

UHD Faculty Senate Meeting

Tuesday, September 20, 2022

2:30 pm

Minute Recorders: Drs. Nell Sullivan and Bernardo Pohl

Location: Milam-Travis Room and Zoom

Present:

Krista, Gehring, Paul Fortunato, Nell Sullivan, Raquel Chiquillo, Diane Miller, Katherine Shoemaker, Travis Crone, Katrina Rufino, Kulwant Singh, Prakash Deo, Gabriella Bowden, Paul Fulbright, Kevin Buckler, Stephanie Babb, Franklin Allaire, Austin Dejan, Edmund Cueva, Scott Davis, Ayden Adler, Natalia Matveeva, Ling Xu, Luke Fedell, Carolyn Gascoigne, Bernardo Pohl, Arpita Shroff

Absent: Adriana Visbal, Candace TenBrink, Heather Goltz

Guests: Deborah Bordelon, Judith Quander, Daniel Villanueva, Akif Uzman, Ivonne Montalbano, Amy Baird, Ashley Archiropoli, Cory Angert, Denis Sloan, Meritza Tamez, Susan Henney, Rachna Sadana, Shahnjayla Connors, Julie Wilson, Lisa Braysen, Darlene Hodge, Hussein Shahrokhi

Meeting convened at 2:30 by FS President Krista Gehring.

1. **Dr. Daniel Villanueva, Vice President of Enrollment Management**, presented on the preliminary figures for Fall 2022. [Please see chart at the end]

- Freshman applications were up by 16%, although transfer and graduate applications were down. New Student applications were up overall 3% (aggregate).
- Admitted students were down for fall (-8% Freshmen, -14% transfer, -18% graduate.) Dr. Villanueva attributed this in part to the fact that UHD opted not to have any conditional admissions in order to strengthen academic standards.
- Cohorts must be made up of those 12 hours plus, so the headcount is greater than the cohort.
- Dr. Villanueva noted the importance of credit-hour production for funding the university. There are budget implications for declining SCHs.

Question: Did you look at enrollment at other TX and US institutions to see whether UHD's decline is part of trend or an anomaly?

Answer: Historically, we've held 2% of all the SCH's produced by Texas state institutions. As long as we retain a 2% share of TX SCH's, we're okay. No one so far is reporting growth. Economics are affecting students. There's also the impact of COVID funds. We're out of those funds, which *had* made it possible for some students to stay enrolled during COVID.

Question: Why did UHD decide to academically strengthen the admissions standards.
Answer: UHD parsed conditional admits to fix issues that had arisen. The standards used already existed pre-COVID.

Question: Do the applications numbers include completed or partial applications.
Answer: The number includes any applications submitted, including partial applications. Completed applications were overall flat.

Question: What percentage of students are part-time? What counts as full-time?
Answer: Twelve credit hours = full-time. 11 or fewer = part-time.

Question: Could you elaborate on how online is affecting enrollment and budget.
Answer: Students want mixed modality. Online courses fill first. However, in terms of success—degree progress—online students do not do as well as in-person students. UHD is working to make in-person classes available to lower-level and FTIC students. The new waitlist function will allow us to see the actual demand vis-à-vis a full class, and perhaps allow departments to add additional sections at high-demand times/in high-demand modalities.

2. **Michelle Moosally, Associate Vice President of Programming and Curriculum,** presented to the Senate on the transition from Blackboard to Canvas LMS.
 - Dr. Moosally noted that email announcing a Canvas pilot had been sent.
 - She noted that in Spring 2023, the pilot would include only full-time instructors. The pilot will include the full session and the eight-week sessions.
 - Some trainings will also be in person, but all will be available online.
 - The pilot faculty need to be available for 10 hours in summer '23 and 15 hours in Fall '23. They will receive \$1,500 compensations for their pilot-related activities.
 - Dr. Moosally would like representatives from all departments across modalities.
 - Deadline to apply: 10/7/22. Check the website for more details.
 - Currently, the plan is to retain the last 3 years of Blackboard courses for transition to Canvas. The Pedagogy Subgroup is working on a retention policy. Currently considering automated shell-opening for all modalities and developing a common course shell.
 - UHD has a grant from THECB on leaning continuity. Dr. Moosally, Greg Dement, Dean Burns-Ardolino, and Georges Detiveaux are working on the grant, which focuses on identifying key areas across modalities.

3. **Dr. Judith Quander, Interim Associate Vice President for Faculty Affairs and Faculty,** presented on the development of the Post-Tenure Review Policy (PTR) to comply with UHS requirements and Texas legislation. This involves updating [PS 10A.16](#), Performance Evaluation of Tenured Faculty. The System set a tight deadline for **12/3/22**. Quander implored faculty to pay attention to emails for opportunities to respond during the three-week response period. Faculty are concerned about the potential increase in workload resulting from possible changes in the process of evaluation; Dr. Quander notes that UHD can review

and update 10.A.16 on an “as needed” basis to fix issues, but the 12/3/22 deadline is non-negotiable, so UHD needs to submit a policy by then.

Question: What does “as needed” mean?

Answer: “Whenever needed.”

Question: Will all faculty be evaluated, and when? What triggers the PTR?

Answer: There will be a draft out next week. The revisions try to take into account the concerns about workload of faculty members, including departmental evaluation committee members, Rank and Tenure members, and chairs.

4. **Old Business:** Faculty issues with FMLA implementation at UHD.

The Senate heard from **Dr. Ashley Archiopoli**, Associate Professor of Communication Studies, on her abysmal experience with family medical leave after the birth of her two children in 2020 and 2021, respectively. She noted that her experience wasn’t anomalous, noting that other faculty members had faced similar challenges with how UHD was interpreting the FMLA in ways that were inconsistent with the intent of the law and the way other institutions handled it.

- UHD as a university has no good way to give leave to faculty who have a child during break. Dr. Archiopoli’s second child was born in Dec 2021, and she only received once month of FMLA.
- Someone from ESO contact her physician because ESO did not think the amount of time the physician specified for her leave was appropriate. ESO did not contact Dr. Archiopoli first, but contacted the physician’s staff to change the amount of leave requested.

Dr. Carolyn Gascoigne, Assistant Professor of French, noted that while she was still a staff member, she had a “weird” experience with ESO’s implementation of FMLA when she was caring for her ailing father in Wisconsin. After having already established the terms of her FMLA, which had been negotiated (and agreed to) in order to allow time for her to check email and do some tasks remotely so that the business of University College could continue, ESO unilaterally changed the terms of her FMLA after one month.

Ivonne Montalbano, Vice President for Employment Services and Operations, provided some context and comments. She noted that ESO “goes the extra mile” to help staff with paperwork. She noted the following:

- **ESO will no longer contact physicians directly.**
- The UHS Office of General Counsel has provided guidance on how FMLA should be implemented.
- FMLA is based on the academic year.
- It was also decided that ESO will no longer count summer and winter breaks as part of the FMLA time clock. The clock will stop during these breaks and resume during the regular semesters: spring and fall. Time off during summer and winter breaks will not be added and count towards the FMLA.

Question: Does the policy say that if the paperwork is unclear, ESO should contact the employee?

Montalbano answered: NO.

Question: Aren't employees allowed 12 weeks of FML?

Montalbano: According to the SAMS (System Administrative Memoranda), employees cannot use (paid) sick leave except for illness, pregnancy, or caring for a sick relative. Family Medical Leave allows unpaid leave for 12 weeks per year. **Effective immediately, employees can use up to 12 weeks of sick leave for purposes of delivery, recovery from childbirth, and bonding with the child.** VP Montalbano offered to meet with Dr. Archiopoli about her experiences.

Dr. Natalya Matveeva, Professor of Communication Studies, noted that the change in policy announced doesn't address the issues with December births. She noted that she wasn't granted FML for the birth of her child that happened over break. VP Montalbano noted that ESO, in attempt to ensure faculty members could access the full 12 weeks, "stopped the FML benefit" during the break, when, ostensibly, faculty aren't on the clock.

A number of faculty members noted the problems with implementing FMLA under this assumption. At the heart of the issue is the failure to recognize, or reckon with, the fact that Faculty work schedules and workloads do not fit the 9 to 5, 5 day a week, pattern that staff have. ESO policies frequently do not comport with the realities of faculty schedules. One example offered was the fact that the payroll calendar for the academic year has faculty work commencing September 1, when in fact faculty are obligated to teach and perform faculty duties well before that, sometimes 3 weeks before that, depending on when the *Academic* calendar commences.

Faculty Ombuds Sandra Dahlberg noted that faculty needed protections to ensure that they were not victims of these conflicting calendars and needed acknowledgment of the nature of their actual workloads and schedules.

Dr. Raquel Chiquillo, Associate Professor of Spanish, noted that FML should ensure the faculty member's position will be protected when they take leave, but her experience made her fearful of the security of her position.

A number of faculty members noted that staff and faculty (including chairs and coordinators), and administrators all need to be educated on FMLA so that all employees are treated fairly and receive the protections the law provides. VP Montalbano stressed that she would like to work with faculty to ensure that the issues with FML are resolved.

5. Approval of minutes from FS Meeting 9/6/22. President Gehring asked for a motion to approve the minutes from September 6, 2022. Senator Deo motioned to approve. Senator Fortunato seconded. The motion carried, and the minutes were approved.


6. New Business: Grievance

Dr. Edmund Cueva, Faculty Senate Past-President and Professor of Humanities, voiced the concern that in some instances the Grievance Committee Chair and the university's administration has decided which cases will proceed to a hearing. This concern has been brought to members of the Faculty Executive Council.

Concerns have been expressed that some grievance cases requested have not been heard and that this decision was administratively made by the Chair of the Grievance Committee in consultation with the university's administration. It was strongly stressed that this administrative decision is a rogue action. During the Senate meeting, it was stressed by various faculty members that the Grievance Committee is a faculty elected body and the grievance policy clearly indicates that all cases presented must be heard.

7. Adjournment.

Table-Fall 2022 Enrollment Summary-Provided by Dr. Daniel Villanueva, VP of Enrollment Management

		FINAL REPORT				Fall 2022 Enrollment Summary Sheet 9/19/2022						
UHD Applications - 2 Days After the Start of Semester												
Fall 2022 - Applications Submitted					Fall 2022 - Admitted Students							
		2022	2021	#	%CHG		2022	2021	#	%CHG		
	FTIC	9,672	8,372	1,300	16%		5,273	5,705	(432)	-8%		
	New Transfer	3,575	4,040	(465)	-12%		2,649	3,088	(439)	-14%		
	New Graduate	816	998	(182)	-18%		468	571	(103)	-18%		
	Former	630	872	(242)	-28%		490	733	(243)	-33%		
	Total	14,693	14,282	411	3%		8,880	10,097	(1,217)	-12%		
UHD Enrollment (Registered Students) - 28 Days After the Start of Semester												
Fall 2022 Headcount Reporting Day (Monday vs. Monday)												
	Student Type	2022	2021	#	%CHG	Fall 2022 Headcount/SCH Overview (Offset Day)						
OFFSET DAY COMPARISON	NEW FTIC	1,344	1,349	(5)	0%		2022	2021	#	%CHG		
	NEW TRANSFER	1,749	2,029	(280)	-14%	Headcount	14,310	15,161	(851)	-6%		
	NEW GRADUATE	347	397	(50)	-13%	SCHs	140,185	148,598	(8,413)	-6%		
	RETURNING (Former)	350	482	(132)	-27%	Fall 2022 Headcount/SCH Overview (Day-to-Day)						
	CONTINUING	9,534	9,843	(309)	-3%		2022	2021	#	%CHG		
	CONT GRADUATE	986	1,061	(75)	-7%	Headcount	14,310	15,161	(851)	-6%		
						SCHs	140,185	148,602	(8,417)	-6%		
9/19/22-Monday (28 Days After) vs. 9/20/21-Monday (27 Days After)												
DAY-TO-DAY COMPARISON	NEW FTIC	1,344	1,349	(5)	0%	Undergrad Enrolled Spring 2022 Registered Fall 2022 (Advising Centers)						
	NEW TRANSFER	1,749	2,029	(280)	-14%	Center	Assigned	Enrolled	%	Last Week	FDR	Remaining
	NEW GRADUATE	347	397	(50)	-13%	AAC (70%)	1,719	1,176	68%	1,184	-8	543
	RETURNING (Former)	350	482	(132)	-27%	CHSS (86%)	2,444	1,938	79%	1,893	45	506
	CONTINUING	9,534	9,843	(309)	-3%	CPS (88%)	1,642	1,456	89%	1,435	21	186
	CONT GRADUATE	986	1,061	(75)	-7%	CST (83%)	2,044	1,696	83%	1,667	29	348
						MDCOB (89%)	2,668	2,371	89%	2,324	47	297
103 Unassigned Students 44 Registered (43%)												
UH System Enrollment *UHS Enrollment Data as of 9/13/2022 (22 Days After the Start of Semester)												
Headcount					SCHs							
		2021	2022	Difference	% Difference		2021	2022	Difference	% Difference		
	UH	47,032	46,701	(331)	-1%		544,568	544,993	425	0%		
	UHCL	9,316	8,704	(612)	-7%		84,314	79,800	(4,514)	-5%		
	UHD	15,233	14,364	(869)	-6%		142,139	133,702	(8,437)	-6%		
	UHV	4,251	4,109	(142)	-3%		37,238	35,075	(2,163)	-6%		
	TOTAL	75,832	73,878	(1,954)	-16%		808,259	793,570	(14,689)	-17%		

Source: Office of the Vice President, Enrollment Management

28 days after the start of the semester