

UHD Faculty Senate

Minutes recorded by: Nathan Neale
Regular Scheduled Senate Meeting August 24, 2021 2:30 – 4:00 PM
Online via Zoom

Senate: Edmund Cueva, Ronald Beebe, Krista Gehring, Nathan Neale, Godwin Agboka, Ayden Adler, Stephanie Babb, Alexander Bielakowski, Franklin Allaire, Amy Baird, Nina Barbieri, Maria Bhattacharjee, Kasi Bundoc, Scott Davis, Austin DeJan, Isaac Elking, Lucas Fedell, Paul Fulbright, Aaron Gillette, Heather Goltz, Rachael Hudspeth, Tahereh Jafari, Michael Lemke, Cynthia Lloyd, Lucas Logan, Jean Nganou, Anand Pore, Angelica Roncacio, M. Nell Sullivan, Candace TenBrink, Adriana Visbal, Julie Wilson

Senators Absent: Prakash Deo

Guests: Michelle Moosally, AVP Programming and Curriculum, Jerry Johnson, AVP Sponsored Programs, Sandra Dahlberg, Faculty Ombuds, Patricia Ensor, Executive Director, W.I.D., Darlene Hodge, FS Admin

Call to order: The Senate was called to order at 2:31 PM by Senate President Edmund Cueva after a quorum was assembled.

Reports

Dr. Michelle Mossally, AVP Programming and Curriculum provided a report and answered questions about the UHD COVID-19 Response Matrix. She stated that it is outdated, creates confusion and will be retired. UHD is tied to the system and THECB, not TEA, County and others.

Q-Are we operating independent? There are times that we are listed as green and the county is in red. Some school districts are using masks as uniforms. Are we just doing to follow what we are being told?

A-The Task Force made recommendations about principles used to make changes. However, we are obligated to follow system and state guidelines. We cannot make changes based on community needs. Things are shifting quickly and we are trying to respond.

Q-This seems confusing to explain to students. What guidance are we supposed to include in our syllabus?

A-There is a typo in the guidelines. We will update and send these out soon.

Q-What do we tell students? Do we tell them to follow the guidelines from the website? Some links take answers to information from previous semesters.

A-Dr. Beebe explained that there are some issues with the website showing historical data. They are working on this.

A-All we can do is strongly encourage masks and social distancing. There are differences between us and K-12 as they receive guidance from TEA.

Dr. Moosally asked if the senate was OK with removing the matrix. There was no response from the body.

Dr. Beebe asked for representatives to contact Dr. Moosally or himself with any questions.

Faculty President's Announcements

Dr. Cueva again welcomed members of the senate. He thanked Dr. Beebe for his service as senate president

Dr. Gehring welcomed members of the senate.

Dr. Cueva asked incoming senators to introduce themselves.

Dr. Cueva shared an orientation presentation. He stated that the pdf. would be sent out.

Old Business

The senate discussed further concerns from COVID-19.

Q-Is it OK to strongly recommend masks and vaccinations?

A-Yes, this is what UHD recommends.

Q-What happens if local school districts shut down? Will we provide accommodation to assist parents that need to take care of children during the day?

A-Dr. Beebe stated the the Task Force is discussing this. ESO follows guidelines and these do not apply to family members.

Q-It seems that these issues are never fully addressed by administrators. There is nothing allowed for staff.

A-The instructions are to work with your supervisor. Please work closely with your department chair.

Q-Is it OK to provide accommodations to students myself?

A-Please work with your department chair.

Dr. Cueva reminded senate members that the climate survey results are available. He is concerned about some items that emerged and will ask task forces to work on recommendations.

Dr. Beebe provided a brief history of the strategic planning process. Dr. Gehring was asked to serve. This is a large committee of stakeholders.

FSEC will be meeting with administrators to discuss compensation pool for both merit and the compensation study components. Dr. Beebe encouraged senators to attend the meetings that are scheduled for next week.

New Business

Dr. Cueva stated that he and Dr. Beebe met with UFEC. They mentioned to be prepared to respond quickly and aggressively. There are concerns that administrators continually receive raises with faculty do not. He plans to submit a FOIA request and may need to create a sub-committee consisting of three to five volunteers

Q-What do we do about the stipend suggestion? They have done this before. It is not added to our salary and will not contribute to our retirement or TRS accounts. Also, there is a concern that

past contributions are not being rewarded. Providing raises to approximately 80% and not the remaining 20% seems artificial, especially as administrators do not follow this 80/20 rule for themselves

A-correct, the 80/20 rule only applies to faculty and staff

Dr. Cueva asked the senate for suggestions for invitations and reports for the next meeting. He suggested Dr. Tamez to address academic honesty issues.

A senator suggested there may be issues related to student mental health.

A senator mentioned possible bullying.

A senator was concerned that there were hostile accusations against faculty.

Dr. Cueva said that it may be best to ask Ms. Harrison to attend our next meeting.

Dr. Cueva reminded senators to email him if they are interested in serving on the salary sub-committee.

Dr. Cueva asked for FSEC at large member nominations. Please send these via email and the senate will vote in the next meeting.

The senate meeting ended at 4:00 PM.