in faculty composition and compensation due to impending budget cuts by the state were raised during discussions and the need for the Faculty Senate to be directly involved early on in developing processes and policy affecting faculty was expressed.</p> <ul style="list-style-type: none"> • Issues/decisions affecting faculty focus group – Mr. Elam, chair of this Focus Group will need to be replaced. 	<p>Dr. Brenner will look into American Association of University Professors (AAUP) membership requirements and costs and report back next meeting.</p> <p>The senators agreed that a written memo should be developed by the senate expressing our concerns to administration regarding possible changes in the composition and compensation of faculty in response to the impending budget cuts.</p>		
Faculty Senate Bylaws Revision	<p>A proposed revision of the Faculty Senate Bylaws -- the new language to be:</p> <p>“B. Eligibility: Faculty Senators shall have full-time status. For purposes of this and all other pertinent provision, the term “full-time faculty status” shall be defined as including assistant professors, associate professors and</p>	<p>A motion was made and seconded to approve eligibility change in the Faculty Senate Bylaws language of Article III, B. Eligibility. The Senate voted to approve the change.</p>		

	<p>professors (excluding adjunct and research faculty) who normally carry a full teaching, research and service load. In addition eligible faculty senators will not hold an authoritative or administrative position over the faculty members. Should a current faculty senator assume a position of authority or administration, they will forfeit their senate seat immediately. A special election may then be called by the President of the Senate to fill the vacated position. For purposes of elections, the librarians will be considered as eligible faculty if they are classified as having “full-time faculty status.”</p>			
Old/New Business	<p>This issue of meeting times was discussed. Dr. Moss had queried the clinical senators and found the majority of them would like the Senate to meet beginning at 7:30 a.m.</p> <p>Dr. Schetz conveyed Dr. Yorrio’s expressed desire to change the title as listed in the Faculty Senate bylaws from “President” of the Faculty Senate to “Chairman” of the Faculty Senate.</p>	<p>Motion was made and seconded to change the meeting time of the Faculty Senate from 12:30 p.m. to 7:30 a.m. The Senate voted to approve this change. The location is tentatively the same EAD719.</p> <p>Dr. Schetz asked if anyone would like to make a motion to adopt this change in title. No senators wished to make a motion. The title of “President of the Faculty Senate” stands.</p>		

Deborah Cooper for Dr. John Schetz, Faculty Senate President

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **December 10, 2010**
Time Called to Order: **7:30 A. M.**
Time Adjourned: **9:15 A.M.**

MEMBERS PRESENT: Dr. John Schetz, President; Members: Kirk Barron, Rance Berg, John Chapman, Michael Connors, Lad Dory, Martha Felini, Russell Gamber, Eric Gonzales, Joon Lee, Kristine Lykens, Amy Moss, Liam O'Neill, John Podgore, Rusty Reeves, Rajbir Sandhu, Damon Schranz and Russell Wagner, Joseph Warren and Scott Winter. Alternates Nancy Tierney (for Alvin Mathe) and Robert Mallet (for Fred Downey). This constituted a quorum.

MEMBERS ABSENT: Drs. Shande Chen, Harvey Brenner and John Licciardone

OTHERS PRESENT: Deborah Cooper

TOPIC / AGENDA	DISCUSSION	RECOMMENDED ACTION	RESPONSIBILITY	RTA / CLOSED (RTA = Return To Agenda)
Call to order	Dr. Schetz called the meeting to order: minutes of the November meeting were approved.			
Announcements	<ul style="list-style-type: none">• Dr. Schetz introduced alternates Dr. Nancy Tierney and Dr. Robert Mallet• Dr. Kristine Lykens has been appointed chair of the			

	Issues/Decisions Affecting Faculty Focus Group to replace Craig Elam			
Outside Report	<ul style="list-style-type: none"> Dr. Thomas Fairchild, VP for Strategy and Measurement gave an overview of the Faculty/Staff Survey 	The Power Point presentation given by Dr. Fairchild is attached. To read the entire survey go to http://www.hsc.unt.edu/departments/osm/presentations.cfm		
Committee Reports	<ul style="list-style-type: none"> Development Leave Committee – Dr. Downey. Academic Freedom Focus Group – Lad Dory, Chair Salary/compensation Focus Group A. Shande Chen, Chair Salary/compensation Focus Group B. Liam O’Neill, Chair Issues/decisions affecting faculty focus group – Kristine Lykens, Chair 	<p>Dr. Mallet reported for Dr. Downey there was no activity this month.</p> <p>The work of this Focus Group is closed</p> <p>Dr. Chen was absent, no report given</p> <p>Nothing to report this month</p> <p>Dr. Lykens will meet with her group and report next month.</p>		
Composition/Compensation Issues	The senate continued discussion of the proposed Faculty Compensation Plan	A Focus Group consisting of Dr. Schetz, Dr. Brenner, Dr. Schranz, Dr. Berg, Dr. Dory, Dr. Barron, Dr. Connor, Dr. Moss, Dr. Warren, and Dr. Lykens will meet to address concerns the senate has regarding the compensation plan to present to Dr. Yorio when he meets with the Senate.		
Old/New Business	Faculty Workload	The senate will draft a letter to Dr. Vishwanatha, Dean of		

	Committee Report	GSBS to request to postpone the deadline for the presentation of this report to the dean until faculty input can be gathered.		
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Deborah Cooper for Dr. John Schetz, Faculty Senate President

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER
FACULTY SENATE

Meeting Date: **February 11, 2011**
Time Called to Order: **7:30 A. M.**
Time Adjourned: **9:00 A.M.**

MEMBERS PRESENT: Not available

MEMBERS ABSENT: Not available

OTHERS PRESENT: Not available

TOPIC / AGENDA				
Call to order	Dr. Harvey Brenner, President Elect and Acting President called the meeting to order.	There were 15 senators in attendance which constituted a quorum.		
Committee Reports	Report from Dr. O'Neil on the Faculty Compensation Work Group	Dr. O'Neil noted that a meeting of the Texas Faculty Association will be held next month and a few senators will attend. He will also be meeting with Dr. Murray Leaf at UT Dallas regarding his expertise on tenure issues and others were invited to join him. It was noted that more information regarding the American Association of University Professors will be gathered.		
Termination of Employees	The agenda item of termination letters to faculty was discussed.	Mixed messages have been heard regarding whether the decisions for termination came from the department chairs or the administration. It is believed that 10 termination letters have been delivered thus far in the Graduate School of Biomedical Sciences and the School of Public Health. Terminations appear to be clustered in a few departments. Several underlying generic issues were identified; faculty/student ratios, whether terminations are occurring statewide, enrollment increases, what cuts are being made		

		<p>in administrative positions, and the salary levels of top administrators in the institution. An example was described where UC Berkeley, facing budget cuts, employed a one day a week furlough for all employees instead of terminations. It was noted that no reasons are being given in the termination letters.</p> <p>Further discussion ensued regarding Dr. Yorio's statement made during his December meeting with the Senate that dismissals would be based on poor performance. Dr. Brenner made a motion to request of Dr. Yorio what criteria were used to make decisions on the termination notifications in January and February 2011. Dr. Dory seconded the motion and it passed unanimously.</p>		
Faculty Compensation Plan	The vote of the Senate on the Faculty Compensation Plan was reported.	<p>The vote was conducted by email. A quorum of senators voted to reject the plan. A motion was made by Dr. Lykens to provide, by email, to the entire faculty informing them of the process followed by the Senate, comments provided by the Senate to the administration and the response received and the results of the Senate vote on the FCP. The motion passed unanimously. An additional motion was made by Dr. Barron and seconded by Dr. Dory to set up a website, available only to faculty members where these materials would also be posted and further activities and actions of the Senate on all major issues would be posted. The motion passed unanimously.</p> <p>A question was raised if whether the legal review of the FCP had been completed and whether the Senate could obtain a copy of the final version before the UNT Board of Regents meeting on February 17th and 18th. Dr. Brenner agreed to make this request to the administration. A copy of the draft letter to Dr. Yorio from the Senate regarding the vote on the plan was distributed and discussed with consensus to send it as distributed.</p> <p>Dr. Brenner noted that there remain many issues regarding the Faculty Compensation Plan, in particular the short</p>		

		period of time the Senate was given to review and comment on the plan. Other senators added that there has been no dialogue regarding the impact of the plan on the teaching mission of the institution, and the lack of faculty input and/or agreement on the Faculty Workload documents. A motion was made and seconded to express by letter to Dr. Yorio these concerns regarding the work documents. The motion passed unanimously.		
Adjournment	Dr. Brenner adjourned the meeting.			

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER

FACULTY SENATE

Meeting Date: **March 11, 2011**
Time Called to Order: **7:30 A. M.**
Time Adjourned: **9:00 A.M.**

MEMBERS PRESENT: Drs. Kirk Barron, Rance Berg, Harvey Brenner, Michael Connors, Lad Dory, Fred Downey, Martha Felini, Russ Gamber, Eric Gonzales, Amy Moss, Liam O'Neill, Rusty Reeves, Joseph Ronaghan, Rajbar Sandhu, Damon Schranz, Joseph Warren, and Scott Winter

MEMBERS ABSENT: Drs. John Chapman, Shande Chen, Joon-Hak Lee, John Licciardone, Kristine Lykens, Alvin Mathe, John Podgore John Schetz and Russell Wagner

OTHERS PRESENT: Dr. Patricia Gwartz and Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. Harvey Brenner, President Elect and Acting President called the meeting to order.	Dr. Brenner announced that Dr. Schetz was out of town. Introduced Dr. Sue Lurie who was serving as alternate for Dr. Kristine Lykens Minutes of the February meeting were approved.
Committee Reports	Development Leave Committee Subcommittee on Vacation Leave Policy Issues/Decisions Affecting Faculty Focus Group Report from Dr. O'Neill	Dr. Fred Downey, Chair of the Development Leave Committee - no business to report No report was given Dr. Kristine Lykens, chair of the Focus Group was not in attendance, no report given. Dr. O'Neill reported on his attendance at the meeting of the Texas Faculty Association in

	on the Faculty Compensation Work Group	Austin. Dr. O'Neill gave the president of the state chapter a copy of the UNTHSC Faculty Compensation Plan and told him it was being considered as a template for the entire state. To form a chapter of TFA, an institution needs a minimum of six members. Dr. O'Neill, who is the chapter president, stated there are already six members enrolled. The dues are \$300 annually per member but a reduced rate is available for joining a chapter. Contact Dr. O'Neill for information on application. The Texas Faculty Association can only help if the faculty is willing to organize and help themselves.
Termination of Employees		<p>Senators expressed concern that no reason is given in termination letters. This item will be put on agenda for discussion at the next meeting.</p> <p>Get clarification from Dr. Yorio on criteria for termination.</p> <p>Should Faculty Senate be notified in advance of action of termination?</p> <p>Concern regarding Faculty Grievance and Appeal Committee chair: Motion was made by Dr. Dory, seconded by Dr. Downey: change the Faculty Bylaws to "The members of the Faculty Senate shall appoint the chair of the Faculty Grievance and Appeal Committee."</p> <p>Motion amended to "Faculty Senate request the bylaws be changed to allow the Faculty Grievance and Appeal Committee to elect their own chair." Vote was unanimous. This will be presented to the Faculty Bylaws Committee for consideration.</p> <p>Motion to change bylaws to "the decision on whether or not to hear a grievance be made by the entire Faculty Grievance and Appeal Committee." Motion was approved unanimously. This will be presented to the Faculty Bylaws Committee for consideration.</p> <p>Dr. Brenner asked the senate if someone from legal office should be invited to the next meeting. The answer was no.</p>
Faculty Compensation Plan	Update on Faculty Compensation Plan	<p>A letter on behalf of the Faculty Senate with concerns regarding the Faculty Compensation Plan was sent to all faculty at the HSC. The Faculty Senate's critique of the current FCP and Dr. Yorio's response to it was attached.</p> <p>Dr. Ransom has formed a task force to further consider details of the FCP. The task force includes members of the Faculty Senate (Drs. Moss, Brenner, Wagner, Connors and Schetz) as well as a dean, department chair and a member from administration.</p>

		<p>Dr. Yorio indicated he wishes to have more detailed sessions with Drs. Brenner and Schetz to discuss aspects of the FCP independent of the meetings to be held by Dr. Ransom.</p> <p>There remain three points of contention for the Faculty Senate: (1) developing a base salary benchmark within our system (2) legal authority and justification for faculty being forced to supplement salary (3) would like to know how core salary is determined in UT System</p>
Adjournment	Dr. Brenner adjourned the meeting.	

These minutes were reviewed and approved by Dr. Harvey Brenner 3/23/2011.

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER

FACULTY SENATE

Meeting Date: **April 22, 2011**
Time Called to Order: **7:30 A. M.**
Time Adjourned: **9:45 A.M.**

MEMBERS PRESENT: Drs. John Schetz, Sejong Bae, Kirk Barron, Rance Berg, Harvey Brenner, Martha Felini, Gerald Friedman, Russ Gamber, Eric Gonzales, Amy Moss, Joon-Hak Lee, Kristine Lykens, Liam O'Neill, Joseph Ronaghan, Rajibar Sandhu, Damon Schranz, Russell Wagner, Joseph Warren, Scott Winter and Alternate Peter Raven

MEMBERS ABSENT: Drs. John Chapman, Michael Connors, Lad Dory, Alvin Mathe, John Podgore and Rusty Reeves

OTHERS PRESENT: Dr. Patricia Gwartz and Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. John Schetz called the meeting to order	Dr. Schetz introduced Dr. Sejong Bae and Dr. Gerald Friedman as new members of the Faculty Senate. He also introduced Dr. Peter Raven as alternate for Dr. Downey Minutes of the March meeting were approved.
Committee Reports	Development Leave Committee Subcommittee on Vacation Leave Policy Issues/Decisions Affecting Clinical Faculty	Dr. Peter Raven, Alternate for Dr. Fred Downey - no business to report Dr. Gamber reported the sub-committee had met. The goal is to make certain the reporting process is clean and as valid as possible, that everyone is reporting their time off. The committee is working on a policy statement. Dr. Ronaghan reported the group was trying to get a grasp on how the clinical salaries are formulated. Developing.
Attorney	Legal Representation for	A motion was made and seconded authorizing Dr. Schetz to contact the Attorney General's

General	the Faculty Senate	office on clarification of the legal aspects of the Faculty Compensation Plan. The senate members also requested that he ask about legal representation for the Faculty Senate. The vote was unanimous.
Faculty Compensation Plan	Update on Faculty Compensation Plan	The FCP is the subject of an ongoing discussion with Dr. Ransom and Dr. Yorio. More information will be sent out in the next few weeks.
Faculty Bylaws Revisions		Dr. Patricia Gwartz, Chair of the Faculty Bylaws Committee, read the proposed revisions to the faculty bylaws. Each senator was asked to discuss these proposed revisions with their peers. The proposed changes will be voted on at the next Faculty Senate meeting.
Adjournment		

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER

FACULTY SENATE

Meeting Date: **May 6, 2011**
Time Called to Order: **7:38 A. M.**
Time Adjourned: **9:30 A.M.**

MEMBERS PRESENT: Drs. John Schetz, Sejong Bae, Kirk Barron, Rance Berg, Harvey Brenner, Martha Felini, Gerald Friedman, Russ Gamber, Eric Gonzales, Joon-Hak Lee, Kristine Lykens, Liam O'Neill, Joseph Ronaghan, Joseph Warren, and Alternates Nancy Tierney for Amy Moss and Andras Lacko for Lad Dory

MEMBERS ABSENT: Drs. John Chapman, Michael Connors, Rajbar Sandhu, Damon Schranz, Russell Wagner, Scott Winter

OTHERS PRESENT: Dr. Patricia Gwirtz and Deborah Cooper

TOPIC / AGENDA		
Call to order	Dr. John Schetz, president of the Faculty Senate, called the meeting to order	Dr. Schetz introduced Dr. Nancy Tierney as alternate for Dr. Moss and Dr. Andras Lacko as alternate for Dr. Dory. Minutes of the April meeting were approved.
Committee Reports	Development Leave Committee Subcommittee on Vacation Leave Policy Issues/Decisions Affecting Clinical Faculty	Dr. Fred Downey - no business to report Dr. Gamber had nothing to report as the sub-committee has not met again. Dr. Ronaghan reported he had talked with several clinicians. Clinics produces almost 50% of cash flow; 25% reduction of funding causes an adverse impact on budgeting; recruiting and start-up funds will end. Without defined base or core salary hiring and recruitment become difficult.
Faculty	Update on Faculty	An alternate FCP was submitted to the Faculty Senate by the Executive Council having had

Compensation Plan	Compensation Plan	<p>input from senators.</p> <p>A motion was made to support the Faculty Senate's Alternate FCP to be the position of the Faculty Senate regarding compensation. The motion was seconded. The vote was unanimous</p> <p>A motion was made and seconded to disseminate the Faculty Senate FCP to general faculty and administration with a cover letter explaining how the document was established. The vote was unanimous.</p>
Faculty Bylaws Revisions	Proposed revisions to the Faculty Bylaws were discussed.	<p>The Faculty Senate voted on the proposed revisions to the Faculty Bylaws as presented by Dr. Patricia Gwartz at the April meeting. The revisions were approved unanimously.</p> <p>Any new requests to change the Faculty Bylaws must go back to the Faculty Bylaws Committee for review before being brought to the Faculty Senate.</p>
Election of New President Elect	Dr. Schetz opened the floor for nominations for President Elect	<p>Two nominations were received. Dr. Kirk Barron, senator for PA Studies and Dr. Joseph Ronaghan senator for Department of Surgery. The vote was held on secret ballot. Dr. Ronaghan was elected. He will become President Elect September 1, 2011.</p>
Adjournment		

UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER

FACULTY SENATE – SPECIAL SESSION

Meeting Date: **July 27, 2011**
Time Called to Order: **7:38 A. M.**
Time Adjourned: **10:15 A.M.**

MEMBERS PRESENT: Drs. John Schetz, Kirk Barron, Rance Berg, Harvey Brenner, Martha Felini, Gerald Friedman, Eric Gonzales, Liam O’Neill, John Podgore, Joseph Ronaghan, Joseph Warren, and Alternate Sumihiro Suzuki for Sejong Bae

MEMBERS ABSENT: Drs. John Chapman, Lad Dory, Fred Downey, Russ Gamber, Joon-Hak Lee, Amy Moss, Rusty Reeves, Rajbar Sandhu, Damon Schranz, Scott Winter

OTHERS PRESENT: Dr. Patricia Gwirtz and Deborah Cooper
Invited guests Dr. Lori Fischbach and Dr. Sue Lurie

TOPIC / AGENDA		
Call to order	Dr. John Schetz, president of the Faculty Senate, called the meeting to order	Dr. Schetz introduced Dr. Sumihiro Suzuki as alternate for Dr. Bae and invited guests Dr. Lori Fischbach and Dr. Sue Lurie
Issues with Faculty Grievance and Appeal	Dr. Schetz invited Dr. Sue Lurie and Dr. Lori Fischbach to talk to the Faculty Senate regarding their experience with the Faculty Grievance and Appeal process	<p>Dr. Lurie stated she had received a non-renewal notice and filed an appeal with the Faculty Grievance and Appeal chair as directed by the Faculty Bylaws. Since her appeal was based on the “impermissible reason” of age discrimination, she filed a grievance with the EEOC office. The chair of the FG&A committee deferred response to her appeal until the EEOC office completed its investigation of age discrimination. Dr. Lurie stated she has not received a response in over four month concerning her request for a FG&A hearing nor has she gotten a report from Human Resources concerning the EEO investigation of the grievance she filed.</p> <p>Dr. Fischbach filed an appeal with the chair of the Faculty Grievance and Appeal Committee in relation to denial of tenure. The FG&A Committee (then headed by Dr. Rubin) agreed to hear</p>

		<p>her appeal although it has been over a year and the case still has not been heard under the leadership of Dr. Wordinger. Dr. Fischbach stated she had also filed a grievance but that it was denied by general counsel. She also expressed concerns that the Chair of the FG&A committee was limiting the appeal. Dr. Fischbach stated the current grievance process appears to violate state laws, UNTHSC Faculty Bylaws, UNTHSC Human Resources policies and Board of Regents Rules with respect to due process and the right to file a grievance.</p> <p>Administration will be contacted over concerns of the Faculty Grievance and Appeals Process and leadership, including issues related to 1) inefficiency of the process, 2) inability to have access to hearing due to the chair of the FG&A committee preventing a hearing to go forward, 3) the chair limiting what can be presented to the committee, and 4) legal counsel apparently, and in violation of the Faculty Bylaws, influencing the process of access to a hearing.</p> <p>It is noted that proposed changes to the Faculty Bylaws including changes proposed by the Senate specifically related to problems with the Faculty Grievance and Appeals process were given to Administration months ago yet Administration stated that they will not review the change until September.</p>
Faculty Compensation Plan and New Faculty Contract Forms	Update on Faculty Compensation Plan (FCP) and New Faculty Contract Form	<p>Dr. Schetz asked the Provost multiple times when the final version of the FCP would be available and was eventually told the plan had been presented to the Executive Council and approved and also approved by legal, but would not be released until August 8, 2011 along with new faculty contract forms the Faculty Senate has never had an opportunity to review prior to their approval by the Administration. A written request to have Administration immediately send the final version of the FCP and the new Faculty Contract Form sent to the Senate for review was denied.</p>
Proposed Changes to Regents Rules	Notice of proposed changes to Regents Rules that affect faculty	<p>University of North Texas System Board of Regents Rules – Chapter 6 – Faculty Affairs, 06.1210 and 06.1211. There is concern that these proposed changes in Regents Rules could minimize or altogether abolish tenure as we know it given that a mere change in mission, a desire to move funds from one program to another, a reorganization of programs, or dissolution of departments could trigger dismissal of tenured faculty without a state of financial exigency being invoked and with no significant or clearly specified faculty oversight (i.e., no shared governance). There is concern these proposed changes in Regents Rules might be used as a way to simply terminate both tenured and non-tenured faculty.</p> <p>A motion was made and seconded that specific concerns about the proposed changes to the Regents Rules will be outlined in a letter to Administration. A meeting will also be requested to meet with the provost and general counsel concerning these issues in the context of the proposed changes. The vote was unanimous by those senators present.</p>

Failure to Use Correct Title		<p>The administration continues to fail to use the official designated title of President of the Faculty Senate. The most recent public incident was at the White Coat Ceremony where the President of the Faculty Senate was introduced from the podium as Chair of the Faculty Senate.</p> <p>The Faculty Senate urged that a letter be sent to Administration concerning the failure to use the official designated title of President of the Faculty Senate.</p>
Additional Items	<p>Board of Regents Meeting</p> <p>Called Sessions</p>	<p>Board of Regents (BOR) meeting is scheduled for Thursday, August 18, 2011 here on the UNTHSC campus. A portion of the BOR meeting is open to the public and Dr. Schetz encouraged attendance.</p> <p>Senators were told to expect another “called special session” of the Senate sometime around the 15th – 16th of August as there may still be important issues to discuss.</p>
Adjourned		

Reviewed and edited by Dr. John Schetz, President of the Faculty Senate and by Dr. Harvey Brenner, President Elect of the Faculty Senate 8/5/2011.