

**UHD FACULTY SENATE MEETING**  
**February 6, 2007**

**CALLED TO ORDER:** The tenth UHD Faculty Senate meeting of the 2006-2007 academic year was held in A-300, One Main Street, Houston, Texas on February 6, 2007. The meeting convened at 2:30 pm. President Anjoo Sikka presiding, with Vice-President Michelle Moosally, and Secretary-Treasurer Gene Preuss.

**Present:** Anjoo Sikka (President), Michelle Moosally (Vice President), Gene Preuss (Secretary/Treasurer), Jeffrey Adams (MMBA), Austin Allen (SOS), Kris Anderson (SOS), David Branham (SOS), Linda Bressler (FACIS), Youn-Sha Chan (CMS), Tony Chiaviello (ENG), Raquel Chiquillo (A&H), Ermelinda DeLaViña (CMS), Prakash Deo (FACIS), Marion Godine (UE), Jon Harned (ENG), Mian Jiang (NS), Mark Kellar (CJ), Faiza Khoja (MMBA), Aaron Krochmal (NS), Hong Lin (CMS), Steve Maranville (MMBA), Shelley McIntosh (UE), Rich McMahan (FACIS), Tyra Montgomery (NS), Pat Mosier (A&H), Lucille Pointer (MMBA), Nick Rangel (A&H), Aimee Roundtree (ENG), Johanna Schmertz (ENG), Randy Serrett (FACIS), Cindy Stewart (SOS), Jorge Tito-Izquierdo (ET), Rahul Verma (FACIS), Shengli Yuan (CMS)

**Absent:** Peter Li (SOS), Angela Pedrana (UE),

**Guests:** UHD President Max Castillo, Vice President for Academic Affairs and Provost Molly Woods, Vice President of Administration and Finance David Bradley, Associate Vice President for Policy and Planning David Fairbanks, and Dean of the College of Business Donald Bates.

President Sikka declared a quorum and called the meeting to order at 2:34 pm.

**Approval of Minutes:** The Senate approved the minutes of the January 16, 2007 meeting with noted revisions.

**REPORT FROM SENATE OFFICERS:**

President Sikka reported that the University of Houston System and the Faculties Executive Council are hosting an International Studies conference Friday, March 30, 2007, from 9 AM – 2 PM at UH-Clear Lake. The conference is to encourage increased international programming. If you are interested in presenting at this conference, please contact President Sikka by e-mail; the deadline for submission is February 15th, 2007.

The Academic Affairs Council has not met this year; the next meeting will be February 14, 2007. Revisions to the Faculty Employment Policy are on the agenda. Please send suggestions or concerns to Sikka or Vice President Moosally.

University Planning Council held the first meeting of the year on February 2, 2007. Beginning this year, the planning process is on a 2-year cycle, and the meeting focused on the 2-year planning cycle.

Sikka reported that she met with Associate Vice President for Policy and Planning David Fairbanks about salary compression. They discussed which benchmarks to use, and whether adjusting salaries to CUPA averages will address compression.

Sikka reminded the Senate of the email she sent earlier noting Texas Governor Rick Perry's statements on awards for early graduation and the B-On- Time Loan. Perry also suggested that mandatory exit exams be administered at institutions of higher education and to begin keying incentives to levels of success will raise questions. One of these questions, she said, is how universities should address success.

She also reported that Vice President for Academic Affairs and Provost Molly Woods will form a graduate advisory council to help develop a graduate-school culture at UHD.

Vice President Moosally reported that all committees are functioning, and asked that if anyone had questions that they should contact her.

Secretary/Treasurer Preuss had no report.

#### **REPORT FROM ADMINISTRATION:**

UHD President Max Castillo commented that the Texas governor has decided that higher education in the state is broken and must be fixed. Accountability is important, and he reminded the Senate that at this point the governor's plan is just a plan. He stated that financial aid considerations are intertwined with all aspects of the governor's plan. His concern, also expressed by other university presidents, is that the formula the governor proposes works against institutions like UHD. In effect, Castillo states, the legislature wants to apply 20<sup>th</sup> century public policy solutions to 21<sup>st</sup> century students. UHD needs to work with the governor and legislature to provide recommendations and guidelines, not cookie cutter models. Higher education institutions along the Border enroll more non-traditional students. These institutions will also be affected by the proposal, with the planned elimination of special budget items, another issue that needs to be addressed. As for the governor's plan to implement exit exams, Castillo said rewarding institutions based upon an arbitrary level of success will reward large universities. The President said he will testify before the House Education Committee and the Senate Finance Committee and ask for full-formula funding for UHD, which will help put more money into instruction and operations. He also said students cannot rely upon grants alone for higher education. He stressed the importance of Higher Education Assistance Funds (HEAF) for teaching equipment, libraries, facilities, and renovation. He will also ask for general revenue funds to pay for state employees' salary increases. He noted that the State has not funded this in the recent past and UHD has had to fund this out of our general revenue budget. President Castillo said that UHD would increase enrollment in accordance with the Texas Higher Education Coordinating Board's "Closing the Gap: The Texas Higher Education Plan" by recruiting more students into its teacher education, science and technology, and math and engineering programs.

Senator Branham asked how UHD can be proactive toward the governor's plan. Castillo replied that we should wait to see which bills are filed to implement the governor's plan. Senator Jiang asked when Castillo expected legislation to be implemented. The President replied that most of

them will probably begin in September 2008, the beginning of the next biennial but there might be some in Fall 2007. Senate President Sikka asked how likely UHD would see an increase in state employee pay. Castillo said that it would go into the Instruction & Operations formula, but not as a separate appropriation, and that UHD is asking for full-funding of the I/O formula.

Vice President for Academic Affairs and Provost Molly Woods reported that the Board of Regents met last week and approved UHD's proposed bachelor's degree in Fine Arts Management. Final approval will come next week when the Board meets at UHCL. She stated that University of Houston Dean of the College of Liberal Arts and Social Sciences, John J. Antel, made a presentation on the UH Writing Center. This led the Regents to inquire about writing programs at other UH campuses. Sikka said that the UHD English Department faculty should be involved. Woods responded that she asked the deans to provide information about writing programs in their colleges. The UH writing center also provides a service to help other colleges develop new writing programs, Provost Woods noted.

Vice President of Administration and Finance David Bradley reported that the College of Business building project is continuing apace. Elevators 8A and 8B remain under construction. This project, which will bring elevator service to the student pick-up/drop-off area under the North deck, will hopefully be complete by March 5, 2007. He also stated that negotiations continue on acquiring property near the Willow Street Pump Station and over by the Washington St. lot. He noted that the Police Department added an officer when Tony Barrera returned from military leave.

**UNFINISHED BUSINESS:** President Sikka called the Senate's attention to a revised Resolution concerning salary compression that she passed out (see attached).

Senator DeLaViña stated that the first resolved statement taken alone would increase compression. Senator Chiaviello stated that perhaps the increase in the first resolved statement should be expressed in terms of a percentage instead of a fixed rate. Senator Mosier replied that a percentage would not help all faculty. Preuss suggested that the resolved statement should read a percentage or a flat rate whichever is higher.

DeLaViña suggested that the Senate should reorder the resolved statements. Discussion concerning reordering the resolved statements resulted in the following:

Recognize the severity of salary compression and make addressing salary compression the highest priority for the upcoming budgeting cycle (biennial) and set aside a projected amount to address compression and salary adjustments for promotions,

Investigate strategies (in addition to promotion salary increases) to determine salary benchmarks *from new faculty salaries in that year,*

Increase the salary benefit for promotion to a higher rank. Specifically, the Senate supports a \$4000 salary increase for those who move from Assistant to Associate (instead of the current \$2000) and an \$8000 increase for those who move from Associate to Full Professor (instead of the current \$4000),

Keep the Senate informed on the strategy/ies used to determine salary benchmarks and allocation of funds.

Associate Vice President for Policy and Planning David Fairbanks said the assumption is that salaries should not leapfrog, and it would cost \$8000 to readjust.

DeLaViña reminded the Senate of her earlier statement that the “increase” paragraph alone would amplify the compression problem. Sikka said that the Senate should use more than one salary. Fairbanks expressed that he was unclear over what the goals of benchmarking should be. He observed that in several departments an associate professor makes about \$9000 more than an assistant professor. Sikka replied that individual salaries should be considered. Moosally said the issue should not only address compression, but loyalty to the university should be rewarded, as well. Sikka said that the University Planning Committee should discuss the issue since the Senate does not have all the data.

Senator Anderson asked how many new assistants will make more than existing professors. Fairbanks explained that the Department of Social Sciences has many disciplines and represents a special case. Sikka stated that salary inversion and disparity exist in the colleges/departments of Business, CIS, and Math, not only in Social Sciences. Chiaviello suggested that if the problem is not widespread, individual salaries could be fixed, and then the policy should be adjusted. Sikka said these concerns should be outlined and included in the strategy.

Yvonne Kendall commented that departments that bring in more funding are usually those with higher salaries. Senator Chiquillo suggested that tenure was not just a reward for good work. She hoped that the salary increase would not just be 2%, but that salary would also keep up with inflation. Sikka said that the American Association of University Professors report states that with inflation faculty salaries have decreased by 1.5%.

Sikka called for a vote on the reordered resolved statements. The Senate voted, and the reorder passed with one abstention.

Sikka asked if the Senate wanted to rewrite the “Increase” resolved statement to suggest a percentage instead of a flat salary. Fairbanks said that for some salaries an increase stated as a percentage would lead to a much higher salary increase for some professors. Senator Adams stated that a set dollar increase seemed clearer, while Senator Serrett said that a percentage increase seemed more equitable. Chiaviello stated that a percentage should be based upon a baseline. Branham said that a percentage increase should be based upon the block from assistant to associate, not of the individual’s total salary. Preuss suggested that perhaps the salary scale could be set up as a rubric that clearly indicated the pay step scale based upon years of service and promotion. Mosier suggested three considerations a) a flat increase, b) an increase adjusted for inflation, or c) a raise dependent upon a percentage of the current salary.

Sikka asked the Senate to consider what it wanted to do now, and what it wants to see happen in the long-term. Senator Harned stated that the pay increase should be a specific amount adjusted for inflation instead of tying the increase to a percentage of the salary because that would lead to serious inequities in compensation. Nell Sullivan stated that it was important to put specifics in the resolution as the idea of fixing things in the future has not worked in the past at UHD.

Anderson asked for a vote. Mosier said the Senate should modify the reordered third resolved statement to leave the dollar amounts, but state, “amounts adjusted annually to account for inflation.”

Harned suggested amending the statement “and make this retroactive.” Sikka stated that she would like the Senate to vote on Harned’s amendment separately. Senator Schmertz reminded the Senate that the document in question is a resolution, not a policy. Preuss stated that we needed to vote on Mosier’s proposed amendment, then on Harned’s amendment to the amendment.

The Senate voted on the motion to add the addendum to the resolved statement. The addendum passed, with 4 “nay” votes:

Increase the salary benefit for promotion to a higher rank. Specifically, the Senate supports a \$4000 salary increase for those who move from Assistant to Associate (instead of the current \$2000) and an \$8000 increase for those who move from Associate to Full Professor (instead of the current \$4000), with amounts adjusted annually to account for inflation.

The Senate then voted on the Resolution as follows revised:

Recognize the severity of salary compression and make addressing salary compression the highest priority for the upcoming budgeting cycle (biennial) and set aside a projected amount to address compression and salary adjustments for promotions,

Investigate strategies (in addition to promotion salary increases) to determine salary benchmarks *from new faculty salaries in that year,*

Increase the salary benefit for promotion to a higher rank. Specifically, the Senate supports a \$4000 salary increase for those who move from Assistant to Associate (instead of the current \$2000) and an \$8000 increase for those who move from Associate to Full Professor (instead of the current \$4000), with amounts adjusted annually to account for inflation.

Keep the Senate informed on the strategy/ies used to determine salary benchmarks and allocation of funds.

The vote on the Resolution passed, with 23 votes in favor, 1 against and 8 abstentions.

### **NEW BUSINESS:**

Reports From Committee Chairs:

Yvonne Kendall reported that the Faculty Affairs Committee proposed restructuring the Grievance policy to dissolve the Focus Subcommittee, and create a larger Hearings Subcommittee so that more than one hearing can be held at a time. A position for an ombudsman is under consideration. The FAC has also met with Campus Relations/Affirmative Action Officer Doug teDuits and Vice President for Employment Services and Operations Ivonne Montalbano to clarify rules and relationships. She said they have also discussed curriculum changes and issues involving dissolving majors to get rid of tenured faculty and programs.

Liz Walden, chair of the Academic Policy Committee could not attend. Instead, she submitted a written report (see attached).

Adolfo Santos reported that the Curriculum Committee discussed developing the policy to dissolve programs and majors, but stated that it could be at least two years before a policy came through the committee.

Curriculum Changes and Shared Government: Sikka explained that the Administrative Management major in the Department of Management, Marketing, and Business Administration in the College of Business has been dissolved with the approval of President Castillo. Provost Woods gave assurance that the faculty members who taught in the major would be retained. Dean Donald Bates explained that the process began in August 2006, and the two faculty members were notified. The 75 students in the program were given a two-year transition program. Dean Bates stated that the college followed precedent in the absence of a policy concerning dissolution of a major. Sikka stated that since an addition to the curriculum has to go through the Curriculum Committee and Academic Affairs, so there was some concern that the dissolution of a major program did not do the same. She noted that Section 2.6.2 of PS 10.A.06 Faculty Dismissal Policy and Procedures states, "When the administration decides to consider the possible elimination of degree programs or departments which will require faculty dismissals, the administration will ask each department to elect one tenured faculty member to serve on a special committee to assist in this decision-making process." Although Dean Bates and Provost Woods reminded the Senate that no faculty members were terminated, Sikka stated that several faculty members contacted her stating that they felt policy was ignored. Mosier stated that she was appalled that this could happen. She asked if there was no policy to follow. Provost Woods suggested that if the Senate believed there should be a more concrete policy statement they charge a policy-writing committee to address the issue. Moosally moved that the Senate charge the Faculty Senate Executive Committee to look at policies affecting changes to programs. Sikka stated that Adolfo Santos said the Curriculum Committee had discussed the issue, but Moosally was concerned that Santos said it would take 2 years to get a policy draft completed. Sikka said there was sentiment that the procedure the College of Business took to dissolve the Administrative Management major did not follow the spirit of shared governance.

**ADJOURNMENT:** A motion to adjourn the meeting was made, seconded, and passed at 4:19 pm.

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**Date of Approval**

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**Secretary/Treasurer  
UHD Faculty Senate**