

UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg

November 7, 2017; 2:32-3:51 pm

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, Rebecca Quander, Vida Robertson, Jacqueline Sack, Rachna Sadana, Clete Snell, Nell Sullivan, Doug TeDuits, Michael Tobin, Hsiao-Ming Wang, Joan Wedes, Pat Williams, and Zehai Zhou

Regrets: Benjamin Soibam

Absent: David Epstein

Guests: Ed Hugetz, Interim Provost; Ivonne Montalbano, VP ESO; Jerry Johnson, AVP Research; Pat Ensor, Dir. Library; Tyra Hessel, Ombuds; Eddie Arias, Environmental Health and Safety Manager; Ryan Pepper, MS; Bill Waller, Assoc. Dean, UC; Anne Kane, SOS; Michelle Moosally, ENG; Rebecca Pfeffer, CJ; Lucy Bowen, AA; Lisa Braysen, Library; Anne Zwicky, Library; Chris Stempinski, Library; Darlene Hodge, FS.

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

Minutes

Minutes of the October 17, 2017 Senate meeting were amended; Baker noted that she said “disciplinary differences matter” so “do not” was removed from the phrase. Ceden made a motion to approve the minutes as amended. Snell seconded the motion. The minutes were approved as amended.

Announcements

Hale announced that President Muñoz has directed units to reduce operating budgets by 2% in response to reduced revenue as a result of reduced enrollment levels for fall semester.

Hale and Wang attended the Texas Council of Faculty Senates (TCFS) meeting in Austin, and reported that TCFS is trying to work with other state/regional faculty senate organizations to explore establishing a national faculty senate organization.

Hale announced that the Senate, as per the Senate Constitution, should establish a common edition of Robert’s Rules, and noted that Pat Ensor, Director of the UHD library, had secured online access to editions at [Robert’s Rules for Dummies](https://ezproxy.uhd.edu/login?url=https://ebookcentral.proquest.com/lib/uhdowntown/detail.action?docID=4),

<https://ezproxy.uhd.edu/login?url=https://ebookcentral.proquest.com/lib/uhdowntown/detail.action?docID=4>

[509203](#) and The Complete Guide to Robert's Rules of Order Made Easy : Everything You Need to Know Explained Simply

<https://ezproxy.uhd.edu/login?url=http://ebookcentral.proquest.com/lib/uhdowntown/detail.action?docID=2080126> . In addition, the Senate should elect a parliamentarian to ensure proper procedures are followed.

Hale and Pepper are also working with David Bradley, VP Finance and Administration, to see if the faculty parking lot can be refigured to provide more parking spaces.

Hale reminded the provost about the faculty salary inequities that exist between UHD and other universities in the UH System.

Presentations

Provost Hugetz announced that the Planning and Budget Development Committee (PBDC) has started its review of last year's funding priorities. The PBDC will need to align President Muñoz's priorities and guidelines and address the 2% reduction in SCHs this fall that resulted in a \$750,000 revenue shortfall. Last year's budget was not based on increased SCH/revenue projections, but it also did not anticipate Harvey or the current decreases in enrollment, decreases that may also be carried into the spring enrollments as the region continues to recover from Harvey.

Summer 2018 is the beginning of a new base funding period that will be used by the state to determine funding levels for FY2020-2021. To increase enrollment, Tomekia LeGrande will be focusing more on recruitment. UHD has also embedded advisors at HCC, Lone Star, and San Jac. Deans and colleges will also play a role in recruitment by developing faculty-to-faculty relationships in disciplines. To facilitate these efforts each college is being provided \$100,000 of discretionary funding. Hugetz also asked faculty to look at the Summer 2018 course offerings to ensure that we are offering classes that are attractive to students. UHD needs to increase enrollment in order to obtain the state funding based on *increased* enrollment in the next cycle.

Hugetz also addressed Hale's concern about lower faculty salaries at UHD than at other universities in the UH System. UHD has kept pace with faculty raises in recent years, but UHD's base salaries, 15 years ago, were below others in the System because of UHD's focus on undergraduate education. The focus on undergraduate education resulted in lower state appropriation levels so that UHD had the lowest appropriation levels in the state. UH Victoria receives additional funding because of its small size, and UH Clear Lake's funding is higher than UHD's because UHCL offers 44 master's degrees and UHD offers only 8. Historically, for instance, in base year 2007-2008 UHV received \$7,939 per FTE student, UHCL received \$6,276 per FTE student, and UHD received \$3,718 per FTE student. Since state appropriation is the only way that UHD is funded, the low funding stifled salaries. The only way to obtain the resources for salary increases is to increase enrollments.

Hugetz announced that the draft of the Rank and Tenure Policy (PS 10.A.01) was presented to the Academic Affairs Council for discussion, but that in light of the Senate vote (recorded in the Senate minutes for October 17, 2017), the existing draft would not move forward. Hugetz said that having only full professors vote on associates seeking promotion to the rank of full professor (fulls on fulls) was

important to him, and that he had asked Interim President Olivas to make a presentation to the faculty in support of having a full-on-fulls process at UHD given Olivas's experience with AAUP. Hugetz stated that fulls on fulls is the norm in academia, but the Senate was against this provision. Hugetz said that it is troubling to spend two years working on this policy only to have Senate veto it. He said that this was not an appropriate position for the Senate to take. Hugetz also said that the Faculty Senate is not a part of shared governance; it is faculty governance. The policy committees are part of the shared governance process (AAC, APC, FAC, UCC, etc.). He acknowledged that Senate should be able to provide input, but stated that shared governance was not a consensus process. Shared governance is predicated on a representative body (like the committees) working to align interests. But if everyone is against something, then it needs to be rethought. He believes that the Stop-the-Clock provision can get finished with some language changes, and the revised policy can contain language revisions about the role of leadership in the promotion to full professor, as well as clarifying expectations for teaching and service. And he reiterated his commitment to UHD having a Rank and Tenure policy that only allows full professors to vote on promotions to full professor. He said he did understand that some of the resistance was based on the fact that UHD had only a small number of full professors, and that the provision would be a workload issue for full professors. He said he would come up with something to present, but had no date yet for that policy to be re-presented. He added that it may be possible to work on the policy piece by piece, one issue at a time, starting with the stop-the-clock provisions.

Montalbano was invited to the Senate to explain how health care insurance providers are chosen and changed. She explained that UHD is covered by the Employees Retirement System of Texas (ERS), and that ERS decides who will be contracted to provide health coverage, dental, vision, etc. as well as the amount of co-pays and deductibles. Texas law requires the contract to be re-bid every 5 years. See provided handouts for the Senators (see attached).

TeDuits said that Blue Cross/Blue Shield does not pay providers at the same rate as other insurers, or at the same rate as our previous insurer United Healthcare, and as a result Memorial Herman is not accepting Blue Cross/Blue Shield as in-network. People who want to stay with doctors in the Memorial Herman system will have to pay out-of-network rates now. Montalbano reiterated that those decisions were made by ERS, and that individuals can appeal to ERS and/or Blue Cross/Blue Shield to have their providers added to the network, but ESO's hands are tied. She did invite senators to send any questions or comments to Hale and that she would forward those collectively.

Arias provided an overview of the Environmental Safety office at UHD and summarized the flood damage done by Harvey. Sullivan asked why some classroom doors on the 4th and 6th floors of the Academic Building open out into the hallway, noting that those doors posed considerable safety risks. Arias asked that senators provide his office with the room numbers so that he can look into the situation. Baker noted that the classroom emergency procedures are not well publicized, and that those procedures do not appear in the Faculty Handbook. Hale said he will investigate and talk with FSEC about these concerns.

Johnson moved and Robertson seconded a motion to adjourn at 3:51 pm.

The next Senate meeting is on November 21, 2017.