

# UHD Faculty Senate

Minutes recorded by: Sandra Dahlberg

February 6, 2018; 2:32-4:04 pm

Room A300

**Senate:** Carolyn Ashe, Ray Cao, Luis Cedeno, Travis Crone, Sandra Dahlberg, Michael Duncan, David Epstein, Shannon Fowler, Trevor Hale, Jillian Hill, Ruth Johnson, Karen Kaser, Cynthia Lloyd, Paul Mandell, Kendra Mhoon, Creshema Murray, Mitsue Nakamura, Rebecca Quander, Vida Robertson, Jacqueline Sack, Rachna Sadana, Benjamin Soibam, Clete Snell, Nell Sullivan, Doug TeDuits, Hsiao-Ming Wang, Joan Wedes, Pat Williams, and Zehai Zhou

**Regrets:** Beverly Alford

**Absent:** Susan Baker and Michael Tobin

**Guests:** Juan Muñoz, President; Ed Hugetz, Provost; David Bradley, VP Administration & Finance; Hossein Shahrokhi, AVP IT; Jerry Johnson, AVP Research; Tyra Hessel, Faculty Ombuds; Michelle Moosally, ENG; David Branham, SOS; Susan Henney, SOS; Johanna Schmertz, ENG; Tahereh Jafari, FMIS; Pat Ensor, Library Director; Lisa Brayson, Library; Chris Stempinski, Library; Elaine Pearson, AA; Lucy Bowen, AA; Darlene Hodge, FS.

**Call to Order:** The Senate was called to order at 2:32 pm by Senate President Trevor Hale.

## Minutes

Minutes of the January 23, 2018 Senate meeting were approved as written.

## Announcements

Hugetz reported that weak revenue projections from the Planning and Budget Development Committee meant that raises were off the table for next year's budget priorities. Hugetz also reported that enrollment process will conclude in a week, and he expects UHD will be down 2.5%.

Hugetz also reported on the status of the dean searches. The University College dean search committee conducted 8 airport interviews, are now collecting references, and plan to have on-campus interviews at the end of February/beginning of March. The College of Business dean search process is about one week behind the University College search, with on-campus visits expected in early March. Decisions are expected by the end of March, with both deans coming aboard during June or July. The College of Public Service dean search has been postponed until after the conclusion of the UC and COB searches.

Hale presented his work plan to possibly designate up to eleven additional parking places in the faculty section of the Girard Street garage. He said he understood that there may be clearance requirements that made more spaces unlikely.

Bradley addressed parking generally in response to faculty concerns about limited options for faculty and staff. Bradley said that Lot A was closed during the holidays in order to install infrastructure for the new science building, but it is now open. One complaint faculty expressed was that the painted lines (on the gravel) had worn away and faculty were being ticketed for parking in reserved spaces or seemingly unmarked areas. Bradley said that faculty/staff parking spots had yellow curb heads, and student spaces were designated by blue curbing. The ratio of faculty/staff and student parking can be adjusted in these lots, especially if faculty are still having problems finding parking. Right now, Lot A has spaces for faculty/staff and student. Lot B is the student parking lot. Washington Street has both faculty/staff and student parking. He also mentioned that the university was investigating opportunities to purchase property by the Shea Street building that can be used for parking or a new parking garage. Bradley also said that he is working with student groups to determine what type of parking students want. Many students only come to campus two days a week, and would prefer a pay-as-you-go option rather than buying a semester-long permit.

The security checks were also addressed again. Several faculty members, mostly women, have expressed concerns with the way and when these security checks are being done. Security officers are supposed to ensure that faculty offices are locked, and to lock them if they are unlocked. No one disagreed with this procedure, but asked that the checks be done after regular working hours. Bradley said that could be done.

Bradley also addressed faculty concerns about the efficacy of the travel office, and the increased costs that are incurred by going through the travel office for airfare. Bradley said he discussed these matters with Cynthia Connor who oversees travel, and reported that many of the delays (that result in increased costs) occur because changes are made to the travel itinerary and there are delays in processing paperwork at the department level.

Bradley also reported that the cost difference between a 1/12 or a 1/11 summer salary schedule was about \$262,000 based on last summer's course offerings.

### **Old Business**

**Texas Education Code 51.908** was discussed as was Hale's resolution (attached as 020618.2) to create a new policy about faculty compensation. Sullivan suggested that we consult with UH System legal before we begin work on a new policy, to ensure that we have all current codes and relevant legislation to avoid inconsistencies and to make sure that we act in accordance with existing laws.

Hill questioned the feasibility of the September 1, 2018 deadline to create a new policy, and Hale said the deadline is arbitrary. Moosally asked about the scope of the new policy, and whether summer school salaries would be addressed in the policy, or adjunct salaries. Several Senators asked Hale to clarify what problem would be solved with a new policy. Schmertz wanted to ensure that such a policy

went through the Faculty Affairs Committee and the shared governance processes. She also asked if all Senators had queried their departments about the resolution.

Jerry Johnson wanted to know if this was a unilateral move that only represented faculty, and if there would be consultation with Staff Council. He was concerned about the optics. Sullivan was concerned with how this would appear to outside parties, such as the legislature, especially in regards to the erosion of tenure. She wanted Senate to be prudent. Henney noted the complexity of a new policy in terms of the existing policies in place that would need to be revised if a compensation policy was created. Sadana asked for a more open discussion and more homework. Several Senators concurred. Sullivan moved to table this resolution until after more data has been obtained and examined. Crone seconded the motion, and the motion was unanimously approved.

**Administrative Changes:** There was a discussion of **Resolution 020618.1** (attached). The initial discussion was about Item #3, standardizing the number of contact hours in a given semester. Mandell, Williams, Sullivan, Sadana, Ruth Johnson and Robertson noted that the language of the resolution does not reflect the intent of the action requested by the resolution, which is to ensure an equal number of contact hours for each course in each semester. Cedeno moved to remove #3 from the resolution and move on to Items #1 and #2. Sullivan seconded the motion; it passed unanimously.

Cedeno then moved to take a vote on #1 of the resolution. TeDuits seconded the motion.

Item #1 was voted upon and approved: 28 for, 1 opposed, and 1 abstained.

R. Johnson moved to vote on Item #2; Cedeno seconded the motion. It was voted upon and approved: 24 in favor, 1 opposed, and 3 abstained.

**Subcommittee report on UHD salary comparisons with UHCL and UHV:** Duncan, Snell, and Mhoon examined faculty salaries by college and by rank and presented the results to the Senate. Generally, the committee found that UHD salaries were slightly higher than faculty salaries at UHV. When compared to UHCL, they found:

- CST salaries lower than UHCL at all four ranks (lecturer, assistant, associate, professor)

- CHSS salaries lower than UHCL at professor and lecturer

- COB salaries lower than UHCL at professor and lecturer

- CPS salaries very close save possibly associate at UHCL.

For more detailed figures see the attached "Salary Comparison" PowerPoint presentation. The committee also noted that UHD has the highest teaching workload at 21 SCHs per academic year whereas UHCL and UHV teach 18 SCHs per year.

Crone asked if the salary data took into account the recent UHD raises. Pearson said it did. He also asked to what level compression was addressed last year. Pearson noted some funds were used to address compression. Sadana asked for discipline-specific data for salary compression for each rank at UHD. Moosally said that part of the salary issue was tied to workload—that UHD has salary inequities in comparison to the other UH universities, and UHD has workload inequities as well that make the salary shortages even more problematic.

**Subcommittee report on UHD adjunct salaries compared with those at UHCL, UHV, and UH:** Sullivan, Soibam, and Cao could not obtain adjunct salary data from UH for comparison, but reported that each college at UH set its own adjunct rates. While there are some disciplinary variances at UHV and UHCL, the committee found that UHV pays “around \$2400 per course” for adjuncts with Ph.D.’s and the Ph.D. rate at UHCL is about \$3500 for undergraduate courses and more for graduate courses. UHD pays adjuncts with PhDs \$3200 for undergraduate courses and \$4800 for graduate courses. UHD graduate courses are compensated as 1.5 courses:  $\$3200 + 1600 = 4800$ . (See attached report.)

Moosally noted the current UHD practice of restricting adjuncts to two classes, to avoid triggering benefits under the ACA, and asked if we could consider offering adjuncts more sections and giving them benefits in order to increase instructional cohesion at UHD. If we cannot/will not pay more, we can provide alternative compensation through benefits (as was done prior to the ACA).

Sullivan also asked if UHD could make contributions to adjunct retirement funds, to recognize the work they perform for UHD and its students.

**Subcommittee report on summer salary inequities between UHD, UHCL, and UHV:** R. Johnson, Wang, and Zhou noted that UHD summer salaries are 1/12 of the annual salary for one class. At UHCL and UHV faculty are paid 1/11 for one class. Johnson referred the Senate to Bradley’s earlier figure of \$262,000 as the difference between 1/12 and 1/11 per year, based on last summer’s figures.

### **New Business**

Hale asked the faculty to consider the resolution he prepared (020618.3). Sullivan asked for clarification of his intent and for the context. Hale said that a faculty search committee (for a tenure-track line), the faculty determined 7 of the 14 applicants would be interviewed, but were instructed by administration to interview 10, and that the additional candidates were deemed qualified by administrators (Montalbano and Khoja) not the disciplinary faculty. Hale said the question was about the role of administrators in determining minimum qualifications. TeDuits, Quander, and Murray asked if this was the ESO diversity check, or if administration was just trying to diversify the applicant pool. Henney said it was not a diversity issue. Crone asked why upper administration became involved in this search, and why ESO is involved in this process. Robertson and Sadana expressed concerns about the vagueness of the evidence presented to Senate. Moosally asked why there was an administrative intervention and when it occurred. Ashe said that we do not have all the facts, and cannot make any decisions without all of the facts. Mandell and Sadana agreed. The consensus was that no real discussion or action could be taken without knowing the facts. Hale said he would present details to FSEC on Friday and bring those details forward at the February 20 Senate meeting.

The meeting was adjourned at 4:04 pm.

The next Senate meeting is on February 20, 2018.

## UHD Faculty Senate general resolution 020618.1

Whereas changes in UHD policies and procedures have affected faculty in recent years:

1. Be it resolved that by a vote of \_\_\_ yeas and \_\_\_ nays and \_\_\_ abstentions the UHD Faculty Senate requests an "All Certified" button with an "Are you sure?" check to all roster certifications.
2. Be it resolved that by a vote of \_\_\_ yeas and \_\_\_ nays and \_\_\_ abstentions the UHD Faculty Senate requests that ODR attendance data be gathered automatically for those students that have logged into the class management system (e.g., BlackBoard) for all hybrid and online classes.
3. Be it resolved that by a vote of \_\_\_ yeas and \_\_\_ nays and \_\_\_ abstentions the UHD Faculty Senate requests that academic semester calendars be standardized such that no one day of the week has more or less occurrences (e.g., the Wednesday evening, Thursday, and Friday of Thanksgiving Week) than another day of the week during the scheduled calendar.

## UHD Faculty Senate general resolution 020618.2

Whereas Texas Education Code 51.908<sup>1</sup> – Faculty Compensation Policies calls for, “...*the faculty of the institution with an average salary and benefits at least equal to the average of that provided by similar institutions...*”

Be it resolved that by a vote of \_\_\_ yeas and \_\_\_ nays and \_\_\_\_\_ abstentions the UHD Faculty Senate requests that the UHD administration develop and implement a “...*faculty compensation policy...*” by September 1, 2018 to comply with the laws of the State of Texas.

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<sup>1</sup> Texas Education Code - EDUC § 51.908. Faculty Compensation Policies

(a) The governing board of each institution of higher education shall establish faculty compensation policies that, to the greatest extent possible, provide the faculty of the institution with an average salary and benefits at least equal to the average of that provided by similar institutions nationwide having a similar role and mission.

(b) The coordinating board shall include information relating to national average salary and benefits, and correlating that information to Texas schools having a similar role and mission, in the master plan for higher education and in the appropriate reports to the legislature.

## UH System Adjunct Salaries per Course AY2018

Subcommittee: Ray Qing Cao, Benjamin Soibam, and Nell Sullivan

UHD Adjunct Salaries per Course <sup>1</sup>			
Programs		Master's	PhD
Security Management		\$2,500.00	\$ 5,000.00
(\$2,500 per instructor)		\$5,000.00	
Non-Profit Management			\$ 4,800.00
MBA			\$ 4,800.00
			\$ 5,000.00
Other Graduate Programs			\$ 4,800.00
UG Programs		\$3,000.00	\$ 3,200.00

### UHV<sup>2</sup>:

“Around **2400** per course” —per email from Wayne Beran, Vice President, Administration and Finance, UHV

### UHCL:

“Our adjunct pay varies by college. Lower for humanities and education and higher for business and science/engineering. Approximately **\$3500 for UG** but more for GR” —per email from Jean Carr, Interim Vice President for Administration and Finance

### UH:

“.. adjunct rates are set at the college level. The rates vary even within colleges. Faculty Affairs reviews rates to ensure consistency within departments”—per email from Sabrina Hassumani, Associate Provost, Finance and Administration, UH

Information graciously provided by Elaine Pearson (Executive Director, Academic Administration and Operations) and David Bradley (Vice President for Finance and Administration)

<sup>1</sup> Information graciously provided by Elaine Pearson, Executive Director, Academic Administration and Operations.

<sup>2</sup> Information for other UHS campuses graciously provided by David Bradley, Vice President for Finance and Administration.

# Faculty Senate Subcommittee Report

## **Salary Comparison between UH satellite campuses (as of 12/11/17)**



# Assistant Professors FY18 (average)

- UH-Clear Lake – 100 total – 18 hours – \$72,462
  - COB (Business)– 16 total – \$110,244
  - COE (Education) – 16 total – \$61,053
  - CHSH (Human Sciences and Humanities) – 42 total – \$60,248
  - CS&E (Science and Engineering)– 26 total – \$76,305
- UH-Victoria – 47 total – 24 hours – \$64,151
  - COB (Business) – 10 total - \$99,053
  - EHHP (Education, Health Professions, Human Development)– 14 total - \$56,834
  - A&S (Arts & Science) – 23 total - \$53,430
- **UH-Downtown – 70 total – 21 hours – \$76,387**
  - COB – 20 total – \$109,681
  - CPS – 15 total - \$63,195
  - CHSS – 21 total - \$60,317
  - CST – 14 total - **\$67,066** (\$76,305 at UHCL)

# Associate Professors FY18 (average)

- UH-Clear Lake – 104 total – 18 hours – \$82,338
  - COB (Business)– 22 total – \$109,224 (less from Assistant)
  - COE (Education) – 20 total – \$72,999
  - CHSH (Human Sciences and Humanities) – 32 total – \$69,119
  - CS&E (Science and Engineering)– 30 total – \$82,949
- UH-Victoria – 41 total – 24 hours – \$83,209
  - COB (Business) – 10 total - \$103,921
  - EHHP (Education, Health Professions, Human Development)– 14 total - \$69,100
  - A&S (Arts & Science) – 23 total - \$65,383
- UH-Downtown – 109 total – 21 hours – \$75,405 (lower than Assistant)
  - COB – 17 total – \$113,364
  - CPS – 15 total – **\$68,871** (\$72,999 at UHCL)
  - CHSS – 50 total – \$67,581
  - CST – 27 total – **\$69,626** (\$82,949 at UHCL)

## Full Professors FY18 (average)

- UH-Clear Lake – 52 total – 18 hours – \$104,181
  - COB (Business)–17 total – \$124,969
  - COE (Education) – 8 total – \$85,737
  - CHSH (Human Sciences and Humanities) – 12 total – \$89,311
  - CS&E (Science and Engineering)– 15 total – \$102,356
- UH-Victoria – 26 total – 24 hours – \$98,591
  - COB (Business) – 12 total - \$113,927
  - EHHP (Education, Health Professions, Human Development)– 4 total - \$74,347
  - A&S (Arts & Science) – 10 total - \$89,886
- **UH-Downtown – 54 total – 21 hours – \$91,067**
  - COB – 20 total – **\$107,057** (less than Associates, \$124,969 at UHCL, \$113,927)
  - CPS – 7 total – \$89,703
  - CHSS – 16 total – **\$78,672** (\$89,311 at UHCL, \$89,886 at UHV)
  - CST – 12 total – **\$76,531** (\$89,886 at UHV, \$102,356 at UHCL)

# Lecturers FY18 (average)

- UH-Clear Lake – 30 total – 24 hours – \$60,794
  - COB (Business)– 5 total – \$80,727
  - COE (Education) – two of varying ranks, not used for comparison
  - CHSH (Human Sciences and Humanities) – 12 total – \$56,420
  - CS&E (Science and Engineering)– 13 total – \$57,661
- UH-Victoria – 12 total – 24 hours – \$46,559
  - COB (Business) – 1 total - \$60,000
  - EHHP (Education, Health Professions, Human Development) - none
  - A&S (Arts & Science) – 11 total - \$45,337
- **UH-Downtown – 54 total – 30 hours – \$49,701**
  - **COB – 24 total – \$54,489** (\$60,000 at UHV and \$80,727 at UHCL)
  - **CPS – 9 total – \$55,713**
  - **CHSS – 33 total – \$45,228** (\$56,420 at UHCL)
  - **CST – 34 total - \$49,071** (\$57,661 at UHCL)

# General Observations

- CST salaries lower than UHCL at all four ranks
- CHSS salaries lower than UHCL at professor and lecturer
- COB salaries lower than UHCL at professor and lecturer
- CPS salaries very close save possibly associate at UHCL

**However** – UHV tends to be slightly lower than UHD across the board.