

UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg

March 6, 2018; 2:31-3:42 pm

Room A300

Senate: Beverly Alford, Carolyn Ashe, Susan Baker, Ray Cao, Luis Ceden, Travis Crone, Sandra Dahlberg, Michael Duncan, Shannon Fowler, Trevor Hale, Jillian Hill, Ruth Johnson, Cynthia Lloyd, Paul Mandell, Kendra Mhoon, Mitsue Nakamura, Vida Robertson, Jacqueline Sack, Rachna Sadana, Benjamin Soibam, Clete Snell, Nell Sullivan, Michael Tobin, Hsiao-Ming Wang, Joan Wedes, Pat Williams, and Zehai Zhou

Regrets: Karen Kaser, Doug TeDuits

Absent: David Epstein, Creshema Murray, and Rebecca Quander

Guests: Ed Hugetz, Provost/VPAA; David Bradley, VP A& F; Jerry Johnson, AVP Research; Tyra Hessel, Faculty Ombuds; Linda Dune, Dir. Nursing; Pat Ensor, Library Director; Vanessa Turner, Parking; Elaine Pearson, AA; Lucy Bowen, AA; Darlene Hodge, FS.

Call to Order: The Senate was called to order at 2:31 pm by Senate President Trevor Hale.

Minutes

Minutes of the February 20, 2018 Senate meeting were unanimously approved as written.

Announcements

Hale announced that the Board of Regents meet Thursday, March 8 at the UH Grand Hilton Ballroom.

Montalbano will address faculty hiring at the April 3 Senate meeting.

Presentations

Bradley reported on faculty parking concerns raised by the Senate. He said that codes and regulations make changes to the Girard Street (G3) faculty parking unlikely. There are 90 spaces in the G3 lot. He recognized the high demand for parking between 9:30 and 2:30 Monday through Thursday, and offered several options that may provide some relief. First, the curb stops for the Washington Street lot can be rearranged to provide 6 more faculty/staff parking spaces. He suggested providing 5-6 spaces in visitor parking when there are no events, but added that those spaces would likely be assigned to faculty on campus Monday-Thursday for the peak time (9:30am to 2:30pm). Bradley reminded the Senate that faculty and staff can use the Vine Street lot at the Shea Street building after the Naylor lot fills. He also suggested limiting parking in the Naylor lot to faculty and COB staff. Finally, he investigated LED sign systems and said it could be done, but is expensive. Also, he wondered

whether that would solve the issue since people will still enter a full lot in hope of finding someone just leaving.

Cedeno asked about the arms between the Naylor and Vine lots at Shea—could they be programmed to allow passage between the lots rather than driving around the building. Bradley responded that the arms are set-up for disabled parkers, and coding access is provided individually and not for groups (like faculty).

Mandell asked for clarification on faculty access to the visitor lot on Fridays. Bradley confirmed that faculty access cards will allow faculty to park in the visitor lot on Fridays.

Old Business—Senate Subcommittees—What Next?

Promotion Raises at UHD are in line with the other UH System universities.

Summer Salaries—moving from 2/12 to 2/11 is now on the Planning and Budget Development Committee’s priority list. The change would cost approximately \$327,000 more; the amount assumes 90% of faculty teach two summer classes.

The “3-2-1” load for first-year tenure-track faculty was discussed. Crone asked what the intent was for establishing a reduced load for new faculty. He also asked for clarification about what is meant by “3-2-1.” Are we advocating for a 3-3 teaching load for first-year tenure-line faculty, or a 3-2 load? Mandell asked for clarification on the what the numbers stand for: 3-3-1 is 3 classes fall semester, 3 classes spring semester, and 1 departmental committee (no university shared governance committees in the first year); 3-2-1 is 3 classes fall semester, 2 in the spring, and 1 committee assignment (not a university shared governance committee). Sadana asked for data that shows which departments are already providing new TT faculty with a reduced load, and whether the load is 3-2 or 3-3. Data would provide information to ensure across-the-board fairness and transparency. Ashe noted that the lack of transparency is a problem. Crone added that reduced loads for new faculty should not be a deep secret. Sullivan suggested adding the provision, when determined, to policy in order to ensure fairness and transparency. J. Johnson expressed concern that since enrollment drives decisions, safeguards are needed to ensure that new faculty are protected from pressures to take overloads, especially when they are provided reduced loads for the first year. Sadana, Sullivan, and Crone suggested that the reduced first-year load be included in their employment contracts.

Data will be collected from Carol Tucker and the Senate will use the data to guide the next step.

Faculty Workload—J. Johnson reported that the Faculty Affairs Committee (FAC) is not working on the faculty workload policy this year. He said that, in response to the Senate’s vote to have an external party conduct a workload study, FAC asked administration for such a study so that any policy revisions can be conducted from an informed position.

Wedes asked why lecturer salaries remained the same after the university changed lecturer’s workload from 4-4 to 5-5, since that represents a 20% increase in workload with no raise. Wedes also said some CHSS lecturers were required to teach 5-5 and serve on time-intensive committees like search

committees for tenure-track faculty, while other colleges reduced the teaching load if service was required. Hale suggested that lecturer workload data also be obtained from Carol Tucker, but Sadana cautioned that the data will not tell the entire story given reassignments for special projects for some lecturers. Sullivan asked about a rumor in CHSS that lecturers were going to be expected to teach a 6-6 load. Hugetz said he had no conversations about a 6-6 load and knew nothing about the source of the rumor.

Dahlberg asked about the provision of benefits to adjuncts, and the current restrictions that only allow adjuncts to teach two courses so they do not earn UHD benefits under the Affordable Care Act. Pearson and Hugetz said that adjuncts teaching within the UH System can be tracked and are provided benefits if they surpass the 50% mark teaching at one or more UH universities. There is no tracking system for adjuncts teaching at UHD and community colleges. They also said that there is not a standardized approach to adjunct loads or an absolute limit on the number of courses they teach. Sadana wanted a cost estimate for providing adjuncts with a pay raise since adjunct rates have not been increased for about 7 years.

New Business

Roster certification for F2F courses: Sullivan introduced concerns regarding roster certification of face-to-face classes. She reported that several English faculty had students re-enrolled even though they had never attended, and after the instructor had completed the certification roster indicating zero attendance. In at least one case, the student's word was privileged without verification from the instructor. Her primary concerns were with academic honesty and liability. In terms of liability, which seemingly was the reason for roster certifications to begin with, reenrolling non-attending students makes the instructors complicit in fraud. Academically, some courses have attendance requirements that make a non-attending student's success in the class impossible. The policy for English 1301, for example, is that 5 absences results in a failing grade for the course. When the registrar's office reenrolls students into ENG 1301, does this override the academic practices and course policies? Does the student understand this reenrollment to mean that they are not subject to the attendance policy and can still pass the class? Otherwise, why would someone be reenrolled into a class that they cannot pass?

Hugetz said that Tomekia LeGrande would address these points with FSEC on Friday, and that FSEC would report back to Senate.

HB89—Hale introduced the subject of HB89 so that the Senate could be informed. HB89 passed in the last Texas legislative session, and prohibits all state agencies from doing business with any "companies boycotting Israel" now or in the future. "Companies" means all vendors, including speakers at universities. The law requires speakers to sign a pledge that says they have not and will not boycott Israel. Bradley said that there are several issues resulting from this law, including the placement of employment ads in the Houston Chronicle, since the Houston Chronicle will not sign the pledge.

Academic Schedule for F18 and Sp19—is not yet on the website, because it is not finalized.

The meeting was adjourned at 3:42 pm.

The next Senate meeting is on March 20, 2018.