



University
of Houston
Clear Lake

University Council Minutes

March 11, 2021, 2:00 p.m. (Virtual Teams Meeting) | Meeting Called to Order by Ira K. Blake, President

In Attendance

Elizabeth Beavers, Dwayne Busby, Cindy Cook, Sara Kielt Costello, Mark Denney, Gigi Do, LeeBrian Gaskins, Samuel Gladden, Miguel Gonzalez, Esther Herrera, Hiba Loya, Lisa Romano Hudson, Rebecca Huss-Keeler, Anna Klyueva, Beth Lewis, Brad McGonagle, Kathryn Matthew, Timothy Michael, Evelyn Miralles, Roberta Raymond, Joseph Staley, Brian Stephens, Edward Waller, Christine Walther, Paul Withey, Kevin Wooten, Lee Young, Chloris Yue, Faiza Zalila

Approval of Minutes

The February 11, 2021 meeting minutes were reviewed and unanimously approved.

Academic Council

No action items

Information Items – University Shared Governance Committee Reports

Academic Council

No report presented

University Life Committee (ULC)

Dr. Christine Walther shared that moving forward, Dr. McGonagle, as the HR Executive Director, and expert on the subject matters related to university policies, will be introducing policies presented at University Council. Dr. Walther further stated that the five policies being presented were worked on and approved by a task force out of University Life and then presented to ULC, where they were approved. Dr. Brad McGonagle presented the five proposed policies for approval to the University Council. The first policy, Employee Time and Reporting, adapted from the UH System SAM, identify how employees report through TRAM and PASS Systems based on identifying as an hourly or exempt employee. The second policy, Essential Personnel Policy, is new, recommended, and approved by University Life Committee; there is no one at the UH System level; it clarifies which employees are classified as essential personnel. The third policy, Employment of Foreign Nationals, adapted from the UH System SAM, identifies the process for hiring foreign nationals. The fourth policy, Probationary Periods for Regular Staff, identifies the length of time on probation for non-exempt employees (6 months) and exempt employees and police officers (12 months). The final policy presented was the Recruitment Posting and Selection of Jobs, adapted from UH System SAM, which identifies the process for job postings for regular staff. Section 4.2 in the policy indicates that positions of Director and above be reviewed by the Chief Diversity Officer and go through the Search and Screen Process. The Search and

Screen Process is an addition to UHCL's policy. A motion to accept the policies as a batch was moved by Dr. Miguel Gonzales and second by Dr. Samuel Gladden. The Committee moved to approve the policies as presented.

Facilities and Support Services Committee

Presentation rescheduled.

Chief Strategy Officer

Dr. Kevin Wooten reported the results of the exercises members of the University Council participated in back in January after the special call UC Meeting to assist with the Strategic Plan's reprioritization. Reprioritization was necessary due to the impact of COVID-19, which resulted in changes in our clientele, students, and communities. The focus shifted to what is needed now that will make a difference. UC members were asked to rank order-specific initiatives across the 15 objectives related to perspectives of capacity, process, students, stewardship, and stakeholders. There were four criteria used to fulfill the University's vision and mission: enrollment, state appropriation funding, non-state appropriation and revenue, and COVID-19 restrictions on operations. After analyzing UC members' priorities, prioritization in the following areas was identified: creating a new transformative website, opportunities for faculty to develop their innovative teaching expertise, student retention, and creating a targeted campaign top the list. All report results were presented in a document shared with UC members.

Planning and Budget Committee (PBC)

No agenda items

President's Report

President Ira K. Blake shared the first analysis report by Mr. Denney of the financial impact over time of the expansion funding relative to becoming a four-year university with Senator Taylor and our Vice Chancellor for government relations at the Senate Finance committee meeting. Both individuals found the analysis valuable information that they intend to use in response to the new state mandate to re-open Texas, Mr.

Albert Black, the Emergency Manager, and the executive team will be more conservative than the state mandates. UH, System continues with its health and safety protocols as they currently exist across four universities. The hike and bike trail at UHCL is becoming a bridge with the neighborhoods across the street. UHCL is seen as part of the community. President Blake asked Dr. Miguel Gonzalez to share information about potential partnerships that will generate revenue and research opportunities for faculty. President Blake reiterated that organizations and other entities are interested in working with UHCL to provide academic theoretical expertise to the upskilling competency-based opportunities industries are interested in developing. Another area highlighted was the opportunity with HCA Houston Healthcare. Dr. Lewis and Provost Berberich are taking the lead on this opportunity. The meeting included members of the leadership team and HCA's CEO, and the chief nursing officer regarding the crisis of finding enough nurses to work.

For the Good of the Order

President Blake stated that sitting on an external SACSCOC Reaffirmation Committee adds value to the University by providing additional insight for reviewing the standards of our reaffirmation process. President Blake met with representatives (senators and legislators) interested in UH-Clear Lake and asked for further information about the University during the legislative sessions.

During the legislative presentation, Mr. Mark Denney shared that the legislators' requests were to assist with improvement in formula funding, restoration of 5% of our state appropriations for FY20 and FY21, and continue to receive our expansion of funding. President Blake stated that this institution is being recognized as a steward in our region and continues to move forward in significant ways, and others are recognizing our efforts.

Next Meeting

April 8, 2021, | 2:00 p.m., Virtual via Teams

There being no further business, the meeting adjourned at 3:30 p.m.

ACTION ITEMS