

UHD Faculty Senate Meeting

11/01/22

Hybrid meeting (UHD and Zoom)

Minutes recorded by: Dr. Candace TenBrink

Guest and senator roster are at the end.

Meeting opened at 2:30 p.m.

Meeting minutes: Oct. 18, 2022, approved.

Guest updates / presentations

1. Michelle Moosally (Associate Vice President for Programming and Curriculum) – Learning management system (LMS) transition from Blackboard (BB) to Canvas

LMS transition is going well. There are about 80 sections/courses. The LMS transition page has much information available, tutorials, listing of courses and faculty that were selected for the spring transition. There is a sandbox.

- There is no mass migration from BB to Canvas at this time (that will come later).
- Looking at a 3-year retention plan. Prior to Fall 2019 it will be archived (not student data but our content).

FS – Why do we have visiting faculty on the LMS transition? They were surprised to hear this and will look into it as this should not occur.

Faculty Senator (FS) – Can you migrate grades (from pre-2019)? They will look into it.

FS – How will you address equity in spreading out the transition (e.g. some faculty teach more)? The transition team is beginning to think about this; they will address this issue in the next phase.

FS – There will be a full launch in spring 2024? Yes.

Gehring – Has anyone looked at what other faculty do with regards to design? Yes, there will be some drafts for the homepage for the launch. There is a fine line between common items and freedom to create a personalized page.

FS – BB had examples of ‘winning’ courses that were helpful; can we have something like this? Sure, the team can look into it.

2. Kim Thomas (Vice President for Administration and Finance) Update on One Main

Capital project – We asked for \$85 million and we received about half the funds. The capital funds will be used for Girard Street (4th floor) and repurposing areas in One Main. They are thinking about moving academic support service from the 9th floor so it is more accessible to students. Currently they are going out to bid for these projects.

FS – Where would you move academic support services? 4th or 5th floor. (OMB)

FS – Some faculty are concerned about lab spaces and reallocations, has this occurred? As of yet, Kim says there is nothing in the works, but that stakeholders will be invited when they are ready for further discussion.

Faculty Senate

1. Consulting and Paid Professional Services Policy

Gehring – does anyone want to reopen or discuss the paid professional services topic?

No response from FS.

Gehring – American Association of University Professors (AAUP). If anyone is interested, we should think about getting this going again.

FS – It depends on how vested faculty are how strong and active the AAUP is.

Gehring – True. She (Gehring) believes it could be good for us and at least wants us to be aware of the organization.

Organic pivot back to paid professional services:

FS – the math is not working for lecturers and other faculty. It does not work universally for all faculty members. (This refers to the assumption that each course is equivalent to 8 hours.)

Gehring – It seems this policy was written for the UH System. She will find out how to change a UH system policy.

TenBrink – 1) UofH is an R1, faculty may teach one or two courses. It does seem that this was indeed written for UofH and not all sister campuses. 2) Need our administrators to advocate for us. 3) Dr. Gehring should investigate more about how to change system policy.

FS – It is not about the money, it is about the professional status. We can make money bartending but not for engaging in activities in our area of expertise (i.e. as a clinical psychologist).

FS – Faculty can negotiate load at other schools in the system, but not here. Why is there such a disparity here?

FS – This seems like a ruse. We are spending so much energy on this and there is no big help on salary adjustments. We have spent no time on real salary equity.

FS – I did not get a PhD to work 3 jobs. It is not okay (for me) to get more money by working elsewhere. This is a problem – and we are not just faculty, but we take on staff roles too.

FS – There are also some qualification concerns by department. Some faculty need to work outside to keep their professional designations.

FS – Let's separate the issues. There are hours, equity between schools, the need for money etc.

FS – Faculty cannot control the budget. However, we can control where we work outside of UHD

FS – There are a lot of ideas here. Maybe we should consider creating a task force to delve into this more?

Gehring – Any takers for a task force?

(it seems not)

FS – We should be encouraged to work as much as we want as long as we do our job.

Gehring – Yes. It is bizarre. People can drive Uber but not participate actively in their area of expertise (again the clinical psychologist example was used).

FS – it is part of our job to provide our skills to others. I do not think that is out of the norm.

Gehring – The taskforce idea was made by Candace, should we move forward?

FS – Let's have Gehring address the process of changing the policy first.

FS – I was under the impression that the policy was implemented to help make sure we teach our courses. The hour limit was a surprise.

FS – I would like to know why this policy was created. What was the impetus?

FS – Are there any other campuses that have an issue? Maybe we can work together?

Gehring – I think that would be a good idea and that others would be interested.

Gehring will investigate how to change a UH system policy.

2. Grievance Committee Resolution

Gehring asked for a vote on the resolution that was shared with faculty senate.

24 yes

2 against

1 abstention

FS – We need to ask FAC to reconsider putting a focus committee back into the policy to decide if items are grievable. This would provide a mechanism, so it is not up to one person to decide if an item is grievable.

FS – Yes, we need to decide what is grievable.

FS – Yes, we need to have a process or step to determine if a case is grievable.

FS – The committee chair is not even listed on our website.

Moosally - We need all chairs to be reported to us, including this one.

FS – We need to decide what the parameters are.

FS – Maybe we can look at other universities for ideas on how to have a policy and process.

Gehring - Suggested that we ask FAC to look into the aforementioned.

3. Annual review

Gehring - Would you like to discuss this?

FS – Maybe we should have a binder or have some examples of matrices. There should be some consistency.

Gehring – Would you like to be on a taskforce?

FS (Diane Miller) – Yes.

FS – We have one in the COB and I will share it.

FS – Why only one?

FS – Culture, influence of previous deans, fear of not being equitable in the COB, faculty too busy or not uninterested in revising.

Moosally – We should have a repository of annual review policies.

Motion for provost to provide annual and R&T docs for each dept at UHD (to be accessed by us in a central place).

FS - second

Majority vote: yes.

FS – Can we track tenure in a system too (e.g. spreadsheet)? Yes (per Dr. Quander)

Gehring – what is the criteria to get the scores across UHD. There should be a discussion. Are some departments making it nearly impossible to get a 7?

FS – We need a better idea of a shared understanding of what the number means.
 FS – Maybe aggregate data would be good to see if the scores are similar.
 FS - Yes and there should also be a discussion as a 3 is not always a 3 in all departments even when we use the same matrix as we do in the COB.
 FS – There is a lot of subjectivity.
 FS – Where is the post-tenure policy, when will it be sent to us?
 Quander – Thursday or Friday is the goal.
 FS – Let’s add lecturer rubrics as well in the annual review repository.

The meeting closed at 4:01 p.m.

FS= faculty senator

Guests:

Provost Bordelon, Michele Moosally, Judith Quander, Hossein Shahrokhi, Darlene Hodge, Kimberly Thomas, Sandra Dahlberg, Cory Angert, Lisa Braysen, Joyce Hallaway, Tahereh Jafari

Senators and Senate Leadership:

Count	Senate Member	Pos/ Dept.	Nov. 1
1	Krista Gehring	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	x

20	Gabriella Bowden	NS	x
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	x
29	Scott Davis	GMSC	x
30	Don Holmes	ACCI	x
31	David Epstein	MGT	x
<i>*Faculty Senate Executive Committee Members</i>			