

# UHD Faculty Senate

Minutes recorded by: Michael Cavanaugh  
September 17, 2019 2:30-3:34 pm  
UHD A-300

**Senate:** Michael Duncan, Ronald Beebe, Hsiao-Ming Wang, Michael Cavanaugh, Franklin Allaire, Maria Benavides, Alexander Bielakowski, Dexter Cahoy, Kristen Capuzzo, Stephanie Coleman, Prakash Deo, Isaac Elking, Krista Gehring, Felicia Harris, Susan Henney, Tahereh Jafari, Timothy Klein, Jeffery Martz, Laura Mitchell, Mitsue Nakamura, Nathan Neale, Andrew Pavelich, Joseph Sample, Johanna Schmertz, Jace Valcore, Pat Williams, Julie Wilson.

**Absent:** Angela Goins, Pamela Hurley, Cynthia Lloyd, Steve London, Ting Zhang.

**Guests:** Eric Link, Provost/VPAA; Jerry Johnson, AVP Faculty, Research, and Sponsored Programs; Hoseein Shahrokhi, AVP IT; Lucy Bowen, Director SI; Darlene Hodge, FS Admin; Anne Zwicky, Interlibrary Loan & Distance Education Librarian; Michelle Moosally, Associate Professor; Kevin Buckler, Professor.

**Call to order:** The Senate was called to order at 2:30 pm by Senate President Michael Duncan.

## Minutes

Minutes of the September 3rd, 2019 meeting were approved unanimously with one abstention.

## Reports and Updates

Dr. Jerry Johnson gave a presentation on the Office of Research and Sponsored Programs accomplishments over the past year and goals for 2019-2020 (see attached presentation).

Q - In the presentation, TRIO grants are mentioned, why is UHD competitive?

A - Dr. Johnson explained that UHD has had a standard upward bound grant for 20+ years and we have the opportunity to go after a veteran upward bound grant with our experience. Additionally, the McNair is a minority based grant, which our university is poised for this opportunity.

## Initiatives

Dr. Duncan also wanted to give everyone an update on the compensation resolution. UHD Staff Council contacted him about Senate's resolution and they just recently voted unanimously to write a joint resolution with us (Faculty Senate). If we want to agree to this we have that option.

Dr. Duncan explained that the most sensible way to accomplish this was for the two executive councils to come together working on the resolution and then bring it back to the two bodies for votes.

The issue was opened up for discussion and questions.

Q - How are staff paid with raises?

A - Dr. Duncan thought it was similar to us as the staff have generally been without cost of living adjustments (COLAs) and merit increases just like us faculty.

Dr. Bielakowski makes a motion to work together with Staff Council for a joint resolution on compensation and merit raises. Dr. Klein seconds the motion.

Q - Is there a different process, because there is no teaching or research?

A - Dr. Beebe said it is a bit different because it is based on different things. However, it is an annual evaluation and it is based on the work duties of the staff member.

Q - Do staff members only get raises when faculty get raises?

A - Dr. Duncan indicated that he believed it to be true.

That is not entirely accurate. Sometimes it is not evenly given out. A few years ago, librarians were given raises to be brought up to industry standards - rightfully so- although not everyone else received a raise.

Dr. Pavelich makes a motion to amend the previous motion. The amendment is to have FSEC work with Staff Council on the Joint Resolution. Dr. Bielakowski seconds the motion. The motion to amend passes unanimously.

The newly amended motion - having FSEC work with staff Council for a joint resolution on compensation and merit raises passes unanimously.

It is requested that FSEC send out the joint resolution to senators as soon as possible so that senators can send it out to departments for feedback.

### **Updates and Old Business**

Provost Link also provided an update on an issue that has been brought to his attention. There is a policy (see attached) that allows for Senior Lecturers, yet we currently do not have any in place. The provost is interested in implementing the title somehow. Right now, there are logistical roadblocks and budgetary problems, however the plan is to try to get the policy in place for the next academic year. We hope to have procedures and money in place for lecturers to start applying for the senior lecturer title in the 2020-2021 academic year.

Q - Once a lecturer is promoted to Senior Lecturer, is the contract for 3 years? If so will it continue to go on for that?

A - Provost Link thought that 3 years was the correct time of the contract in the policy. Additionally, the title/contract could be extended, but there would probably need be another review.

Dr. Duncan indicated that another issue that was discussed in FSEC was Blackboard Ally. The Provost asked for faculty to identify issues with Blackboard Ally adaptations and forward those to Hope Pamplin ([pamplinh@uhd.edu](mailto:pamplinh@uhd.edu)), Erika Harrison([harrisone@uhd.edu](mailto:harrisone@uhd.edu)), and/or Mike Duncan([fsresident@uhd.edu](mailto:fsresident@uhd.edu)).

Dr. Beebe gave an update on the ad hoc Service Workload Committee. There was a brief meeting after the last Senate meeting. Most of the work is behind the scenes, gathering information. We are still on track to give a report at the 1st meeting in November.

The new faculty handbook revisions were sent out to everyone and now the question is whether the changes should be accepted. Dr. Bielkowski makes a motion to accept the revisions to the handbook and Dr. Deo seconds the motion.

Dr. Pavelich explains that because the changes were not really substantial, the committee names weren't added to the handbook although he questioned whether he should have done so as the chair.

Probably as the work should be credited to the committee.

A contact for future corrections could be added to the handbook too.

Dr. Moosally suggested that the contact be an email address or the Senate office.

The Senate voted on the motion to accept the revisions to the Faculty handbook. The motion passed unanimously.

Another piece of old business was the commencement speaker committee. Dr. Valcore made a motion to continue discussion on the topic and Dr. Henney seconded the motion.

Discussion ensued

Rather than seating two members on the committee, the committee can bring their choice to the Senate and we can give approval. The choice would have to get faculty buy-in.

Dr. Henney made a motion to seat two members on the commencement speaker committee. Dr. Pavelich seconded the motion.

This is a response to an issue that we started. We will look bad if we don't seat people on the committee. We are not talking about 20 members, just 2.

This puts a lot of vetting on those two faculty members.

We cannot have a report to Senate without members on the committee.

We should make large scale changes but this is probably not something to make a stand on with regard to workload.

Dr. Johnson suggested that this is something that the full professors could take over. The President meets once a semester with that group.

Dr. Moosally said that right now, there is no process or infrastructure in place to pick a commencement speaker. This committee is one way to start those things.

The motion to seat the two members on the committee passes with 19 in favor, zero against, and three abstaining.

Q - What about Blackboard Ally?

A - Dr. Duncan explained that if faculty are having issues with getting a file to turn from red to green to let people know so that we are not found to be out of compliance.

Q - Who do we send these issues to?

A - Send them to Dr. Duncan, Hope Pamplin, or Erika Harrison.

What about the implementation and the rest of the faculty? Please send this request out to all of the faculty. It takes time to do all of this work so this is a lot without training.

Q - Can we get training on Blackboard Ally?

A - There are training sessions currently, although it is probably not enough for all of the faculty.

I saw the ads for training in the PowerPoints presented to Senate.

Dr. Duncan indicated that he will ask Hope Pamplin and Erika Harrison about the trainings.

Did I miss something? Blackboard Ally seemed to come from nowhere. Faculty do not really seem to know about it.

Dr. Duncan said that compliance seems to be April 2020 in the state code.

Dr. Pavelich made a motion for FSEC to get legal clarity on whether the SAM and statute bind us to do this or whether this is something that we are doing without a firm requirement. Dr. Schmertz seconded the motion and added a friendly amendment asking FSEC to research what our sister institutions are doing with respect to the statute and Ally. The vote on the amendment was unanimous and the vote on the motion was unanimous.

For the 2 representatives on the commencement speaker committee, should we find people to do that now?

Dr. Duncan stated that he could ask for volunteers now. He would prefer senators.

We could ask for volunteers from outside the senate as other faculty would be good at this.

Dr. Henney makes a motion to poll Senators for volunteers for the committee. Dr. Pavelich seconds the motion. The motion passes unanimously.

Q - Is there a deadline for the members to be on the committee?

A - Ms. Lucy Bowen said yesterday. The sooner the individuals are seated, the better.

Dr. Valcore and Dr. Bielkowski volunteered for the committee. The senate voted unanimously to seat them on it.

Dr. Henney makes a motion to adjourn and Dr. Capuozzo seconded the motion.

Meeting adjourned at 3:34 pm.

# Office of Research & Sponsored Programs (ORSP): FY19 Grant Submissions

FY 2018		
Submissions		
Month	Amount	No. Submissions
Sept.	\$ 1,766,229	5
Oct.	\$ 2,683,342	14
Nov.	\$ 685,446	7
Dec.	\$ 1,888,839	3
Jan.	\$ 1,328,706	5
Feb	\$ 743,376	4
Mar	\$ 3,032,490	4
Apr.	\$ 932,525	4
May	\$ 3,461,756	10
June	\$ 838,203	4
July	\$ 602,246	8
Aug.	\$ 1,040,915	8
<b>Total</b>	<b>\$ 19,004,073</b>	<b>76</b>
TOTAL	\$ 19,004,073	76



FY 2019		
Submissions		
Month	Amount	No. Submissions
Sept.	\$ 99,711	3
Oct.	\$ 705,500	8
Nov.	\$ 1,159,137	10
Dec.	\$ 199,890	1
Jan.	\$ 1,410,533	6
Feb	\$ 2,657,678	4
Mar	\$ 3,632,962	5
Apr.	\$ 55,496	2
May	\$ 2,179,480	7
June	\$ 960,835	8
July	\$ 4,373,383	5
Aug.	\$ 1,184,027	4
<b>Total</b>	<b>\$ 18,618,632</b>	<b>63</b>
TOTAL	\$ 18,618,632	63



**Submissions**  
**2.0%**  
\*Based on Amt.



**Submissions**  
**17.11%**  
\*Based on No.

# ORSP: FY19 Grant Awards

FY 2018		
Awards		
Month	Amount	No. Awards
Sept.	\$ 2,244,163	8
Oct.	\$ 53,463	2
Nov.	\$ 40,000	1
Dec.	\$ 24,000	2
Jan.	\$ 131,600	3
Feb	\$ 57,256	1
Mar	\$ 10,000	1
Apr.	\$ 180,000	3
May	\$ 30,304	1
June	\$ 470,976	4
July	\$ -	0
Aug.	\$ 563,605	3
<b>TOTAL</b>	<b>\$ 3,805,367</b>	<b>29</b>
TOTAL	\$ 3,805,367	29

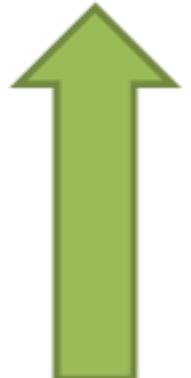


FY 2019		
Awards		
Month	Amount	No. Awards
Sept.	\$ 1,723,435	7
Oct.	\$ 1,274,648	4
Nov.	\$ 56,593	2
Dec.	\$ 10,000	1
Jan.	\$ 279,855	5
Feb	\$ 93,646	3
Mar	\$ 190,000	1
Apr.	\$ -	0
May	\$ 148,143	2
June	\$ 248,806	5
July	\$ 9,900	1
Aug.	\$ -	0
<b>TOTAL</b>	<b>\$ 4,035,026</b>	<b>31</b>
TOTAL	\$ 4,035,026	31



**Awards**  
**6.04%**

\*Based on Amt.



**Awards**  
**6.90%**

\*Based on No.

# FY19 Grant Applicants and Current Awardees

Song Ge  
Tyra Hessel  
Akif Uzman  
Lea Campbell  
Greg Dement

Adriana Visbal  
Rebecca Pfeffer  
Gabriela Bowden  
Kenneth Johnson  
DoVeanna Fulton

Mesias Pedroza  
Krista Gehring  
Vida Robertson  
Timothy Rychlec  
Angelica Roncancio

Jonathan Schwartz  
Robin Jose  
Dvijesh Shastri  
Mian Jiang  
Shengli Yuan

Benjamin Soibam  
Philip Lyons  
Katerina Jegdic  
Jerry Johnson

Erica Castro  
Lori Lovins  
Eszter Trufan  
Daniel Villanueva

Candace TenBrink  
Poonam Salholtra  
Ashley Blackburn  
Ting Zhang  
Dawana Lewis

Dana Smith  
Hong Lin  
Weining Feng  
Linda Dune  
Michael Lemke

Peter Greenfield  
Faiza Khoja  
Maria Bhattacharjee  
Vassilios Tzouanas  
Amelia Hewitt

Ling Xu  
Amy Baird  
Plamen Simeonov  
Bonnie Lucero  
Rachna Sadana

Brian Flores  
Sangeeta Gad  
Ed Cueva  
Ron Beebe  
Maria Benavides

Beverly Alford  
Michael Tobin  
Olufunke Ogunleye  
Jemma Sylvester-Caesar  
Yuchou Chang

Crystal Guillory  
Heather Goltz  
Yuan Yuan (Connie) Kang  
Jonathan Chism  
Eve Zehavi

Lisa Morano  
Scott Marzilli  
Windy Lawrence  
Katrina Rufino  
Mary Jo Parker

# ORSP: FY19 Policy Revisions

- Revision of PS 06.A.07- Ethical Conduct in Research and Government Sponsored Activities Policy moving to Academic Affairs Council.
- E-mail of 8/15/19 reminding Faculty & Staff:
  - All grants submitted externally must go through ORSP;
  - Requirement for Human Subjects review and approval.
- Offering to meet with departments to discuss the Human Subjects process.

# ORSP: FY20 Policy Revisions

- Seeking revision of PS 03.A.23- Protection of Human Subjects
  - Expand committee size to manage workload (more applications annually and full board reviews);
  - Explore 12-month appointments to cover Summer application reviews.
  
- Seeking revision of PS 10.A.08- Funded Faculty Leave Policy
  - Clarify that faculty may still participate in activities assumed to be faculty rights (shared governance; promotion & tenure; etc.);
  - Account for competitive faculty awards involving leaves (Fulbright, etc.);
  - Clarify language regarding faculty compensation while on leave.

# ORSP: FY20 Major Initiatives

- Hire new ORSP staff-person (Compliance/Pre-/Post-award)
- TRIO Grants: McNair; Student Support Services; Veterans Upward Bound; etc...
- Explore funding opportunities for unfunded UHD Centers.
- Continue the UHD Grant Academy.
- Support UHD Research events (Reflecting Black Fall Research Symposium; Annual Student Research Conference; etc.)
- Codify Undergraduate Research as a signature undergraduate experience at UHD:
  - Promote CUREs; Develop formal assessment instruments; Explore badging research-related competencies; etc.