UHCL Faculty Assembly Meeting – March 27, 2014 Minutes

Bayou Building – Garden Room

Meeting was called to order at 11:45am, March 27, 2014.

The Faculty Senate Spring meeting Minutes approved.

Dr. David Garrison called the meeting to order. Opening remarks and introduction to invited guest is Trevor Hale, Faculty Senate President from UHD. The focus of the assembly is to review the outcomes of the Faculty Climate survey that was conducted this semester and to discuss our next steps. UHD recently conducted a similar survey and will share their experience.

Administrators are not here but are still very interested in the survey outcomes. FSEC felt this should be a conversation to be conducted with faculty in regards to the survey and ways to make improvements. Webcast is being recorded to share with faculty not in attendance and for the administrators.

Survey was meant to be positive and to help the university move forward. How we can improve. Would like to use this time to get additional feedback from faculty. In addition to our review of the survey results we will be taking nominations for president-elect. Dr. Garrison reminded the assembly that we will be seeking nominations for senators and grievance panels for the next term. Finally, we have 150 days until freshman classes start. Reminder of how much has been accomplished and to keep focused on the future. Main focus of today is communication so if there are still issues to be resolved now is a time to push forward.

Dr. Garrison turned the meeting over to Dr. Chris Ward and Dr. Kathryn Ley. Question about reason for video tape. Main reason was for faculty unable to attend, secondary was to provide information to administration. Impact on ability to maintain anonymity. Motion was made to turn off video during Q&A. Decision was made to turn off video during Q&A.

Dr. Chris Ward and Dr. Kathryn Ley began presentation of the results of the Faculty Climate Survey. Great response rate 66% of total full-time faculty participated. Equivalent distribution across four schools. Slightly skewed in rank for Associate Professors. Integrity of survey was safe guarded, by only allowing single submission from a computer. Ran analysis for pairs of surveys looking for similarities. High internal reliability Cronbach’s **\alpha** .95. Anonymity was number one priority.

Things we are doing well and those where we need improvement. Dr. Ley explained how they collapsed the data but the expanded data item by item is available in the handout.

Items doing well:

* Police and Emergency services (safe campus)
* Diversity friendly – commitment to diversity
* Benefits (medical/retirement/dental)
* Faculty Life
  + Teaching Environment
  + Rewards and Recognition for research and teaching
  + Job Satisfaction

Areas for Improvement

* Fosters excellence in research and scholarship
* Fosters excellence in teaching
* Fosters Shared Governance and dialog
* Protects Academic Integrity
* Facilitates Academic Honesty and Ethical conduct for faculty and students
* Salary
* Child Care needs (very high)

Other areas

* Procedures for hiring and reviewing deans
* Process for obtaining state funds
* Allocation of resources
* Upper administration performance

School Breakdown

BUS

Strengths

* Access to chair and Dean

Improve

* Fostering excellence in research and teaching
* Fair distribution of salaries
* Internal bylaws and procedures
* Overall school mgmt.
* School values contribution

HSH

Strength

* Access to Chairs
* Collegial Environment

Improve

* Foster research and scholarship
* Grant and contract support
* Fair distribution of salaries
* Opportunity for input into decision making
* Overall mgmt. of school
* Schools value contribution

SCE

Strength

* Access to chairs and deans
* Regular meetings

Improve

* Fair of salary
* Support for interdisciplinary research

SOE

Strength

* Research
* Fostering teaching
* Hiring new faculty
* Review of faculty
* Communication
* Informed about issues
* Access to Dean
* Access to chairs
* Regular meting
* School bylaws

Improve

* No areas of improvement
* Fair distribution of salary equal distribution

Open Ended Comments:

32% left comments

Themes:

* + Planning and execution about 4 year initiative
  + Leadership and higher administration
  + Lack of shared governance
  + Top down mgmt. style
  + Poor communication
  + Management by crisis
  + Climate – work unfriendly lack of collegiality
  + Lack of recognition
  + Noted favoritism
  + Unequal salary
  + Productive faculty leaving due to climate
  + Lack of faculty resources
  + We tolerate meritocracy
  + UHCL lacks clear identity
  + Changes in identity
  + Lack of administrative support for diversity
  + Police disproportionate funded
  + Parking

Overall

Faculty want UHCL to be successful

Where do we go from here?

Faculty Senate Efforts

* TLEC – Working group being formed to reimage and refocus TLEC (Senate and Council of Professors)
* Fosters Excellence in Research and Scholarship – FS Research committee’s mission is to investigate barriers to research.
* Foster Shared Governance and Dialog – Chris Ward to propose a shared governance committee modeled after UH Central Campus and their charge (also UT-Dallas model).
* Integrity and honesty – Ad-Hoc Committee to be created who will be charged with integrity and academic honesty issues.
* Salary – Budget committee to bring forward a proposal regarding summer pay.
* Child Care – Trevor Hale spoke about joint resolution (UH-Main, UHD, UHV). Advocate for Child Care – Access issues.

Presentation Ended – Recording discontinued during Q&A Discussion.

Q&A Session

Nominations for President Elect

Dr. Lisa Gossett nominated Dr. Jana Willis for Faculty Senate President Elect. No other nominations. Official ballot will be sent out.

Faculty Senate and grievance panel ballots will be sent out to school election committees.

Faculty Senate Executive Committee will be working on a Faculty Retreat.

Meeting Adjourned.