

UHD Faculty Senate

Minutes recorded by: Michael Cavanaugh
October 2, 2018 2:31-3:59 pm
UHD A-300

Senate: Hsiao-Ming Wang, Susan Henney, Michael Cavanaugh, Beverly Alford, Susan Baker, Maria Benavides, Ray Cao, Kristen Capuozzo, Stephanie Coleman, David Epstein, Shannon Fowler, Angela Goins, Felicia Harris, Pamela Hurley, Karen Kaser, Cynthia Lloyd, Steve London, Stephen Miller, Laura Mitchell, Mitsue Nakamura, Andrew Pavelich, Rebecca Quander, Vida Robertson, Rachna Sadana, Joseph Sample, Johanna Schmertz, Nell Sullivan, Jace Valcore, Pat Williams, Ting Zhang, Zehai Zhou

Absent: Michael Duncan (FFL), Vida Robertson

Guests: Juan Munoz, President; Ed Hugetz, Provost/VPAA; Ivonne Montalbano, VP ESO; Faiza Khoja AVP Academic Affairs; Jerry Johnson, AVP Research; Sandra Dahlberg, Faculty Ombuds; Darlene Hodge, FS Admin; Pat Ensor, Library Director; Lisa Brayson, Library; Ed Cueva, HHL; Mik Yegiyani, Asst Director, Inst. DA; Erika Harrison, Title IX/Equity and Diversity Officer; Bill Waller, Professor; Gene Preuss, Associate Professor; Creshema Murray, Assistant Professor; Ryan Pepper, Chair of Mathematics and Statistics; Michael Dimmick, Assistant Professor; Michelle Moosally, Associate Professor

Call to order: The Senate was called to order at 2:31 pm by Senate President Hsiao-Ming Wang.

Minutes

Minutes of Sept 18, 2018 Senate meeting were approved unanimously.

Reports

President Munoz gave the legislative update to the senate. He first introduced Ms. Erika Harrison as the new Title IX and diversity officer who comes to us from UH. He stated that since last year (Harvey), morale is much improved. He also wanted to go over a couple of major points from the state of the campus last week as they are important for the legislative update.

The headcount growth for enrollment was 2.5% up which is good but not great. This is a positive indicator of growth for future semesters and is important to maintain, but while enrollment growth was up 2.5%, SCH growth was only up 0.5%. Summer 2018, Fall 2018, Winter 2018 (minimester), and Spring 2019 enrollments will determine UHD funding based on the legislature's formula. Enrollment and SCHs, more importantly, impact the future investments in faculty, staff, and scholarships (students). While we had slow growth at UHD, President Munoz mentioned UTSA's growth of 6.7% in the past year. UTSA also has over 4,000 students from the Houston area.

UHD increased enrollment in FTICs (up 10%) and transfers (up 12%) but did lose a significant number of continuing students, which is something that we need to do better. First time in many years that we have had growth over the previous year but we still need to get better. There were significant issues with the timing of financial aid and there was much money left on the table by students. We need to

improve in this area. Our 25-million-dollar development target was met 2 years early and we now have a 30-million-dollar target internally. Grants are also way up, exceeding previous expectations.

As for the legislature, President Munoz explains that we will be asking the legislature for a new health and wellness center, through student fees, as the old facility is obsolete. The costs, associated with it, is a one-time budget item to turn the current space into a true student union. Additionally, we will be asking for additional money to add another floor onto the garage and for insurance moneys related to Harvey. Additional preventive measures, like the building of a drop down gate for future flooding, have been requested. President Munoz also mentioned that he believes that faculty need to be informed, in detail, about the magnitude of the I45/I10 construction and potential impact on UHD. He offered to come back to Senate in the future to give a presentation on the topic.

Q – When does I45 construction start?

A – President Munoz stated that RFPs go out in the spring and the project should last 3-4 years.

Dr. Faiza Khoja and Mr. Mik Yegiyian gave an update on the UHD mentoring programs. Dr. Khoja mentioned that a couple of years ago we had zero formal mentoring programs and piloted an optional one during the FTIC orientation two years ago. The next year, we put peer mentors in the freshmen seminars. This year, mentoring starts in the spring rather than the fall and all peer mentors take freshman seminar. Mr. Yegiyian gives presentation (see attached).

Dr. Khoja states that there are additional programs available to students, this is just the university mentoring program.

Q - Data looks good, what are the challenges to the program?

A – Dr. Khoja was very structured at first but has become more flexible. She then asked faculty members to chime in with some of their own challenges.

Dr. Laura Mitchell indicated that a big challenge was participation among students – assigning activities and meeting with them.

Dr. Susan Henney said that her group of probation students was on probation for a reason. They had deficiencies in time management skills and writing and were less willing access services. Very difficult to get them to participate in activities especially when it is no longer novel to them.

Dr. Maria Benavides indicated that it is especially difficult to get them to show up especially when it is not mandatory.

Q – How many students per faculty?

A – Dr. Khoja said 15.

Q – Can we mandate it for students?

A – Dr. Khoja indicated that it isn't possible now because of the lack of resources. It is difficult to get faculty buy in now, and making it mandatory would make it even more difficult.

Ms. Ivonne Montalbano provided a presentation on the new SAM for sick leave hours donation. She gave a presentation (see attached).

Q – If you die, does your estate gets paid for your remaining sick leave?

A – Ms. Montalbano indicated that the estate would get paid out for half of the remaining sick leave (but not donated hours)

Ms. Montalbano explains that if a situation is not determined to be an emergency, the donor of sick leave can be taxed on the donated hours. ESO can be contacted to determine whether or not a situation is considered an emergency for donation purposes.

Q – Can we donate to an anonymous person?

A – No, the person must be identified.

Q – Does this only apply to staff?

A – Ms. Montalbano indicated that this applies to faculty as well.

Q – How do find out if someone is in need of donated sick leave?

A – Ms. Montalbano indicated that chairs/deans/other supervisors may make an announcement, you may hear about the situation through other faculty members, or the specific faculty member may actually tell you about the situation.

Q – Does childbirth qualify for donated sick leave hours?

A – Not typically, but if there are some atypical medical issues that arise then it is possible.

Q – Any rules about supervisors asking for sick leave hours from subordinates?

A – Ms. Montalbano said that there is no specific policy that prohibits it, but if it is tied to positive evaluation or something similar, it would fall under quid pro quo which is already prohibited under policy.

Dr. Jerry Johnson came to give a quick report on the state of the provost search. As of the meeting, three candidates have already been interviewed in person, with the last one tomorrow (October 3rd). Committee scheduled to meet on Thursday (October 4th) to go over strengths and weaknesses of candidates. Candidate surveys will be online and available for up to a week.

Dr. Michelle Moosally asked if the committee will look at the faculty and staff feedback from the surveys?

A – Dr. Johnson stated that they would not be looking at the feedback as keeping them separate should be better. The Provost's office will be collating the reports.

Q – Is this just busy work for the faculty?

A – No, everyone has a voice.

Q – Who considers the faculty surveys?

A – Dr. Johnson indicated they are used for reference checks.

Q – What does that mean?

A – If faculty and staff know specifics about the candidate, the reference checkers can ask about the candidate during the check. The president will also look at the comments to see what the comments are.

Dr. Hsiao-Ming Wang said that FSEC also meets with the candidates.

Other points of discussion

- Committee should analyze faculty responses not the president
- FSEC is a separate entity – more data points are better
- Faculty response time should be shortened, possibly 2-3 days

Dr. Creshema Murray asked - when is the start date and why is everything seemingly moving so quickly?

A – Dr. Johnson said that January 1st is the targeted start date and everything is moving quickly so that we don't lose a candidate to another job opportunity.

Dr. Moosally asked if the reference checks would be conducted by the search firm?

A – Yes.

Old Business

3-3 and Flexible workload

Dr. Henney put up her presentation (see attached) on flexible workload examples and explained not to get too caught up on the wording of them.

FSEC waiting on data from the Provost. Provost Hugetz indicated that he would get that information to FSEC on Friday.

Discussion ensued.

Dr. Pavelich stated that he talked to faculty in his department and a number were not in favor of workload reduction, rather they wanted more money.

Major problem is a negotiation for a new workload every year. There also shouldn't be too much variation among the faculty on the workload. We don't want community college workload (5/5) on the same track with a R1 workload (2/2).

Would there be a preferred class of professor? Teaching v research?

What happens if you fall out of the research track? It is very difficult to get back in. What about people not doing service?

What is productive research, according to the slide?

A – Dr. Henney explained that productive refers to actuals production and output (i.e., publishing), while actively refers to activity and not necessarily finishing (i.e., working on it).

Dr. Moosally explained that annual evaluation weights are different than time allocation and it refers to how we value teaching at UHD. A reduction may not come from teaching.

The question of a flexible workload fell apart due to differences among departments. The 4/3 was seen to be fair across the board.

Under the flexible workload proposal, who will have the authority to make the decisions on which faculty members get what?

A – Dr. Wang indicated that these decisions will be determined by negotiations with the chair and each faculty member.

Dr. Moosally said that as a former chair it would be difficult to determine what service loads are going to be for the year, how many adjuncts will be available, etc. Predictability is difficult in this.

A positive is that some employees are exploited and they can be compensated for their time.

With a very specific rubric, a system like this can work and has worked at other universities.

We have talked about reduction in course loads, but did we talk to anyone about increasing their course loads (maybe a 5/5)?

Dr. Johnson indicated that this whole discussion should be about the quality of life. People are not saying that there are fewer committees than when we had a 4/4. We need to make them more efficient.

Dr. Sullivan made a motion to adjourn the meeting and Dr. Benavides seconded the motion.

Meeting adjourned at 3:59 pm.