

UHD Faculty Senate Meeting

October 15, 2013

Minutes

Present: T. Hale (President), G. Preuss (Past President), S. Henney (Secretary), R. Beebe (President Elect), C. Rubinson, M. Duncan, R. Johnson, J. Johnson, F. Khoja, P. Mandell, HM. Wang, J. Davis, K. Hagen, M. Portillo, A. Lopez Pedrana, J. Quander, R. Sadana, P. Simeonov, S. Zhou, S. Koshkin, J. Tito-Izquierdo, A. Lopez Pedrana, U. Bose, P. Simeonov, S. Penkar, C. Stewart

Absent: T. Chiaviello, P. Deo, J. Herrera, G. Lund,

Minutes

Minutes of 10-1-13 approved unanimously.

Announcements:

The Nov. 19 Senate meeting has been moved to N-1099.

Hale has met with the University Archivist, who will archive Senate records that are from as far back as 1978.

Future Presentations on 11/5

- Disability Services, Dr. Kaio
- CSET/MS Committee
- Athletics Director from UH-Victoria

Senate Business:

Elections were conducted for:

- CEC
- COC
- FASC

Report from Policy Alignment Task Force:

Last week the Task Force sent findings to FAC about alignments and contradictions between various faculty-relevant policies.

Senator asked if Senate could have a copy of the report. Response: Yes, it will be sent out.

Guest: Mr. Hugetz, Provost

Faculty Salary Study:

There are two phases to the study: 1) by discipline and 2) by rank and years in rank. The study will stay as close to CIP codes (Course Inventory Program; each discipline/sub-discipline may have multiple codes) as possible. Rank and years in rank will also be considered. There is some limitation in CUPA as far as granularity. The first report from the study will be done by the end of the month, whereupon it will be vetted by administration and shared with faculty leadership.

Hale asks about the timeline that was distributed last semester. Response: Montalbano states that the timeline has been delayed by about one week, due to data acquisition issues.

Senate member asks about faculty who have multi-discipline appointments, especially when there are disparities across the disciplines in pay scale. Response: Hugetz states that these will be addressed on an individual basis.

Senate member asks about faculty being informed about why they have not received a merit raise. Response: There hasn't been a tradition of this, but Hugetz believes they should know why if they get a zero raise. It is a particular issue with our current evaluation structure, where people with good scores (because overall evaluation numbers are so high) could fail to qualify for a raise. The faculty member should have known, on the basis of their annual evaluation, that there was a problem that could lead to the lack of a raise.

Senator points out that faculty evaluations should be a broader discussion.

Senator asks about the raise being called a "merit raise", even though it is based on CUPA. Therefore, will there be a raise based on compression? Response: Hugetz states that we are operating under a regulation that requires faculty salary increases to be based on merit. A non-meritorious faculty could not be increased for any reason, even compression or inversion. Aside from this, equity will be included in decisions about amount of increase.

Senator asks about the salary increase relative to promotion (8k to Full; 4k to Associate) and whether these are being looked at. Response: Hugetz thinks these are pretty good, but they will be looked at.

Senator points out that some universities negotiate the amount of increase on an individual (negotiated) basis.

Admissions Policy:

Hugetz states that there is a significant change to this policy, which is on the "fast track." APS has rewritten the policy to establish a minimum of a 2.0 GPA in order to transfer into the university. 15% of our transfer students come in with a less than a 2.0 GPA (we have essentially been open admissions for transfers). The Provost wants to take this change to the November Board meeting. The new policy can't be implemented until Fall of 2015 because of the one-year notification requirement. The revised policy also addresses other special admissions categories (i.e., people who have been out of school for a long time, people who are just taking a few classes).

Senator asks if there are any options for students who do not meet this mark? Response: There are no universities we can find that allow transfers under 2.0. Nonetheless, there is an appeals process in the new policy.

Senator asks if the policies that passed AAC in the spring have been signed. Response: Montalbano states that all policies that she has received have been signed and notice has been sent out. Hugetz states that there are about three more that have been signed and are ready to be distributed.

Guest: Dr. Morano, Chair of UCC

Common Core:

The Core package is due at the beginning of November. Eighty-six courses went through in the spring. No courses were rejected outright, but some were reworked. The idea for the University (Transfer) seminar was developed during the summer, as was the assessment plan (required by Coord Board). The group working on the assessment plan recommended reorganization of the General Education Committee. Michelle Moosally will chair the Gen Ed Committee, which will be an ad hoc committee of the UCC. This committee will make recommendations about the Gen Ed program and about assessing the Gen Ed program. Routing the Gen Ed program through the UCC will pull the chairs and deans in to the Gen Ed discussion. SACS is coming in three years. Last time they had several concerns about Gen Ed that haven't been addressed. The revitalized Gen Ed committee will be tasked with addressing the concerns SACS raised.

There are 17 University Seminars that have been proposed; they will be discussed this Friday.

Senator asks how assessment will be done over time; Gen Ed and the core are at the lower division level, but we need to know if the skills are retained over time (to graduation). Response: We will be assessing students at the sophomore level (taking how long they've been at UH into account). Within each competency within the core, there will be a rubric that will be given to faculty teaching targeted classes in order to design an assignment or question that will assess that competency. Sub-committees of Gen Ed will actually do the assessment work (with Gen Ed organizing). Two competencies will be assessed each year. Lea Campbell is working with Gen Ed to design rubrics, write reports, etc.

Another Senator asks about further plans to assess students at the end of their academic career. Response: Plan is to integrate disciplinary assessment of graduates into the plan. Standardized test or rubrics are also being considered, but standardized tests are not likely. This plan is still under development.

One of the first things that the Gen Ed Committee has to do is to re-evaluate our Gen Ed objectives and tackle how the core can be integrated into this.

Senator asks about college-level assessment plans; how will these relate to the overall assessment plan? Response: This is still under development; it may be that all that is needed is to submit data from what you are already doing.

Honors Program:

UCC has approved the honors program to start in the fall with 40 students. This program will focus on the first two years, after which students will flow in to honors programs within their majors or departments. We will be posting for a director imminently.

Senator asks how students will apply and how it will be advertised. Response: These students will get scholarships of some kind. It will be a recruitment and retention tool for high-end students.

Senator asks how the Honors program will be administered. Response: There will be a faculty group appointed to oversee the honors curriculum; this group will be elected by Senate procedures.

Senator asks how the upper-division disciplinary honors programs will be integrated with the new program? Response: The new program is lower-division. It should feed in to the upper-division honors program in the discipline. We may need to work on names to distinguish the lower-division program from the upper-division program.

Senator points out that there is a distinction between honors programs and honors societies. Response: This is a recruiting tool and a retention tool. We lose a lot of our best students in the first year; this will allow high-performing students to have a more elevated academic experience in the hopes that we can retain them.

Senator asks about what the negative results from separating the best students from other students? Response: There will be many classes they will be in that will not be honors classes; for the foreseeable future, there will not be enough honors students to fill whole classes. Can put them in a regular class and give them extra work.

Old Business

None

New Business

Hale asks for hands from people who have had problems with stipends/overloads/grant pay, etc.

Eleven Senators' hands went up. There may be separate problems having to do with stipends/overloads (i.e., Banner) versus problems having to do with grants. The issue of stipends/overloads is typically short-term and handled well by staff; the issue of grant pay is an ongoing concern.

An audience member states that there is a tremendous staff shortage at this university. Grants and overloads are different issues.

A Senator states that there is a lack of consensus about whom and what can be paid off of a grant. We need to have some sort of publicized guidelines.

Adjourned: 3:48 pm