

# UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg

January 23, 2018; 2:32-4:06 pm

Room A300

**Senate:** Beverly Alford, Carolyn Ashe, Susan Baker, Ray Cao, Luis Ceden, Travis Crone, Sandra Dahlberg, Michael Duncan, David Epstein, Shannon Fowler, Trevor Hale, Jillian Hill, Ruth Johnson, Karen Kaser, Cynthia Lloyd, Paul Mandell, Creshema Murray, Mitsue Nakamura, Rebecca Quander, Jacqueline Sack, Benjamin Soibam, Clete Snell, Nell Sullivan, Doug TeDuits, Michael Tobin, Hsiao-Ming Wang, Joan Wedes, Pat Williams, and Zehai Zhou

**Regrets:** Kendra Mhoon and Rachna Sadana

**Absent:** Vida Robertson

**Guests:** Juan Muñoz, President; Ed Hugetz, Provost; Akif Uzman, Dean, CST; Leigh Van Horn, Dean CPS; Tomekia LaGrande, VP Strategic Enrollment; Jerry Johnson, AVP Research; Andrew Pavelich, HHL; Bill Waller, Assoc. Dean, UC; Michelle Moosally, ENG; Ryan Pepper, MS; Tyra Hessel, Faculty Ombuds; Linda Dane, Director of Nursing; Pat Ensor, Library Director; Elaine Pearson, AA; Lucy Bowen, AA; Darlene Hodge, FS.

**Call to Order:** The Senate was called to order at 2:32 pm by Senate President Trevor Hale.

## Minutes

Minutes of the November 28, 2017 Senate meeting were approved as written.

## Announcements

President Muñoz wished everyone a happy new year, and welcomed us to the spring semester. He also wanted to clarify the results of the provost search that began before he arrived at UHD. A committee will be formed to continue the search, with some changes to the committee's composition, and UHD will use a different search firm for the process. Mr. Hugetz will continue in his position as provost until his fall retirement. President Muñoz also noted that Provost Hugetz is no longer an interim provost, as he has served more than five years.

LaGrande provided an enrollment update showing -2% of paid students compared to a year ago. Friday is the last add/drop day and it may be possible to make up that shortfall.

Hale reminded Senate of the scheduled presentations by the adhoc committees:

### February 6

Academic year salary inequities with UHV and UHCL

Adjunct salary inequities with UHV and UHCL

Summer salary inequities with UHV and UHCL

February 20

Promotion raises

The “3-2-1” proposal

Workload policy strategy

### **New Business**

Pavelich as chair of the Academic Policy Committee (APC) presented three policies for Senate to discuss. All three were sent to faculty along with a Qualtrics survey to obtain comments.

#### PS 03.A.08—Undergraduate Academic Amnesty

Policy was changed to reflect change in administrative structure. There were no comments.

#### PS 03.A.10—Acceptance of Transfer Credit

Sullivan wondered if, because this was a curricular issue, it should be shared with the University Curriculum Committee. Pavelich said he would do so.

#### PS 03.A.35—Majors, Minors, ~~Double~~ Simultaneous Majors, and Second Degrees

Changes to the policy were made so that students can major in two programs simultaneously. The biggest change is phrasing: eliminating the term “double major,” and replacing it with “simultaneous major.” Currently students who are earning a BA in one degree program can use their elective credits to earn another BA in a different program. The same is true for students enrolled in BS programs. However, the policy did not allow for a BA program student to get a simultaneous (double) degree if that other degree was a BS degree. These policy changes allow that to happen. The policy changes do not effect degree programs that do not have elective credits such as COB degrees and CST degrees.

Wang asked if there were implications for international students. Pavelich did not know, but will look into it. Cao asked how the two degrees will appear on the diplomas. LaGrande responded that both degrees would be represented.

Johnson represented the Faculty Affairs Committee (FAC) and presented the three policies that were sent to faculty for review and comment in Qualtrics.

#### PS 02.A.05—Additional Compensation for Faculty and Exempt Staff

This policy was revised to align it with State of Texas requirements by identifying the cap for additional compensation at 120% of a faculty member’s annualized nine-month salary. Crone, Quander, and Hale asked for clarification about the terminology and time frame.

#### PS 10.A.23—Extension of the Probationary Period for Tenure-Track Faculty

Johnson reminded Senate that this policy is the “stop the clock” provision that was removed from the Rank and Tenure Policy. The policy has been vetted by General Counsel and complies with UHS policy. Mandell and Sullivan raised a concern about the vagueness of some of the language, and Senate suggested adding language to avoid grievances and to address concerns of arbitrary decisions. The

term suggested was to add “circumstances that warrant” to potential circumstances, and “as warranted” when an extension has been granted. It was also suggested that language be added to indicate that the provost will seek consultation with involved parties when warranted.

#### SAM 06.A.09—Academic Personnel Policies

Hugetz emailed this policy to all UHD faculty on January 19, along with instructions for providing comment. Comments are due by January 31.

The new chair’s policy was presented by Van Horn. This policy was sent to faculty for review and comments via Qualtrics.

#### PS 10.A.17—Department Chairs Policy

Mandell asked about linguistic inconsistencies in the policy, with the seeming inter-relatedness of “election,” “appointment,” and “selection” in the processes for determining a new department chair. Van Horn said some headings would be corrected, but most of the differences reflected distinct phases or positions, not different procedures. For instance, chairs do receive an “appointment” or a designation as chair, but are not appointed. Williams and Crone suggested ways to rearrange sections for greater clarity and flow. A general discussion followed about the differences between internal and external chair searches, much of the language for which was retained from the existing policy.

#### **Old Business**

Hale presented two draft resolutions for the Senate to consider. The first addressed three curricular administrative issues: 1) the possibility of adding an “all certified” button with an “are you sure” security feature to the roster certification process; 2) allowing roster certification for online/hybrid courses to be conducted automatically via Blackboard access; 3) standardizing the semester calendar to ensure consistency in the number of class sessions so that the number of class meetings/contact hours is the same for MW or TTh classes in a given semester.

These items were presented only, and will be voted upon after Senators have obtained input from their faculty.

The second resolution addressed Texas Education Code 51.908, a 1977 statute that addressed faculty compensation. Hale contends that UHD is out of compliance with this statute, and quotes from the statute in the draft resolution that “the faculty of the institution with an average salary and benefits at least equal to the average of that provided by similar institutions.” Hugetz did research on the issue, and had UHS General Council review the statute. He reported that the statute is not an absolute requirement as it contains language “to the greatest extent possible” and recognizes salary variances as a result of funding and budgetary issues.” Also, the state now requires that faculty salaries be tied to performance. (See UH System memo appended to minutes.)

Sullivan suggested the creation of a faculty standing committee/working group to work with the provost’s office to review where we stand and work take actions as indicated. Since it was already 4pm, this issue will be revisited at the next Senate meeting.

Before the meeting was adjourned, Cedeno raised concerns about parking that will also be addressed at the next Senate meeting. The problem is that there is no faculty/staff overflow lot to accommodate folks when the garages are full. All of the outdoor lots are open to students. Faculty cannot find places to park. In addition, faculty are getting ticketed in the outdoor lots for parking in restricted areas, but the yellow lines to indicate restrictions are so faded they are impossible to see. Tickets are also being issued in the Shea Building parking lot to people parking in restricted spaces—but there are no signs to indicate they are restricted.

President Muñoz offered to present the UHD Master Plan to the Senate, which addresses some of the parking concerns. Senate readily accepted the offer.

The meeting was adjourned at 4:06 pm.

The next Senate meeting is on February 6, 2018.