

UHD FACULTY SENATE MEETING
February 20, 2007

CALLED TO ORDER: The eleventh UHD Faculty Senate meeting of the 2006-2007 academic year was held in A-300, One Main Street, Houston, Texas on February 20, 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), Austin Allen (SOS), David Branham (SOS), Linda Bressler (FACIS), 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), Peter Li (SOS), Rich McMahon (FACIS), Tyra Montgomery (NS), Pat Mosier (A&H), Angela Pedrana (UE), Lucille Pointer (MMBA), Nick Rangel (A&H), Aimee Roundtree (ENG), Johanna Schmertz (ENG), Cindy Stewart (SOS), Jorge Tito-Izquierdo (ET), Rahul Verma (FACIS), Shengli Yuan (CMS)

Absent: Jeffrey Adams (MMBA), Kris Anderson (SOS), Youn-Sha Chan (CMS), Hong Lin (CMS), Steve Maranville (MMBA), Shelley McIntosh (UE), Randy Serrett (FACIS)

Guests: Vice President of Administration and Finance David Bradley, and Associate Vice President for Policy and Planning David Fairbanks.

President Sikka declared a quorum and called the meeting to order at 2:37 pm.

Approval of Minutes: The Senate approved the minutes of the February 6, 2007 meeting with noted revisions.

UNFINISHED BUSINESS:

SPECIAL ISSUE: Lisa Morano and Ermelinda DeLaViña presented the Interim Report from the Task Force on Research Support, Faculty Recruitment and Retention. They explained that the report stressed department-based ideas, for example, it identified specific proposals that came from the College of Business. They explained that the interim report would be part of a larger report. Morano and DeLaViña stated that workload and course load reductions are not the same. They suggested that to get more active faculty it would be necessary to reduce the course load. In preparing the interim report, the task force examined strategies used at other area universities to reduce the course load, and the report included some of these strategies.

Faculty Senate Task Force on Research Support, Faculty Recruitment, and Retention

Charge: Study workload/teaching load policies and practices at UHD and comparable institutions to learn how to enhance scholarship opportunities, which will positively impact faculty recruitment and retention.

Outline

- Preliminary work – UHD is out of step
- Process used by Task Force
- Assumptions
- Sample Strategies Suggested
- Proposal in Business
- Next step: Faculty Senate resolution?

Preliminary Work

- A. Workload Reduction vs. Course Load Reduction (They are not the same.)
- B. After examining workload policies at comparable institutions, the Task Force concluded that course load reduction is critical to supporting faculty scholarship, recruitment, and retention.
- C. UHD practices are out of step with course load practices at comparable institutions.

Report of Teaching Load by Deans of Business Colleges

Texas Institution	stated teaching load	% faculty with ≤ 9 hours
Prairie View A&M Univ	12	90
Texas Southern University	9	90
TAMU – Texarkana	12	90
UH – Victoria	12	90
UT – San Antonio	9	90
UT – Brownsville	12	90
West Texas A&M Univ.	9	90
Angelo State University	12	30

Assumptions for Workload Reduction

Standardization – Discipline specific, departments quantify workload (workload vs. course load reduction)

Flexibility – Individuals develop workload plan consistent with departmental requirements

Application – Those that allocate more workload towards scholarship apply for 4/3

Banking – Achievements beyond expected credited

Cost – Course load reduction may be lost

Overarching themes

- Faculty are overwhelmed with teaching, service and scholarship obligations
- Research and teaching are both scholarly activities
- Some relief (time to engage in scholarly activities) is necessary
- Faculty are committed to effective teaching
- Departments vary considerably in resources available to fund course releases

Sample Strategy #1

Strategy	Benefit
Allow new faculty to have a 4/3 course load during their first 1-2 years	Recruitment, retention, positive impact on students
Concerns	
Most departments in favor How to pay?	

Sample Strategy #2

<i>Strategy</i>	<i>Benefit</i>
Raise course caps <u>only</u> in the context of reduction in course load	If same preps would have more to grade, but less time in class, \$ for departments?
<i>Concerns</i>	
Not feasible for some courses/disciplines (Urban Education, Humanities)	

Sample Strategy #3

<i>Strategy</i>	<i>Benefit</i>
Administration should encourage faculty to request and fund course releases through external funding/ matching funds where possible.	Recruitment and retention of faculty involved in scholarship.
<i>Concerns</i>	

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Sample Strategy #4

<i>Strategy</i>	<i>Benefit</i>
Hire adjuncts to assist faculty in grading/tutoring/other non-teaching activities.	Workload reduction only.
<i>Concerns</i>	
Determine what constitutes a “course” for adjuncts.	

Proposed Plan in Business

- **Business college (UHD) has developed a proposal to provide tenure/tenure track faculty requesting a one course reassigned time reduction in workload to pursue approved scholarship activity**
- **Course reduction funded by increase size of business core courses**
- **Outcome of increased class size**
 - **Use fewer adjuncts,**
 - **Increase Academically Qualified (AQ) coverage,**
 - **Maintain AACSB accreditation**
- **Plan is revenue neutral**
- **No action or decision has been made on the proposal**

Next Step: Faculty Senate Resolution?

President Sikka thanked Morano and DeLaViña and recognized other members of the task force, and reminded the Senate that the task force would continue its work.

During Discussion, Senator Khoja asked how large the business classes would grow. Morano said up to 70 students. Khoja said some classes were already up to 40. Senator Pointer asked if there were any plans for teaching assistants. Morano answered no. Vice President Moosally asked that if class sizes were increased, would there be classrooms large enough to accommodate more students. Morano replied that there are many different ideas on how to reduce the course load; the Business model is not the only one, but it is revenue neutral. Moosally asked if anyone knew how many large classrooms are available. Several people replied the number is available.

Senator Roundtree wondered if increasing class size is the most common revenue neutral way of reducing course load, were there other revenue neutral options. DeLaViña replied that the task force does not have all the information or details on the many ways of reducing course load. Khoja asked if reducing course load was worth a potential increase in workload that came with a larger number of students. DeLaViña responded that a reduction in the course load could mean less hours during the week, although there might be more work during testing times. Sikka stated that the larger classes would be primarily in the core courses.

Forrest Aven, Chair of Management, Marketing, and Business Administration (MMBA) Department and task force member, stated that the proposal was not intended to make things worse for faculty, but to make conditions better. Moosally asked about the status of the Business proposal. Aven replied that it is in the Provost's Office.

Senator Harned asked if every Business core class would be automatically increased to 70 students or would instructors have the option. Aven said that the increase was not for all core courses.

Sikka stated that the Senate should not debate all the particulars of the interim report.

Roundtree stated that the samples in the report did not change the workload, but simply shifted it about. Morano responded that the task force gathered many suggestions, and reminded the Senate that not all options would apply to every department.

Senator Chiaviello stated that the proposal would not give him more time. DeLaViña stated that it would if someone presently had four classes. Secretary Preuss stated that if UHD ever has teaching assistants, the large classes would be less work.

Morano reminded the Senate that the task force interim report was not a plan, but a list of several possible solutions.

Senator Stewart suggested that increasing the number of students in sections would hurt active learning strategies. Preuss stated that there are active learning strategies that are designed for large sections, but agreed that large sections would affect student engagement in the classroom.

Senator Pedrano stated that all new members must get used to the environment if we make a reduction by doubling-up. Morano reminded the Senate that the report included other strategies, and discussion should not focus on the Business model. Harned said the Senate should not focus on department models. UHD needs university-wide discussion from an academic point of view, instead of a creeping movement toward double sections without discussing the long-term impact upon core courses. Preuss stated that the task force report focused on strategies.

Khoja stated that the task force should look at reducing the workload for new assistant professors. Morano replied that the suggestion is on the list. Pointer asked about the costs of reducing the course load to a 3/3 or how many more professors would be needed. VPAF David Bradley stated that he remembered that former Faculty Senate President Kirk Hagen estimated a cost of \$2 to \$2.5 million dollars, but he was unsure of Hagen's exact figures. Sikka suggested that the next assignment for the task force might be to look into the costs.

Moosally stated that with a reduction in workload, if the faculty could do more scholarship, but the reduction should not negatively affect the students. ORC and grants are the only true way presently to reduce the course load. Course releases are not reductions. Senator Tito-Izquierdo stated that it is important for faculty to expose students to research.

Senator Yuan asked if different departments should identify strategies that would work for them. DeLaViña stated that the task force assumed that they would. Senator Mosier asked what should happen after a procedure is developed. Sikka stated that it should go from the department, to the dean, to the provost.

Sikka said the task force was charged to develop several common recommendations and the Senate would address these issues and factors. She asked what the Senate wanted the task force to do next. Pedrano commended the task force for taking on a difficult issue. Senator Montgomery asked if all 25 recommendations would be included in the interim report. DeLaViña and Morano replied that the report would include all the suggestions.

Secretary Preuss moved that the task force move beyond course load and look at the issue of reducing faculty workload. The resolution was seconded and passed.

Morano stated that some universities assign rank to service, and there are other workload reduction models to consider.

ADJOURNMENT: A motion to adjourn the meeting was made, seconded, and passed at 3:54 pm.

Date of Approval

**Secretary/Treasurer
UHD Faculty Senate**