

UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg
February 20, 2018; 2:30-4:01 pm
Room A300

Senate: Carolyn Ashe, Susan Baker, Ray Cao, Luis Cedeno, 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, Jacqueline Sack, Rachna Sadana, Benjamin Soibam, Clete Snell, Nell Sullivan, Doug TeDuits, Michael Tobin, Hsiao-Ming Wang, Joan Wedes, Pat Williams, and Zehai Zhou

Regrets:

Absent: Beverly Alford and Vida Robertson

Guests: Juan Muñoz, President; Jerry Johnson, AVP Research; Faiza Khoja, AVPAA; Tyra Hessel, Faculty Ombuds; Dagmar Scharold, ENG; Pat Ensor, Library Director; Lisa Brayson, Library; Lucy Bowen, AA; Darlene Hodge, FS; Elizabeth Huskin, Asst. Dir, Study Abroad.

Call to Order: The Senate was called to order at 2:30 pm by Senate President Trevor Hale.

Minutes

Minutes of the February 6, 2018 Senate meeting were approved as amended: the Faculty Senate Subcommittee on Summer Salary Inequities reported that UHD and UHV are paid 1/12 for one class. The minutes erroneously stated UHV rates at 1/11.

Announcements

Khoja clarified her role in the search committee issue recorded as New Business in the February 6 Senate Minutes. The Provost asked Khoja and Montalbano to resolve an impasse between parties regarding a faculty search committee, and to identify—not recommend—potential candidates for consideration.

Hale reported that he presented his resolution regarding TEC 51.908 to the University Faculty Executive Committee (UFEC) for a first read, and will be presented to the other UHS faculty senates for consideration and debate. (This resolution was tabled by the UHD Faculty Senate at the February 6 meeting. See minutes.) Hale plans to present his resolution on TEC 51.908 to the Texas Council of Faculty Senates (TCFS) at their next meeting. Sullivan again asked that expert legal advice be obtained on the status of TEC 51.908 to ensure that it has not been legislatively superseded, especially since Hale indicated that the resolution was not yet, but would be, released to the *Texas Register*.

Hale presented the TCFS resolution on DACA (**attached**) and announced that TCFS had compiled a database of faculty senates nationwide with the goal to establish a national faculty senate organization. ******Erratum Notice:** At the April 3 Senate meeting, Ashe offered a factual correction to the minutes of February 20, 2018. At the February 20 meeting, under “Announcements,” Hale reported that “TCFS had compiled a database of faculty senates nationwide with the goal to establish a national faculty senate organization,” when that compilation had actually been done by Darlene Hodge, UHD’s Faculty Senate Administrative Assistant. An erratum notice will be appended to those minutes.****

Hale announced that he was elected Vice President of the Eastern Region for TCFS.

Hale is working with Mary Torres to identify more parking spaces in the G3 Faculty lot.

Hale also announced that the Academic Affairs budget proposal to PBDC includes a change in summer salaries from 1/12 to 1/11.

Day of Record enrollment for spring semester has a headcount of 12,994 (-2.3% from previous year), and 121,999 SCHs (-2.2% from previous year).

President Muñoz announced UHD will have face-to-face training about sexual misconduct, and said that the university is hiring a Title IX officer. He would like faculty volunteers to serve on the search committee. If you are interested please email Dr. Muñoz and Dr. Hale.

Old Business

Subcommittee on Promotion Raises (Sullivan, Quander, Alford, and Zhou) reported that promotion raises at UHCL were the same as UHD’s--\$4,000 to associate and \$8,000 to professor. UHV’s promotion raises were a percentage of salary—4% for associate and 6% for professor.

Subcommittee on Faculty Workload (Williams, Robertson, J. Johnson, Hale, Hill, Crone, Sack, Epstein, Fowler, Tobin, and TeDuits) reported they found common threads in their discussions of faculty workload. The subcommittee also debated about whether or not the subcommittee should exist since workload is being addressed by the Faculty Affairs Committee, but decided to make recommendations to FAC that focused on service, and more finely focused on committee service. The ten points were:

- 1) For committees that have rules about faculty representation, reconsider span of representation. For instance, if there are faculty representatives from each department, then from each college instead.
- 2) Revive efforts to more effectively evaluate members’ contributions to a committee’s work and create a mechanism to keep the evaluation process going rather than fading away.
- 3) Better alignment among departments’ rubrics for evaluating service (annual faculty evaluation and R & T). For instance, some departments have separate rubrics for assistant professors and tenured faculty.
- 4) As part of a regular procedure for standing committees, identify a staff member who will work with the committee and handle as many administrative duties as possible.

- 5) For certain committees, at least those with the highest workload, rotate membership among tenured faculty rather than always relying on volunteers.
- 6) Think creatively about how to deal with the problem that committee service falls more often and more heavily on members of some groups in the name of diversity.
- 7) Explore how to achieve more standardization or centralization in the process of appointing faculty members to committees.
- 8) In policy, differentiate between service expectations for tenured and tenure-track faculty.
- 9) Develop guidelines for creating and operating committees.
- 10) Find out what other institutions are doing. Are there “best practices” for when to establish a committee, how to determine representation, minimizing the need for meetings, making meetings efficient, etc.?

Subcommittee for a “3-2-1” for first-year tenure-track faculty (Murray, Epstein, Sadana) reported (see attached) that UHD, on average, has had between 10 and 15 new tenure line faculty a year for the past five years and used those figures to construct the below listed chart identifying the costs (based on adjunct replacements) for providing new faculty with a reduced teaching load for the first year.

	\$\$ for	\$\$ for
TT hires	3/3 load	3/2 load
6	19200	38400
7	22400	44800
8	25600	51200
9	28800	57600
10	32000	64000
11	35200	70400
15	48000	96000
20	64000	128000

There was robust discussion about options for implementation of a reduced load for first-year tenure-track faculty, including allowing the reduced load in the second year rather than the first year or providing for disciplinary differences and decisions within departments. It was also widely noted that most departments already provide new faculty with a reduced load for the first year, but there was no policy provision for this and no consistency across the university.

There was additional discussion about creating a climate in which faculty can thrive long term, not just survive. Many senators noted that tenured faculty have very few opportunities to reduce teaching for a year or semester, and that providing additional Faculty Funded Leaves or other reduced load mechanisms or awards would positively impact the UHD faculty.

There was also a robust discussion about workload, especially service.

TeDuits made a motion to use an external firm to develop a faculty workload study. Quander seconded the motion. The Senate passed the motion with 28 in favor, and 1 abstention.

It was past 4pm so the discussion was tabled until the next meeting.

The meeting was adjourned at 4:01 pm.

The next Senate meeting is on March 6, 2018.

**Texas Council of Faculty Senates
Resolution adopted on February 17, 2018**

- **IMMIGRATION RESOLUTION**

Whereas, the Texas Council of Faculty Senates represents more than thirty-nine (39) institutions of higher education in the State of Texas.

Whereas, our universities depend on the free flow of ideas and people.

Whereas, we strengthen our institutions by welcoming students and scholars with diverse perspectives from around the world who are willing to engage in open-minded inquiry and debate.

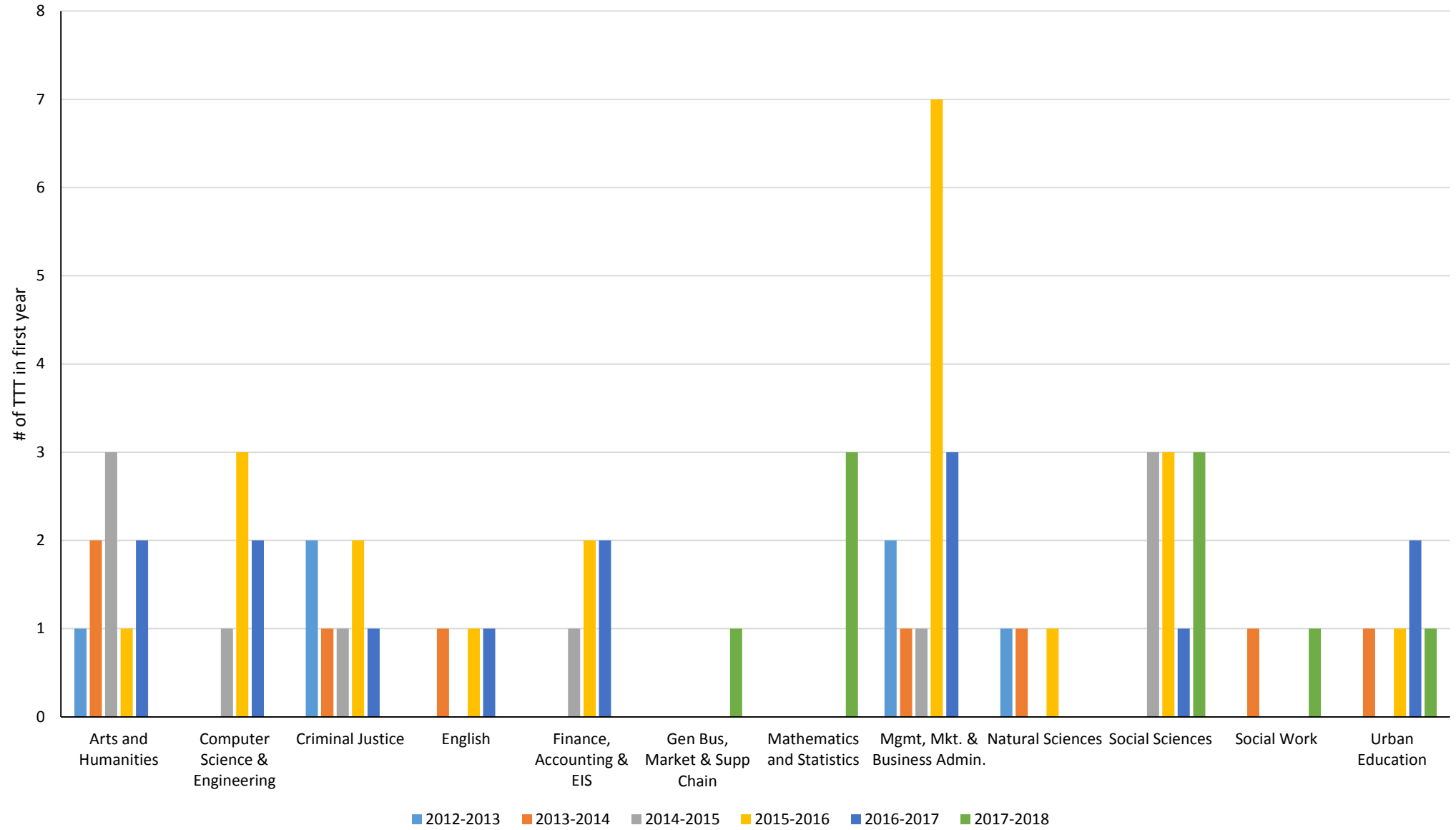
Whereas, our academic excellence comes from cooperation, collaboration, and inclusivity.

Whereas, American colleges and universities must accelerate efforts to attract, nurture, and sustain more racially, ethnically, socially, culturally, geographically diverse faculty, staff, and student bodies.

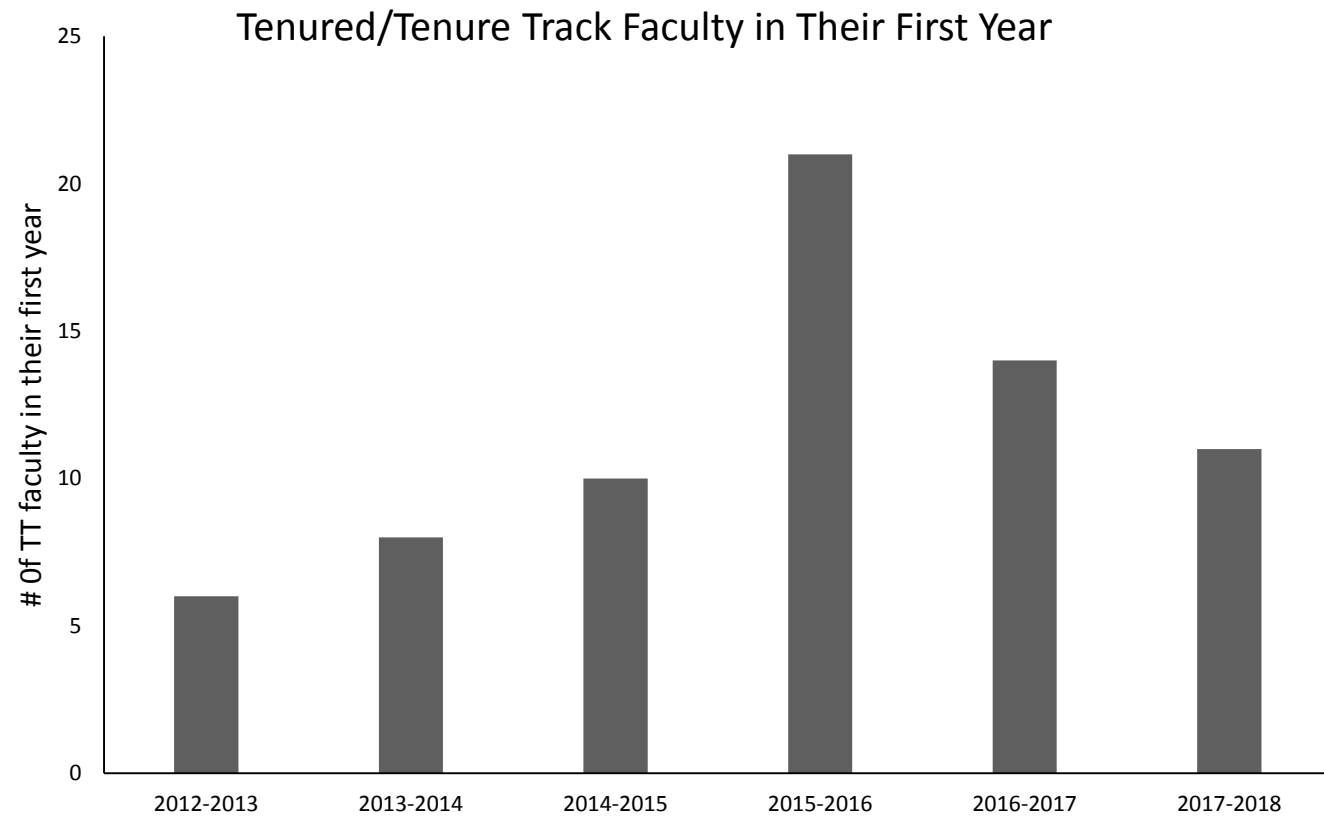
THEREFORE, the Texas Council of Faculty Senates opposes any restrictions, in any form, that categorically denies individuals the ability to study, teach or engage in research based on their race, religion, immigration status, nation of origin, or any other such personal or social characteristic that is not relevant to their ability to participate in higher education communities.

3-2-1 Proposal
Report to Faculty Senate
Feb 20, 2018

Tenure Tenure Track Faculty in Their First Year, Split by Academic Year and Department



Tenured/Tenure Track Faculty in Their First Year at UHD



Financial Impact of 3-2-1 Proposal

	\$\$ for	\$\$ for
TT hires	3/3 load	3/2 load
6	19200	38400
7	22400	44800
8	25600	51200
9	28800	57600
10	32000	64000
11	35200	70400
15	48000	96000
20	64000	128000

\$3200 per course at adjunct rate

