

UHD Faculty Senate Minutes
Meeting: 12/6/22
Hybrid meeting (UHD and Zoom)
Minutes recorded by: Dr. Candace TenBrink

Guest and senator roster are at the end.
Meeting opened at 2:33 p.m.
Meeting minutes from Nov. 15, 2022: approved.

This is our last meeting of the year. Next semester the meetings will be in hybrid format again. Gehring says that fall attendance must be in person.

Update on employment services task force:

Sullivan: Meet once via zoom and putting together some ideas for a survey.
Gehring wants the task force to still a conduct a survey about how faculty experience FMLA etc. so the next ESO leader will know where we are in terms of these matters.
FS: Can we have a FSEC member on the search for a new AVP of ESO?
Bordelon: She is not aware of the search starting. As far as she knows, a search committee has not been formed yet.
FS: Will there be an interim choice?
Bordelon: I have not heard.
FS: There needs to be a sizable number of faculty on the committee, in order to ensure that faculty concerns are not drowned out.
Bordelon: There are faculty on the search committees. Please provide feedback at an open forum if you are not on a given search.

Guest updates / presentations

1. Dr. Deborah Bordelon, Provost

- Commencement is Saturday, please attend.
- Holiday party – The holiday ugly sweater party will be on the south deck on Dec. 13 at 3 p.m. Please come. If it is warm, maybe an ugly holiday t-shirt would be a good choice.
- If you are interested in being on the academic programming committee, please let Dr. Gehring know as they do want faculty senate participation.
 - Gehring- have you asked about the barriers/roadblocks that we get from UofH when we inquire about launching a new program?
 - Yes, it seems that President is aware of these issues, and they are working on it.

Questions?

FS: There has not been enough funding for ORCA in previous years. Has anyone looked at the funding?

Bordelon: They are looking to see if there is room for growth in the next budget cycle.

Gehring: The group that will look at the annual evaluation rubrics will meet soon. Also, post tenure review was approved by AAC.

Bordelon: The UH system regents know that we have a policy going into effect in January.

Gehring: Discussed having a UH system conference about faculty success. If you have ideas, share with Dr. Gehring.

Gehring: maybe we should create a resolution that the paid professional services policy is not conducive to the academy.

FS: why is there such a difference in faculty salaries between UH system schools (especially UHCL and UHV)?

Bordelon: reached out to both UHCL and UHV and found that are near the 25th to 50th percentile as well. Also, UHCL changed their Carnegie classification recently to a 'research intensive institution.'

FS: Where are these numbers and calculations coming from? Where is the market study? (Referring to the CUPA ranges)

Bordelon: Will ask ESO to see if there is something to share. She also clarified that UHCL and UHV are struggling to reach the 50th percentile.

FS: Are we looking at salary compression?

Bordelon: yes, both salary compression and merit.

Gehring: Next semester plans:

Discuss 1) Student misconduct and student discipline issues; 2) National Institute of Student Success; 3) Faculty of color who are being overworked to address DEI concerns.

Other ideas from FS?

FS: Finding a solution to crossing Houston streets between buildings and parking.

FS: We have exams during commencement and grades are not due prior to commencement.

Can we try to have a better schedule in the future?

Bordelon: Yes, she will try--as she and the scheduling team roll out a 3-year calendar.

FS: Let's also discuss IDEA or a better way for feedback.

FS: Let's discuss the lecturer contract and service requirement that is at "the chair's discretion." Maybe it could be "at the lecturer's discretion."

FS: Maybe we should think about scheduling between classes when there are building changes, especially to and from the Commerce building for someone that needs more transit time.

The meeting closed at 3:38 p.m. There was no motion to adjourn.

FS = faculty senator

Guests:

Provost Bordelon, Darlene Hodge, Sandra Dahlberg, Ron Beebe, Lisa Braysen, Anne Zwicky

Senators and Senate Leadership:

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Count	Senate Member	Pos/ Dept.	6-Dec
1	Krista Gehring President	President	x
2	Bernardo Pohl	President-elect	x
3	Edmund Cueva	Past President	x
4	Candace TenBrink	Secretary	x
CHSS			
5	Ayden Adler	A&C	x
6	Carolyn Gascoigne	HHL	x
7	Katrina Rufino	SOS	x
8	Natalia Matveeva	A&C	x
9	Nell Sullivan	ENG	x
10	Paul Fortunato	ENG	x
11	Raquel Chicquillo	HHL	x
12	Stephanie Babb	SOS	x
13	Travis Crone	SOS	x
14	Luke Fedell*	CHSS	x
CPS			
15	Diane Miller	UE	x
16	Franklin Allaire	UE	
17	Heather Goltz	CJSW	x
18	Kevin Buckler*	CJSW	x
CST			
19	Adriana Visbal	NS	
20	Gabriella Bowden	NS	
21	Katherine Shoemaker*	M&S	x
22	Ling Xu	CSET	x
23	Youn-Sha Chan	M&S	x
24	Kulwant Singh	CST	x
MDCOB			
25	Arpita Shroff	ACCI	x
26	Austin DeJan	FNIS	x
27	Paul Fulbright	GMSC	x
28	Prakash Deo	FNIS	
29	Scott Davis	GMSC	x
30	Don Holmes	ACCI	
31	David Epstein	MGT	x
<i>*Faculty Senate Executive Committee Members</i>			