**Faculty Senate**

**November 05, 2014**

**Minutes (Revised)**

**Members Present**: Magdy Akladios, Carol Carman, Tiffiney Barfield-Cottledge, Joy Bechtold, Stephen Cotten, Chloe Diepenbrock, Kent Divoll, Tom Fox, Jennifer Fritz, David Garrison,

Lisa Gossett, Bettye Grigsby, Beth Hentges, Amanda Johnston, Sarah Lechago, Pat McCormack, Scott McIntyre, Tim Michael, Ivelina Pavlova, Rick Puzdrowski, Mohammad Rob,

Leroy Robinson, Cheryl Sawyer, Lie June Shiau, Mary Short, Debra Shulsky, Brian Stephens,

Alix Valenti, Chris Ward, Jana Willis, Paul Withey, Lei Wu.

**Members Absent**: Alfredo Perez-Davila, Jill Smith, Felix Simieou.

**Others Present**: Zbigniew Czajkiewicz, Samuel Gladden, Glen Houston, Mark Shermis,

Carl Stockton, Rick Short.

**Minutes of October 01, 2014 Meeting**

The minutes were approved as presented.

**Provost’s Report**

Dr. Stockton announced that on November 11, 2014, he and President Staples will present to the Faculty Senate group, a response to the retreat working groups’ presentations.

On November 10, 2014, discussion with the TLEC Advisory Group will continue. The group plans to review center models, visit other institutions’ centers and based on findings, forge the next steps for TLEC.

Provost Stockton reminded the Senate of the upcoming planning and budgeting process. Faculty Senate items for the budget are to be submitted to Julie Edwards in Provost Office by January 15, 2015.

At the last Texas Higher Education Coordinating Board Chief Academic Officer’s meeting there was discussion about SACS consideration of Minors at universities. At the December meeting, SACS will consider establishing standards that will require institutions to assess learning outcomes for minor courses if the institution does not offer a degree in the discipline. If the institution offers a program and creates a minor in that field, assessment of learning outcomes for the minor courses will be part of the assessment of the program. If approved, those standards will be in effect with the next reaffirmation. Dr. Ward asked if the new rule would affect interdisciplinary courses. Provost responded that SACS will clarify the standards after their meeting.

**Faculty Senate Committee Reports**

**Budget Committee**: Dr. Akladios presented a resolution regarding a request for faculty salary increases based on COLA. The committee recommends an increase of $756,920 to be paid over three years or in a lump sum. Based on data, the committee found that the overall average salary needs to be increased and that salary disparities exists across the four academic schools. The committee has presented the information to the AVP, Administration & Finance and received feedback. Following discussion, there was a suggestion to add “*to be added to the base salary*” to the second paragraph of the resolution. The proposed resolution was approved as amended following a vote. Provost Stockton confirmed that Senate budget priorities items should reached his office by the second week of January 2015.

The senate noted that a specific amount should be articulated in the summer pay proposal and submitted as a Faculty Senate priority.

**Curriculum & Instruction Committee (C&T):** Dr. Mary Short highlighted concerns expressed at the last C&T meeting regarding the proposed Bachelor of Science in Addictions Counseling as follows:

* Programs such as Psychology and Social Work may be affected due by this new program; BS Counseling students may enter different program classes; no discussion between the SOE contact person and above programs faculty; How will the program compete with Licensed Chemical Dependency Counselor (LCDC) programs
* Limited job data in the needs assessment; How does this program compete with other LCDC programs; No data on how many students would enter the MS in Counseling program from the BS Counseling; no data on how many students would be eligible for other masters programs

C&T approved the proposal and recommends further discussion by the Senate to iron out the above concerns.

Dr. Hengtes pointed out that additional concerns are that the proposed program will shift existing students from one program to another and duplicate resources. As a result, Social Work, Psychology and Sociology programs may potentially lose students. There is no evidence in the proposal that the proposed program will bring in new students. According to state law, Social Work or Psychology students can qualify for LCDC internship.

Dr. Sawyer explained that this narrow-focused BS in Counseling program will train addiction counselors. It is expected that students will feed directly to the Masters in Counseling program. SOE Counselors are licensed. Texas Counseling Board is different to the Texas Psychology Board or Texas State Board of Social Workers. The licensing bodies are different entities. Other programs are broader and more introductive. For example, a general degree in Psychology might incorporate many varied aspects of Psychology. The proposed program will focus on chemical addiction only. Dr. Sawyer reiterated that currently HSH has no specific courses that would feed into licensed chemical dependency treatment. The intention is to recruit students from the Military due to the great need for mental health workers in the state of Texas indicated by the Veterans Office and the 83rd Texas Legislature. The intent is not to compete with Psychology or Social Work. Even though the Psychology program may lose some students to the proposed program, HSH will not experience hardship because Humanities programs are currently overloaded. Dr. Sawyer emphasized that if endorsed, UHCL will be a pioneer in offering this program.

Dr. Diepenbrock sought clarification on whether the university or the schools would fund the program. She is concerned about the funding needs for first year initiatives and the cost analysis of $1m for the program. She asked if those funds could be used to recruit into the MA Counseling program instead of starting this feeder program.

Dr. Shermis explained that the school obtains an estimated budget from the Provost based on anticipated enrollment. The funds are reallocated internally to various programs. Reallocation is an opportunity for the Counseling program faculty to get into undergraduate education. Dr. Shermis communicated that the program will also provide opportunity for a graduate program with low enrollment to reinvent itself, create a new market, and for program faculty to demonstrate their expertise. There will be a return on the investment. Provost Stockton reiterated that the proposal includes a five year budget. We anticipate the program will generate close to $2m thereafter.

Dr. Mary Short pointed out that the military need for mental health workers should be detailed in the program needs assessment. Also, she asked if the funds could be better utilized recruiting for the Masters Counseling program which would cost less than $1m needed to start up the feeder program. Dr. Shermis replied that the program is not a feeder program exclusively. The expectation is that graduates would be able to do addiction counseling in the Military.

Dr. McIntrye expressed concern about funding which could be used on existing programs that are stressed instead of on an apparently redundant program.

Dr. Michael noted the considerable time the proposal took in C&T committee. Dr. Sawyer agreed and reiterated that mistakes were made in the initial proposal that were subsequently amended several times by program developers.

Following significant discussion, a motion and second was made to end deliberations on the proposal and vote by secret ballot to approval the proposal. The motion passed.

A vote to approve the proposal was conducted. The BS Counseling program proposal was disapproved with 13 to approve, 17 to disapprove and 1 abstention.

**Research Committee:** Dr. Carman reported that at the last meeting, Karen Wielhorski shared that the library budget had not increased recently. The library use fee was combined with the computer use fee. There were no savings due to expensive annual database fees, more faculty and students. New references for supporting Four Year Initiatives were purchased. New databases and videos are available. Dr. Wielhorski asked faculty to be careful with e-books as they have multi-user limits Encourage students to use print to PDF. The library produces accreditation information but requires a month notice to prepare. Microfiche is slowly becoming obsolete. To access library databases via electronic devices, log into the private UHCL system. Publication fees increased due to open access. This is affecting all the schools as fees may cost $300-$3000. Dr. Meyers will be attending the next meeting to discuss FDSF requests.

**Faculty Life Committee**: Dr. Divoll stated they are waiting for information from Human Resources regarding faculty demographics in the hiring process for the past three years. FLC plans to examine the data to identify any issues.

**Shared Governance Committee Reports**

**Facilities & Support Services Committee (FSSC):**Dr. Valenti reported that parking rules are currently being enforced. There have been reports of minor glitches with purchasing parking permits. There was discussion on parking arrangements for special events and the flat fee of $5 payable at the kiosk. FSSC will review committee by-laws. Enquiries pertaining to parking are to be directed to Harry Glass. Dr. Ward asked if the Senate would be receptive to having Ward Martaindale and Harry Glass attend Senate meeting to discuss parking. The senate agreed.

**Planning & Budgeting Committee (PBC)**: Dr. Robinson referred to discussion highlights including an overview of four year initiative business plan, the budget tables sent to the Board of Regents, 2016 PBC Planning & Budgeting Calendar and an overview of legislative priorities.

**University Life Committee (ULC)**: Per Dr. Hentges, ULC continued discussion on the on-campus hand sanitizers which are currently being underutilized. They may need to be moved to more prominent areas. SGA representative plans to create a survey to assess child care needs. There was discussion on current discounts at existing child care facilities.

**QEP Update**

Dr. Grigsby stated that we are currently into the 3rd year of professional development for the Quality Enhancement Plan. Cohort 2 met on October 24 & 25 and the new Cohort 3 on October 10 & 11. To meet the SACS requirements of making the QEP a university wide initiative, a staff professional development event was held on October 30. On Oct 31st, a syllabus development professional development event was held. The plan is to arrange additional syllabus development training on November 11 if needed. One member asked if there was a structure or procedure in place to provide feedback on professional development. Dr. Grigsby responded that she would find out and provide a response at the next meeting.

**Update on Workload Policy Adhoc Committee**: Dr. Michaels reported that the committee collected policies from other institutions to conduct comparisons. The committee will distribute sections of the current policy for faculty feedback. It has become clear that people have different interest e.g. faculty teaching labs should provide input on labs in the policy. The committee will start with the existing policy. Faculty representatives are Samina Masood, SCE; Heather Kanenberg, HSH; Tim Michael, BUS and Kat Ley, SOE.

**New Business**

Tim Michael brought forward a concern regarding the need to identify courses that were taken online on transcripts. It is of concern to Texas CPA. Dr. Michael suggested a resolution be submitted to the Senate and C&T committee. Dr. Ward asked Dr. Michael to remind him to place this item on the next Senate meeting agenda.

**Announcements**

Dr. Michael encouraged members to attend the Veterans Day celebrations on November 11 and to consider volunteering for the event.

Dr. Ward presented an update on the last Texas Council of Faculty Senates Meeting. Discussion topics were resolutions submitted to the Legislature on the Hazelwood Act and Against Guns on Campus. Other topics include the use of surplus funds for student scholarships, and Intellectual Property.

The meeting ended at 3 p.m.