

UHD FACULTY SENATE MEETING
January 16, 2007

CALLED TO ORDER: The ninth UHD Faculty Senate meeting of the 2006-2007 academic year was held in A-300, One Main Street, Houston, Texas on January 16, 2007. The meeting convened at 2:30 pm. President Anjoo Sikka presiding, with Vice-President Michelle Moosally, and Secretary-Treasurer Gene Preuss.

Present: Anjoo Sikka (President), Michelle Moosally (Vice President), Gene Preuss (Secretary/Treasurer), Jeffrey Adams (MMBA), Kris Anderson (SOS), David Branham (SOS), Linda Bressler (FACIS), Youn-Sha Chan (CMS), Tony Chiaviello (ENG), Raquel Chiquillo (A&H), Ermelinda DeLaViña (CMS), Marion Godine (UE), Jon Harned (ENG), Mian Jiang (NS), Mark Kellar (CJ), Peter Li (SOS), Hong Lin (CMS), Shelley McIntosh (UE), Rich McMahon (FACIS), Tyra Montgomery (NS), Pat Mosier (A&H), Angela Pedrana (UE), Lucille Pointer (MMBA), Aimee Roundtree (ENG), Johanna Schmertz (ENG), Randy Serrett (FACIS), Cindy Stewart (SOS), Jorge Tito-Izquierdo (ET), Shengli Yuan (CMS)

Absent: Austin Allen (SOS), Prakash Deo (FACIS), Faiza Khoja (MMBA), Aaron Krochmal (NS), Steve Maranville (MMBA), Nick Rangel (A&H), Rahul Verma (FACIS)

Guests: Vice President for Academic Affairs and Provost Molly Woods, Executive Director of Distance Education Gail Evans, Associate Vice President of Planning and Analysis David Fairbanks, Vice President for Administration and Finance David Bradley.

President Sikka declared a quorum and called the meeting to order at 2:37 pm. She recognized Executive Director of Distance Education Gail Evans. Evans declared that during the Fall semester UHD made a successful transition to VISTA from WebCT, with 170 faculty trained and 590 courses migrated to the new online delivery system. She recognized the efforts of Information Technology, the Academic Affairs Committee, and the faculty in facilitating the transition.

Approval of Minutes: The Senate approved the minutes of the December 5, 2006 minutes, with minor changes.

UNFINISHED BUSINESS: President Sikka opened discussion on Salary Compression, the topic of the December 6, 2006, meeting. Senator Schmertz asked if a resolution could be directed toward a specific committee. Sikka responded that the Senate could draft a general resolution, or send it as a charge to a committee. Senator Harned submitted a resolution on behalf of a faculty member; Vice President Moosally seconded:

Faculty Senate Resolution [draft]

- Whereas salary differentials between existing faculty are disproportionate to recently hired faculty whose salaries reflect market conditions,
- Whereas market conditions will continue to drive newly hired faculty salaries upward
- Whereas the severe negative impact of salary compression results in a loyalty penalty for faculty at all ranks,

- Whereas salary compression hinders retention of valued faculty, damages morale, and undermines the good of the university
- Whereas a stable instructional workforce is imperative for students at a commuter university, particularly in domains of out-of-class mentoring, career guidance, and references for employment and graduate programs,

Be it resolved that salaries for existing UHD faculty should be adjusted annually to market and in accordance with experience and performance.

During discussion on the resolution, Senator Li asked if recent salaries reflected market condition. Sikka stated that chairs, deans, and the VPAA work to make the salaries competitive. Associate Vice President for Policy and Planning David Fairbanks stated that salaries are based upon the data from the College and University Professional Association (CUPA) averages for all public Master's-level institutions. Senator Chiaviello asked how changes to salaries would affect the university's budget. AVPPA Fairbanks wondered if the proposed resolution would change the current formula for budgeting salaries. President Sikka suggested that the CUPA averages are skewed because they reflect a national compression phenomenon. Chiaviello asked if the Senate could request figures. Senator DeLaViña stated that CUPA reflected market averages, not the actual salary for incoming faculty.

Senator Anderson asked if the general sentiment is that the Senate does not want salaries for new hires to be more than that of current faculty? Sikka clarified that the term "inversion" is used to describe higher pay for incoming faculty. Anderson suggested that the first "whereas" statement in the resolution should be made more concrete. Fairbanks stated that CUPA averages demonstrate some new salaries are higher, but UHD reports forty-five distinct faculty areas. He asked if the goal is to address compensation using average salaries university-wide, or at the department, or discipline level.

Senator Jiang suggested that the "resolved" sentence should include a cost-of-living adjustment. Harned wondered if the resolution was economically feasible. Chiaviello suggested that the Senate could postpone a vote until the potential costs are projected. The Senate could ask for information with the goal of having salaries adjusted. He suggested a change in the resolution: "Be it resolved that the administration provide projected costs and a timeline for salaries for existing UHD faculty to be adjusted regularly to market and in accordance with experience and performance." Schmertz suggested the change to reflect "...salaries should be evaluated annually and adjusted regularly...."

Senator DeLaViña suggested the resolution define the term "market." Anderson asked if the Senate needed a resolution to address Chiaviello's request for information. She wondered if it is the Senate's responsibility to provide the financial solution, or focus on the problem. Sikka reminded the Senate that she provided information about salary data at a previous Senate session.

Senator Stewart stated the term "regularly" is vague. Secretary Preuss suggested that one of the goals should be to make all salaries competitive, not only incoming salaries. Fairbanks stated that salary review is always regular, at the beginning of the biennium. Harned asked if the university could continue to maintain salaries at CUPA averages. Fairbanks responded that it is

a matter of prioritization. Senator Branham asked how frequently faculty left due to salaries. Sikka stated that the Faculty Senate Task Force on Research Support, and Faculty Recruitment and Retention identified salary and workload, in addition to other issues, as major issues for departing faculty. Fairbanks stated that CUPA is a national database and did not know of other databases that would give incoming professor average salaries. He stated that if faculty wants to see a greater differential between the assistant, associate and full professor ranks, then they should address the automatic pay adjustments which come with promotion; this might begin to address the issue of compression.

VP Moosally asked when data could be made available, and suggested that besides CUPA, the Senate could ask for the administration to adjust averages to keep a differential between new and loyal faculty. Sikka asked if American Association of University Professors (AAUP) data addressed faculty salaries. She stated again that the current evaluation system includes compressed salaries in computing the averages, so basing salaries on this data contributes to compression. Schmertz asked if the Senate could ask the University Planning Committee to prioritize salary increases. Harned said it should be a top priority. Moosally said that prioritizing should be important, but if the money is not available for increases there should be a new method of calculation based upon prioritization, evaluation methods, and establishing baselines. Branham asked if salaries could be adjusted by college.

Senator Schmertz stated that the original motion had been significantly revised and a new resolution should be prepared for the next meeting. Preuss moved to table the motion; it was seconded, and the Senate voted to table the motion.

NEW BUSINESS: President Sikka reminded the Senate of the upcoming special topics session dates for the Spring 2007 semester. The proposed schedule is:

February 20	Workload (presentation by Task Force members)
March 20	R & T procedures
April 17	Library expansion plans

VP Moosally asked if the discussion about the plans for the Library's expansion was too late in the semester. Vice President of Administration and Finance David Bradley said that the newly established Long Range Facilities Planning Task Force will be divided into a number of subcommittees to address various issues. Moosally said the discussion should include library collections, not only issues of physical space.

The Senate voted to accept the proposed schedule.

Regarding PS 10.A.05 – Annual Performance Evaluation & R & T procedures, Sikka said that she had expressed concerns to University President Max Castillo about splitting policy and procedure in the new policy. Vice President for Academic Affairs and Provost Molly Woods explained that although the new policy was approved as it was written, there is a move to separate policy from procedure in all policies for clarification. Sikka stated that the policy is too important to be delayed, and suggested that the revision take place during the regular revision cycle. Moosally expressed concern about separating policy from procedure after the policy was approved. Campus Relations/Affirmative Action Officer Douglas teDuits stated that most other

universities have separated their policies from procedures. Harned noted that the issue is important because ambiguity and doubt in the policies can be damaging to the university. Fairbanks said UHD has an established process for approving policy, but not procedure.

Sikka said there was interest in discussing the Annual Performance Evaluation & R & T Policy.

Schmertz asked about the procedure if someone goes up for tenure and gets approved or denied based on the old criteria. She asked if there are checks in place for the transitional situation. Sikka said annual evaluations are separate and have separate guidelines than the rank and tenure committee guidelines. Woods noted that someone who decided to bring a grievance should be well-versed in both policies. She said that the transition period would be complicated, and attention should be given to the issue for the next several years.

Moosally said that faculty should reflect on acceptable scores on evaluations; would everyone be happy with less than perfect scores? Sikka asked about the way the Senate could bring the issue before the faculty. Schmertz stated that the department chairs should correlate their evaluations to make them consistent across departments. Senator Chiquillo said that faculty concerns over lower scores might be alleviated if the chairs explained the rationale. Senator Roundtree agreed that the explanation should come before the evaluation. When the issue of how the Rank and Tenure committee would use the new evaluation was raised, Moosally asked if anyone addressed the issue. Preuss suggested a common rubric for both the Rank and Tenure Committee and the annual evaluation. Senator Mosier said that specificity is a concern for tenure-track faculty. All departments have their own criteria, she said, and the debate was whether or not the criteria should be specific. Chiquillo said the annual evaluations should be tied to the Rank and Tenure guidelines. The criterion is very vague, and too subjective.

Sikka suggested that if departments changed chairs it might also affect the consistency of evaluations. She suggested that chairs should be trained in evaluation. Moosally said she agreed with Mosier that the evaluation policy should not be too specific, but there were differences between the annual evaluation and the rank and tenure guidelines, and suggested the Senate should review the criteria from all the departments to determine if there is a need to make the guidelines more concrete. Sikka said if the Senate wanted to compare the criteria she would work with Dr. Woods to collect the information.

ADJOURNMENT: A motion to adjourn the meeting was made, seconded, and passed at 4:05 pm.

Date of Approval

**Secretary/Treasurer
UHD Faculty Senate**