

UHD Faculty Senate

Minutes recorded by: Michael Cavanaugh
September 18, 2018 2:33-4:02 pm
UHD A-300

Senate: Susan Henney, Michael Cavanaugh, Susan Baker, Ray Cao, Kristen Capuozzo, Stephanie Coleman, David Epstein, Shannon Fowler, Angela Goins, Felicia Harris, Karen Kaser, Cynthia Lloyd, Mitsue Nakamura, Andrew Pavelich, Rebecca Quander, Rachna Sadana, Joseph Sample, Johanna Schmertz, Nell Sullivan, Jace Valcore, Pat Williams, Zehai Zhou

Absent: Michael Duncan (FFL), Hsiao-Ming Wang, Beverly Alford, Maria Benavides, Pamela Hurley, Steve London, Stephen Miller, Laura Mitchell, Vida Robertson, Ting Zhang

Guests: Ed Hugetz, Provost/VPAA; Jerry Johnson, AVP Research; Lucy Bowen, Director SI; Sandra Dahlberg, Faculty Ombuds; Darlene Hodge, FS Admin; Poonam Gulati Salhotra, Director CCESL; Keith Wright, Associate Professor; Pat Ensor, Library Director; Anne Zwickey, Librarian; Chris Stempinski, Librarian

Call to order: The Senate was called to order at 2:33 pm by Acting Senate President-Elect Henney.

Minutes

Minutes of Sept 4, 2018 Senate meeting were approved 18 votes in favor with 1 abstention.

Reports

Ms. Montalbano out so her scheduled presentation could not occur. Instead, Provost Hugetz will discuss enrollment.

Provost Hugetz said that enrollment overall looks good. One worrisome area is continuing students which are down, but that could be due to a number of factors not all of which are bad (i.e. higher graduation rates).

He also mentioned that headcount is up 2.5 % over last year which is positive and new freshman numbers, as well as transfer numbers, are up. Retention for freshman is above 70% which is trending up and the graduation rate is above 20% for the second year in a row, with a 28% graduation rate within reach. New graduate enrollment has also increased

While headcount is up 2.5%, SCHs are only up 0.5% which is not as positive since SCHs are part of the funding formula. This may be mediated by upper level and graduate SCHs as they count more in the funding formula than do lower level SCHs.

Provost Hugetz thanked everyone who helped with enrollment push. He also mentioned there were issues with financial aid that impacted some students. The Department of Education had a faulty algorithm that impacted primarily lower income students, which is a mistake that should be corrected

for the spring but hurt some of our students for the fall. There were processing issues in that certain forms could not get completed on time. And the financial aid office at UHD is understaffed after losing staff members.

Concluding, he admitted that he was completely wrong about the success of minimesters. Dr. Sadana sent him the data it showed that students performed very well in the short semesters.

Dr. Quander stated that students enrolling in the minimesters understand the commitment involved and they tend to be better and more motivated students.

Q – Since these minis are successful, how can we promote them?

A- Provost Hugetz indicated that we will push these because of the success.

Dr. Poonam Gulati Salhotra Director of the Center for Community Engagement and Service Learning came to talk about the Biannual Community Partners Fair on September 24th. Dr. Gulati Salhotra gave a presentation on the upcoming events for the center (see attached) discussing the Community Partners Fair in Depth. Provided is a list of community partners who participated in the fair on September 24th (see attached). Dr. Gulati Salhotra encouraged faculty to get involved with the events. She also announced that Near Northside Grants (NNS) can be worth up to \$2500 and can also include a faculty stipend. The deadline for Spring NNS grants is mid October and other details can be found on the provided attachment (see attached).

Dr. Jerry Johnson came to speak about the travel embargo/export control. Because certain countries are seen as hostile to the United States, the university can deny travel to employees if they want to go to those countries. Even if travel is approved out of country, certain extra precautionary steps may need to be taken by the faculty member. ORSP now has a travel embargo form that needs to be filled out for all out of country travel by university employees (see attached). The travel has to be approved and a discussion has to take place about best practices with regard to safety.

Q - Does this apply to personal travel by employees?

A - Dr. Johnson said this only applies to official university business.

Q - Why are some of the ORSP links broken on the website?

A- Dr. Johnson said that the website is currently being redesigned and those will be fixed.

Dr. Henney indicated that even using blackboard abroad poses some problems (i.e. password protection).

Dr. Johnson stated that there will be travel updates because of an overlap between oversight between ORSP and David Bradley's office on this issue. Additionally, while UHD is handling the issue in this manner other universities will have different rules and procedures.

Dr. Johnson also updated the Senate on the Provost search. He indicated that the list was narrowed down to 4 candidates who would be brought to campus for interviews. There would be two open forums for each candidate. The President and Deans' Council will meet together with the candidate and the search committee will eat dinner with the candidate. He encouraged the senate and other faculty and staff to attend the forums. The forums would also be recorded.

Q- What is the timetable after the forums and when is the start date?

A- Dr. Johnson said that the full committee should meet within a week to hand over strengths and weaknesses. The proposed start date is January 1st.

Q- Are the candidates meeting with Faculty Senate?

A- Dr. Johnson stated that FSEC will meet with the candidates for 45 minutes.

Announcements

Dr. Henney announced the special election results:

Dr. Amy Baird is the new CST representative for APC (2018-2020)

Dr. Kevin Buckler is the new CJSW representative for FGC (2018-2019)

Dr. Janice Ahmad is the new CJSW representative for FFLC (2018-2020)

Dr. Omprakash Gupta is the new MGTI representative for FGC (2018-2019)

Dr. Henney also indicated that there will need to be a new special election for the FAC representative for CST.

Dr. Henney encouraged the Senate and faculty to look over the new SAM on Ethics as it is under review and to provide feedback to Dr. Wang (wangh@uhd.edu) and to cc Ms. Hodge (hodged@uhd.edu) by noon on 9/23.

If anyone is not receiving emails, be sure to check email addresses for accuracy and also check spam folder.

New Business

Dr. Henney indicated that the new business would include a discussion on the 3-3 workload and the lecturer workload if there was time.

Dr. Henney provided Faculty Senate with a short presentation on the workload (50-25-25), teaching load (4/3), and what we do. She indicated that all are tied together.

Discussion along with questions ensued.

-Is the 50-25-25 based on working hours? -> More about effort

-What policy was revised when moving from 4/4 to 4/3? -> 10.A.04

-Wasn't FAC working on this last year? -> Yes, but FAC has questions including a major one, what problem is the 3/3 teaching load addressing? Also, the estimated cost was huge, about one million.

Dr. Jerry Johnson stated that the one million plus number was based on 250 T/TT faculty (total Tenured and Tenured Track faculty at UHD) needing 250 sections covered by adjuncts. The cost to hire full time lecturers was more.

-COB already has a large number of faculty on 3/3, wouldn't the cost actually be lower? It is probably lower, but still a large cost and one that is an annual budget cost not a one-time item.

-What is the argument for the 3/3?

-What does 50% effort look like? What does that mean?

-Other universities have different options at the same institution - 1/1, 2/2, 3/3, 4/4.

-Do we know how many people are on course releases?

Dr. Henney states that we can request a workload study for Senate. It appears that 3/3 may be covering inequities in service. 3/4 was about scholarship, is the 3/3 about service?

Dr. Dahlberg indicated the passage of the 3/4 was about service. Others indicated that it passed to reflect what the faculty were already doing for service.

-We should conduct an audit of course releases and ask the faculty members currently doing a 4/3 what they would do with the course release.

-A problem with that line of thinking is that people currently receiving a course release have it for a reason (i.e. more service work).

-A problem with moving to a 3/3 is that this could increase use of part-time faculty which could run afoul of SACS compliance.

-If we move to a 3/3 from a 4/3 are we going to do more research or more service? Both?

-For tenure track faculty there is ambiguity with scholarship requirements to the detriment of teaching and service.

-There could be a problem where people self report more service than they actually perform. This discussion is an argument for a workload study separated out by level.

Provost Hugetz jumped in and mentioned that there is currently a work study for the Board of Regents done for each faculty member's workload. It is broken down by percentage of teaching, service, and research. Ms. Carol Tucker should be able to get the raw data to Faculty Senate by college with names redacted.

-Names might be helpful. Additionally, while faculty teaching assignments are bound to be accurate, the service workload may not be.

Provost Hugetz responded by saying the service report to the Board of Regents only includes service with course releases. However, course releases are being granted on a larger scale than originally thought. Also, the 3-3-0 proposal for first year tenure track faculty is about scholarship not service.

Dr. Jerry Johnson stated that the 4/3 did not result in less committees, rather more people were placed into service. The workload discussion is about quality of life and teaching, scholarship, and service are all intertwined.

-A course release study is probably warranted, although a workload study is questionable.

Dr. Pavelich volunteered to take the lead in a service/committee audit.

-Another issue to consider is staffing. Possibly have a workload and business practice study.

-Big problem is that no one specifies the hour totals that faculty should work on a 50-25-25. 40 hours, 90 hours? Basic agreements on things like this need to come first.

-Staff can do a lot of the service work that faculty are currently performing.

-Faculty are already performing overloads, 3/3 will exacerbate the issue.

Dr. Henney brought up the idea of flexible workload referring to the attached slides.

-How do we get a flexible workload if we don't know how much time we spend on our work?

With meeting ending soon, the idea was floated that we pick up with this discussion on the 3/3 and flexible workload at a later date. No objections were raised.

Dr. Pavelich makes a motion for a workload study of faculty at UHD. Dr. Epstein seconds the motions. The motion passed with 18 votes for and 2 votes opposed.

Dr. Pavelich made a motion to adjourn the meeting and Dr. Sadana seconded the motion.

Meeting adjourned at 4:02 pm.