

# UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg

January 17, 2017; 2:30-3:50pm

Room A300

**Attendance:** Carolyn Ashe, Julio Canedo Soto, Luis Cedeno, Michael Connell, Travis Crone, Sandra Dahlberg, Michael Duncan, Trevor Hale, Jillian Hill, Pamela Hurley, Ruth Johnson, Robin Jose, Anne Kane, Stephanie Karas, Karen Kaser, , Cynthia Lloyd, Kendra Mhoon, Creshema Murray, Mitsue Nakamura, JoAnn Pavletich, Anand Pore, Azar Rejaie, Jacqueline Sack, Clete Snell, Benjamin Soibam, Michael Tobin, Joan Wedes, Pat Williams, Keith Wright, Zhenyu Zhang.

**Regrets:** Edwin Tecarro

**Absent:** Hsiao-Ming Wang

**Guests:** David Bradley, VP for Administration and Finance; Michael Benford, Police Chief; Lt. David DeLeon; Ed Hugetz, VP Academic Affairs and Provost; Susan Henney, Chair of the Faculty Affairs Committee

**Call to Order:** The Senate was called to order at 2:30pm by Senate President Dr. Carolyn Ashe.

Minutes of the Senate meeting on December 6, 2016 were approved.

## **Introduction**

Bradley introduced Michael Benford, the new UHD police chief, and the Senate welcomed him to UHD. Bradley and the Senate also thanked Lt. David De Leon for serving as interim chief during the search process.

## **Comments/Updates**

Hugetz announced that undergraduate enrollment is down but graduate enrollment is up, which makes our overall enrollment flat to slightly up. Dr. Juan Muñoz will begin his tenure as UHD's president on April 17. The search for a new provost has begun, and on-campus provost candidate interviews will occur in April when Dr. Muñoz is here. Hugetz will stay until a new provost is hired.

Hugetz announced that the Campus Carry Committee reviewed the question of minors on campus in relation to the campus-carry legislation. After considering an opinion issued by the Texas Attorney General and input from system council, the Campus Carry Committee sent a recommendation to President Olivas to designate the tour gathering room in the Welcome Center as a gun-free space, but not the halls or other areas the minors go on campus.

## **Revised Policies**

### Adjunct Policy

Pavletich noted that section 2.1.1. is out of sync with actual practices for adjunct hiring, particularly the requirement for a “record of strong teaching,” and asked that the policy reflect the actual qualifications of the adjunct pool, many of whom have very little teaching experience.

### Lecturer Policy

Wedes asked that the policy clarify the difference between non-renewal and dismissal, perhaps by separating them and/or providing a definition for each that fits with the policy. She also asked that a blanket statement be made regarding grievances, what can and cannot be grieved.

Henney noted that the grievance process is the same for lecturers as it is for tenured/tenure track faculty, details about which are in the Grievance Policy (PS 10.A.02). Adjuncts have no grievance process. Lecturers can grieve procedures/processes that led to a decision.

Hale pointed out that the non-reappointment clause is out of alignment with the grievance policy, and that policies need to be brought into alignment.

Rejaie asked if the policy considers how senior lecturers are appointed/created.

### General Education Policy

There were no comments, in part because Kaser announced that a Qualtrics instrument would be sent to faculty tomorrow for the General Education Policy.

### Faculty Concerns

Ashe asked for faculty input and discussion on the faculty-ranked issues that put raises as the highest concern, and workload as the second.

Hugetz said that raises are President Olivas’s highest priority for next year’s budget, and should be realized with the 4% tuition increase that was approved by the Board of Regents last year.

Ashe asked faculty if they were more focused on workload reduction or on workload reallocation. Several faculty expressed a desire for a 3/3 load when possible. A discussion also ensued regarding options for workload reallocation, and creative solutions to excessive workload. Ashe asked if the Senate wanted to form a task force to look into these issues.

Pavletich asked if there has been a similar effort in the recent past and, if so, if we can review their data. She noted that reallocation does not reduce faculty workload, and that faculty are hamstrung until there is a workload reduction.

Crone said that the current 4/3 load even with reallocation does not allow adequate time for research or productive service and, more importantly, diminishes the teaching process. He asked about working

out reallocation plans with chairs, but noted that this was a fraught effort given the needs for course coverages.

Sack noted that discussions about reallocation occurred in some departments, but that would require more adjuncts be hired to cover courses.

Ashe asked Hugetz if chairs at UH are allowed to reallocate faculty workload in order to encourage scholarship.

Hugetz said that when he arrived at UHD he was surprised by the scholarship that UHD faculty were producing, and said that it is necessary to allow for the continued growth of new knowledge. But he also said that teaching pays for the university. He recognized that some of the service faculty perform could be done by staff, if UHD had sufficient staffing levels.

Ashe asked the senators to continue to think about workload and ways to address this concern. She said we need to find ways to alleviate excessive workload even if the relief is incremental.

Hugetz also said that while more staff support is needed, he believed that faculty workload could be addressed in part through revisions to the rank and tenure process such as not requiring all tenured faculty members to participate in second- and fourth-year reviews, or tenure reviews. He said these issues will be presented at the town hall (see below) on January 31 for the Rank and Tenure Policy (PS 10.A.01).

Kane asked Hugetz if there was staff support to conduct research on workload.

Hugetz said staff support is not possible for this semester at least given the demands in the Provost's Office (legislative work, a new president, a new building, the Board of Regents, etc.)

Pavletich asked if workload issues were being addressed in the revision of the Rank and Tenure Policy.

Ashe asked senators to read the Rank and Tenure policy carefully in advance of the town hall meeting, and come with input and ideas to consider.

### **Reminders**

Ashe reminded senators and their students to attend the town hall meeting to discuss changes to the Rank and Tenure Policy. The town hall will be on January 31, from 2:30 to 4pm, in the Robertson Auditorium.

Ashe also reminded senators to submit a proposal and plan to attend the UFEC conference hosted by UHD on March 31, 2017. The conference will focus on graduate education with participation by all four UH System universities.

Duncan will send out the revised draft of the Senate Constitution for review at the next Senate meeting.

**Preparation for Next Senate Meeting**

Ashe asked senators to review the information regarding tenure line hiring as well as threats to tenure. Information is provided via links on this meeting's Senate Agenda. This will be discussed at the next Senate meeting on February 7.

**Other**

Hale welcomed Joan Wedes to the Senate.

Meeting adjourned at 3:50pm.

The next Senate meeting is on February 7, 2017.