

UHD Faculty Senate Meeting
10/18/22
Hybrid meeting (UHD and Zoom)
Minutes recorded by: Dr. Candace TenBrink

Guest and senator roster are at the end.
Meeting opened at 2:30 p.m.

Meeting minutes: Oct. 4, 2022, approved.

Guest updates / presentations

Provost Bordelon

- She shared that she was pleased with homecoming and that the students seemed positive and upbeat at the events.
- Modalities- will be updated on website soon.
- She has office hours now. 2nd Wednesday of each month from 1-3 and the 3rd Tuesday from 10-noon (she will send out an announcement).
- Course sequencing policy – please provide feedback.
- One Main Bldg renovations/services/plans – Kim Thomas can provide more information about the plans.

Follow up question/comments:

Cueva- math and English faculty should have input on the course sequencing more than just 'feedback.'

FS: agreed.

Buckler: UCC would be a good place for the sequencing policy. APC could miss some items due to composition of the committee.

Provost: maybe the scope of the committees could be inspected in the future.

Dinah Cohen, Chair FAC, and Judith Quander, Interim Associate Vice President for Faculty Affairs and Faculty

Post tenure review policy (PTR)

FS: There are more ways to look at the areas than the one in the policy. Some of the writing appears to be imprecise. It needs a thorough review.

Cueva: We are evaluated based on 50% teaching, 25% each scholarship and service. Yet this is not in the PTR.

Quander: yes. We are looking at service and scholarship, the teaching is covered elsewhere in the annual review policy. She says they 'hear' this and can discuss more at the Town Hall.

Cueva: State law says we cannot be evaluated more than once a year. This PTR will have 2 reviews (annual + PTR) sometimes.

Quander: The PTR is supposed to be a development plan. A trigger of 2 or below will put a faculty member on a professional development plan. Peer input is the goal, not an evaluation per se.

Cohen: The PTR is supposed to address what happens when a faculty falls below a reasonable threshold (e.g. a 2) in the annual review. That is what this policy is about.

Cueva: the PTR is every 6 years. It really is not meant to trigger development.

Quander: the annual review should be grievable prior to the PTR as the PTR, as it is now, is more of a review mechanism.

FS: Scores are not set up to give credit for ongoing work in some departments.

Quander: Most departments should not be giving out 2s frequently.

FS: we act as if we are a research institution, and we cannot always get a decent score

Quander: half the feedback was too strict and the other too lenient.

Quander: if you score below 3 in teaching, there is a plan to improve (PIP personal improvement plan)

FS: if you need a pub to pass annual review, that is wrong (discussion: that is not the case, no one said this was true).

Quander: what are successful expectations? 3

Guest: I disagree, PTR I greivable.

Quander: I did not mean 'not to grieve,' but hope that faculty would talk to the chair early so there is no surprise with the PTR.

FS: What are other institutions in the UHS doing?

Quander: similar.

The town hall will be about feedback to the plan.

Pohl: What if everyone gets a 5. There is a concern that the PTR may move us in that direction (inflation).

Quander: The department needs to decide about annual reviews.

PTR Town Hall is Tuesday (10/25/22).

Faculty senate business:

1. Gehring– Feedback from the Texas Council of Faculty Senate Meeting

a. Attack on tenure was big on the agenda.

Faculty are concerned across the state as is senate leadership across the state. People (outside academia) do not really understand tenure, what it means, and how it works. Gehring is considering becoming an AAUP (American Assoc. of University Professors) member so we may speak with regents and other political entities.

Buckler: can you clarify if state employees can or cannot speak with political entities/politicians?

FS: Basically, you can speak with politicians, but you must declare that you are not representing the university.

Moosally: verified.

FS: who lobbies for us?

Cueva: Not sure. However, TCTA (Texas Classroom Teachers Association) has hired a lobbyist. Dona Cornell spoke before the legislature as the UHS representative (recently) and she did a good job.

FS: professional lobbyists should be used. Professional against professional.

b. PTR was also a big discussion point.

Mostly focused on how to better adapt the PTR to respective institutions. Some are more afraid than others. UofH has been working on creating a policy for 7 years. Bernardo attended too. He added that the legislator will be controlled by Dan Patrick. And that many of us (academic institutions in TX) are working through this process now.

FS: We need to protect ourselves before this happens (state mandate), get ahead of it.

2. Gehring- Proposed resolution language to grievance committee

She showed a note that we drafted to be sent to the grievance committee.

FS: do we need to remind them to meet with the Ombuds?

TenBrink: We discussed that last week. It is open.

FS: is the language correct, have we heard rumors or are these items true (re overstepping / assigning penalty)?

Cueva: he knows of an instance.

FS: Let's make sure our language is parsed and accurate.

Gehring: I will send the resolution to FS and we can provide comments as needed.

3. Gehring- Consulting and paid professional policy

This is causing a lot of stress for people. FSEC looked at universities across Texas. Most do not have time restrictions.

TenBrink: Can we have an impact? Who is deciding?

Gehring: It is a phrase in a UHS policy.

FS: We need to make sure we are not underestimating our position at UHD (e.g. state legislature attacking tenure) in our zeal to teach elsewhere.

Guest: 1 day per calendar week equates to teaching one 3-hour course. This is defined by policy. What will we do with 8-week courses? The policy was written before we had 8-week courses.

FS: Many of us are working far beyond our normal hours as it is. Some put their extra/external efforts into evenings and weekends. Let's suggest/show successful cases of balance.

FS: This appears unbeneficial to us, and the math indicates that we are not working 40 hours in many cases, rather we are working more with a 4-4 load (+service + scholarly endeavors).

The meeting closed at 4:03 p.m.

Guests:

Provost Bordelon, Michele Moosally, Judith Quander, Hossein Shahrokhi, Darlene Hodge, Sandra Dahlberg, Cory Angert, Susan Henney, Ronald Beebe, Amy Baird, Rachna Sadana, Christine Stempinski, Dinah Cohen, Mark Magidson, Lisa Braysen, Lea Campbell

Senators and Senate Leadership:

Count	Senate Member	Pos/ Dept.	18-Oct
1	Krista Gehring President	President	x
2	Bernardo Pohl	President-elect	x
3	Edmund Cueva	Past President	x
4	Candace TenBrink	Secretary	x
CHSS			
5	Ayden Adler	A&C	x
6	Carolyn Gascoigne	HHL	x
7	Katrina Rufino	SOS	x
8	Natalia Matveeva	A&C	x
9	Nell Sullivan	ENG	x
10	Paul Fortunato	ENG	x
11	Raquel Chicquillo	HHL	x
12	Stephanie Babb	SOS	x
13	Travis Crone	SOS	x
14	Luke Fedell*	CHSS	x
CPS			
15	Diane Miller	UE	x
16	Franklin Allaire	UE	x
17	Heather Goltz	CJSW	x
18	Kevin Buckler*	CJSW	x
CST			
19	Adriana Visbal	NS	x
20	Gabriella Bowden	NS	x
21	Katherine Shoemaker*	M&S	x
22	Ling Xu	CSET	x
23	Youn-Sha Chan	M&S	x
24	Kulwant Singh	CST	x
MDCOB			
25	Arpita Shroff	ACCI	x
26	Austin DeJan	FNIS	x
27	Paul Fulbright	GMSC	x
28	Prakash Deo	FNIS	x
29	Scott Davis	GMSC	x
30	Don Holmes	ACCI	
31	David Epstein	MGT	x
<i>*Faculty Senate Executive Committee Members</i>			