

# Spring Faculty Assembly Meeting

## Meeting Minutes

03/20/2019                      3/20/19

Present:

Next meeting:                      TBD

### 1. **Welcome**

Mike welcomed everyone

### 2. **Approval of October 2018 Faculty Assembly Minutes**

Minutes were unanimously approved.

### 3. **Introductions and Guest Speakers**

#### **a) Dr. Ira K. Blake, UHCL President**

Dr. Blake apologized for not being visible on campus recently. She has been at various meetings in Austin and the surrounding areas representing UHCL.

Core Leadership Searches – University Advancement VP have completed airport interviews with 8 candidates. They were impressed with our faculty leaders and all left wanting the job at UHCL. Five candidates will be approved to come on campus. The Student Affairs position will have airport interviews next week. Over 200 applications were received for this position.

Management changes – She is aware that communication for management changes can be improved and will work on appropriate ways to communicate those changes. It is important to know that changes are happening at the beginning of this next chapter for UHCL.

Strategic planning – Dr. Blake apologized to Dr. Pedro, Dr. Wooten, Mr. Denney, and Dr. Berberich because they are waiting on her for materials. The Strategic Advisory Board have lists and are reviewing letters that should be going out in the next day. Balance Score card procedures are being used which will enable them to monitor the work that is being done around a matrix which was vetted in a number of different ways and will monitor an active strategic plan.

Critical issues – Many are interrelated but focused on the 3 she felt were most pressing in terms of moving us forward:

The 1<sup>st</sup> critical issue is the need to get shared governance together. She would like to create a summer working group and would like to educate ourselves on what shared governance is really supposed to do. The Shared Governance policy is the central policy that needs to be clear and strong for UHCL. It will not affect the other policies that are being reviewed by other committees at this time.

The 2<sup>nd</sup> critical issue is developing human capital. It is not just about the students but about the faculty and staff. Faculty are at the heart of our responsibility in providing students with enriching educational experiences. Faculty Professional Development is incredibly important. She stated that it has to be strong, be systematic, be consistent, and sustainable. She would like another working group over the summer to brainstorm to help faculty progress professionally and personally in their teaching, scholarship, research, or service (meaningful service that resonates strongly with faculty). She is looking at it as a developmental process; what is needed as a lecturer, tenure track faculty, associate professor, and full professor are not the same. She would like everyone to be respectful and not do checklists in those areas.

The 3<sup>rd</sup> critical issue deals with the budget – At the legislature between the House and the Senate they have agreed to a one-time Harvey relief which will come from the rainy-day fund. The university will receive 83.6 thousand which is a small amount but we were fortunate and did not have a lot of damage. If we are reimbursed by FEMA for that amount then we will have to return it. It is basically a loan with no interest. In terms of appropriations the House and Senate are still negotiating.

The House is trying to increase the formula funding rate. We were hoping for \$62 but they are trying to increase the formula funding rate (base level) from \$55.82 to \$56.97. They are also talking about a small institution supplement to increase from 10 to 20 thousand. We are not a small institution but it would mean 4.9 million in the biennium. The increase would be 9.4% in terms of general revenue. They did not list a cut for downward expansion and did not mention anything about restoration which they cut by 34%.

The Senate wants to decrease downward expansion funding by 10% stating that revenue is coming in by increasing student enrollment. This is for basic credit hour tuition rates and does not cover STEM or graduates. We have lost about 44% in graduate students and STEM. They did not list a formula funding increase and would leave it at \$55.82. They would also like to decrease the funds provided for online teaching because the facilities are not being used. The Senate is missing something with their logic because online teaching is more time intensive and online supplemental resources cost money. Possible formula funding-based increase could be about 3% based on projections. We have people (old and new Regents) in Austin that are working to impact the Senate appropriation bill.

In terms of budget she is requesting assistance and patience. We are working our way out of the 3-year reduction model. The university is moving in the right direction with historic enrollment and new programs but are in the beginning strategic planning process which is essential because it will provide a guidepost. We need to continue with commitment, time, investment, and expertise as we move forward. A time will come when the turnaround is sustainable, purposeful, and productive so we will have the resources to support all staff in professional and personal goals.

**b) Mr. Mark Denney, Vice President of Administration and Finance**

This year we had record enrollment and currently are not projecting a large decrease next year. The current plan was a 3% across the board reduction for 3 years. We are starting the third year and the conversation should be why we are continuing with the 3% reduction in the context of where we currently are financially.

Originally, the university had a structural deficit in FY17-18. After the 3% reductions we had a 7 million structural deficit; the second year had an almost 6 million structural deficit; and the next year we are projecting a 2 million structural deficit. The structural deficit occurred with downward expansion. We were optimistic with enrollment numbers but the increase did not match the planning models. The enrollment estimates were not met but we were still successful with downward expansion. Other universities in Texas have gone through downward expansion and our growth in undergraduate enrollment are substantially better than many of those schools. In addition, there was the shift in the enrollment mix where an undergraduate student does not pay the same as a graduate student. There was also a decline in credit hours by 1/3 of graduate students enrolled. Staffing growth in FY16-17 was in anticipation of expansion growth. When the structural deficit was identified the university started drawing down on staffing positions, mostly by not rehiring vacant positions. All of these things combined made the budget challenging. We have good data that enrollment is changing but it is too soon to demonstrate a trend.

The State is talking about adding some support but it still has not restored formula funding and the numbers do not consider inflationary impact. We were cut 30-35% on all non-formula funding items which included downward expansion dollars. Mr. Denney has had to defend the data on downward expansion growth so the State does not take back the hold harmless money that was given. There is no confidence that the money will not be taken away from downward expansion.

We have been successful in managing expenditures but it has been opportunistic and not strategic. This is our opportunity to be strategic. The projections are looking good that we may break even but we still have a budgetary structural deficit. Looking forward we need to consider some funds may be one time and do not persist. Most importantly, if we just give back the 3% it will just give us the status quo and will not allow for new initiatives.

Structural imbalances cannot be fixed overnight without having institution devastation. He proposed moving forward with the concept of smart growth. Meaning as you grow, grow intelligently and have growth in the areas it should have been when the reduction occurred. This is our opportunity to place our growth in the areas where we will get the most benefits. Growth will bring resources which allows for us to reinvest and give us the capacity to do something new. The resources will come from the growth we have experienced and the 3% reduction.

He asked budget managers to identify where they could cut 3% and to identify items and how the university would gain if additional resources were available. Adding resources will be done strategically. Good reasons why an item should move to the top of the list will be required. It will be a collaborative decision on where resources are given. There are no new resources there are only resources we already have and need to use in a new way. Having the 3% cut but allowing the initiative process is an early window to how we will do that. Dr. Kelling, Budget Committee Chair, is working with Mr. Denney and others to come up with a plan that if more resources are available how we will start incrementally providing raises. The goal is to get us to average levels. Every year if we are not at the goal we should be building something to reach it. It will be a lot of work but it is a path that will allow us to make some fixes now and be more strategic as we go through the strategic planning process.

**c) Dr. Steve Berberich, Senior Vice President of Academic Affairs & Provost**

He wanted to share budget updates. The 3% reduction impacts the Provost area by 1.3 million. 1 million comes from the 4 colleges and averages about 80% from departments. He is in the process of looking at initiatives and requests to restore back funds. There are 18 new faculty lines totaling about 1.7 million without benefits included, non-personnel requests about 1.8 million, 11 new staff positions totaling 680,000, non-personnel requests totaling about 262,000. He will be working with the leadership in the Provost office to prioritize the requests. There will be an open forum to discuss the initiatives. They will be prioritized into three groups A (need to do), B (like to do), and C (hope to do).

He shared some non-personnel examples and how they came up with the figures. In the colleges the issues cluster around summer and adjunct budgets. The colleges also have non-personnel request that are not appearing on the list. They are looking to Advancement to find resources. Things outside the colleges that are non-personnel are initiatives that fall in the category of faculty development, student success, training personnel, and hardware.

He welcomed Dr. Charlotte Tullos. She is joining us as the new interim AVP for Enrollment Management. She is working on items needed to be done in Enrollment Management in all areas of recruitment.

Spring semester numbers - 8909 with a 7 credit hours increase. We are at 80,811 student credit hours. The fall trend looks positive.

Our 2<sup>nd</sup> Spring Open House is Saturday. A large turnout is expected. Currently there are 683 students registered. He attended the February event and thanked the faculty. They are a critical piece in the open house process. He asked everyone to continue the good work.

Academic affairs updates

Latin honors – the policy is being revised for AY 19-20. It has been at Faculty Senate and is going through the system of Shared Governance. They are going to remove the percentile gaps and will be setting them to GPAs. It is a great student-centered policy and is consistent with other universities around the area.

Student evaluations – there has been conversations in Faculty Senate about the student evaluation process. It has recently been learned that we are not in compliance with a Texas Education Code which gives us the responsibility to make available the ability to see course evaluations to our students. Work is being completed to make the university compliant.

Promotion and Tenure – exploring an aspect to move it online. There will be a Digital Measures demonstration on March 28 and April 3. More information will be provided when it is available. This may not happen this year but it will happen in the future.

Policy update - P&T committee has been working since the fall to update the policy. They have gone through the policy and are at a point where they can share some of the recommendations they would like to bring forward. The guidelines/criteria and how promotion is assessed is being explored in each College. They are looking for consistent criteria for all 4 colleges. This does not mean all 4 colleges will have the same criteria, but that the criteria will be consistent at the college level.

Search updates – we are in the final stages for Executive Director of the Neumann Library and the Dean for CSE. He is hoping to make an announcement soon.

We are at the Skype interview stage for the finalists for the Executive Director of Admissions and the Senior International Officer Candidates.

He shared some great things that faculty are doing and how they are impacting students. He discussed 4 faculty for which he found stories on the MarCom website. He encouraged faculty to contact MarCom when good things are happening so we can get the stories on the website.

**d) Mr. Matthew Perry, Director of Student Housing and Residential Life**

David Rachita, Dean of Students, introduced Mr. Perry as the new Director of Student Housing and Residential Life. He pointed out that we have had student housing for the past 25 years through our partnership with University Forest Apartments. The new student housing is expanding what is in place. Students will be living on campus 24/7 365 days a year and this will change everything. It is not a dorm but a resident hall.

Mr. Perry gave a brief history of his experience. He has held every position that could be held in resident life during his career. He has experience on campuses that have different types of resident

halls so this will not be new for him even though it is new to UHCL. His mindset as the director is to be connected with faculty in and out of the classroom. The resident hall is a place to socialize, teach students valuable life skills, and be an extension of the classroom. They will have programs that have educational outcomes but will also have programs that invite faculty to lunch with students and allowing students to see faculty outside of the classroom. He wants the programs to be a mixture of academic and social.

#### Updates on Hunter Hall

The building will have study lounges, study rooms, and a community kitchen. Construction is on schedule. Students will be moving in on August 22<sup>nd</sup>.

The residence hall will be filled with educational high impact programs, but safety will be the #1 priority.

He would like to have a campus wide initiative to make the programs more effective and be a better learning environment, if faculty, staff, and student leaders around campus are engaged.

The housing website is live and there are currently 70 students who have expressed interest in the resident's hall. They are anticipating a spike in the numbers after an orientation or preview day. They are in the process of hiring a FT res life coordinator who will run the resident hall. He will move his office to the resident hall once it is open. They are hoping to hire RAs. RAs will receive free room, partial meal plan and a monthly stipend. He sent a call for volunteer move in on Aug. 22-23<sup>rd</sup>. He received the most he has ever received ever in 24 hours. Volunteers are still needed and he would love to have more.

Moving forward – residents will live, learn, and engage in campus life. They want students to feel like it is their home away from home. The Resident Hall will increase engagement on campus but be prepared for students to roll into class with pajamas on; seeing a lot of changes on campus; pride from students; increase in reporting incidents (conduct, sexual assaults). The additional reporting incidents does not mean it is bad we just need to teach the RAs how to report incidents. It is not uncommon for numbers to go up when a campus adds housing. It just means you are doing a better job marketing those reporting mechanism and getting the word out to students that we are trying to keep the campus and resident hall safe.

Discussion occurred about dinning for residents.

There will be a Campus Chat on 4/16 featuring Matthew.

#### **4. Nominations from the Floor for Faculty Senate President-Elect, 2019-2020 Academic Year**

The floor was open for nominations. Emails should be sent to Mike McMullen or to Faculty Senate with nominations. Nominations and voting will each open for one week only. Dr. Elizabeth Beavers and Carol Carman were nominated from the Floor. A voting email will be sent out by Veronica Ortiz from Center for Faculty Development.

**5. Moderated Question and Answer Session**

Attendees were asked to write down questions on the note cards provided on each table and hand them to an FSEC member.

**6. Announcements**

The table in the back of the room has three flyers for future events from CFD.

**7. Adjourn**

The meeting was adjourned at 1pm

## SIGN-IN SHEET

EVENT: FACULTY ASSEMBLY

DATE: 03/20/18

ROOM: FOREST ROOM

TIME: 11:30AM - 1:00PM

	Name	College
1	JOSEPH P McCORMACK	BUSINESS
2	Robert Bertsch	CFD
3	Caroline Crawford	COE
4	Carol Cernan	CoE
5	Mike McMullen	HSH
6	Wanalee Romero	HSH
7	Elizabeth Beavers	COE
8	Brian Stephens	CSE
9	Laura Guerrero	BUSINESS
10	Thomas Schanding	HSH
11	Georgina Moreno	HSH
12	Tim Michael	BUS
13	Denise Cayer	HSH
14	Gill Strais	HSH
15	Kathleen Garland	BUS.
16	BRIAN WASKO	CSE
17	Rebecca Huss-Keeler	COE
18	Angela Kellogg	HSH
19	Alex Mitani	HSH
20	Nick Kaurine	HSH

NOT ALL  
SIGNED IN  
APPROX 95

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DATE: 03/20/18

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TIME: 11:30AM - 1:00PM

Name	College
John V.	CSE
Chris Ward	HSH
Sadeq b Davari	CSE
Jack Lu	CSE
Soma Datta	CSE
Chloe Diepenbrock	HSH
Anton Dubrovskiy	CSE
Matt Perry	SHRL
Doree Roubin	DOJ
Sara Elkins	HSH
Joan Pedro	COE
Shanna Graves	COE
Kent Dvorak	COE
Man Shu	HSH
RICK THORT	HSH
Gene Shan	CSE
Maria Curtis	HSH
Rosa Jones	COE
Anne Cessler	HSH
Steve Bistricky	HSH

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TIME: 11:30AM - 1:00PM

Name	College
Anne Marcoline	HSH
Christine Walther	HSH
Amanda Johnston	HSH
Gene Easley	BUS
Jane Delores Taylor	HSH
Lisa Gossett	BUS
Cynthia Campbell Palmer	HSH
Valerie Morgan	HSH
Sammi Masood	CSE
L. Jean Walker	BUS
(Subst)	HSH
Lynn Place	BUS
Amy Lucas	HSH
Lie June Shiang	CSE
Edward Waller	BUS
Elaine Hendrix	COE
Patricia Droz	HSH
David Garrison	CSE
Samuel Black	HSH
MAGDY AKLADIOS	CSE

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ROOM: FOREST ROOM

TIME: 11:30AM - 1:00PM

Name	College
Beth Hertges	HSH
CHRISTINE KOVAC	HSH —
Judith Marquez	COE
Laurie Weaver	COE
Mark Denney	<del>HSH</del> VPAF
Mohsen Daghooghi	CSE
Alix Valenti	COB
Gethy Matthews	Provost Office
Dina Abdelzater	COB
Julia Strait	HSH
Charlotte Jules	Provost office
Morris Liaw	CSE
Jeffrey R Mountain	CSE
Steven Sutherland	HSH
Trish Trubl	CSE
Angela Howard	HSH
Yusef Hamidi	CSE
Lorie Jacobs	HSH
Terry Chvala	COE
Paul Wagner	COE / HSH
Paul Wilkes	CSE