DETERMINED.
DEDICATED.
DOWNTOWN.

UHD
University of Houston
DOWNTOWN

WELCOME BACK!!!!!

1. Sign-In

2. Grab breakfast

3. Find your raffle ticket on your chair

4. Join the Faculty Retreat TEAMs Channel

AGENDA

8:30 am Breakfast

8:45 am Welcome Back with President Blanchard & Provost Bordelon

10:15 am Presentation by Dona Cornell & Lauri Ruiz

11:30 pm Lunch

12:00 pm Student Needs Panel

12:45 pm Keynote: Dr. Robert Talbert

2:30 pm Dr. Bernardo Pohl, Faculty Senate President

SACSCOC

5th Year Report Update
Preparing for 10-Year Report

DR. BLANCHARD WELCOMING NEW FACULTY AT RECEPTION

DR. QUANDER PRESENTING TO NEW FACULTY

2022-27 STRATEGIC PLAN

A New Paradigm...

GOAL A: STUDENT PROGRESSION

Optimize lifelong student retention and degree attainment

Strategy Leader: Mike Connelly, AVP Advising and Student Progression

Consulting Dean: Jon Schwartz, College of Public Service

Deliverables:

- Restructuring Advising

- Changes to summer freshman orientation

- Summer Bridge success

GOAL B: PARTNERSHIPS

Cultivate a portfolio of institutional partnerships

Strategy Leader: Poonam Gulati, Executive Director, Impact Learning

Consulting Dean: Jonathan Davis, Marilyn Davies College of Business

Deliverables:

- Implementing a tracking system for impact learning (Symplicity System)

GOAL C: ACADEMIC ENVIRONMENT

Cultivate a dynamic academic environment where we nurture students to their fullest potential that they may better impact their world.

Strategy Leader: Michelle Moosally, AVP Academic Programs and Curriculum

Consulting Dean: Wendy Burns-Ardolino, College of Humanities and Social Sciences

Deliverables

- Academic Master Plan

- Internal Program Review Process

- Review of Program Modalities and Rotations

GOAL D: ENGAGED FACULTY & STAFF

Be the employer of choice that values and supports a diverse and inclusive faculty and staff.

Strategy Leader (for faculty): Judith Quander, AVP Faculty Affairs

Consulting Dean: Akif Uzman, College of Sciences and Technology

Deliverables:

- Course releases for university standing policy committee chairs (Spring 2024)

- Faculty Workload Policy Review

- Associate Professors Workshop

- Annual Evaluation Work Group

GOAL G: KNOWLEDGE CREATION

Promote knowledge creation and dissemination to and from faculty, staff, students, and the wider community.

Strategy Leader: Judith Quander, AVP Faculty Affairs

Consulting Dean: Akif Uzman, College of Sciences and Technology

Deliverables:

- Online proposal system for Organized Research and Creative Activities (ORCA) Awards and Faculty Development Awards (FDA)

- Updated Faculty Web Profiles (powered by Watermark Faculty Success database)

- Research Symposium

- Office of Research and Sponsored Programs (ORSP) Fellows

PROMOTIONS & TENURE

Celebration

PROMOTION & TENURE

Professor, Marilyn Davies College of Business

Jonathan Davis, Professor
General Business, Marketing and Supply Chain Management, MDCOB

Rupak Rauniar, Professor
General Business, Marketing and Supply Chain Management, MDCOB

Professor, College of Humanities and Social Sciences

Azar Rejaie, Professor
Arts and Communication, CHSS

Raquel Chiquillo, Professor
History, Humanities, and Languages, CHSS

Stephanie Babb, Professor
Social Sciences, CHSS

PROMOTION & TENURE

Professor, College of Public Service

Krista Gehring, Professor
Criminal Justice and Social Work, CPS

Bernardo Pohl, Professor
Urban Education, CPS

Professor, College of Sciences and Technology

Youn-Sha Chan, Professor
Mathematics and Statistics, CST

Judith Quander, Professor
Mathematics and Statistics, CST

PROMOTION & TENURE

Associate Professor and Awarded Tenure
Marilyn Davies College of Business

Arpita Shroff, Associate Professor
Accounting and International Business, MDCOB

Scott Davis, Associate Professor
General Business, Marketing and Supply Chain Management, MDCOB

Isaac Elking, Associate Professor
General Business, Marketing and Supply Chain Management, MDCOB

PROMOTION & TENURE

**Associate Professor and Awarded Tenure
College of Humanities and Social Sciences**

Darius Benton, Associate Professor
Arts and Communication, CHSS

Alexander Bielakowski, Associate Professor
History, Humanities, and Languages, CHSS

Jonathan Chism, Associate Professor
History, Humanities, and Languages, CHSS

Danya Serrano, Associate Professor
Social Sciences, CHSS

PROMOTION & TENURE

**Associate Professor and Awarded Tenure
College of Public Service**

Franklin Allaire, Associate Professor
Urban Education, CPS

Yu-Han Hung, Associate Professor
Urban Education, CPS

**Associate Professor and Awarded Tenure
College of Sciences and Technology**

Jorge Tito-Izquierdo, Associate Professor
Computer Science and Engineering Technology, CST

PROMOTION & TENURE

Senior Lecturer, Marilyn Davies College of Business

Accounting and International Business

Luis Cedeno

Don Holmes

Tom Jackson

Finance and Management Information Systems

Syed Ali

Tahereh Jafari

General Business, Marketing, and Supply Chain Management

Kim Gleason

Robin Kessler

Donna Kohlhausen

PROMOTION & TENURE

Senior Lecturer, College of Humanities and Social Sciences

Arts and Communication
Luke Fedell
Burton French
Larisa Jackson
Zeenat Mitha
Bridget Mueller

English
Catherine Howard
Heather Seratt

Social Sciences
Kristen Capuozzo
Franklin Emeka

History, Humanities, and Languages
Nancy Lopez

PROMOTION & TENURE

Senior Lecturer, College of Sciences and Technology

Computer Science and Engineering Technology

Cyril Harris

Kulwant Singh

Natural Sciences

Houston Brown

Meghan Minard

Donald Musselwhite

Sanghamitra Saha

Mathematics and Statistics

Susan Beane

Sangeeta Gad

Benny John

Mitsue Nakamura

Vien Nguyen

Anna Simmons

Senior Lecturer, College of Public Service

Urban Education

Kasi Bundoc

FULBRIGHT SCHOLARS

UHD Named "Fulbright U.S. Scholar Program Top Producing Institution" for the 2022-23 academic year

University of Houston
DOWNTOWN

DETERMINED. DEDICATED. DOWNTOWN.

OFFICE OF THE GENERAL COUNSEL &UHD OFFICE OF TITLE IX/EQUAL OPPORTUNITY SERVICES

Fall Faculty Retreat

Office of the General Counsel
&
UHD Office of Title IX/Equal Opportunity Services

UHD Faculty Retreat
The Legal Side of Being a Faculty Member,

including Discussion of
SB 17 and SB 18 Implementations

Dona H. Cornell, Vice Chancellor/Vice President for Legal Affairs, General Counsel

Lauri S. Ruiz, UHD Title IX/Equal Opportunity Services Officer

August 2023

Duties of the General Counsel

- ❑ Represent BOR, the System and its components
- ❑ Serves as Ethics Advisor, Privacy Officer and Public Information Officer
- ❑ Responsible for all legal services
- ❑ Handle and resolve lawsuits
- ❑ Prosecution and settlement of claims
- ❑ Retain and manage outside counsel
- ❑ Liaison with the Office of the Attorney General, State of Texas
- ❑ Administer the Office of Compliance and Ethics, the Office of Contracts Administration, and the Board of Regents Office

Range of Legal Services

- ❑ Contracts and Conveyances
- ❑ Student/Faculty Matters
- ❑ First Amendment Issues
- ❑ Information Requests
- ❑ Intellectual Property (e.g. Copyrights, Patents, etc.)
- ❑ Employment Matters, Title VII, Title IX etc.
- ❑ Immigration Matters
- ❑ Real Estate
- ❑ Tax and Gifts
- ❑ Acquisitions
- ❑ Legislation
- ❑ and more

Resources – Rules We Live By

❑ Faculty Handbook

❑ Student Handbook

    ❑   Includes academic honesty policy

    ❑   Includes student rights and

    ❑   responsibilities policy

❑ UHD Policy Statements

❑ System Administrative Memorandum

❑ Board of Regent Policies

Common Legal
Issues for Faculty

❑ Disruptive Students

❑ Discrimination Allegations

❑ Disability in the Classroom

❑ Grade Appeals

❑ Academic Dishonesty

Common Legal Issues for Faculty (cont'd)

❏ FERPA

❏ Public Information Act

❏ Ethics

❏ 1st Amendment Issues

❏ Consensual Relationship Matters

Academic Decisions – Legal Perspective

❑ General Rule: No court interference with faculty member's academic judgment

▪ Deference with respect to:

➢ Course Content

➢ Grades

➢ Admission to and dismissal from academic programs

❑ Legal Rationale:

▪ Respect of academic freedom

▪ Courts' acknowledged incompetence in subject area

▪ No generally accepted professional standard

Exceptions to the General Rule of Deference

❑ Arbitrary & Capricious decisions – no rational standards

❑ Alleged Breach of Contract
  ▪ Specific "Promise"/Course Content, Grading Methodology
  ▪ Failure to Follow an Existing Policy/Procedure

❑ Tort
  ▪ Invasion of Privacy-publicly disclosing some personal information about a student
  ▪ Slander/Libel

❑ Illegal Discrimination – Civil Rights Violation

Disruptive and/or Distressed Students

- ❑ University has established the **Behavioral Intervention Team (BIT)** is a multidisciplinary group established to support faculty, staff, and students to assess patterns of concerning behavior in individuals and groups. This will include, but not be limited to, concerning, disruptive, or problematic behavior.

- ❑ Immediate Threat- Dial 911

- ❑ If not an immediate threat **Complete an BIT Team Report Form**. Submitting this will initiate an assessment of the behavior of concern.

Illegal Discrimination – Civil Rights Violation

❑ Claim that a decision was made on the basis of an individual's personal characteristics in violation of federal, state or local law

❑ Protected Classes Under the Law

▪ Race and National Origin; Gender/Sex; Sexual Orientation; Gender Identity/Expression; Religion; Protected Veteran Status; Disability; Age; Pregnancy

❑ Harassment on the basis of Race, Gender and other Protected Classifications = Discrimination (including Sexual Misconduct)

❑ Retaliation = Discrimination

Individuals with Disabilities

- ❑ **Laws:** Rehabilitation Act of 1973; Americans with Disabilities Act of 1990
- ❑ **Rationale:** level the playing field; provide "reasonable accommodations" to allow success in the workplace and classroom
- ❑ **Definition of Disability:** Having or perceived as having a physical or psychological condition that substantially limits one or more major life activities

Individuals with Disabilities (cont'd)

- ❑ **Reasonable Accommodation**
  - ▪ Identification, request, response
  - ▪ Interactive process
- ❑ **Academic Standards**
  - ▪ Need not be lowered
  - ▪ Not required to alter the essential elements of an academic program
- ❑ **Digital Accessibility**
  - ▪ All course materials must be accessible to students with disabilities

Student Requests for Accommodation

❑ Requests for accommodation are processed through the UHD Office of Disability Services

❑ Faculty are presented with a letter notifying them of the student's approved reasonable accommodations

❑ Faculty may engage in an interactive process with Disability Services staff about questions or concerns

Faculty Request for Accommodation

❑ Requests for workplace accommodations are processed through Employment Services and Operations (ESO).

❑ This is an interactive process between the employee, their supervisor, and ESO.

❑ Supervisors are presented with information about the accommodation the employee is seeking.

❑ Medical documentation will not be shared with anyone outside of ESO without permission.

Privacy Issues
FERPA

❑ The Family Educational Rights & Privacy Act, 20 USC 1232g, also known as FERPA or the Buckley Amendment provides students rights of inspection and prohibits unauthorized dissemination of students' educational information.

Family Educational Rights and Privacy Act

Three basic rights of students:

- ❑ To review & inspect records.

- ❑ To seek amendments to records.

- ❑ To have control over the disclosure of the records.

Educational Records

What is an educational record?

❑ Personal information

❑ Enrollment records

❑ Grades

❑ Schedules

❑ Records directly related to a student and maintained by the university (including emails)

General Rules

❑ No Disclosure without Written Consent.

❑ Release may be allowed with the student's written consent or if otherwise provided by statute.

FERPA
Practical Application

❑ Do not discuss or release a student's record without authorization.

❑ Do not release information to parents unless student is a dependent for IRS purposes.

❑ Allow student to review their documents.

❑ Be careful what you document.

❑ If you receive a request to release information, refer individual to Registrar's office.

Letters of Recommendation

❑ The writer of letters of recommendation is required to obtain a signed written release from the student.

❑ A student's request for a recommendation is not sufficient authorization.

❑ FERPA authorization form: https://www.uhd.edu/registrar/Documents/authorization_to_release _student_info.pdf

Copyright

The most important item related to copyright for UH faculty members is **UH System's Board of Regents Policy 21.08.4**, which states in relevant part:

❑ The University will not assert ownership of copyright developed by faculty, staff or students, unless separately contracted for, in any: 1. Books, journal articles, texts, glossaries, bibliographies, study guides, laboratory manuals, syllabi, tests, and survey instruments; 2. Lectures and unpublished lecture notes; 3. Musical works; 4. Dramatic works; 5. Works of visual art, such as sculptures and drawings; 6. Architectural works.

❑ The University will assert ownership of copyright developed by faculty, staff or students, with regard to other types of works subject to copyright, namely, 7. Films, audiovisual works, slide programs, film strips; 8. Sound recordings and video recordings containing original performances; 9. Programmed instruction materials; 10. Computer programs, software, and documentation.

Copyright (cont'd)

❑ This is UH System's codification of the "scholarly work exception", which means that UH does not own the scholarly work of its faculty, as it does own the patentable inventions of its faculty, unless it separately contracts with a faculty member for such work. For example, if UH engages a history faculty member to write a history of UH, UH owns that work. UH also owns recordings of lectures, such as recordings made for online classes, though the faculty member owns the underlying lecture notes and can give that lecture elsewhere if he or she wishes to.

❑ UH faculty members are therefore responsible for handling their own affairs with regard to their copyrighted work, such as with negotiating book contracts and reviewing contracts with publishers.

❑ Use caution when using online material and other potentially copyrighted material in your course materials.

Other Laws/Policies of Note

U.S. Constitutional Claims

- ❑ First Amendment
- ❑ Due Process
- ❑ Equal Protection

State –

- ❑ Texas Commission on Human Rights Act- anti-discrimination law
- ❑ Texas Whistleblower Act—no retaliation for "blowing the whistle"

1st Amendment

- ❑ First Amendment protection is very broad, but there are categories of expression that are not protected:
- ❑ True threats: Those are statements in which the speaker means to communicate a serious expression of intent to commit an act of unlawful violence to a particular individual or group of individuals.
- ❑ Fighting words: Words that are likely to incite violence or imminent lawless action.
- ❑ Impeding access to any campus buildings or facility or other public spaces on campus, obstructing the free flow of vehicular or pedestrian traffic or materially and substantially disrupting university business (group can be dispersed or asked to move depending on situation).

1st Amendment

- ❑ Freedom of Expression website with FAQs:
  https://www.uhd.edu/freedom-of-expression/Pages/default.aspx

- ❑ "The essentiality of freedom in the community of American universities is almost self-evident. No one should underestimate the vital role in a democracy that is played by those who guide and train our youth. To impose any strait jacket upon the intellectual leaders in our colleges and universities would imperil the future of our Nation… Teachers and students must always remain free to inquire, to study and to evaluate, to gain new maturity and understanding; otherwise our civilization will stagnate and die." *Sweezy v. New Hampshire*, 354 U.S. 234, 250 (1975).

1st Amendment

❑ Violating university policies (for example, policies against open flames, littering, posting, discrimination and harassment, sexual misconduct, etc.).

❑ Other actions that would violate state or federal law (for example, actual violence, damaging property, selling drugs).

❑ Defamatory statements.

1st Amendment

❑ Obscenity, which is defined by the U.S. Supreme Court as:

- ▪ "(a) [W]hether the average person, applying contemporary community standards would find that the work, taken as a whole, appeals to the prurient interest;

- ▪ (b) whether the work depicts or describes, in a patently offensive way, sexual conduct specifically defined by the applicable state law; and

- ▪ (c) whether the work, taken as a whole, lacks serious literary, artistic, political, or scientific value.

1ˢᵗ Amendment

❏ Is "hate speech" prohibited?

Hate speech or hateful speech is generally defined as "[s]peech that demeans on the basis of race, ethnicity, gender, religion, age, disability or any other similar ground." Although some would argue or believe hate speech is not protected, that is not the case. Though offensive, it may not necessarily fall under one of the exceptions to First Amendment free speech protection and therefore would be allowed. Although UH cannot ban all hate speech on campus, UH does not condone or endorse hate speech. UH is proud of our tradition of inclusivity and diversity in every aspect of campus life.

Consensual Relationships

❑ Relationships where a power disparity exists may create conflicts of interest or the possibility for exploitation or favoritism.

❑ UH Policy prohibits consensual sexual or romantic relationships between faculty and undergraduate students.

❑ UH Policy also prohibits consensual sexual or romantic relationships between an employee and an individual that person teaches, supervises, advises, counsels, evaluates, etc.

Conflict of Interest

"Conflict of Interest is the use of one's University of Houston System employment to obtain unauthorized privileges, benefits, or things of value for oneself or others."

UHS Administrative Memorandum 02.A.09 § 2.1

Ethics

❑ No faculty or staff member shall accept or solicit any privilege, benefit or thing of value for the exercise of his or her discretion, influence or powers as an employee.

❑ Other related policies can be found at:

See: Ethical Conduct of Employees
UHS Administrative Memorandum 02.A.29

See: Consulting and Paid Professional Service
UHS Administrative Memorandum 02.A.08

Open Records

- ❑ The Public Information Act presumes all information created or maintained by University faculty, staff is public, including personnel files, emails, calendars, committee notes etc.

- ❑ Exceptions to the PIA. Example: student records

- ❑ What should you do when you receive a request for information?
  - ▪ Send it to our public information officer at: publicinfo@uh.edu

Email- Legal Issues

❑ Email messages sent and received in the course of conducting official university business are open to the public even when sent from or to personal email accounts (e.g. gmail, hotmail, yahoo, etc.).

❑ Email messages sent and received in the course of conducting official business are university records and must be retained in accordance with the record retention schedule.

Email reminders

- ➢ Your words last forever.
- ➢ Never assume any remark is truly private.
- ➢ Lead by example.
- ➢ Do not use if you think your message might be misunderstood for some reason.
- ➢ It is not always the best way to deliver bad news.
- ➢ Use security precautions, especially with attachments.

How Do I Get a Legal Opinion From the Office of General Counsel?

❑ Requests for legal services should be written.

❑ Follow the chain of command.

UHS Administrative Memorandum 01.D.01 § 2.4

What do I do if I am sued or if I receive a subpoena?

Call Dona Cornell or the OGC IMMEDIATELY.

Main OGC contact information:
Phone (713) 743.0949
Fax (713) 743.9179
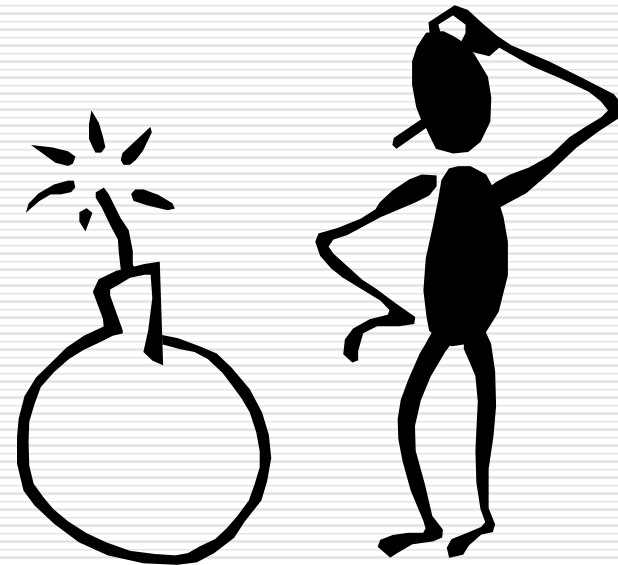
New Legislation from 2023 Session

SB 17 Relates to Diversity, Equity and Inclusion initiatives at public institutions of higher education

Broadly, this new law states that institutions:

☐ Cannot establish or maintain a DEI office

SB 17 continued

- ☐ Cannot use DEI statements in hiring or give preferences to protected classes in hiring or as a participant in any function at the institution
- ☐ Cannot mandate DEI training

There are exclusions, which include
- ☐ Academic course instruction

SB 17 continued

- ☐ Scholarly research/creative works
- ☐ Activity of registered student organization
- ☐ Guest speakers/ performers on short term engagements
- ☐ Policy, practice, program or activity to enhance student academic achievement or postgraduate outcomes that are not exclusive to any particular group
- ☐ Data Collection

SB 18-Relates to Tenure

Broadly, this law requires the Board of Regents to adopt policies which:

- ☐ Address the granting of tenure
- ☐ Provide for dismissal of tenured faculty, including financial exigency
- ☐ Provide for regular comprehensive performance evaluations of faculty

Title IX/Equal Opportunity Services

- ☐ Anti-Discrimination Policy

- ☐ Sexual Misconduct Policy

- ☐ Pregnant and Parenting Student and Employee Accommodations

- ☐ Consensual Relationship Policy

Pregnancy Accommodations for Students

 ☐ Should afford student equal opportunity for academic success

 ☐ Flexible depending on nature of the class

 ☐ Can be retroactive

 ☐ Call TIX/EOS if unable to agree on reasonable accommodations

 ☐ Applies to pregnancy-related conditions

 ☐ Student entitled up to six weeks of leave when baby is born, with opportunity to make up work

Sexual Misconduct

- ❑ UH Policy covers faculty, staff, students, applicants for admission or employment, and visitors.

- ❑ Behavior on and off campus is included.

- ❑ There is no time limit for reporting or filing a formal complaint.

- ❑ All parties are provided equal rights.

- ❑ Making a report does not automatically start a formal process.

Mandatory Reporting

❑ **All employees** have a duty to report incidents of sexual misconduct to the Title IX Coordinator.

▪ Includes disclosures by/about student OR other employees.

▪ Report all known details, regardless of when or where it occurred.

▪ Report even if other employees are also reporting.

▪ State law requires **termination**, *including for tenured faculty members*, for failure to report. There is potential **criminal liability** as well.

Confidential Resource Employees

❑ Student Counseling Services

❑ Student Health Center

What is Sexual Misconduct?
(first part)

Simplest answer: Any sexual conduct where one person does not consent.

❑ Sexual Assault

  ❑ Includes knowingly exposing someone to an STI or HIV/AIDS

❑ Intimate Partner Violence

  ❑ includes dating and domestic violence

❑ Stalking, including Cyberstalking

❑ Sexual Harassment

What is Sexual Misconduct? (cont'd)

❑ Non-Consensual Sexual Contact

❑ Sexual Exploitation
  ❑ Includes indecent exposure and sending an unsolicited nude picture where a reasonable person would be intimidates; human trafficking

❑ Sexual Intimidation
  ❑ Includes sharing intimate pictures of someone without their consent; recording/photographing intimate moments without their knowledge

Responding to a Report

❑ Disclose as soon as possible that you are NOT confidential.

❑ Listen with empathy and provide non-judgmental support.

Ask three questions:

- Are you physically hurting?
- Do you feel safe?
- What can I do for you?

Examples

□ Dr. Smith's Department Chair confided in them that they have been distracted at work because they are leaving an abusive relationship and trying to get their children enrolled in a new school. The Chair asks Dr. Smith not to tell anyone. Should Dr. Smith report?

□ A student emails you asking for an alternative assignment to a group project because one of the group members will not stop texting them late at night even though he has asked her to stop. Do you need to make a report to the Title IX office? Why or why not?

Contact Us

❑ Website:

Title IX/Equal Opportunity Services Office
https://www.uhd.edu/administration/title-ix/Pages/default.aspx

❑ Email: TitleIX@uhd.edu

❑ Phone: (713) 221-5771

❑ Office: One Main Building S380

Resources

- ❑ Faculty Handbook: https://www.uhd.edu/faculty-staff/faculty-senate/Pages/Faculty-Handbook.aspx

- ❑ Student Handbook: https://www.uhd.edu/student-resources/handbook/Pages/default.aspx

- ❑ UHD Policy Statements: https://www.uhd.edu/administration/employment-services-operations/resources/Pages/Policy-Search.aspx

- ❑ System Administrative Memorandum: https://uhsystem.edu/compliance-ethics/uhs-policies/sams/index.php

Resources (cont'd)

❑ Board of Regent Policies:
http://www.uhsystem.edu/board-of-regents/policies/

❑ Behavioral Intervention Team, including Report Form:
https://www.uhd.edu/student-affairs/bit/Pages/default.aspx

❑ Disruptive Students Information:
https://www.uh.edu/dos/behavior-conduct/disruptive-students/

Resources (cont'd)

- ❑ Anti-Discrimination Policy: https://uhsystem.edu/compliance-ethics/_docs/sam/01/1d71.pdf

- ❑ Student Academic Accommodations: https://uhsystem.edu/compliance-ethics/_docs/sam/01/1d9.pdf

- ❑ Employee Request for Accommodation: https://uhsystem.edu/compliance-ethics/_docs/sam/02/2e9.pdf

Resources (cont'd)

❑ EIR Accessibility Policy:
https://www.uh.edu/equal-opportunity/eir-accessibility/eira-policy/

❑ EIR Accessibility Resources website:
https://www.uh.edu/equal-opportunity/eir-accessibility/

❑ Board of Regents Copyright policy, 21.08.4:
https://uhsystem.edu/board-of-regents/policies/index.php#BOR%20Policies%20Section%20II

Resources (cont'd)

- ❑ Consensual Relationship Policy: https://uhsystem.edu/compliance-ethics/_docs/sam/01/1d10.pdf

- ❑ Conflict of Interest policy: https://uhsystem.edu/compliance-ethics/_docs/sam/02/2a9.pdf

- ❑ Ethical Conduct policy: https://uhsystem.edu/compliance-ethics/_docs/sam/02/2a29.pdf

Resources (cont'd)

❑ 1st Amendment FAQ's:
https://www.uhd.edu/freedom-of-expression/Pages/default.aspx

❑ Sexual Misconduct Policy:
https://uhsystem.edu/compliance-ethics/_docs/sam/01/1d8.pdf

Resources (cont'd)

- ❑ Sexual Misconduct Online Reporting: https://uhd.co1.qualtrics.com/jfe/form/SV_dmTtu9VNwysCpDf

- ❑ Anonymous Reporting: https://cloud.clearviewconnects.com/#/reporter/submit-report?org=UOUSYS&lang=en&vanity=true

STUDENT NEEDS PANEL

PANEL MEMBERS
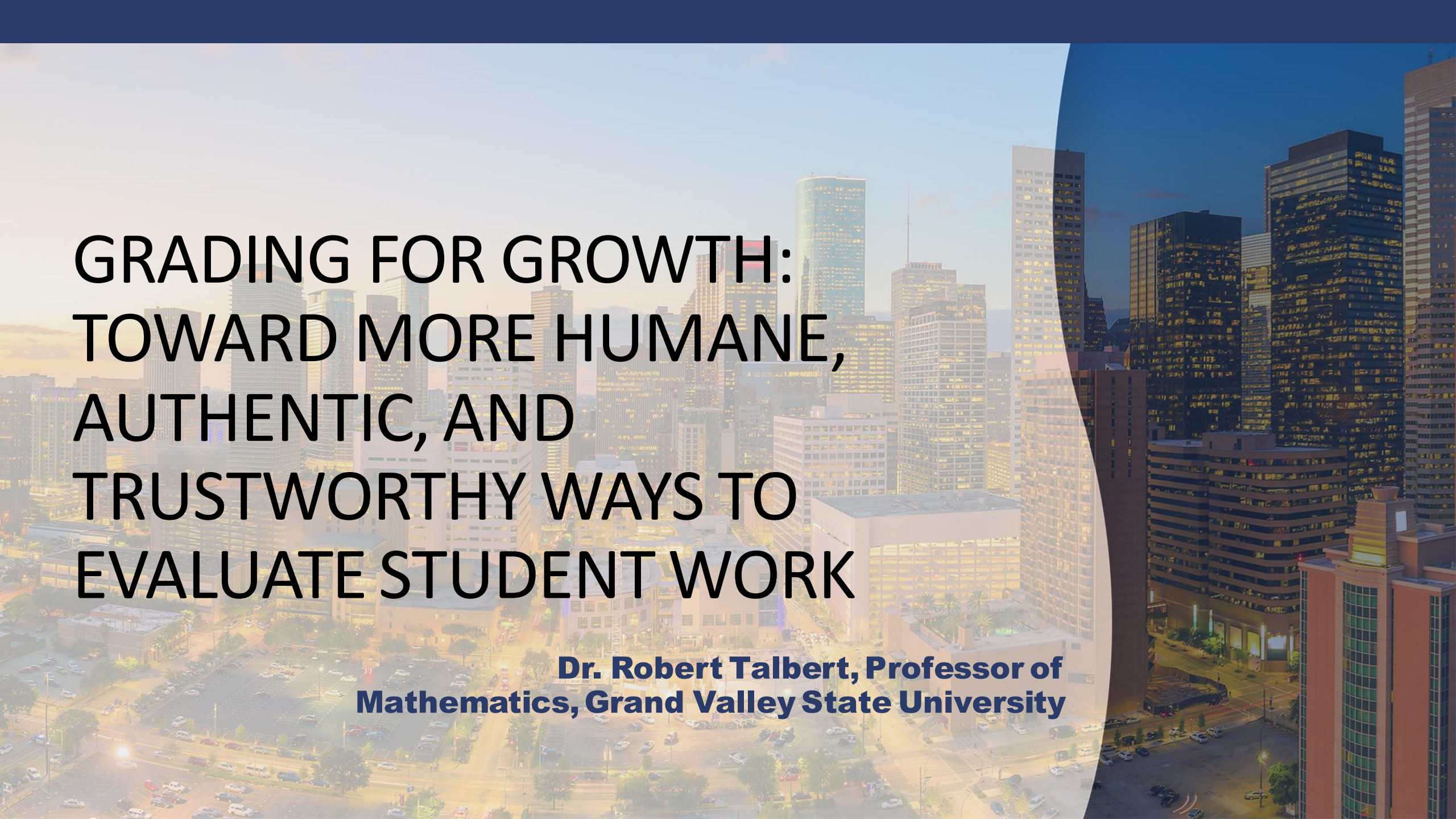
- **Dr. Meritza Tamez, Dean of Students**

- **Mr. Eugene Bernard, Director of Student Life**

- **Dr. Hope Pamplin, Director of Disability Services**

- **Mr. Michael Connelly, AVP of Advising and Student Progression**

QUESTIONS

1. What do you see as the biggest challenges facing our students from the perspective of your office?

2. How does your office support students with these challenges?

3. How can faculty work with you to support students?

FOLLOW-UP SURVEY

FOLLOW-UP ACTIVITIES

Book study of

Grading For Growth: A Guide to Alternative Grading Practices that Promote Authentic Learning and Student Engagement in Higher Education

By Dr. Robert Talbert

Look for other opportunities on the CTLE Website!

FACULTY SENATE CLIMATE SURVEY

Dr. Bernardo Pohl, Faculty Senate President

FACULTY CLIMATE SURVEY 2023

Bernardo E. Pohl
Faculty Senate President 2023-2024
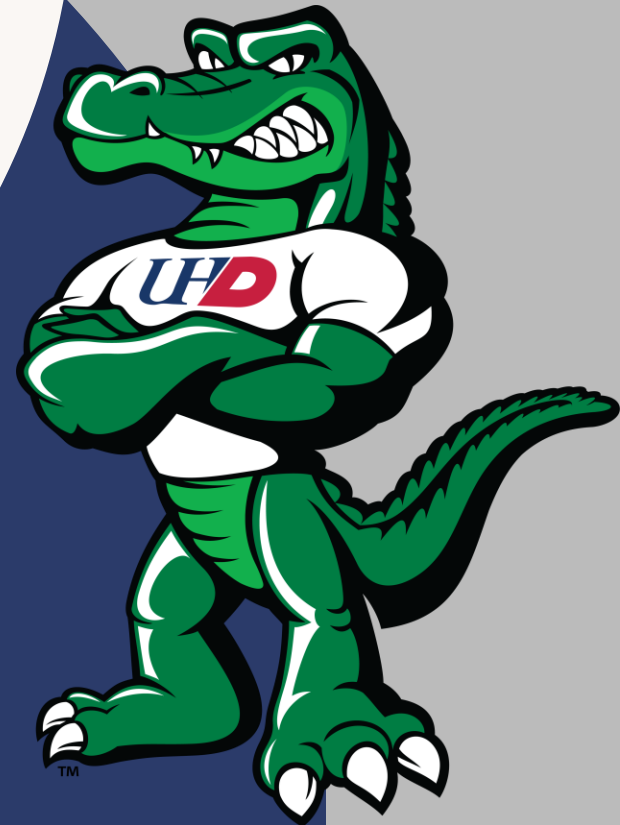
SUMMARY OF WORK

- Survey created and distributed

- Sent on March 31, 2023, with a cutoff date of April 30, 2023.

- Three reminders were sent on April 17, 24, and 28, 2023.

- The survey consisted of 59 questions: 54 Likert scale questions and 5 open-ended questions
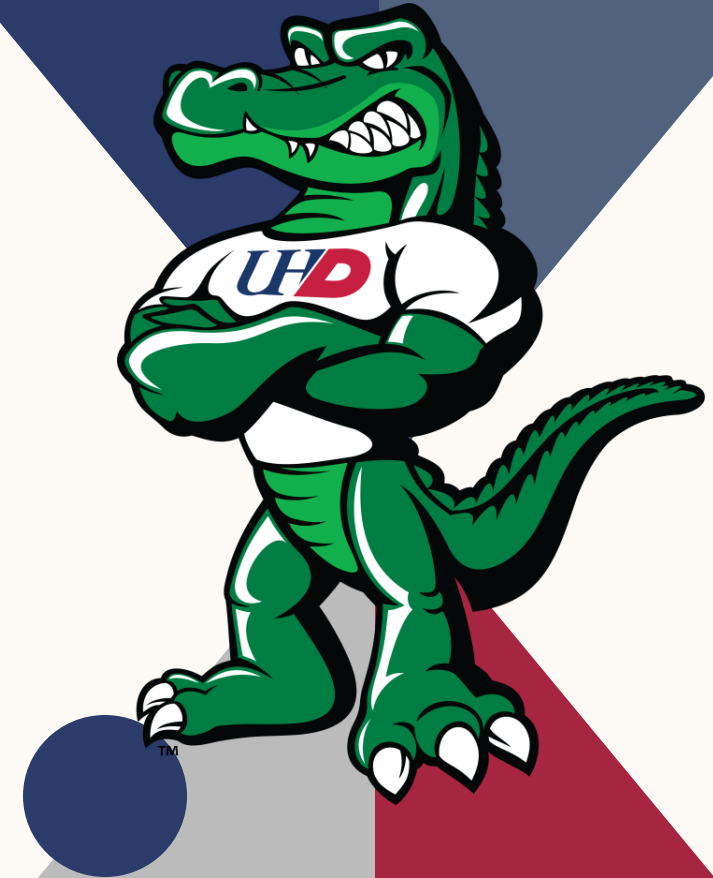
TO ACCESS THE FULL REPORT PLEASE USE THE QR CODE BELOW:
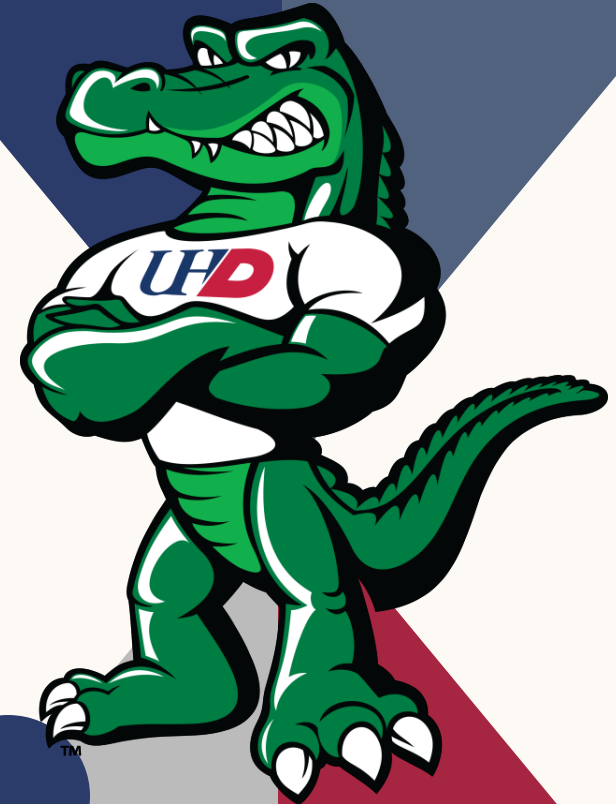

The report is also available through the Faculty Senate Website:
https://www.uhd.edu/faculty-staff/faculty-senate/Pages/facultysenate-index.aspx

SUMMARY OF WORK

- 327 faculty members (T/TN/NT) were invited to complete the survey. 145 completed the survey for a 44% response rate.

  ☐ 124 faculty members stated their rank (TT/T/NT), 38% of respondents

  ☐ 21 faculty members did not prefer to state rank, 6% of respondents

This number varies considerably when broken down between full-time tenured track/tenured (TT/T) and non-tenured (NTT) faculty members who stated their rank:

  ☐ 107 of 242 full-time TT/T faculty responded—a response rate of 44%

  ☐ 17 of 79 full-time NTT faculty responded—a response rate of 21%

  ☐ 2021 survey: 113 respondents, 33% response rate, included NTT faculty
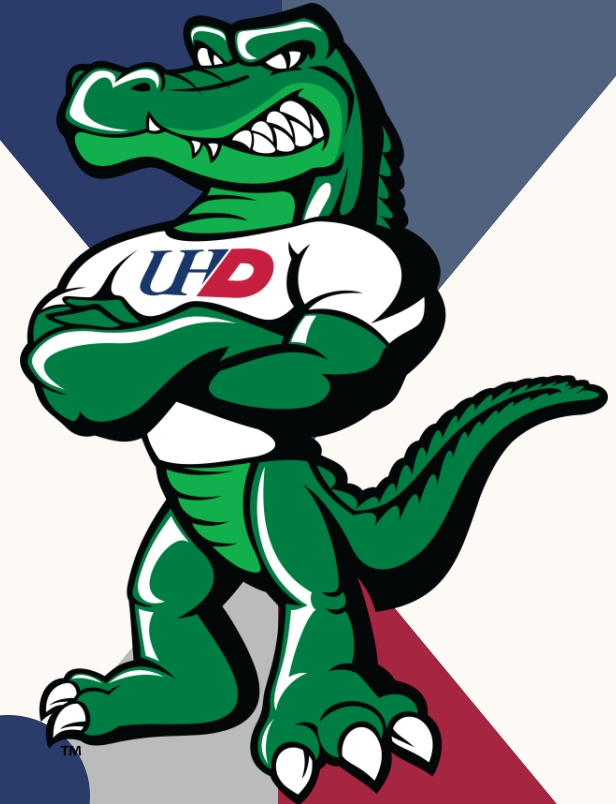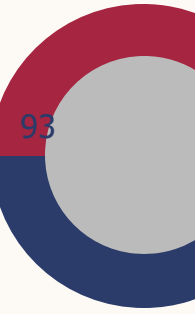
BIG TAKE AWAY-FAVORABLE

- The majority of respondents (52%) stated that they felt as valued members of UHD. Additionally, the majority (51%) expressed they were satisfied with UHD.
- 51% of respondents stated that UHD rank and tenure policies assured high professional standards for tenured and tenured-track professors.
- The majority of respondents felt very positive about our facilities.
- The majority of respondents felt comfortable dealing and discussing DEI issues.
- The majority of respondents felt positive about the performance of the Executive Administration.
- The majority of respondents felt that Deans and Department Administration properly addressed their concerns.
- The majority of respondents who were part of the grievance process felt it was effective.
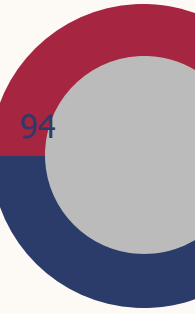
BIG TAKE AWAY-CONCERNS

- The majority of respondents felt workload was unreasonable and compensation inadequate.
- 62% of respondents believed UHD should provide on/near campus childcare.
- There was a slightly higher number of respondents who wished the President's Office was more attentive to personnel matters.
- Among those who responded, there was a higher number of respondents who believed that the Dean of Students Office did not adequately address conflicts between faculty and students.
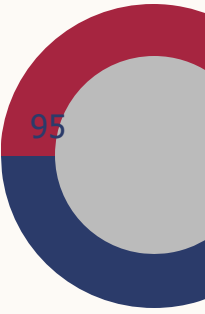
QUALITATIVE-CONCERNS

- Excessive workload
- Inadequate compensation; increasing gap between faculty and executive administration
- Excessive Service
- Working hostilities
- Faculty engagement
- Academic Support
- Funding/budget
- Faculty retention

- Shared governance
- Faculty engagement
- Better hiring practices.
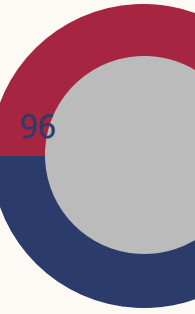
QUALITATIVE-POSITIVE

- Strength of the students and faculty
- Location
- Affordability
- Facilities
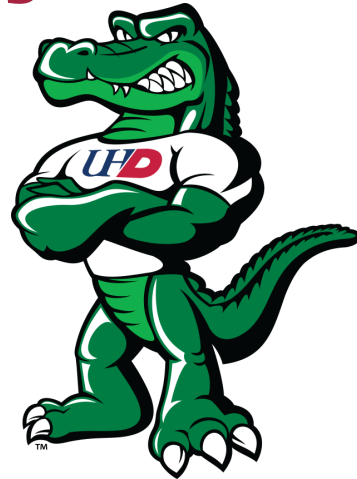- Positive remarks for the President's Office
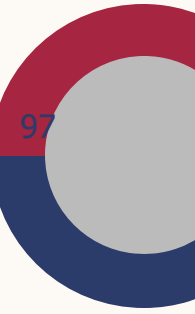
POINTS TO PONDER

- What can we take away from this survey?
- What is the role of the faculty?
- How do you see the role of the Faculty Senate and shared governance?
- What is the role of the Executive Administration?
- How can we address the concerns expressed by the faculty?
- Moving forward?

REMINDERS......

Join the Fall Faculty Retreat TEAMS channel

Have a great semester!!!!