

# UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg  
September 19, 2017; 2:32-3:40pm  
Room A300

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

**Regrets:** Doug TeDuits

**Absent:** Rebecca Quander

**Guests:** Juan Muñoz, President; David Bradley, VP Administration and Finance; Faiza Khoja, AVP AA; Jerry Johnson, AVP Research; Pat Ensor, Dir. Library; Tyra Hessel, Ombuds; Johanna Schmertz, ENG; Timothy Redl, MS; Ryan Pepper, MS; Ashley Archiopoli, AC; Jean Nganou, MS; Michelle Moosally, ENG; Anne Kane, SOS; Elaine Pearson, AA; Lucy Bowen, AA; Lisa Brayson, Library; Darlene Hodge, FS.

**Call to Order:** The Senate was called to order at 2:32pm by Senate President Trevor Hale.

## Minutes

Minutes of the September 5, 2017 Senate meeting were approved.

## Announcements

Hale reported on enrollment figures to date.

Bradley reported that UHD sustained damages estimated at \$7.5 million, perhaps even \$8-10 million, most of which will be covered by insurance. However, the deductible will cost UHD \$3 million. First-floor usage is being reassessed, particularly the relocation of Police Dispatch.

Hale announced that Provost Hugetz is in Austin chairing the Texas Higher Education Coordinating Board's Committee for New Formula Funding.

## Presentations

### Faiza Khoja, AVP AA

Khoja reported that fall SCHs are down 0.5% as of today. More precise information will be available after the Official Day of Record. She presented the Senate with data showing graduation and retention rates for the past several years, in preparation for an upcoming planning meeting to formulate enrollment goals and retention goals in the UHD 2020 Strategic Plan. There will be a town-hall meeting

to discuss targets and goals regarding FTIC and transfer student graduation and retention rates. The meeting will provide a forum to revise the 2020 Strategic Plan in terms of success, access, and programmatic advancement. Discussions will also be conducted in departments and colleges.

### **New Business**

Hale presented to the Senators a list of potential agenda items for the year and opened the floor for discussion. (See Senate agenda for the complete list of the discussion points.)

Discussions began regarding **Item 4—Change from 2/4 year reviews to 3 year reviews**. Sullivan noted that this would require additional changes to the Rank and Tenure Policy that is now being revised. Schmertz said that the new processes for annual reviews should provide a better gauge of performance. Sadana, Crone, and Sullivan all supported keeping the current system and noted that junior faculty need to know where they stand and that the two reports provide the best chance of successful tenure bids. Many senators agreed, and Hale asked for a straw poll to determine whether this item should stay on the year's agenda. The majority of the senators voted to remove it from the agenda which means no changes to the existing reviews will be considered this year.

Next discussed was **Item 1—Faculty salary inequities, inversions, compressions, and way-behind markets**. Hale noted that UHD faculty salaries are 12% to 15% lower than those of faculty at UH Clear Lake and UH Victoria, and noted that some of those differences could be due to SCH funding, at least for UHCL.

Robertson said that in order to have a meaningful discussion about faculty compensation, we need to clarify our role in the UH System and in the state. It is not accidental that we are paid less and are expected to teach more classes. He asked if this is only a money issue, or if it is a philosophical or programmatic one, after all we teach the most underprepared students in the System and have the highest percentages of first-generation and minority students. Robertson asked how the UH System expects us to achieve the graduation and retention goals with the limited human and monetary resources provided to us. He said we need to ask the right kinds of questions in order to achieve the goals we set for ourselves. The senators applauded his statements.

There was much debate regarding **Item 2—Faculty workload**. Hale proposed that Senate develop a revenue neutral plan for a 3-3 load similar to what COB currently has. Jerry Johnson argued that not all faculty should have a 3-3 load because it would cost too much, suggesting instead the "flexible" plan he introduced a few years ago. Moosally said that we need to be clear about what we are proposing or wanting, noting the difference between workload reassignments/course releases (flexible plan) for some faculty to focus on research or service, or a workload reduction to 3-3. Sadana asked that we study the issue by collecting information about actual workload practices at UHD as too many rumors are circulating about different workload requirements in the different colleges. Dahlberg and Kane stated that the high workload and the lower salaries in relation to other UHS institutions amounts to exploitation that damages faculty morale, impedes the hiring of faculty, and impedes the retention of faculty.

Regarding **Item 5d—Standardize the Academic Calendar**—the Senate agreed that this just needs to happen. At UHD the number of contact hours varies depending upon the day of week classes are

offered. Besides being short in contact hours, faculty teaching the same course on different days have to restructure the coursework. The remainder of the issues listed under Item 5—Administrative Adjustments—were removed from the year’s agenda.

The meeting was adjourned at 3:40pm.

The next Senate meeting is on October 3, 2017.