

UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg

April 4, 2017; 2:30-3:55pm

Room A300

Attendance: Julio Canedo Soto, Luis Cedeno, Travis Crone, Sandra Dahlberg, Michael Duncan, Trevor Hale, Pamela Hurley, Ruth Johnson, Robin Jose, Anne Kane, Stephanie Karas, Kendra Mhoon, Creshema Murray, Mitsue Nakamura, JoAnn Pavletich, Anand Pore, Azar Rejaie, Jacqueline Sack, Clete Snell, Benjamin Soibam, Michael Tobin, Edwin Tecarro, Hsiao-Ming Wang, Joan Wedes, Pat Williams, Zhenyu Zhang.

Regrets: Jillian Hill, Karen Kaser

Absent: Michael Connell, Cynthia Lloyd, Keith Wright.

Guests: Ed Hugetz, Interim Provost and Senior Vice President of Academic Affairs; Faiza Khoja, AVP Academic Affairs; David Bradley, VP for Administration and Finance; Michael Benford, Chief, UHD Police; Ivonne Montalbano, VP ESO; Susan Henney, Chair, Faculty Affairs Committee; Andrew Pavelich, SOS; Johanna Wolfe, VP Advancement; Michelle Moosally, ENG; Nell Sullivan, ENG; Katharine Jager, ENG; Doug TeDuits, MMBA; Taherah Jafari, MIS; Pat Ensor, Director UHD Library; Lisa Berry, UHD Library.

Call to Order: The Senate was called to order at 2:30pm by Senate President Carolyn Ashe.

Minutes

Minutes of the Senate meeting on March 21, 2017 were unanimously approved as written.

Comments/Updates

Chief Benford and Provost Hugetz

Benford provided an update regarding the shooting that occurred on campus last week when a student engaged someone rifling through his vehicle. The injured student is recovering well. Benford noted that although the police responded well to the incident—UHD were on the scene within 2 minutes—the experience still provides an opportunity to increase preparation. The shooter has not been caught. Hugetz announced that he and Chief Benford will hold a meeting for students about the incident. Benford took questions from the Senate. Canedo asked if cameras could be placed in parking lots to increase security, especially for night students. Benford responded that we already have security cameras in the lots, and that information from a camera provided valuable evidence in this incident.

Proposed ESO Policies—Ivonne Montalbano

FSEC asked Montalbano to address the Faculty Senate regarding two policies that Montalbano was circulating among administrators, since those policies will directly affect faculty: an existing interim

policy on lactation and a proposed policy that would prohibit employees from bringing their children to the university.

Montalbano announced that she has proposed small changes to the existing lactation policy and introduced a new policy to prohibit children in the workplace. Both policies will impact faculty, and both of which have been sent out for Qualtrics input (via email). Montalbano proposed a policy to prohibit employees' children on campus because of reports that some employees were leaving children unattended in the library, the computer lab, and/or in the Student Life Center. The other reason for Montalbano's policy is to stop sick children from being brought into shared office space because they are too ill to attend daycare or school. Montalbano said that she is also creating an employee assistance program that lists sick kid daycare centers within a 50 mile radius of UHD. President Olivas has created a task force to study the proposed policy, and to consider the implications to both faculty and staff. FSEC felt that this is a particular concern to faculty who bring children to campus (to their private offices) on non-teaching days and at other times.

Kane asked why not have two separate policies for faculty and staff given the differences in work times and spaces, and the differences with job descriptions and duties.

Ashe said that was one of FSEC's issues. All employees need to be treated fairly, but not all have the same work environments. Ashe urged faculty to provide feedback via Qualtrics, and to be sure that their department faculty know about the Qualtrics survey so they, too, can provide feedback.

Duncan, Henney, and Jager objected to the proposed policy and noted that it sent the wrong message about the campus community.

Pavletich noted that there is also a new dress code policy circulating and wanted that brought before the Senate and put out for comment as well.

Montalbano said that the Qualtrics survey data will be presented to the Senate for comment, as well as the task force, Staff Council, and SGA. The collection of input regarding the proposed policies will continue this term. However, since we are nearly done with the semester, these issues will be held over the summer and addressed in the fall.

Montalbano also addressed concerns faculty had about the changes to retirement fund providers and the new retirement management system. Only 4 retirement fund providers are now authorized by the UH System: TIAA, Valic, Voya, and Fidelity. These changes were made to reduce commissions and fees paid by the employees who have ORP or supplemental accounts. If you already have one of these providers, nothing will change with your accounts. In April, a new retirement management system will be introduced so that all activities will be self-serviced online.

On March 29, UHD will hold an event with Lone Star Northwest to renew articulation agreements and meet with advisors in order to streamline transfers from Lone Star to UHD.

Khoja—Shared Governance Process Workflow Update

Khoja shared with Senate the final revised version of the Shared Governance Process Workflow chart, draft versions of which were presented to constituents for feedback. [Copy is appended to these minutes.]

Khoja—Title V Grant for Transfer Students

Khoja also provided information to Senate about a grant application UHD is preparing for a \$550,000 Department of Education Title V Individual Institution grant UHD to increase graduation rates for transfer students. Actions supported by the grant will include an advising “bridge” between UHD and community colleges to ensure “transfer readiness” and pre-orientation and orientation programs for transfer students. The grant will allow for the “redesign of six courses that are especially problematic for transfer students.”

Moosally noted that the redesign of courses is a curricular issue must be done by faculty, and yet there has been no indication which courses are identified for redesign. She said that faculty must oversee the curricular process.

Ashe said she will send out the grant information Khoja presented to the faculty.

Policies—Discussion

Henney—Faculty Affairs Committee

Henney noted that the Grievance policy has been under revision since 2011, and changes were made to the Non-Reappointment policy because it was out of sync with the Grievance policy. FAC looked at the two policies as a set.

Non-Reappointment of Probationary Tenure-track Faculty Policy (PS 10 A 07)

Henney said her committee made the following changes to the policy:

- identification of probationary faculty as “at will” employees since UHS policies suggest that probationary faculty are at will
- clarify that no specific annual evaluation score or reason was needed for non-reappointment
- removing language that granted a “reconsideration” process for non-reappointment decisions (identified as the biggest change) because it gave more power to probationary faculty than was allowed for faculty denied tenure
- allowed non-reappointment decisions to be addressed under the Grievance policy.

TeDuits was very concerned that legal language was inserted into the policy, specifically the term “at will” in place of “probationary” since the Texas code defines “at will” as an employee who has no property rights, that is “at will” employees have no right under Texas law to grieve termination, and no legal access to Grievance procedures. Property rights establish access to grievance policies and processes. If we change “probationary” faculty (current policy) to “at will” faculty (revised draft), probationary faculty will have no right to grievance processes under Texas law, regardless of what the policy states.

Henney said that the UHS lawyers told her to make the change and that disputes could now go through the grievance process.

TeDuits, Moosally, Canedo, Crone, Pavletich, and Sullivan all voiced strong objections to changing “probationary” to “at will” and reiterated that if “at will” means no access to grievance processes, then a policy provision regarding grievance is irrelevant.

Many Senators expressed grave concerns and objections to changing “probationary” to “at will.”

Grievance Policy (PS 10 A 02)

Henney listed the following changes to the Grievance Policy:

- A revised timeline for electing the Grievance Committee
- A revised timeline to allow greater processing time
- Revised time limits for grievance hearings
- Additional grievance remedies that the hearing committee can recommend

TeDuits asked if the faculty would be notified of the number of grievances filed each year, and number that were upheld and the number that were overturned in order to maintain transparency.

Moosally said this information is in the UHD Ombuds report to FSEC, the Provost, and the President. She suggested that this information be provided in a 2-3 year snapshot, not annually.

Pavelich—Academic Affairs Committee

Undergraduate Grading System Policy (PS 03 A 04)

Pavelich identified the following changes to the Undergraduate Grading Policy:

- Incompletes: clarified a provision for Title IX incompletes that provides for the grade to remain as “Incomplete” forever if the student does not finish the coursework, rather than turning to an F. This is done to ensure Title IX compliance.
- GPAs for graduation will now only use UHD grades (not grades from previous institutions)
- Course repeats limited to 3 times.

Snell asked if any interventions were provided for students who repeatedly fail a course. Pavelich said there are advising interventions after the first and second failure.

Canedo asked what provision is made in the policy for incompletes when the faculty member issuing the incomplete is no longer at UHD and noted that the policy does not address this situation.

Pavelich noted that the PS 03 B 04 is the new graduate course policy, but offers the same provisions noted above to graduate students.

Old Business

FSEC Survey

Ashe sent the results of the Qualtrics FSEC survey to everyone and asked that feedback and comments be forwarded to FSEC.

Senate Constitution

Hale said that the revised Senate Constitution would be sent to the Faculty Assembly for a vote tomorrow.

UFEC Event

Ashe thanked those who attended the UFEC Conference last week.

Reminders

Ashe reminded Senators that the focus of the May 2 Senate meeting will be the revised Rank and Tenure policy. Be sure you have read the Qualtrics report prior to the meeting. Dr. Muñoz will also be present at the May 2 meeting.

April 18 is the Faculty Awards Ceremony (in place of Senate), in the Robertson Auditorium.

The meeting was adjourned at 3:55pm.

The next Senate meeting is on May 2, 2017.