

## UHD Faculty Senate

Minutes recorded by: Nathan Neale  
Regular Scheduled Senate Meeting September 7, 2021 2:30 – 4:00 PM  
Online via Zoom

Senate: Edmund Cueva, Ronald Beebe, Krista Gehring, Nathan Neale, Godwin Agboka, Ayden Adler, Stephanie Babb, Alexander Bielakowski, Franklin Allaire, Amy Baird, Nina Barbieri, Maria Bhattacharjee, Kasi Bundoc, Scott Davis, Austin DeJan, Prakash Deo, Lucas Fedell, Paul Fulbright, Aaron Gillette, Heather Goltz, Don Holmes, Rachael Hudspeth, Michael Lemke, Cynthia Lloyd, Lucas Logan, Jean Nganou, Anand Pore, Angelica Roncacio, M. Nell Sullivan, Candace TenBrink, Adriana Visbal, Julie Wilson

Senators Absent: Tahereh Jafari

**Guests:** Akif Uzman, Interim Provost, Michelle Moosally, AVP Programming and Curriculum, Sheila Lloyd, AVP, Academic Affairs, Sandra Dahlberg, Faculty Ombuds, Hossein Shahrokhi, Associate Vice President, Information Technology, Patricia Ensor, Executive Director, W.I.D., Daniel Villanueva, Maritza Tamez, Dean of Students, Branston Harris, Assistant Dean of Students, Jemma Sylvester-Caesar, Director, FTIC Retention Services, Ethan Waples, Associate Professor and Chair, MGTI, Travis Crone, Associate Professor, Darlene Hodge, FS Admin

**Call to order:** The Senate was called to order at 2:31 PM by Senate President Edmund Cueva after a quorum was assembled.

A motion to approve the August 24, 2021 minutes was made and seconded.  
The minutes were approved.

### **Reports**

Dr. Akif Uzman, Interim Provost provided an update about salary adjustments. They are comparing the median salaries within disciplines. Roughly 64% of our faculty are below the 25<sup>th</sup> percentile. They are using the 24<sup>th</sup> percentile so that all eligible faculty may be compensated \$1500 or more. Most faculty will receive a one-time merit, based on departmental evaluation scores, completion of training, etc. This is presented to the president. The goal is to reach the 50<sup>th</sup> percentile next year and this is important to both President Blanchard and Interim Provost Uzman.

Q-Will we receive a copy of the report?

A-Yes, we will clean up the presentation to be able to better explain it.

Q-Will faculty receive a letter with their new base salaries?

A-We used to receive these on a regular basis. We hope to return to this practice this year.

Q-Will all faculty receive \$1500?

Q-Thank you for this presentation and being transparent. Will we adjust the increases for tenure and promotion?

A-We hope to recommend adjusting the \$6000 a year increase for tenure and promotion to \$8000 and have it be retroactive to September 1.

Dr. Cueva stated that he was asked by three colleagues if a zero increase to one's salary can be grieved. They are concerned that they may be doing excellent work but may not receive an increase while others that have not been performing well.

Dr. Uzman stated yes, that based on his best knowledge they can grieve if they feel that the outcome is inequitable or unjust.

Q-What happened with the soft start?

Dr. Cueva stated that it is extended to October 11

Q-when will this be announced?

Dr. Uzman said that it should be announced by the end of day today.

Q-Is it still up to us to interpret how to use the soft opening in our classes?

A-Yes, please continue to do what you are doing in your classes.

Q-What do we do when a student tests positive in the classroom? We receive mixed messages about notifying other students.

A-The protocol is that you should strongly encourage students to contact the reporting team at UHD.

Q-So, we hope students will report this?

A-If they fill out the report, emergency management will begin contact tracing. Not reporting it is a violation of the student code of conduct.

Dr. Tamez stated that students completed an acknowledgement that they are responsible for reporting when they enrolled in courses.

Q-Time is of the essence after one comes into contact with COVID. Is there a time frame that this team will complete the process? If not, why not?

A-They will act quickly as possible and are supposed to begin within 24 hours once reported. Dr. Moosally is working on asking faculty for seating maps to assist with this process.

Dr. Beebe explained that the seating map suggestion will be used for contact tracing.

Q-How long will we have to remain online?

A-It depends on how fast facilities management can clean the space.

Q-I am concerned that the suggestion is that we remain away for 10 days and clearing may not be sufficient. Also, how long must we move our classes online?

A-10 days.

Dr. Beebe said that we are subject to an executive order.

A senator suggested that a biologist or other expert should be part of the COVID task force.

Dr. Tamez and Mr. Harris shared a presentation on the response action chart. They emphasized the importance of contacting UHD police in many situations.

Q-Why are COVID accommodations listed in student behavior?

A-This is supposed to be academic accommodations.

Q-Will you move this to that area?

A-Yes, thank you, we will update this.

Q-What about homeless concerns being important regardless of eligibility of being reenrolled.

A-Typically this only applies to enrolled students.

Q-I had a situation where a student may have been a harm to themselves. I took this student to counselling and the employee told us that there was nothing that they could do and that they needed to make an appointment for another time. What do we recommend?

Mr. Harris apologized for this and said that this should not have happened.

The senator explained that this took 45 minutes and they were told that there was nothing they could do as a counsellor was not available and that they would try to get them in on a future date.

Dr. Tamez said this is very unfortunate. I have heard this before. Our contract is for two counsellors. If they are busy, they should contact UH Health. Also, please send the concerns to our department inbox as this is seen by four to five of us and will ensure that we immediately address concerns.

Mr. Harris said that they have other resources available if a student is unable to receive counselling if the counsellors are busy. Please send questions to us.

Mr. Luke Fedell shared a presentation about plans to renovate the O’Kane Theater. This plan includes moving the entrance to the Main St. side. They propose naming the lobby after Dr. Tom Lyttle, a long-time faculty member and leader at UHD.

A motion to support the name was made and seconded.

Q-Is there an opportunity to seek further financial support and an endowment from the community as part of this proposal?

A-Yes, and there is already an endowment

Dr. Cueva stated that we should leave out the word memorial in the name as he is still alive.

Mr. Fedell said yes, they would remove it.

The vote passed 25 yes, 1 no and 0 abstentions

Dr. Beebe said that they COVID task force continues to meet. As previously mentioned, they are recommending a seating map to help with tracing. Most students sit in the same areas throughout the term and this may help the tracing process. They will also discuss retiring the matrix.

Dr. Cueva asked senators to review the climate survey. Please send him an email by next Monday stating what you believe is the most important issue that we should address. He will then collect these and create a survey and ask the senate to tackle the top three to help improve UHD.

A FOIA request will be submitted to obtain the compensation study and a history of administrators that are above associate deans for the past ten years.

He thanked those that volunteered to serve on the CFO search committee. Two of these were chosen and President Blanchard added another.

We will have an OER/OpenStax presentation during our first meeting in October.

Q-Can we go back to our previous senate meeting format so that we can all see other attendees?

A-Yes, we are working on that.

The senate meeting adjourned at 4:00 PM.