

**UHD FACULTY SENATE
MINUTES FOR MEETING OF 11/07/23**

Location: On Campus and Zoom.

Minutes recorded by: Paul W. Fulbright, UHD Fac. Senate Secretary

CALL TO ORDER

The Senate was called to order at 2:31 PM by Faculty Senate President Bernardo Pohl after a quorum was assembled.

MINUTES AND ATTENDANCE

A motion to approve the draft Minutes for the 10/17/23 Fac. Sen. meeting was seconded and passed by acclamation (no opposition, no abstentions).

See the final page of this document for information regarding attendance at this meeting.

FACULTY SENATE PRESIDENT’S ANNOUNCEMENTS

The President tendered no introductory comments.

OLD BUSINESS

There was no pending old business requiring new action.

NEW BUSINESS

**Discussion of POTENTIAL FUTURE TOPICS FOR REVIEW AND ACTION
by the UHD Faculty Senate**

The President invited the Senators to tender potential future topics for review and action by the Faculty Senate. Among the topics proposed for potential future review and action were the following:

1. **Shrinking M&O Budgets:** “There is a concern that budgets for M&O have been steadily shrinking over time, and it’s a trend that the faculty needs to be aware of. For example, travel budgets may be as low as 1/3 what they were in the 1990s.” [Secretary’s Note: I assume that “M&O” refers to “Maintenance and Operations” including such things as postage, telephones, travel, consumable supplies, and non-capital equipment.]
2. **Faculty Workload Creep:** “Even though faculty are nominally paid for nine (9) months of labor, they are being asked (with ever greater frequency) to attend to various incremental teaching, mentoring, and service activities over the summer months.”
3. **Administration Commitment to Shared Governance:** “It seems that, over the years, with greater frequency, the administration is “forgetting” to ensure that faculty members have a ‘seat at the table’ on various projects that concern the administration, faculty, staff, students, all of our stakeholder groups.” Examples raised by various senators included: SACSCOC accreditation steering; student enrollment plans and the faculty resources necessary to support them.

4. **Compensation:** “Our compensation structure continues to be a source of concern. For example, the relative raises from assistant to associate professor, and from associate to full, hardly seem to make sense. This is a part of a longstanding concern about faculty compensation (and “compression” of salaries) in general.”
5. **Management of UHD Campuses:** (a) There doesn’t seem to be any strategic (or even active) management of our campuses at Northwest, LSC-Kingwood, LSC-Cyfair, or HCC Coleman College. How are the programs at these campuses performing, and what are the *metrics* for performance and *plans* for performance at these campuses? Often, it seems as if “fuzzy math” is at work on these topics. (b) Students have few (if any) bookstore resources at these campuses, and their rings, books, and graduation regalia often have to be purchased downtown. (c) Supposedly, students are supported equally at all of our campuses and regardless of the principal modality employed to enable them to get their degrees. (d) How well are the First-Year Seminar experiences being managed at these campuses?
6. **Hiring Practices associated with Administration Positions:** (a) Regrettably, it seems that, with some frequency, new hires into senior administrative positions are offered *assurances* regarding tenure rather than being *cautioned* that tenure decisions are made by the R&T Committees of the departments within which they reside. (b) We also seem to hire administrators who may have expertise in sparsely-populated disciplines here at UHD (which can create difficulties if the administrator’s tenure here at UHD is a short one).
7. **Staffing / “Bureaucracy” – Related Problems Generally at UHD:** We are generally understaffed and overworked, and so there is a concern that, quite often we adopt overly bureaucratic solutions to our problems (solutions that might make more sense in a larger, more heavily staffed institution).
8. **Scheduling of Final Exams:** Over time, we seem to be compressing the schedule for the administration of Final Exams more and more despite the fact that this burdens our students and creates downward pressure on the scores they secure on these important assessments.
9. **Management of our Non-T/TT Faculty:** (a) We have a substantial population of non-T/TT faculty (including a particularly large corps of **Adjunct** professors), and yet it seems that we do not regularly discuss the management and compensation of these critical contributors to our success. (b) Our policy regarding **Lecturers** contains language that could facilitate abuse (by enabling Chairs to over-burden lecturers with excessive service), and so it too should be reviewed.
10. **Management of and Benefits to Retired & Emeritus Faculty:** We should be more thoughtful and purposeful regarding our relationship with our retired and emeritus faculty, as they continue to make important contributions to our community.
11. **Updating of Shared Governance Policy:** Our UHD Shared Governance policy (and the policies closely aligned with it) are critically important policies that ensure: (a) optimal opportunities for *input by important stakeholders* into the most important decisions affecting our UHD community; and (b) *a checks-and-balances – oriented sharing of power and responsibility* for those decisions. There is a desire to revisit our Shared Governance policy over the year ahead, and senators need to not only be attentive to any revisions proposed to the policy but they also need to be actively (and early) involved in the preparation of such revisions.

12. **Office of Disability Services:** There is a concern that the faculty must be reminded how broadly the word “disability” is defined under the law and that we are not doing everything we should to ensure that students with disabilities are being adequately: (a) encouraged to seek support; and (b) helpfully and regularly supported.
13. **Workload and Climate Concerns:** Concerns about excessive workload, ever-increasing expectations regarding scholarship (even though we describe ourselves as a “teaching” university), and the uneven distribution of service work (which results in a small cadre of “frequent flier” profs doing an excessive amount of service work in comparison to the “average” professor) are longstanding. We need to push for systematic solutions to these problems, so that workload is more evenly distributed and our workplace climate improves. Some have suggested that average number of hours that a professor devotes to service drops dramatically once he/she gets tenure.
14. **Site of Graduation:** There is a great deal of rumor and misunderstanding regarding how the site for the Fall 2023 Commencement ceremony was chosen and why. There are related concerns regarding the number of tickets allocated to each graduating student.
15. **Alignment of UHD Financial Decisions with UHD’s Mission, Vision, and Strategy:** There is a concern that there is little alignment between UHD’s financial decisions and its mission, vision, and values, and that there are no procedures in place to encourage such an alignment.

REPORTS

About the Administration’s Support for Shared Governance – Provost Bordelon

Dr. Bordelon delivered brief remarks regarding the Faculty Senate’s recent resolution regarding shared governance. “I want to reiterate that President Blanchard and I are both committed to shared governance here at UHD.”

Dr. Bordelon also commented that evidence of that commitment lies in the active role that the Provost’s Office is taking in our shared policy-making and policy revision process here at UHD. “We have looked over our policies as a whole, and we are working hard – hand-in-hand with all of the shared governance committees – to ensure that we’re revisiting the policies most overdue for review.”

Senators raised concerns that, with some frequency in the past, resort has been made to “emergency” mechanisms for “fast track”-ing policies through the policy review and approval process, and Dr. Bordelon commented that she is committed to only employing such mechanisms when there are bona fide reasons for doing so.

Dr. Bordelon suggested that she believes that many perceived breakdowns in shared governance are often a result of poor communication, and she is committed to correcting that. But she is not just committed to good communication, she also wants good active (real) engagement.

Provost Office Program Updates – AVP Moosally

Dr. Moosally commented that: (a) the Application Deadline for Faculty Funded Leave will soon be arriving; (b) the Fall 2023 Research Symposium is upon us and all faculty (and senators) are

encouraged to attend; and (c) the recruitment process for a new AVP of Programming and Curriculum is well under way.

ADJOURNMENT

The senate meeting ended at 4:00 PM.

ATTENDANCE

See the next page of this document for information regarding attendance at this meeting.

UHD Faculty Senate - Attendance - OFFICERS, SENATORS - 11/07/23			
Name	On Campus	Zoom	Comment
Adler, Ayden (A&C, CHSS)	1		
Barbieri, Nina (CJSW, CPS)	1		
Beebe, Ronald (UE, CPS)	1		
Benton, Darius (A&C, CHSS)	1		
Bowden, Gabriella (NS, CST)	1		
Buckler, Kevin (CJSW, CPS)	1		
Chan, Youn-Sha (M&S, CST)	1		
Chiquillo, Raquel (HHL, CHSS)	1		
Cho, Kit (SOS, CHSS)	1		
Crone, Travis (SOS, CHSS)	1		
Deo, Prakash (FNIS, MDCOB)			
Epstein, David (MGTI, MDCOB)	1		
Fedell, Luke (A&C, CHSS)	1		
Fortunato, Paul (ENG, CHSS)	1		
Fulbright, Paul (Sec'y)	1		
Gehring, Krista (Past Pres.)	1		
Gillette, Aaron (HHL, CHSS)			
Javed, Adnan (Lect., MDCOB)			
Johnson, Jerry (Pres.-Elect)	1		
Lin, Shuaifu (FNIS, MDCOB)	1		
Miller, Diane (UE, CPS)	1		
Pohl, Bernardo (Pres.)	1		
Pointer, Lucille (GMSC, MDCOB)	1		
Rodriguez, Karina (Lect., CPS)		1	
Rueda, Elda (NS, CST)			
Rufino, Katrina (SOS, CHSS)	1		
Shoemaker, Katherine (M&S, CST)			
Shroff, Arpita (ACCI, MDCOB)	1		
Singh, Kulwant (CSET, CST)	1		
Sullivan, Nell (ENG, CHSS)	1		
Xu, Ling (CSET, CST)	1		
UHD Faculty Senate - Attendance - GUESTS - 11/07/23			
Name	On Campus	Zoom	Comment
Alonzo, Liza (AVP, Pres. Affairs & Const. Rels.)			
Bhati, Divya (AVP, Inst. Effect., Str. Plan., & Assess.)	1		
Blanchard, Loren (Pres., UHD)			
Bordelon, Deborah (Provost, SVP, Acad. Affairs)	1		
Braysen, Lisa (Exec. Dir., Library Servs.)			
Browand, Robert (Dir., Auxiliary Servs.)			
Cohen, Dinah (GMSC, MDCOB)	1		
Dejan, Austin (Asst. Prof., FNIS, MDCOB)	1		
Elda, Rueda (Asst. Prof., NS, CST)		1	
Hill, Jillian (Assoc. Prof., ENG, CHSS)		1	
Hodge, Darlene (Fac. Sen. Admin. Asst.)			
Howard, Catherine (Interim Dir., Univ. Honors Prgm.)			
Lloyd, Cynthia (Asst. Prof., ACCI, MDCOB)		1	
Moosally, Michelle (AVP, Prog. & Curr.)	1		
Pamplin, Hope (Interim Dir., Counseling & Disability Servs.)	1		
Pepper, Ryan (Prof., M&S, CST)			
Quander, Judith (AVP, Fac. Affairs & Dev.)	1		
Redl, Timothy (Prof., M&S, CST)			
Rountree, John (Asst. Prof., A&C, CHSS)			
Sadana, Rachna (Chair, NS, CST)			
Shahrokhi, Hossein (AVP, IT & CIO)			
Smith, Caroline (Assoc. Dir., Ctr. Comm. Eng. & Serv. Learn.)			
Thomas, Kimberly (VP, Admin. & Fin.)			
Villanueva, Daniel (VP, Enrollment Management)			
Winkler, Kara (A&C, CHSS)			
Zwicky, Anne (Librarian Liaison, Urban Ed.)			