

UHD FACULTY SENATE MEETING
November 21, 2006

CALLED TO ORDER: The seventh UHD Faculty Senate meeting of the 2006-2007 academic year was held in A-300, One Main Street, Houston, Texas on November 21, 2006. The meeting convened at 2:35 pm. President Anjoo Sikka presiding, with Vice-President Michelle Moosally.

Present: Anjoo Sikka (President), Michelle Moosally (Vice President), Jeffrey Adams (MMBA), Kris Anderson (SOS), Tony Chiaviello (ENG), Raquel Chiquillo (A&H), Ermelinda DeLaVina (CMS), Marion Godine (UE), Jon Harned (ENG), Mian Jiang (NS), Mark Kellar (CJ), Faiza Khoja (MMBA), Peter Li (SOS), Hong Lin (CMS), Rich McMahon (FACIS), Tyra Montgomery (NS), Pat Mosier (A&H), Angela Pedrana (UE), Lucille Pointer (MMBA), Nick Rangel (A & H), Aimee Roundtree (ENG), Johanna Schmertz (ENG), Randy Serrett (FACIS), Jorge Tito-Izquierdo (ET), Shengli Yuan (CMS)

Absent: Secretary-Treasurer Gene Preuss, Austin Allen (SOS), David Branham (SOS), Linda Bressler (FACIS), Youn-Sha Chan (CMS), Prakash Deo (FACIS), Aaron Krochmal (NS), Steve Maranville (MMBA), Shelley McIntosh (UE), Cindy Stewart (SOS), Rahul Verma (FACIS)

Guests: Associate Vice-President David Fairbanks, and Vice President of Administration and Finance David Bradley

President Sikka declared a quorum and called the meeting to order at 2:35 pm.

UNFINISHED BUSINESS: There was no unfinished business.

APPROVAL of MINUTES: Given the absence of the Secretary-Treasurer, review and approval of the November 7 minutes was postponed until the December 5 meeting.

OLD BUSINESS:

ILL Resolution: In the absence of Senator Allen, President Sikka presented the revised resolution for providing support for faculty inter-library loan requests. Senator Mosier moved to consider the resolution, Senator DelaVina seconded and discussion began.

Senator Mosier suggested that the funds be designated to the Library rather than the Library Committee; President Sikka accepted the amendment. Senator Harned questioned the need for special designation of the \$4000 within the language of the resolution; President Sikka pointed out that it needs to be distributed fairly among faculty. Senator Roundtree suggested an amendment to the resolution noting that in the case of surplus funds, faculty could apply for a reimbursement. Shannon Cunningham from the library observed that the amount per person (if every faculty member used the service) would be \$23, which is only enough for one or maybe two loans; she also noted that some departments have a greater need than others. VP Moosally suggested additional language

be inserted that allows faculty to submit a request for reimbursement of funds expended above their individual allotment. Senator McMahon asked what happens if there are excess funds at the end of the year. Senator Chiaviello suggested that it goes back into the general fund pool. Senator McMahon queried whether it would/should be carried over to the next year, unless it does automatically revert to general funds. Senator Serrett suggested an amendment stating that the funds be allocated to each college rather than the library, since some faculty don't need research support in the form of ILL. President Sikka noted that Senator Allen had rejected a similar amendment at a previous meeting and that therefore she would again reject the amendment on his behalf. Senator Chiaviello moved that the resolution be tabled until more information could be gathered; Senator McMahon seconded it. President Sikka pointed out that perhaps we would benefit from taking a big-picture view. The vote was called on the motion to table the resolution. The motion failed, with only 2 "yes" votes. Senator Schmertz moved that the resolution be accepted as amended; Senator Pointer seconded the motion. Senator Godine questioned what happens if there is not enough surplus for all faculty to get full reimbursements. Senator Roundtree suggested that it be a first-come, first-served principle. VP Moosally noted that, as this is a resolution, not a policy, perhaps we do not need to actually work out the details of implementation and can leave that to whatever body puts it into effect. Senator Chiaviello indicated that he was concerned that implementing the resolution would cause changes in ILL policy – that it might increase the cost for all ILL. Senator Roundtree noted that the library policy would not change; they always seek free materials first. The vote was called on the amended resolution. The amended resolution passed; 2 "no" votes and 1 abstention were recorded. The final, approved resolution is as follows:

I move that the VPAA and Provost allocate to the Library a sum of not less than \$4,000 this year to offset the costs of ILL charges to UHD faculty. Every faculty member will be entitled to free ILL services until he or she reaches a limit of $[\$4000/(\text{number of full-time faculty})]$. Faculty may at that point be required to pay for service. If funds are available in the \$4000 pool at the end of the year, faculty may submit requests for reimbursement of funds they spent on ILL. I further move that the VPAA and Provost, through the University Planning Council, ask for permanent allocation of said amount (or more, if necessary) to the Library for the upcoming years.
--Austin Allen

Safety Resolution #6 (from list begun at November 7 meeting):

Presented by FSEC, Senator DelaVina seconded the motion for consideration. Senator Schmertz pointed out a typo. The vote was called, and Safety Resolution #6 was unanimously approved with the correction; it reads as follows:

6. The Senate requests administrators develop a safety and security plan for the Shea Street Building and communicate this to the Faculty Senate. This should include plans to direct pedestrian traffic between Shea Street and One Main/Academic Buildings.

Safety Resolution #7 (from list begun at November 7 meeting):

Presented by FSEC, Senator Montgomery seconded the motion for consideration. The vote was called, and Safety Resolution #7 was approved; only one ‘no’ vote was registered and no abstentions. The resolution is as follows:

7. The Senate asks administrators to work with city officials to place adequate signage directing foot traffic to approved locations for crossings (e.g., at Wood street/Main street light).

Safety Resolution #8 (from list begun at November 7 meeting):

President Sikka explained that the motivation for this resolution was that we have an immediate need for clarity in interpretation of the Student Rights and Responsibilities Policy (PS 4.A.01) and some guidelines for faculty; it will eventually be sent through the appropriate policy review channel, but our committees are already committed to other significant reviews in the coming months. Presented by FSEC, Senator Harned seconded the motion for consideration. Senator Schmertz suggested that the word “interpretations” be stricken and that only “procedures” be used. The amendment was accepted. Senator Harned clarified that the intent was for FSEC (in consultation with VP Apodaca) to produce an actual document (set of guidelines) for distribution to the faculty. Sikka confirmed that we hope to do so before spring semester. The vote was called, and Safety Resolution #8 was approved by all except the one abstention. The resolution is as follows:

8. The Senate authorizes the FSEC to engage in discussions with VP Apodaca and Director Thomason to develop clear procedures stemming from current policy for distribution to faculty; such procedures would hold until such time as the policy can undergo a thorough review through appropriate channels.

NEW BUSINESS:

Salary Compression: President Sikka distributed a handout detailing various facts and issues associated with salary compression. She noted that the AAUP had commissioned a study of compression issues because it is a large concern on many campuses. In essence, compression usually refers to situations in which a variety of forces result in an Assistant Professor getting salaries corresponding to market rates without corresponding adjustments for Associate and Full Professors. [Inversion is an extreme case of compression.] She also provided some data on current average differences between Assistant Professors and Full Professors at area institutions, noting that UHD is in the mid range:

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|------------|----------|------|----------|
| UHD: | \$24,000 | UH: | \$38,000 |
| UT-Austin: | \$43,000 | UHV: | \$14,900 |
| A&M: | \$39,000 | | |

At UHD, we use CUPA figures to determine market rates. At this point, President Sikka noted the presence of Dr. Fairbanks and Mr. Bradley, who have agreed to serve as resources for our discussion period.

VP Moosally handed out a copy of the Formula Funding Matrix from the LLB (proposal for the 2008-09 year). Mr. Bradley noted that the proposed base rate of \$61.55 was unlikely to be approved. A lower increase is likely, given that the current rate is about \$55.

Senator Roundtree noted that if compression adjustments refer to “new faculty” it is important that we define the term, since some new faculty may come in with years of credit for work done elsewhere. President Sikka agreed and noted that “new faculty” could be clearly defined as “a first year assistant professor with no years of credit.”

Dr. Fairbanks noted that there are three kinds of salary adjustments:

1. **The promotion increase** (\$2000 from assistant to associate; \$4000 from associate to full) [Moosally noted that these amounts are by convention and not by policy.]
2. **Formula-based increases**, as determined by PS 10.A.04. He described them as primarily “cost of living adjustments” rather than merit adjustments, given the current formula. This formula contributes to compression because of the flat dollar amount portion.
3. **Market-based increases** (aka “benchmarking”), based on CUPA comparisons. This is currently done at UHD every 2 years. We compare our numbers with other Master’s level publically supported institutions (about 300 of them) in CUPA based on discipline and rank.

There are, however, problems with CUPA:

1. Some of our programs don’t have comparable subdivisions in CUPA (e.g., professional writing).
2. Planning Council deals only with averages; performance evaluations are addressed via discretion of chairs and deans.

We use CUPA because it is a national, consistent standard which has at least some data for most of our departments. It is not clear how we could effectively use discipline-specific comparisons if not all disciplines have a national resource.

UHD also uses a “time in grade” factor which credits people with their number of years at a particular level.

Senator Harned asked what happens if one is a full professor.

Dr. Fairbanks noted that while CUPA addresses market equity, in some ways CUPA simply exacerbates compression problems because CUPA numbers simply reflect current practices at institutions which already suffer from compression problems.

Dr. Robbins asked what the university is doing to address the fact that many new assistant professors are making more than associate professors.

Dr. Fairbanks pointed out that it is the intent of CUPA comparisons to try to alleviate some of that problem.

Senator Harned asked why the “cost of living” raise was only 2%, since it doesn’t match actual cost of living increases, and how that decision was made. Were other initiatives prioritized?

Dr. Fairbanks responded that it was UPC decision. Senator Harned noted that it was clearly a crucial issue for us a faculty, so was it the case that there was not enough advocacy for the faculty position at UPC or were some trade-offs made?

Dr. Fairbanks responded that UPC has two primary goals: 1) benchmarking in every second year, and maintaining 60% T/TT faculty coverage of courses, which required hiring of new faculty.

Senator Harned asked whether money for merit pay was then a low priority.

Mr. Bradley said that it was a priority; the problem is availability of funds. A lot of last year’s budget went to debt service. This year, we asked for a 12% increase but were only given a 9.9% increase, as the Board of Regents asked all system schools to stay below 10%. He went on to note that Dr. Castillo has always made an effort to include raises in the budget, no matter how small. A last point was that we are sometimes affected by what happens at other campuses; there is some pressure within the system to avoid significant discrepancies in pay raises. For example, if UH gives only a 2% raise pool, UHD might be encouraged to stay at or near that mark.

President Sikka noted that Chancellor Gouge reported that UHD is the only flat enrollment in the system and that others had decreasing enrollments. Mr. Bradley said that UHV is experiencing growth.

Senator Roundtree asked whether faculty could have access to CUPA numbers. Also, she wondered what the UPC target of 60% coverage is based on. Dr. Fairbanks said that the 60% is our personal goal (which has been challenged within the system as being too ambitious). He also noted that the UPC spreadsheets show the rank ordering of priorities from all campus bodies and that initially we had targeted a 3% raise pool. President Sikka asked why it had been dropped from 3% to 2% -- what else got prioritized? Dr. Fairbanks replied that it was a UPC decision. Senator Harned asked whether it is Dr. Fairbanks’ understanding that raises are essentially cost-of-living raises that will be offset by equity adjustments in every other year. Fairbanks agreed.

Mr. Bradley pointed out that faculty and staff are in the same boat with respect to raises. A 1% increase in the combined faculty/staff raise pool would cost about \$350,000.

VP Moosally noted that there is a difference between staff and faculty in that staff raises can be mandated by the state. Bradley agreed but said that all staff raises are matched for faculty out of university funds. VP Moosally also asked for confirmation that decisions

and votes at UPC are not final; they can be altered by upper administration. Dr. Fairbanks confirmed that UPC is an advisory body. President Sikka noted that it is also the case that initiatives get funded outside of the UPC process. Mr. Bradley said that such cases tend to be limited to those that come up unexpectedly. President Sikka noted that two VP positions were funded last year without UPC approval.

Dr. Robbins asked whether administrators fit with staff or faculty; Mr. Bradley said that they got the same 2% raise that staff got.

Senator Chiquillo asked why we call it merit pay if it's really a cost of living increase. Mr. Bradley agreed that it is not really merit pay, especially since almost all faculty fall into the 9/10 category for merit. Senator Chiaviello questioned where the policy is, since it had been worked on several years ago. President Sikka reported that Dr. Woods said it had been signed, but that repeated reminders and queries to both Dr. Castillo and Dr. Woods had failed to yield a definite response on when the policy would be available to faculty. Senator Roundtree asked what the formula is based on. President Sikka noted that faculty performance measurement is contentious across the US; it is hard to operationalize what faculty do and how to measure it.

Dr. DeKorvin said that he and some colleagues looked at the CUPA figures; data for full professors stops at 10 year, which means there are no comparisons for full professors who have held their positions longer than 10 years. Senator DelaVina reported that in conversations with FSEC, Dr. Fairbanks indicated openness to examining new models and working on this issue. Senator Roundtree said that AAUP suggests briefings/seminars for faculty on these issues; although in her third year, this was the first she had heard of these details of salary decisions.

Dr. Chiaviello made two points: 1) the new formulas for calculating faculty performance have been under consideration for at least 5 years; we really need to get this from Dr. Castillo, and 2) perhaps we are working from the wrong perspective: instead of saying "this is the money we have, let's do these things," we could more effectively work from the other direction and say "these are the things we want to do; let's find the money for them." We could be aided in this by administrative initiatives to raise monies for UHD.

President Sikka announced that the next meeting is December 5 at 1:00 in 1099-South, in order to avoid conflict with the President's Holiday Party.

ADJOURNMENT: A motion to adjourn the meeting was made, seconded, and passed at 4:01 pm.

12-5-06

Date of Approval

Michelle Moosally

**Vice President
UHD Faculty Senate**