

## UHD Faculty Senate

Minutes recorded by: Nathan Neale  
Regular Scheduled Senate Meeting November 16, 2021  
2:30 – 4:00 PM  
Online via Zoom

Members of Senate in Attendance: Edmund Cueva, Krista Gehring, Nathan Neale, Godwin Agboka, Ayden Adler, Stephanie Babb, Alexander Bielakowski, Franklin Allaire, Amy Baird, Nina Barbieri, Kasi Bundoc, Scott Davis, Austin DeJan, Prakash Deo, Lucas Fedell, Paul Fulbright, Aaron Gillette, Heather Goltz, Don Holmes, Rachael Hudspeth, Michael Lemke, Cynthia Lloyd, Lucas Logan, Jean Nganou, Angelica Roncacio, Danya Serrano M. Nell Sullivan, Candace TenBrink, Julie Wilson

Senators Absent: Maria Bhattacharjee, Ronald Beebe, Adriana Visbal

**Guests:** Jerry Johnson, AVP, Sandra Dahlberg, Faculty Ombuds, Pat Williams, Professor, Poonam Gulati, Director, Quality Enhancement Plan (QEP) and Community Engagement & Service Learning Center (CCESL), Hope Pamplin, Director, Disability Services, Jennifer E. Bloom, Sr. Assistant General Counsel, Lea Campbell, Executive Director, Assessment & Accreditation, Pat Williams, Professor, Patricia Ensor, Executive Director, W.I.D., Lucy Bowen, Darlene Hodge, FS Admin

**Call to order:** The Senate was called to order at 2:31 PM by Senate President Edmund Cueva after a quorum was assembled.

A motion to approve the November 2, 2021 minutes was made and seconded.  
The minutes were approved.

### **Reports**

FSEC requested Jennifer Bloom, Senior Assistant General Council to address concerns that senators may face lawsuits or be penalized when performing their duties. Ms. Bloom provided background into her ten years working with UHD. She explained that faculty members working within the scope and course of their duties at UHD generally have some protection as state employees under the law and would be represented by the Attorney General's Office. There is a statutory provision in the Civil Practices and Remedies Code that offers protection for employees that perform their duties and face litigation. The more typical causes of action may be discrimination or sexual harassment. These usually fall under Title VII. These are taken against the institution, not an individual. There are some racial discrimination claims outside of Title VII where an individual may be sued. This is a small subset of claims that can be taken against an individual employee. Then, an even smaller subset, "of none" where there has been a judgement against an individual employee. Additionally, within the code, there is protection of up to \$100,000.

Q-Given our current political climate, can we count on a vigorous defense as there is animosity towards our profession and many institutions?

A-Some of the best, hardest-working attorneys are those serving as Assistant Attorneys General. They have incredible advocacy for all individuals they represent. The attorneys in the UHS office view us as the system family. There are no political considerations in representation.

Q-I wanted to participate in the I-45 discussion. Am I allowed to write an email about my thoughts? I contacted General Council but did not receive a response. Based on your explanations, I believe that I am allowed to send my opinion.

A-Based on your explanation, yes from my point.

Q-What if I receive something in the mail?

A-If related to your duties or your role at UHD, good to send to our office, your chair and Dean. If a student requests to bring an attorney to a meeting, send us notification so that we can have an attorney from our office attend.

Q-How do we handle working in a hostile and untrustworthy environment where reports are made to system but are not being investigated?

A-Through conversant reports or other means, you may not receive information.

Q-How likely are we to face legal problems or receive a letter? Should we be ready or should we not worry?

A-Some of us may face issues in the future. You are in good hands.

Hope Pamplin, Director, Disability Services provided a report on the replacement version of SAM 01.D.9 (formally titled Student Academic Adjustments/.Auxiliary Aids Policy).

Q-There have been issues about the automated messages sent about students no longer being enrolled. How can we get a response from a person in the office?

A-I will check into this. The system is set up so that it communicates with PeopleSoft when a student enrolls. If a student drops, the system does not know. Please call us with any questions.

Q-How should we proceed with some of the accommodations do not fit the course or do not apply? Can we have a dialog?

Tiffany or I will typically call you back or return email fast.

C-We do not receive a response when replying to your automated messages.

A-I will check on this.

C-I have contacted this office numerous times and have always had a positive experience. I have never been confused after interactions with them.

Q-What happens if a faculty member says that an accommodation is not possible?

A-Call us. This is an interactive process. We use the committee as an advisory group.

Q-Is the committee gone?

A-Yes

Ms. Pamplin elaborated on the appeal process, which is section five within the policy. This indicates faculty responsibilities and the timeline.

Q-When is this policy active?

A-It was open until October 14<sup>th</sup> and is now policy

Dr. Johnson shared an update on the National Coalition Building Institute (NCBI) Programming at UHD. He provided some history and explained how faculty can become more involved. It is an “internationally renowned leadership organization that provides training in diversity, equity and inclusion (DEI) in community organizations, K-12, colleges & universities, corporations and

law enforcement”. “UHD staff moderators have delivered approximately 50 NCBI workshops to UHD students, faculty and staff, reaching more than 700 UHD attendees”. There has not been a permanent home for this at UHD and they lack funding. It is now housed in the Office of the Provost. They requested funding for the affiliate membership and to sustain training. One-time funding was awarded. Virtual training has not worked well but they hope to return to FTF in F2022. This is very important for UHD as the campus is so diverse and we strive to serve historically marginalized stakeholders. This advocacy should be recognized at the department level. For the most part, faculty involved in this work are not recognized for their invisible work in annual evaluations and the promotion and tenure process. Not only do faculty of color bear the psychological weight of race in their daily lives, they are also those that often tasked with the work in this space. This invisible labor has been going on for a long time but it is the responsibility for all of us. Faculty define what excellence is and define the culture. He asked faculty to begin having conversations that will formally recognize and reward this work in the annual evaluation and tenure and promotion processes?

Q-While we are preparing our JEDI reports, it appears that we may want to propose incorporating NCBI as a coherent component of our policies. Is this a proposal that the Provost’s Office would entertain as part of our December 1, 2021 deadline?

A-Yes, especially for those that are not as experienced with JEDI.

Q-Will this involve a badge or certificate? I worry that faculty may participate but nothing will translate to action to improve our campus. Please think about how to develop something that can come out of this program.

A-This requires introspection and learning. It took three years from learning to a call to action to departments. This is one of the first steps we are taking to stimulate action on the ground. Another example a request for faculty to participate in a discussion on best practices on equitable recruitment, hiring and retention. There is so much work and we can learn best practices. We have an obligation and this is generational work.

C-Every long semester in Social Work, all majors take this training they come into our program with expectations and better understand DEI.

Dr. Gulati provided a follow-up report on A+CE. She thanked senate for the opportunity to continue the discussion on A+CE and for all of the feedback provided. This is part of our five-year report that is due in March. A draft is due to President Blanchard on December 1<sup>st</sup>. Faculty seem divided on whether to keep or eliminate the program. She asked the senate to consider five strategies.

C-A senator stated that splitting the critical thinking and service learning pieces makes sense.

Q-Will this be sent to all faculty or just senators?

A-This is due Friday. We would like you to contact faculty as long as we can meet the deadline.

Dr. Cueva called for reactions on Dr. Gulati’s proposal. There were 22 yes and one no to provide general feedback. He said that he would provide results from an official vote by Friday.

A senator asked for volunteers to work on the senate parking committee. They argued that we need an actual long-term plan.

A motion to adjourn was made and seconded. The senate voted to adjourn at 4:00 PM.

Key:  
Answer  
Comment  
Question