

UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg

February 21, 2017; 2:33-3:50pm

Room A300

Attendance: Julio Canedo Soto, Luis Cedeno, Michael Connell, Travis Crone, Sandra Dahlberg, Michael Duncan, Trevor Hale, Jillian Hill, Pamela Hurley, Ruth Johnson, Robin Jose, Anne Kane, Stephanie Karas, Karen Kaser, Cynthia Lloyd, Kendra Mhoon, Mitsue Nakamura, Anand Pore, Azar Rejaie, Jacqueline Sack, Clete Snell, Benjamin Soibam, Edwin Tecarro, Hsiao-Ming Wang, Joan Wedes, Pat Williams, Keith Wright, Zhenyu Zhang.

Regrets: Carolyn Ashe

Absent: Creshema Murray, JoAnn Pavletich, Michael Tobin

Guests: Lisa Berry, Assistant Director of the UHD Library; Lucy Bowen, Director of Academic Projects; David Ryden, Chair, Academic Policy Committee.

Call to Order: The Senate was called to order at 2:33 pm by Senate President-elect Dr. Trevor Hale.

Minutes of the Senate meeting on February 7, 2017 were approved.

Comments/Updates/Announcements

Hale reminded the Senate that Dr. Ashe was in Austin for UHD Day at the Texas legislature, as are President Olivas and Provost Hugetz.

Hale also announced that the Texas Council of Faculty Senates has reached out to Oklahoma faculty senates in an effort to begin a collaborative organization.

Kane announced that Texas SB4 (Titled: "Relating to the enforcement by certain state and local governmental entities and campus police departments of state and federal laws governing immigration and to related duties of certain law enforcement and judicial entities in the criminal justice system; providing civil and criminal penalties") compels campus police participation in Immigration and Customs Enforcement (ICE) actions, and asked senators to familiarize themselves with the legislation. She also announced that there will be a rally by Houston-area academics (Professors Against SB4) tomorrow (February 22) in front of the Commerce Building.

Academic Policy Committee (APC) Report on PS 03.B. 06 and PS 03.B.24

Ryden provided an overview of the graduate policies APC is creating. A series of new policies are needed regarding graduate education at UHD. Previously, graduate policies were incorporated into the

undergraduate policies. Separate graduate policies are needed with the growth of UHD graduate programs, and in order to maintain clarity for SACSCOC. The new policies were drafted with the help of the Graduate Council (directors of UHD's graduate programs). Senate and the University community will be presented with the new graduate policies for comment.

PS 03.B.06, the Graduate Degree Graduation and Commencement policy, has been reviewed by faculty and is on the Academic Affairs Council (AAC) March 10 agenda for approval since no substantive changes were suggested through the feedback process. Ryden noted that the only change made is that the graduate policy is now a stand-alone policy—removed from PS 03.A. 06—with “B” designating it a graduate policy.

PS 03.B.24, the Admission of Graduate Students policy which, like the policy above, is being created as a stand-alone graduate policy. Canedo suggested that the last sentence in 3.1.5. be clarified, and suggested that the section include language that specifically identifies probationary/conditional admissions fall under special admissions.

Old Business

Workload Redistribution Draft Resolution

Hale asked the Senate to review again the draft resolution presented at the last Senate meeting. At the last Senate meeting, the resolution was identified as an unpassed draft resolution from the 2016 Senate, but Hale noted that it was actually introduced to Senate in 2015. Hale initiated another discussion of the resolution.

Canedo asked for clarification about the intent of the resolution and what its intended outcome was. Jose wanted to know how this resolution would or could impact annual evaluation scores. He was concerned that restrictions on service could lead to lower service scores for junior faculty.

Snell stated that departments could use the resolution to make adjustments to annual evaluation rubrics, and to justify workload distribution based on rank.

There was considerable discussion regarding item #3, specifically how to address concerns about faculty who avoid or impede service, provide avenues of service and leadership for associate professors, and yet work to generally ensure that service is more evenly distributed among faculty.

Revised/Approved-----UHD FACULTY SENATE RESOLUTION-----Revised/Approved Workload Reduction Resolution February 21th, 2017

WHEREAS: The service workload for many faculty members has become overwhelming, as evidenced by the 2015 Faculty Climate Survey where almost 44% of faculty responded with “Disagree” or “Strongly Disagree” when asked if their workload was reasonable; the service workload is unbalanced in that a minority of people are doing a majority of the work; many junior faculty are being asked to chair important university committees; UHD is highly under-staffed when compared to peer institutions causing much committee work to fall to the faculty; many faculty are serving on several important

university and departmental committees simultaneously – stretching their attention too thin and preventing their best work on each committee; and teaching and research/scholarship are suffering because of these service workload conditions,

BE IT RESOLVED THAT the UHD Faculty Senate urge the Provost, Deans, and Chairs to ensure that:

1. No more than one committee assignment, above the level of the discipline/program, be given to new tenure-track faculty in their first year at UHD.
2. Tenure-track faculty may not chair committees above the level of the discipline/program (i.e., no chairing departmental, college, or university committees) in their first three years at UHD.
3. No faculty member may be obligated to serve on more than two University-level committees per year.
4. If more than one full professors are on a university-level committee, one of the full professors is strongly encouraged to chair that committee.
5. If one or more full professors are on departmental rank and tenure committees, the committee must be chaired by a full professor.

The Senate approved the above Workload Redistribution Resolution with 27 senators voting in favor of the resolution, and one abstention.

Resolution in Support of Tenure

Hale announced that the UHD Senate Resolution in Support of Tenure unanimously approved at the February 7 Senate meeting, will be posted on the UHD Faculty Senate webpage, forwarded to UFEC, and to the Texas Council of Faculty Senates.

FSEC Survey

Last week the Faculty Senate Executive Committee (FSEC) conducted a brief survey that asked Senators 1) to provide input on full-professor workload redistribution to be used for the Workload Redistribution Resolution, and 2) to provide input on the issue of having only full professors vote on faculty seeking promotion to full professor as a way to begin thinking about a key issue being considered in the revision of the Rank and Tenure Policy (PS 10.A.01) by the Faculty Affairs Committee (FAC). Several senators said the survey was confusing as written. Hale acknowledged that the survey instrument used, Ballot Bin, had very restrictive text limits for questions and voting option, and he said that Ballot Bin did not provide a text response option.

Survey

Issue 1: With regards to the issue of only having full professors vote on associate professors going up for full professor, would you prefer to:

	#	%
1) Depts choose R & T members & associates vote on fulls	9	37%
2) Leave as-is	8	33%
3) Depts choose R & T members, but only fulls vote on fulls	7	29%

Issue 2: With regards to workload redistribution draft resolution that if more than one full on a university committee, a full must chair, would you prefer:

1) Allow senior assoc. prof. to chair	17	70%
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2) Leave as is	5	20%
3) Enact full must chair if 2 or more fulls on univ. committee	2	08%

Crone said that while the survey was helpful, we still need more information and we need to survey specific questions. He pointed out that on Item 1, the first option addresses two different issues so it is hard to know to which issue voters were responding.

Kane noted that even so, the results for Issue 1 show that 70% of faculty wanted to keep the existing process, as Item 1 and Item 2 offer no change from existing policy.

It was suggested that a more specific survey, with more information provided in the survey instrument, be sent to all tenured and tenure-track faculty using Qualtrics. Hale said FSEC will draft the survey and present it to Senate at the next meeting.

Faculty Senate Constitution Revision

A vote on the revised Faculty Senate Constitution was tabled until the next Senate meeting.

Updates

Hale reminded Senators of the UFEC conference at UHD on March 31. Dr. Sylvia Hurtado (from UCLA) will speak on “The Value and Future of Graduate Education.”

Pore stated that he has heard student complaints about the Student Health Insurance enrollment renewal process, and that students claimed they were notified on February 17 about a February 18 deadline. He wanted to know how many times, and through what venues (gatormail, calls, signage, etc.) students were notified of the enrollment deadline.

Snell announced that a bill was introduced in Iowa state legislature to require new faculty to identify their political party affiliation, and supply voter registration records, so that no single party will be outnumbered on campus by more than 10%.

Wang asked that Rhonda Scherer, Associate Director of UHD Sports and Fitness, be allowed to present a slide show to the Senate about the student resolution for a new sports and fitness building. Students must vote on a referendum in order for student fee monies to be used to construct a new sports and fitness building.

Faculty Senate elections are fast approaching. Please ask your colleagues to run for Senate and for Senate office. The climate survey will be distributed in 2-3 weeks.

Meeting adjourned at 3:50pm.

The next Senate meeting is on March 7, 2017.