**FACULTY SENATE**

**NOVEMBER 04, 2015**

**MINUTES**

**Senate Members Present:** Magdy Akladios, Rob Bartsch, Elizabeth Beavers, Sandra Browning, Carol Carman, Stephen Cotten, Caroline Crawford, Kent Divoll, Jennifer Fritz David Garrison, Lisa Gossett, Rebecca Huss­ Keeler, Amanda Johnston, Heather Kanenberg, Samina Masood Pat McCormack, Scott McIntyre, Tim Michael, Mohammad Rob, Leroy Robinson, Randy Seevers, LieJune Shiau, Debra Shulsky, Brian Stephens, Al ix Valenti,

Radu Vlas, Chris Ward, Jeff Whitworth, Paul Withey, Faiza Zalila.

**Senate Members Absent:** Tiffiney Barfield-Cottledge; Christine Kovic, Matthew Linton,

Lei Wu.

**Others Present:** Yvette Bendeck, Ted Cummings, Zbigniew Czajkiewicz, Samuel Gladden, Glen Houston, Mark Shermis, Carl Stockton, Karen Wielhorski.

**APPROVAL OF MINUTES**

The minutes of the October 07, 2015 meeting were presented, reviewed and approved with one amendment – Add Jeff Whitworth to the list of attendees.

**PROVOST’S REPORT**

Dr. Stockton provided an update on the site visit to review the Psy.D. program. Rebecca Leslie, staff from the THECB and three external evaluators conducted the review. The proposal will be submitted to the Coordinating Board’s Committee on Academic and Workforce Success and then to the full board. Dr. Stockton commended faculty members Drs. Mary Short, Gail Cheramie and Chris Ward for their hard work on this program.

Dr. Stockton said Dr. Houston will provide more information on how the faculty equity analysis using CUPA data on demand was done. In response to the Senate’s request for $500,000 in faculty equity, CUPA software was purchased to do the study. The goal was to reach 95% compared to peer institutions. Comparisons were done with 25 similar Texas public universities and 217 Masters large institutions in the US. Salaries were analyzed by rank and discipline and categorized by CIP code. Based on the analysis results, President Staples agreed to award $408,924 equity funding for faculty salaries to achieve 95% of CUPA averages. We will re-run the data when CUPA data on demand is available, anticipated to be in January-February time frame. HR plans to institutionalize the CIP data for future use in faculty salary computations.

**CUPA DATA**

Dr. Houston described the process he followed to determine how much faculty equity should go to each school. Details of the approaches used were provided in a handout. Following Dr. Houston’s presentation, there were several questions relating to the handout and process. The first was whether the average salary figures for SOE lecturers and assistant professors were correct in the handout. Dr. Houston responded that the average salary for SOE lecturers appears higher because non-tenure track clinical assistants, associates and professors are included in that figure. There was a request for lists of peer institutions used in the study. Dr. Houston will provide same. Did the analysis include comparison with AASCB accredited institutions for the School of Business? Dr. Houston said that we did not have information on which of the 217 institutions were AASCB accredited. Dr. McCormack asked if the data could be re-analyzed if those institutions were identified as 55% were AACSB. He made a reference to whether a faculty member at a Carnegie tier 1 institution would be pleased to have salary compared to faculty salaries at a lower level institution. In essence, comparisons should be done between same level institutions. Dr. Stockton explained that the analysis results of the 25 Texas institutions was compared to the 217 institutions results. Doctoral institutions in Texas with higher salaries were included in the analysis. Dr. Stockton pointed out if accreditation is used as a standard, it would have to be used for all the schools. The data would then have to be run by program level for each school. This approach would be even more intensive than what was just completed which took weeks to complete. UHCL is the only institution in the UH system that was able to do both equity and merit. The goal is to get to 100% equity as well as award merit next year. Dr. Ward asked whether it was policy that faculty due for promotion and tenure are not eligible for any other raises? Apparently they lost out one year of equity adjustments. Dr. Houston said he didn’t know. Dr. Divoll thanked Dr. Houston for his efforts to provide the information and providing all the data to make the equity process more transparent. He posed questions to the deans and senators—how were the classification codes used to determine equity? Were faculty members classified accurately? Are faculty members satisfied with the explanations the deans provided? Dr. Carman stated that she emailed concerns about her classification to Dr. Houston and her dean, who responded. Dr. Stockton stressed that it would be inappropriate for the deans to publicly address salaries. He encouraged faculty to contact the deans with specific concerns regarding classification.

**COACH SURVEY**

Dr. Kevin Wooten attended Senate to provide information about an application that was submitted for an NSF Advance Grant by faculty colleagues. This grant is set up to help recruit female and minority faculty in STEM particularly at the junior levels. The broader purpose is to address faculty recruiting patterns. In six months, we should receive a response on the grant. In addition, Dr. Wooten sought support for the COACH Survey which will be administered soon. The Harvard School of Education (SOE) survey, a self-study is focused on helping us determine who we are culturally, how are we recruiting faculty, and why faculty would want to teach and stay here. It is a very good survey. It is used by over 200 US universities and a few in other countries. It was designed to provide an objective third party barometer of academic culture to assist in making future strategic decisions. The important issues covered in the survey include faculty workload, general climate, general culture, compensation, satisfaction, solutions. There are 300 items in the survey. It needs to be taken seriously. Dr. Wooten encouraged a high response rate in the survey. Faculty will receive the survey by email. It is anonymous. The President’s Office is paying for this great opportunity. The report will be available to us by fall 2016. Dr. Garrison mentioned that because of this survey, the faculty climate survey will be postponed. There was a request to see the survey instruments. Dr. Wooten will provide the information. Questions include: Will this survey compare UHCL with other institutions on the various categories? Dr. Wooten responded yes. Who gets access to the report and who is responsible for acting on it? Everyone will have access to the feedback report provided by Harvard SOE. The grant will help us with interventions. We will have work groups. Drs. Kevin Wooten and Desi Rios will help us understand how to recruit and retain faculty in ways that are relevant to UHCL; and promote women in STEM. Can we use the data if the grant is not funded? Dr. Wooten responded that it was implied. We can use the results to re-apply later.

**TCFS MEETING REPORT**

Dr. Garrison spoke about the highlights of the Texas Council of Faculty Senates meeting—the Campus Carry Law and how institutions are handling it; a number of institutions are working on P&T policy changes; how shared governance works; evaluation of administrators; employment security for non-tenure track faculty; and Texas 60x30 program.

Dr. Gossett said that the Texas 60x30 Plan is the Texas Higher Education Coordinating Board’s 15-year strategic plan. It replaces the prior plan, which was referred to as “Closing the Gaps”. The plan goal is for 60% of Texans ages 25 to 34 to attain a certificate or degree by 2030. It is new and not many attendees had heard of it prior to the meeting. It appears to have been developed without input from faculty or current university administrators. Dr. Bendeck communicated that this plan was approved at the July Coordinating Board meeting. There are faculty specific items in the plan. Faculty are asked to educate students about the marketable skills that are transferable from their education. It is a state-wide goal. However, it is still unclear how it will affect university operation. Dr. Stockton said that the plan was introduced at the last Texas Chief Academic Officers meeting where there was discussion on how marketable skills will be defined. Other questions related to the plan include how will the objectives be achieved and what are the evaluation measures. Dr. Bendeck urged faculty to start thinking of the plan’s implications for individual academic programs.

**SENATE COMMITTEE MEETINGS REPORTS**

**Budget Committee**: Dr. Akladios presented to two handouts which proposed increasing promotion rate of assistant professors as information items. A formal proposal will be next year. Dr. Stockton said it would be useful to conduct a survey of other universities. The solution may be to hire faculty at higher salaries. It may be time to pay the faculty at the market rate. Dr. Stockton said he was open to further discussion on this issue.

**Curriculum & Teaching Committee**: Dr. Stephens said C&T met with Drs. Houston and Goswami and Rodger Carr to iron the online quality assurance process. Highlights were--having one condense dated checklist so people would not be using different versions; the timeline for QA - having a shorter period for Q&A if faculty is familiar with online teaching; CB & SACS requirements for online programs; accessibility of online programs; modifying blackboard to allow coursework to be switch back and forth for face-to-face and online teaching. Currently 2 shells are needed to teach face-to-face one semester and online the next semester.

**Research Committee:** Dr. Carman reported that the committee received data for the research database. They will respond to UCT next week. The plan is for the database to go live next week. The committee plans to organize social events related to research.

**Faculty Life Committee**: Dr. Kanenberg said the committee is reviewing the Faculty Grievance and P&T policies. She encouraged senators to provide feedback to committee members.

**SHARED GOVERNANCE COMMITTEE REPORTS**

**Facilities & Support Services Committee**: Dr. Valenti reported on current facilities projects: New study rooms and study spaces in the library; request for qualifications for architect fees for the recreational and wellness center was opened; students are voting on referendum for the building; addition of new office space for HSH and reallocation of space in the Arbor building.

**Planning & Budgeting Committee:** Dr. Michael mentioned that the presentation of fees to SGA was held Nov. 3. PBC will convene after the SGA vote on fees on Nov. 17.

**University Life Committee (ULC)**: Dr. Bartsch said the data from childcare survey is being analyze. Volunteers are going out to look at other university childcare centers. He asked if anyone had any childcare reports on studies done in the past to pass on to him. The committee is waiting for a group to submit a proposal relating to moving UHCL to a smoke-free campus. ULC will address increasing student involvement on campus. The Student Life Office will be invited to meetings to share on student activities.

**QEP REPORTS**

Dr. Browning shared Cohort 4 had training on October 23-24. Evaluations were positive.

**ANNOUNCEMENTS**

Dr. Garrison advised that as per Senate constitution if a senator missed 3 senate meetings, then they would be removed from the Senate. Up to one standing committee meeting per month will count as a senate meeting. Everyone should be attending the full senate meeting and the standing committee meetings. Also, Dr. Garrison asked for a list of senators that need to be replaced next semester.

Four faculty are needed to serve on a focus group charged to review university branding. Email names of volunteers prior to November 13. Volunteers are needed to serve on the Online Academic Integrity Ad hoc committee.

Dr. Ward encouraged members to complete a Campus Carry survey which will be circulated university-wide. He asked members to provide justification for their comments in the survey. Town hall meetings will convene as well. Obtaining feedback is important to developing and implementing an appropriate regulation.

Dr. Crawford expressed concern that the Faculty Climate Survey was not being administered this year. Dr. Gossett responded that the COACH survey, a benchmark survey is currently ongoing. Also, FOE surveys are being done. FSEC was concern that survey results would be impacted by all the ongoing surveys and initiatives. The COACH survey has validity and reliability and is administered by independent group.

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