



Faculty Senate

Minutes

Wednesday, March 28, 2018

12:15 p.m.

Faculty Senate President Dan O'Connor called the March 28, 2018 Faculty Senate Meeting to order in the Elizabeth D. Rockwell Pavilion of the M.D. Anderson Library at 12:25 p.m.

MEMBERS PRESENT: (70)

ARCH: D. Froehlich, E. Kwon, P. Peters, S. Rifaat
BUS: D. Currie, N. Johnson, D.T. Kong, C. Larson, M. Murray, L. Silva
CLASS: E. Alemán, W. Breslin, P. Butler, J. Cortina, M. Dunkelberger, H. Glass, S. Grigorian. M. Gutiérrez, J. Kleinheider, D. Hernandez, B. McConnell, D. O'Connor, R. Ramos, G. San Miguel, C. Spitzmueller
CON: S. Lee
COTA: R. Bush, F. Fernando, K. Rigdon
EDU: C. Arbona. J. Freiberg, K. Hassett. L. Hutchison, M. Lee
ENGR: D. Shattuck, C. Wilson, P. Leung
GCSW: M. Sampson
HON: S. Long
HRM: J. Draper, D.C. Taylor
LAW: J. Heppard
LIB: K. Creelman, C. Gola, A. Malone, S. Thompson
NSM: E. Bittner, R. Capuano, R. Forrest. R. George, S. Gilbertson, S. Huang, R. Lee, J. May, M. Papadakis, D. Pattison, A. Quaini, Z. Ren
OPT: D. Currie, V. Das, K. Fern, R. Manny, J. Porter
PHA: G. Cuny, R. Ghose, T. Hussain, S. Salim
RES FAC: M. Laughlin
TECH: B. Detillier, M. El Nahas

MEMBERS ABSENT: (62)

ARCH: W. Truitt
BUS: S. Basu, J. Hess, A. Miljanić, V. Patrick-Ralhan, G. Smith, S. Werner
CLASS: J. Babcock, P. Blake, E. Ciszek, J. Clark, S. Craig, S. Fishman, J. Fix, D. Foss, A. Hernandez, M. Ivey, D. Papell, L. Reed, C. Sharp
COTA: C. Boone, J. Mueller, A. Noble, S. Wallace
EDU: S. Culpepper, W. Fan, J. Gonzalez, C. Horn, L. McKinney
ENGR: S. Brankovic, P. Cirino, J. Conrad, K. Grigoriadis, Y. Kulkarni, K. Larin, M. Nikolaou, S. Shevkoplyas, G. Song, J. Wolfe
GCSW: R. Gearing, S. Jennings
HON: C. LeVeaux-Haley
HRM: J. Bowen, J. Madera, C. Morosan

LAW: B. Evans, D. Fagundes, L. Hoffman, P. Linzer
NSM: K. Bassler, S. Dryer, V. Lubchenko, T. Lapen, C. Ratti, S. Shah, S. Xu
OPT: D. Powell
PHA: V. Tam
TECH: S. Ezell, F. Merchant, M. Moges, G. Zouridakis

VACANT SEATS: (5) CLASS-PSYC – 1 seat / LAW – 2 seats / OPT – 1 seat/ NSM-BIO – 1 seat

VISITORS: Renu Khator (Chancellor/President), Paula Myrick Short (Sr. Vice Chancellor/Vice President, Academic Affairs/Provost), Mark Clarke (Associate Provost for Faculty Development & Faculty Affairs), Amr Elnashai (Vice President/Vice Chancellor for Research and Technology Transfer), Erica Lopez (Assistant Librarian, University Libraries), Scot Pott (Clinical Instructor, Communications Disorders), Joy Bella Rose (Student, College of Nursing); Jacob Warren

MINUTES: The minutes of the February 21, 2018 Faculty Senate meeting were approved.

Report from and Discussion with the Faculty Senate President: [Dan O'Connor](#)

Dr. O'Connor welcomed everyone and offered the following comments:

- The Faculty Handbook Committee had completed its first full revision and the committee was now reviewing the draft document. This document would be sent for review to the Faculty Senate and Administration in May. With those revisions, the Faculty Handbook would be presented for approval in the fall of 2018.
- Reapportionment was ongoing with feedback from the Research & Scholarship Committee (RSC), Graduate & Professional Studies Committee (GPSC) and Undergraduate Committee (UC) indicated that, with their expanding workload, they would be requesting more members. The Faculty Governance Committee (FGC) members would remain the same as determined by the current Senate bylaws. The Budget & Facilities (BFC), Community & Government Relations Committee (CGRC) and Faculty Affairs Committee (FAC) all indicated that their size was sufficient as they have more control over their workload. Pres. O'Connor noted that, at present, the BFC, CGRC and FAC did not have the structure and bylaws the other committees had so they were considering what their mission was, writing bylaws and identifying qualifications for becoming a committee member. He added that, with the reapportionment, the Faculty Senate may see a change in size and redistribution of new senators preferentially going to some committees rather than others. Dr. O'Connor noted that this was a very complex process with voting possible in the fall or early spring on the new structure. At that point, the Senate would also be revising its constitution and bylaws to add the three new colleges (College of Nursing, College of the Arts and the College of Medicine).
- The updated draft of the Workload Policy MAPP would be presented in the next UCC review cycle.
- The CGRC was currently accepting nominations for its APeX lecture series with a May 1st deadline and faculty were encouraged to submit nominations for the four presentations for the 2018-2019 academic year.
- The FAC created three new subcommittees that included:
 - Comprehensive Faculty Code of Conduct Policy
 - Teaching Evaluation Form
 - Equity Policies for URM Faculty/Women (Full Professor Transition).
- The Faculty Senate's "~Third Thursday" social would be held at the Eric's Restaurant from 5 – 7 p.m. on March 29th.
- The Faculty Senate's Spring Assembly and Faculty Senate Meeting on April 18th would focus on Provost Short's annual address on the state of Academic Affairs. Senators were encouraged to attend and invite other faculty for the meeting where lunch would also be served.
- President O'Connor stated that he had extended an invitation to Board of Regents (BoR) members to attend a future Faculty Senate meeting.
- Dr. O'Connor congratulated Senator Shafik Rifaat on his induction to the College of Fellows by the American Institute of Certified Planners. Professor Rifaat was also a member of the College of Fellows in the American Institute of Architects. Dr. O'Connor noted that it was extremely rare that a professional achieved Fellow in both organizations.

University of Houston System Chancellor and University of Houston President: [Renu Khator](#)

President Khator thanked former Faculty Senate President Cathy Horn for the incredible job she had done and continued to do so currently as the Chair of the Faculty Governance Committee. Dr. Khator also thanked Faculty Senate President Dan O'Connor for his leadership. She added that, at his first address to the BoR, Dr. O'Connor extended an invitation to a Faculty Senate meeting and BoR Chairman Fertita expressed an interest in attending.

President Khator gave updates as follows:

- Congress passed and President Trump signed the bill for higher education and the funding had not been reduced.
- The DACA bill was unresolved.
- In the area of higher education funding, Pell grants increased by 3%, Federal work study increased by 14%, Hispanic-Serving Institutions funding and Minority Science and Engineering increased by 14%, National Endowment for Humanities had a small increase, and, National Institutes of Health funding increased substantially.
- The Higher Education Reauthorization bill was still pending.
- UH had been working with the American Council for Education, the Association of Public and Land-grant Universities and the Association of Governing Boards of Universities and Colleges to get the immigration comprehensive bill passed for international students with Visa, work study and other issues.
- The new STEM building opened on the Sugar Land campus. The UH Sugar Land campus vision would be to serve 10,000 students as part of UH. Its anchor colleges would be Nursing and Technology with other degrees being offered as well.
- The Katy groundbreaking for the campus would be in May with anchor colleges of Engineering and Nursing, among other degrees. The UH Katy campus vision would be to serve 8,000 students with 4,000 coming from UH and the other 4,000 from the UH Victoria campus. The objective for the Victoria campus would be to be a destination university.
- During the current Austin legislative session, President Khator stated she testified three times to a special committee addressing higher education funding. Two bills Dr. Khator stated would be included would be the evaluation of special items and performance-based funding. Pres. Khator believed that the performance-based funding would pass in the 2019 session as it had enough votes previously but was not able to be put on the legislative calendar. She added that, because of the faculty leadership, UH was in a much better situation today than seven – ten years ago based on the streamlining of curriculum and student graduate and retention rates. The problem which still existed was the number of credit hours on the average student being about 150 credit hours due to transfer credit and other issues.
- Members retiring the Board of Regents (BoR) included Spencer Armour III, Roger Welder and Welcome Wilson, Jr. New members appointed by Governor Greg Abbott included UH alums and successful businessmen Doug Brooks, Joe Gutierrez and Jack Moore. She added that Welcome W. Wilson, Jr. had been appointed to the Texas Higher Education Coordinating Board.
- The BoR passed the Medical School degree proposal and it was now in the hands of the Texas Higher Education Coordinating Board. Pres. Khator noted that she had met with delegates from Houston, Austin, San Antonio, Dallas and the Valley would be traveling to Laredo, Midland and others with the message of this was how and what UH was doing and why it was needed. The College of Medicine Founding Dean, Dr. Spann and Provost Short were working on the next level of administration team building as required by LCME.
- President Khator mentioned that it had been 34 years since UH had won a Final Four tournament basketball game when UH beat San Diego State and she looked forward to next year noting that UH had a good coach and the team was exciting.

ADVANCE Presentation by the University of Houston System Senior Vice Chancellor and University of Houston Senior Vice President for Academic Affairs and Provost: [Paula Myrick Short](#) and ADVANCE Managing Director [Christiane Spitzmueller](#)

Provost Short stated that UH was entering its fourth year of the Advance grant and the focus was beginning to shift on this difficult road which involved the changing of culture for the university. Provost Short mentioned that UH was moving toward institutionalizing the Advance practices to make UH more attractive to faculty and for students to see more diversity among the faculty. She noted that there have been significant gains over the past two years. Provost Short stated she had asked Dr. Spitzmueller to be the Managing Director, with Provost Short as the Director, and they have been working closely with the constituencies engaged in the Center's work. Provost Short asked the senators to remember the context of making Advance part of the fabric of the university. She thanked all who have been involved noting that they were making a difference. The NSF site visiting committee was very impressed and the support of the Faculty Senate, the Faculty Affairs Committee and Assoc. Provost Clarke's work with the FED moving toward getting these practices institutionalized was very much appreciated.

Dr. Spitzmueller began by stating that the NSF site visit was incredibly useful and the UH Advance team learned that they were on the right track. NSF stated that when they normally went for site visits, they were asked what should be done next. However, with UH, the NSF team believed it truly already was an institutional effort thanks to Provost Short and the tremendous involvement of all who assisted. The ultimate goal for the Advance Center would be a solid balance when viewing UH scientists to see women and, especially, women of color.

The Advance program was funded in 2013 with a grant of \$3.3M with President Khator serving as PI and Holly Hutchins, Joseph Tedesco and Larry Pinsky serve as Co-PIs.

The Advance goals included:

1. To enhance recruitment and retention of women and women of color faculty in the sciences and engineering

Dr. Spitzmueller stated that, in both the areas of Social Behavioral Sciences (SBS) and Science, Technology, Engineering and Math (STEM), the data comparison from 2012 to 2017 revealed an increase in Full Professor and Associate Professor positions and a slight decrease in the Assistant Professor positions. She noted that the reasons why this program was needed included serving UH students who were the second most diverse student body in the U.S. as role models; better innovation when faculty from various backgrounds were involved from a research perspective; and, that diversity and excellence would go hand in hand.

Dr. Spitzmueller explained there was a struggle ahead and a lot of work needed for women of color as there were currently only four women of color out of over three hundred faculty members combined in both Engineering and NSM. She added that the number of women among T/TT faculty from 2012 to 2018 had increased from 293 to 347 and the total number of Hispanic and African American T/TT women faculty during that same time period went from 100 to 133. The faculty applicant pool changes in STEMS/SBS revealed a 46% increase in Hispanic applications and a 24% increase in African American applications with an overall increase of 32% in applications for women of color.

Dr. Spitzmueller noted the key points where Provost Short had initiated innovations including the creation of the Advance Center (2014); the Office of Recruitment, Retention, Equity and Diversity (2015); and the Mandatory Search Training Implementation (2016). She stated that Provost Short had broadened the Search Training access and the use of recruitment databases. Next fall, the Search Training would be required for all, not just for the search chairs. A recruitment database was currently being built and would be available this summer where criteria could be selected and a list would be produced from across the country. Additionally, Provost Short had initiated and funded a Women of Color Coalition.

2. To support women in administrative leadership positions

Dr. Spitzmueller stated that two programs were currently in place, the first of which was the Administrator Fellows Program. The second was the offering of mid-career workshops to encourage

and provide tools for women to seek promotions. UH's rate of women full professors was currently in the bottom third compared to its peer institutions. Over the last five years ending with the 2014/2015 promotion cycle at UH, only 8% were women; however, in 2016, after the Mid-Career workshops, that number increased to 55%.

3. To enhance and create lasting infrastructure

Dr. Spitzmueller stated that the Provost's Competitive Salary Initiative three-year program had made great progress. Asst. Provost Henderson had been working on formalizing the Dual Career Program into a policy. Dr. Spitzmueller indicated that, in about half the cases, the applicant needed support identifying employment opportunities on and off campus for their partners. To date, UH had placed twenty-three partners for T/TT faculty members. The Dual Career Program was also beginning a partnership with the College of Engineering Career Services.

Through the Advance Center and the work of the Faculty Senate, the Teaching Relief program had undergone modifications to become more streamlined in clarifying workload distribution. The contract for Bright Horizons, which would assist with both children and elder care, was soon to be finalized. Dr. Spitzmueller also mentioned a partnership with Dean Wells and the NSM with the offering of STEM camps for children when their schools were closed and their parents were working.

Dr. Spitzmueller explained that the Advance Center had been working with a Social Sciences climate survey to determine the impact of efforts to date and thanked everyone who participated in the survey. The overall climate survey results revealed that areas to improve on a campus-wide basis included coworker support, diversity climate that was truly inclusive and overall fairness. On the department level, improvements were needed in the areas of servant leadership and family supportive policies and procedures.

Dr. Spitzmueller noted that, moving forward, there would be more policy development and efforts to engage an even broader cross-section of faculty for support. Ultimately, the Advance Center hoped the changes and the faces of faculty on UH campuses would have a positive impact on the students and that more UH scientists would be women and women of color.

A senator thanked the Advance Center team and Provost Short for their work and support and suggested a short letter be generated to inform faculty on how they placed with regards to the Competitive Salary Initiative and what would be needed if they were below average. Dr. Spitzmueller responded they had already done so, not in a letter format, but in a database through OSU that was nationally maintained and accessible to all faculty. Assoc. Provost Clarke added that the Competitive Salary Initiative web site had a lookup table where the faculty could select the college, department, rank and zip with equal treatment for all faculty. This table would show the national average salary and what the 95% salary amounts would be.

A senator inquired if the Advance Center's program engaged students since they would be the future educators. Dr. Spitzmueller stated that Advance Center was not a pipeline program and that NSF hosted a number of other programs specifically for students. She added that NSM and Engineering have grants to work on diversifying the workforce. Provost Short stated that the funding mechanism and requirements for this NSF program precluded any student activity. Dr. Short added that there was much work to be done but they were very pleased with where they were going.

Provost Short gave updates as follows:

- The Vice Provost/Dean of the Graduate School search had four candidates for the position who had been interviewed. Dr. Short added that she was waiting on the report from the search committee and thanked them for their work.
- There would be a search for the new Dean for the College of Optometry as Dean Earl Smith had stepped down. Dr. Short stated she was in the process of getting acceptances from the two search co-chairs she had invited after which they would be sending out letters to other members of the search committee. She thanked Dr. O'Connor for submitting possible search committee member names adding that a search firm would be assisting.

University of Houston System Interim Vice Chancellor and University of Houston Interim Vice President for Administration and Finance: [Jim McShan](#)

Unable to attend

University of Houston System Vice Chancellor and University of Houston Senior Vice President for Research & Technology Transfer: [Amr Elnashai](#)

VP Elnashai announced there was a much activity within the DoR and mentioned the great partnership DoR now had with the Provost's Office. Dr. Elnashai stated that the Data Science Institute was unique to UH as it was truly a joint effort between DoR and the Provost Office, being both an academic and research institute. The Data Science Institute was also the only institute that started out with a 10-year plan including the budget, targets and metrics and added it was a tremendous step forward for launching an institute.

Dr. Elnashai stated that the Hurricane Resilience Research Institute (HURRI), launched in December, was also in a very strong position. He encouraged faculty to think about the institute in terms of research funding. The General Land Office of the State of Texas acquired funding from HUD and had a budget of \$750M to fund research and planning grants. The proposals would be due soon and interested faculty should contact Dr. Elnashai for a draft of the proposal guidelines that would be announced in early May. He added that the research funding would include STEM as well as architecture, engineering, social work, medicine, nursing and education as the impact of natural disasters, such as hurricanes, affected all roles of society and life and the response had to be comprehensive.

VP Elnashai announced the relaunch the second innovations/phase of the research enterprise at UH, as UH had achieved Tier One status. The details were being discussed with the communications group and a significant campaign would be launched for the second phase which would be led by President Khator.

Additionally, VP Elnashai announced that the search for the new DoR position of Associate Vice President for Research yielded very good candidates. He explained that there were 170 employees in the DoR with a budget of \$100M and, at present, the organization chart was very flat with everyone reporting to him.

A senator asked where the funding was directed from entrepreneurship. Dr. Elnashai explained that the DoR was running in a deficit and it was difficult to start investing anew. He added that the DoR was currently working with the City of Houston, Houston Exponential and Station Houston to try to leverage by offering more without investing more. A senator inquired as to why there was a deficit. Dr. Elnashai responded that the operational deficit was always there but was covered by a very large carry forward from HEAF and other funding that was running out this year. He added that the DoR needed to be more efficient with technology and that the PeopleSoft system was not running smoothly. VP Elnashai stated that he hoped to maintain the size of the current administration while expanding the research enterprise. He added that if the research enterprise did expand, then the IDC would come back to DoR.

President O'Connor closed reminding the Senators to:

- submit nominations for the APeX lecture series;
- stop by for “~Third Thursdays” at Eric’s on March 29th;
- attend and invite their colleagues to attend the April 18 Faculty Assembly and Faculty Senate meeting; and,
- congratulate Senator Rifaat on his induction to the College of Fellows by the American Institute of Certified Planners.

New Business

Adjournment: 1:35 p.m.