

UHD

Faculty Senate

Minutes recorded by: Trevor S. Hale

Date and Time: February 17, 2015 2:30 PM

Room Number: A300

Attendance: Susan Henney (President), Ryan Pepper (President-Elect) Trevor Hale (Past-President/Secretary), Kirk Hagen, Susan Baker, Jillian Hill, Jane Creighton, Katharine Jager, Pat Williams, Utpal Bose, Jonathan Davis, Kendra Mhoon, Judith Quander, Plamen Simeonov, Maria Benavides, Rachna Sadana, Ruth Johnson, Claude Rubinson, Steve Zhou, Steven Coy, Angela Lopez Pedrana, Sam Penkar, Hsiao-Ming Wang, Cindy Stewart

Guests: Tommy Thomason, Sara Jahansouz, Ed Hugetz (till 3:08), Lucy Bowen, Pat Ensor, Robert Jarrett, Lisa Berry, Akif Uzman, Heather Goltz, Stephen Wernet

Regrets: N/A

Absent: Charles Smith, Dvijesh Shastri, Bernardo Pohl

Call to Order: 2:34 PM

Meeting minutes: Motion to accept the February 3 Faculty Senate Meeting made by Senator Bose and seconded by Senator Pepper. Motion carries unanimously with three abstentions.

Review of previous action items: N/A

Meeting Proceedings:

Announcements from Senate President Henney:

1. New Senator: Charles Smith replaces Beverly Rowe from FAEIS
2. Open Carry Bill moving through legislature in Austin.
 - a. Senator Hagen makes motion to table discussion till March 3. Senator R. Johnson seconds the motion.
 - i. Discussion followed centered on Senator Hale's impending trip to the TCFS in Austin where he could, ostensibly, gather information as to other's responses.
 - ii. Another senator inquired how long until this could become law. *Answer: This fall.*
 - iii. A call for the question is made. Motion carries with 1 opposed and 2 abstentions.

Presentation on Child Care options at UHD from Sara Jahansouz, Dean of Students:

1. Provost Hugetz provides some background:
 - a. Last year's Faculty Senate put forward a simultaneous resolution with UHCL, UHV, and UH to ask the four administrations to investigate new/more child care options for students, faculty, and staff.
2. Currently considering many models:
 - a. The Lone Star College model seems to be the one that would work best at UHD.
 - b. It would drop-off child care, for students only, need a minimum of 44 square feet per child, be capped at 17 children between the ages of 3 and 9 per location (i.e., per building), up to four hours maximum, without any green space requirement.
 - c. The State caps such facilities to 17 children per location with no way around this.

A Senator inquires if 17 is enough.

Answer: Multiple locations of 17 would be the answer (e.g., one in Shea, one on Commerce, etc.).

A Senator asked if Faculty and Staff are being considered.

Answer: Yes. This is only step one. It is a work-in-process.

Presentation from Academic Policy Committee Chair, Melissa Raymundo:

1. APC was charged with 5 policies as priorities.
 - a. Admission of Students Policy
 - i. Just needed graduate student section.
 - b. Academic Amnesty Policy
 - i. Also needed graduate student section.
 - ii. Also needed a more involved petitioning process.
 - c. Academic Probation Policy
 - i. Several, mostly minor, changes in addition to new graduate section.
 - ii. Added new language on suspensions, probations, and dismissals.
 - d. Graduation Policy
 - i. Added graduate student section.
 - e. Grading System Policy.

- i. Made changes to accommodate interdisciplinary processes (e.g. the grade appeal process).

A Senator inquires as to the process as to how the Graduation Policy to go forward to the AAC got changed back to its original language after a bona fide vote from the members of APC.

Answer: Provost Hugetz asked APC to do so. Moreover, the APC committee was, in fact, upset about this.

*Senate President Henney voiced concern over this action. Not how shared governance should work. Moreover, the AAC **wanted** a cap on graduation honors as the percentage of students graduating with honors was grossly out of kilter between the colleges.*

Answer (L. Bowen): The Provost wanted to hear student input on this question.

Senate President Henney declares, 'When a standing committee votes and approves a potential policy change, it should go forward and either stand or fall on its own merits.' This is how shared governance works.

New Business:

- 1. FSEC proposed language to add to the Rank and Tenure Policy to address "Stop the Clock" concerns for new parents and emergency situations for tenure-track faculty:

Extension of the Probationary Period

WHEREAS the achievement of tenure commonly requires significant periods of uninterrupted time to accomplish the level of academic contributions that meet the criteria for promotion; and

WHEREAS such uninterrupted periods are often precluded or greatly diminished during child bearing and other major personal events; and

WHEREAS it is in the best interest of the University to develop the careers of academicians;

BE IT RESOLVED THAT the Faculty Senate urges the UHD Faculty Affairs Committee, the President, and the Provost to develop and incorporate into existing UHD policy wording about stopping the tenure clock for child bearing and adoption, such as:

An untenured tenure-track faculty member who becomes responsible for the primary care of a child will be given upon request a one year extension of the probationary period, with or without a leave of absence. The faculty member is responsible for notifying his/her Department Chair in writing of an

extension within six months after the birth or adoption of the child. The Department Chair will acknowledge the extension of the probationary period and will inform the faculty member of the revised year of tenure review, with a copy to the Dean who will then notify the Provost's office.

Unless the faculty member expressly declines the extension in writing at the time the notice is given, the probationary period will be extended by one year. The extension of the probationary period may occur at most twice (for a total of two years extension), with each extension occasioned by the birth or adoption of a child, and by timely notice as defined above. Requests for extensions of the probationary period normally will not be considered after March 1 of the academic year prior to the tenure review period.

For purposes of this policy, a child is newborn or, in the case of adoption, under the age of six. Also, a tenure-track faculty member who is responsible for the primary care of the child is one who is responsible for significant and continuous care of his or her newborn or adopted child. If both parents are tenure-track faculty members, only one may qualify as the primary caregiver. If a faculty member takes a leave of absence, this policy shall be applied in conjunction with relevant leave statutes and policies.

BE IT FURTHER RESOLVED THAT the Faculty Senate urges the UHD Faculty Affairs Committee, the President, and the Provost to develop and incorporate into existing UHD policy wording about stopping the tenure clock for personal emergencies, such as:

An untenured tenure-track faculty member has the right to request an extension of the probationary period because of serious illness, family emergencies or other serious personal circumstances, with or without a leave of absence.. Circumstances that may justify an extension include, but are not limited to, serious illness and injury, or other serious disruptions or unexpected reasons beyond the faculty member's control. Requests must be made in writing and submitted directly to the university ADA officer and Provost within six months after the emergency circumstances or personal circumstances occur. After consultation with the President, the Provost will inform the dean of his or her decision and the year of tenure review. These decisions should be made as soon as practicable.

Requests for extensions of the probationary period normally will not be considered after
March 1 of the academic year prior to the tenure review period.

This policy does not address faculty leave, nor does it affect any existing policy or policies relating to faculty leave.

BE IT FURTHER RESOLVED THAT, following the formal adoption of the policy language and signature of the policy by the President, appropriate language about probationary faculty's rights per these issues be inserted into the Faculty Handbook

Motion made by Senator Hale to pass resolution and forward to the Faculty Affairs Committee. Senator Pepper seconded the motion. Motion carries unanimously with one abstention.

Next meeting:

The next meeting of the Faculty Senate will be March 3.

Action Items:

	Activity	Responsibility	Date of Completion
1	Parse Faculty Climate Survey data	Pepper, Hale, and Sadana	March
2			
3			

Adjourn:

Adjournment by acclimation at 4:02 PM.