

UHD Faculty Senate Meeting

September 3, 2013

Minutes

Present: T. Hale (President), G. Preuss (Past President), S. Henney (Secretary), R. Beebe (President Elect), C. Rubinson, M. Duncan, R. Johnson, J. Johnson, P. Deo, F. Khoja, P. Mandell, HM. Wang, T. Chiaviello, J. Davis, K. Hagen, G. Lund, M. Portillo, A. Lopez Pedrana, J. Quander, R. Sadana, P. Simeonov, C. Stewart, S. Zhou

Absent: J. Herrera, S. Koshkin, J. Tito-Izquierdo,

Minutes

April 2, 2013 minutes approved unanimously.

Announcements

1. Welcome to new faculty members.
2. Faculty Compensation Study
 - a. There will be Faculty Town Hall Meetings in September and October to discuss.
 - b. Senator asks whether the merit raise will happen now or in 2014?
 - i. Merit raise and the results of the compensation study are different things. The compensation study will be ongoing in the fall, with a target of 2014 for implementation. Merit raise is as of Sept 1 and will appear on Oct 1 paycheck.
 - ii. If you log in to PASS and check under “compensation history,” you will be able to see your annual salary as of Sept 1 with the merit raise included.
3. UFEC will be working on a child care initiative.
 - a. UFEC will be working on a resolution about access to child care services by UH System faculty and staff.
 - b. Audience member applauds looking at child care issues, as it is a significant financial issue for faculty.
4. Introduction of New Faculty Senate.

Business

1. Climate Survey
 - a. The grouped data has been sent out by Hale. Hale requested Senators to summarize and write up the results, including the qualitative results, but received no volunteers.
2. Election of FSEC members
 - a. Senators elected Jerry Johnson, Faiza Khoja, and Judith Quander as this year’s at large FSEC members
3. Upcoming elections
 - a. Two vacant Senate seats for FACIS
 - b. One CST seat on FAC
 - c. Grievance committee

4. Two new departments have been formed from the old CMS department. We need to determine how many Senators we need for each of the new departments.
 - a. Senators Quander, Simeonov, and Koshkin will investigate and make a recommendation to the Senate by Dec 3.

Reports

1. Policy Alignment Task Force.
 - a. The Faculty Annual Evaluation Policy is out of compliance with UH System, BOR, and state practices regarding how merit increases are distributed.
 - b. It is the responsibility of FAC this semester to revise this policy by the November deadline given by President Flores.
 - c. Once this policy is revised, it touches on important aspects of other policies, including R&T, Grievance, Non-Reappointment, Workload, Shared Governance and others.
 - d. Thus, this new task force will assist FAC with identifying how one policy affects another. The task force will help with this specific issue of alignment and will not duplicate FAC's work.
 - i. A Senator asks if part of their task should be to identify policies that should be subject to sunseting.
 - ii. Hale responds that the Task Force will look at all policies that are related to the Annual Evaluation Policy.
 - iii. An audience member asked whether the focus will be on the merit raise section, in consideration of the short time frame?
 - iv. A FSEC member responded that the merit raise distribution is the focus, but there are important conversations that must also take place about the evaluation process.
 - v. A Senator asks if there is someone from legal sitting in the FAC meetings, considering the many legal implications of these policies.
 - vi. Mr. Hugetz responded that Cornell at legal had been involved in discussions at the end of the spring semester about having a legal presence "on a regular basis," but maybe not every meeting.
 - vii. A FSEC member asks if FAC has been constituted and a convener identified.
 - viii. Mr. Hugetz states that the email will go out tomorrow, and the first FAC meeting will be on 9/13.

Mr. Hugetz continued by commenting on the merit raise issue. Our current merit formula is very egalitarian (it compresses all salaries), which reflects our institutional values. However, it is out of line with BOR policy and state requirements. The formula is affected by the appraisal, so the appraisal process must be part of the conversation. This includes how Chairs are identified and operate. We must also address the ups and downs of the faculty performance cycle (i.e., if someone publishes three times in one year, but that is not a "raise year," and doesn't publish the next year, which is a "raise year."), perhaps by averaging performance over a 3-4 year period.

Old Business

1. Shared Governance Policy

- a. Hale read the motion from the 4/2/13 Faculty Senate Minutes (available on the Faculty Senate web page). The fall deadline on evaluation of the Shared Governance Policy seems unworkable due to the new priorities of the FAC for the fall.
- b. A motion to amend the 4/2/13 motion to move the deadline to the end of the spring semester came to the floor. The motion passed with one abstention.

New Business

1. A Senator asks where we are in the process of evaluating IDEA?
2. A FSEC member notes that the Senate needs an update from APC on this issue. APC is the committee with responsibility for issues concerning student evaluations.
3. Mr. Hugetz states that COB will be piloting IDEA as a whole college in the fall.
4. An audience member notes that this impacts performance evaluations.

Adjourned: 3:24 pm