



Faculty Senate

Minutes

Wednesday, April 18, 2018

12:15 p.m.

Faculty Senate President Dan O'Connor called the April 18, 2018 Spring Faculty Assembly & Faculty Senate Meeting to order in the Elizabeth D. Rockwell Pavilion of the M.D. Anderson Library at 12:21 p.m. President O'Connor welcomed everyone and acknowledged the guests including the Provost Cabinet members and the Deans. He thanked Provost Short for providing lunch for the meeting.

MEMBERS PRESENT: (75)

ARCH: D. Froehlich, E. Kwon, P. Peters
BUS: S. Basu, S. Currie, J. Hess, N. Johnson, C. Larson, M. Murray
CLASS: P. Blake, P. Butler, S. Craig, M. Dunkelberger, M. Ivey, J. Fix, H. Glass, S. Grigorian, M. Gutiérrez, D. Hernandez, J. Kleinheider, D. O'Connor, R. Ramos, L. Reed, G. San Miguel, C. Spitzmueller
CON: S. Lee
COTA: R. Bush, K. Rigdon, S. Wallace
EDU: S. Culpepper, W. Fan, J. Freiberg, K. Hassett, C. Horn, L. Hutchinson
ENGR: P. Cirino, J. Conrad, K. Larin, M. Nikolaou, D. Shattuck, G. Song
GCSW: S. Jennings, M. Sampson
HON: S. Long
HRM: J. Bowen, J. Draper, C. Morosan, D.C. Taylor
LIB: K. Creelman, C. Gola, A. Malone, S. Thompson
NSM: R. Capuano, R. Forrest, R. George, S. Huang, J. May, M. Papadakis, D. Pattison, A. Quaini, C. Ratti
OPT: D. Currie, V. Das, K. Fern, R. Manny, J. Porter, D. Powell
PHA: G. Cuny, R. Ghose, T. Hussain, B. McConnell
TECH: B. Detillier, M. El Nahas, F. Merchant, M. Moges, G. Zouridakis

MEMBERS ABSENT: (56)

ARCH: S. Rifaat, W. Truitt
BUS: T. Kong, O. Miljanić, V. Patrick-Ralhan, L. Silva, G. Smith, S. Werner
CLASS: E. Alemán, J. Babcock, W. Breslin, E. Cizek, J. Clark, J. Cortina, S. Fishman, J. Fix (w/n), D. Foss, A. Hernandez, D. Papell, C. Sharp
COTA: C. Boone (w/n), F. Fernando, J. Mueller, A. Noble (w/n)
EDU: C. Arbona, J. Gonzalez, M. Lee, L. McKinney
ENGR: S. Brankovic, K. Grigoriadis, Y. Kulkarni, S. Shevkopyas, C. Wilson, J. Wolfe
GCSW: R. Gearing, P. Leung
HON: C. LeVeaux-Haley
HRM: J. Madera
LAW: B. Evans, D. Fagundes (w/n), J. Heppard, L. Hoffman, P. Linzer

NSM: K. Bassler, E. Bittner, S. Dryer, S. Gilbertson, T. Lapen, R. Lee (w/n), V. Lubchenko, Z. Ren, S. Shah, S. Xu
OPT: S. Salim
PHA: V. Tam
RES FAC: M. Laughlin
TECH: S. Ezell

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

VISITORS: Renu Khator (Chancellor/President), Michael Johnson (Chief of Staff, Chancellor/President), Paula Myrick Short (Sr. Vice Chancellor/Vice President, Academic Affairs/Provost), Mark Clarke (Provost Cabinet/Associate Provost for Faculty Development & Faculty Affairs), Jeff Morgan (Provost Cabinet/Assoc. Provost, Education Innovation & Technology), Sabrina Hassumani (Provost Cabinet/Assoc. Provost, Finance & Administration), Miguel Ramos (Provost Cabinet/Int. Assoc. Provost for Instructional Research), Christine Klocke (Provost Cabinet/Dir, Academic Affairs/Provost Communications & Marketing), Jaime Ortiz (Provost Cabinet/Vice Provost, Global Strat/Students), Amr Elnashai (Vice President/Vice Chancellor for Research and Technology Transfer), Oscar Gutierrez (University Director of Communications), Tony Ambler (Dean, College of Technology), Alan Dettlaff (Dean, Graduate School of Social Work), Latha Ramchand, Dean, C.T. Bauer College of Business), Leonard Baynes (Dean, UH Law Center), Bob McPhearson (Dean, College of Education), Kathryn Tart (Dean College of Nursing), Andrew Davis (Dean, Kathrine G. McGovern College of the Arts), Earl Smith (Dean, College of Optometry). William Monroe (Dean, The Honors College), Dan Wells (Dean, College of Natural Sciences & Mathematics), Joseph Tedesco (Dean, Cullen College of Engineering), Lamar Pritchard (Dean, College of Pharmacy), Antonio Tillis (Dean, College of Liberal Arts & Social Sciences), Lisa German (Dean, UH Libraries), Patricia Oliver (Dean, Gerald D. Hines College of Architecture and Design), Dennis Reynolds (Dean, Conrad N. Hilton College of Hotel and Restaurant Management), Wynne Chin (Professor, C.T. Bauer College of Business, Decision & Information Science), Jessica Ferrarone (Assistant Instructional Professor, School of Theater & Dance), Margaret Hale (Clinical Associate Professor, College of Education, Curriculum & Instruction), Lynn Maher (Professor, Communication Sciences and Disorders), Han Cheng (Clinical Professor, College of Optometry), Susan L Miertschin (Associate Professor, Information & Logistics Technology), Chereece Andrews (Clinical Associate Professor, Communication Sciences and Disorders), Martha Hayes (Communications Director, The Honors College), Ariana Santiago (Assistant Librarian), Erica Lopez (Assistant Librarian), Mea Warren (Assistant Librarian), Emma Fontenet (Assistant Librarian), Taylor Davis-Van Atta (Assistant Librarian), Cindy Mejia (Executive Director, Office of the Provost), Pam Simpson (Executive Secretary, Office of the Provost), Oscar Aguilar (Student, Communications), Keith Lancaster (Student, Electrical Engineering)

MINUTES: The minutes of the March 28, 2018 Faculty Senate meeting were approved.

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

President O'Connor offered the following updates and reminders:

- The deadline for the APeX nominations for the Assistant Professor Excellence Series is May 1st.
- The Faculty Handbook revision update is underway and would be available for campus review in May with the Senate vote for approval scheduled in fall 2018.
- The reapportionment work is ongoing in the FGC. The group is currently addressing how faculty are distributed across colleges and the Senate structure with updates forthcoming.
- The Workload Policy had been formatted as a MAPP and vetted with comments due by May 20th.
- The Emergency Communications work group had been working with Administration & Finance to improve the process and safety overall across campus with possible town hall meetings in the future.
- The Board of Regents meeting was scheduled on May 24th and everyone was encouraged to attend or watch the livestream.
- The CGRC was working with Student Affairs on the Week of Welcome (WOW) events and faculty were encouraged to get involved.

- The next Faculty Senate social event is scheduled for April 25th at the Taco Cabana patio and everyone is invited to attend. Dr. O'Connor added that suggestions were welcomed for future social events during the day and after hours.

Presentation of the 2018 UH Grievance Committee Slate: [Cathy Horn](#), Faculty Governance Chair

Dr. Horn announced that the FGC met on April 16th to certify the slate of candidates for the UH Faculty Grievance Committee noting that, this year, there were nine positions available. Candidates for three of the nine positions would need to be full-time tenured/tenure-track faculty with the rank of associate professor or higher. Members of administration (department chair or higher) were not eligible to serve on this committee. Each position for tenured/tenure-track faculty carried a full three-year term. She explained that, this year, the Grievance Committee would include six promotion-eligible non-tenure track positions. Dr. Horn added that there would be five non-tenure track faculty positions available for this election cycle. Terms of service would be determined by number of votes received by each candidate, with the two receiving the highest number of votes serving 3 years, the next two highest serving 2 years, and the next highest serving 1 year.

Dr. Horn stated that the returning members, in alphabetical order, included: Karim Alkadhi, PHA; Patrick Cirino, ENGR; Suzanne Ferimer, LIB; Stephen Huang, NSM; Norma Olvera, EDU; Judith Perrigin, OPT; Ronnie Self, ARCH; Lynn Voskuil, CLASS; and, Nancy Young, CLASS.

Dr. Horn announced the nominees in alphabetical order as listed below.

Non-Tenure Track Faculty

Olga Bannova, RES - ENGR
Stella Grigorian, CLASS
Catherine Hatfield, PHA
Danica Marelli, OPT
Mequanint Moges, TECH
Anders Strom, RES - NSM
David Wallace, PHA
Chad Wayne, NSM

Tenured/Tenure-Track Faculty:

Consuelo Arbona, EDU
Carole Goodson, TECH
Tahir Hussain, PHA
Laveria Hutchison, EDU
Larry Pinsky, NSM
Gabriela Baeza Ventura, CLASS

Dr. Horn opened the floor for further nominations and Senator Jerome Freiberg nominated candidate D.J. Belarbi, ENGR. Dr. Horn stated that faculty would be notified when the online voting polls were open.

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

President Khator thanked everyone for attending. She mentioned a meeting she recently attended at the Mellon Foundation in New York and how complimentary they were of UH noting that the Mellon Foundation was interested in Humanities and was currently supporting a project in the UH Honors College. She added that, after Hurricane Harvey, the Mellon Foundation contacted her directly and contributed to the funding used to help UH students with their recovery.

Pres. Khator announced that UH would be graduating 9,227 students (2017-2018) with 6,788 of those being Bachelor degrees. She expressed her regrets for being unavailable to attend the upcoming Faculty Awards Ceremony and thanked the faculty for their leadership, dedication and service.

Dr. Khator stated that the County Commissioner had agreed to fund access road repairs around campus. Additionally, Houston Exponential (a combined effort with the Houston Technology Center, the Mayor's Office and the Greater Houston Partnership task forces) would move to create a collaborative space where local education institutions could showcase their products or educational activities in the Sears complex with Rice University's Station Houston within the next one to three years. She added that VP Elnashai could offer more details and there were possible plans for fall forums to discuss developments as well as the UH Research Park.

Keynote Address: [Paula Myrick Short](#) University of Houston System Senior Vice Chancellor and University of Houston Senior Vice President for Academic Affairs and Provost

Dr. O'Connor introduced Senior Vice President and Provost Short stating that she had touched or overseen about 85-90% of what, day-to-day, faculty were interested in including faculty recruitment, hiring, retention, engagement, development, compensation, workload and promotion and tenure. Provost Short also oversaw all the academic degree programs, both undergraduate and graduate and has had a number of very innovative and successful student success initiatives, education innovation and technology, global initiatives, accreditation, institutional analysis and much more.

Senior Vice President and Provost Short stated that the Five-Year Impact Report (2013-2018) encompassed all the efforts focused on creating the Tier One educational academic enterprise that had taken a community effort to accomplish.

Provost Short began by discussing the academic goals that she and her team had strategically developed to support President Khator's key priorities for the academic infrastructure for the Tier One mission. The goals included:

- Goal One – Prepare graduates who will change the world;
- Goal Two – Build and retain a diverse, world-class faculty;
- Goal Three – Become a major global institution; and,
- Goal Four – Increase National Prominence.

Goal One – Prepare graduates who will change the world

SVP Short noted that UH had increased the number of students completing their degrees in a timely manner as measured in the 6-year **graduation rates**. The UH graduation rate of 48% (2013) had increased to a 58% (2018) projected 6-year rate adding that the rate of change was phenomenal. There was also a 17% increase in Bachelor's degrees (2013-2017). Continuing with that goal was the implementation of the **UHin4** in 2014 with the four-year graduation rate increasing from 30% to 42% (2018). Initial participation was 49% (2014) for the first time in college students (FTIC) and had grown to 71% (2017) along with a 15 point increase in the number of African-American students completing 90 hours by the end of their third year. Dr. Short stated that she was particularly proud of the way UHin4 had served its underrepresented student population. And, UH had been recognized for its work on UHin4 with a Star Award from the Texas Higher Education Coordinating Board.

The **Cub Camp**, a transitional program to help build community for students from high school to college, had a 50% increase in freshman participants (2015-2017) with 96% of the campers returning to UH after their first semester.

Provost Short noted that she had supported a number of students through **scholarships** who have gone on to receive national recognition for their work. The Provost's office disbursed funding as follows:

- \$107.5K (73 awards) Provost Service Leadership Scholarship (2015-2017);
- \$55K (55 awards) Houston Early Research Experience (2016-2017); and,
- \$330K (33 awards) Provost's Undergraduate Research Scholarship (2013-2017).

Dr. Short explained that the **Provost Summer Read Program** was an effort to build community with incoming freshmen. Now in its fourth year, over 14,000 freshman have experienced the book and course with 24,500 books having been given away since the program began. This program also offered students an opportunity to connect with the authors. Provost Short noted they would be selecting the book for fall 2018.

Goal Two – Build and retain a diverse, world-class faculty

Provost Short announced **faculty awards** that included 28 NSF Early CAREER Awards (2012-2017) with the winners (four new members) having earned over \$11.4M during that time. Additionally, UH added 19 members to the National Academies of Sciences and Engineering since 2012 and one Nobel Peace Prize Laureate.

The **Three-Year Competitive Salary Initiative** goal was to begin the process of adjusting the nine-month academic salaries of the tenure and tenure-track faculty to ensure faculty salaries were nationally competitive with other Tier One institutions. SVP Short noted that, through this initiative, they have reduced the number of faculty and librarians who fell below the 95% national average from 34% (2015) to 17% (2018) and have disbursed \$826.9K during the first cycle (AY 2015-2016) and \$804K in the second cycle (AY 2015-2016). She thanked and recognized Associate Provost Clarke and his committee for their work.

The **Cougar Chairs Leadership Academy** (CCLA) was established in 2013 to cultivate leadership for both department chairs and those who wished to become department chairs. Of the 119 CCLA graduates (2014-2018), 24% have moved into leadership roles with 13 faculty having moved into the positions of Department Chair or Associate Dean.

Provost Short stated she was proud of the work that was being done for women in the STEM/SBS areas as part of the **Center for ADVANCING UH Faculty Success** whose programs were now being institutionalized into the fabric of the university. There had been an increase in Hispanic (up 46%) and African American (up 24%) in tenured and tenure-track faculty. Dr. Short added that UH recently hired chemist, Sarah Larson, as the Vice Provost and Graduate School Dean in a leadership role. Collaborative efforts underway included the establishment of the **Office of Recruitment, Retention and Diversity** as well as the **Mandatory Search Training** requirement for all committees. She added that there had been a 32% increase in overall applications in STEM/SBS from underrepresented groups and a 16 point increase in the faculty climate survey participation rate (from 34% to 50%).

Goal Three – Become a major global institution

SVP Short stated that UH has continued to focus on becoming a major global institution with over 800 **students who studied abroad** in 2017, a 63% increase in **faculty-led programs abroad** since 2013 and over 3,500 passports distributed through **Learning Abroad** since 2015. UH has had 18 Fulbright Scholarship recipients and 23 Gilman Scholarship recipients (2013-2017). The **UH Global Faculty Development Fund**, designed to increase both the assortment and quality of UH's global programs, has disbursed \$1,353 per average faculty (2015-2018) with 90 faculty in receipt of funds (2015-2017) for a total of \$121,343 funds disbursed. With those funds, UH faculty have visited over 27 countries and attend 46 international conferences. Dr. Short added that the UH faculty currently have research collaborations in over 90 countries around the world.

Goal Four – Increase National Prominence

Provost Short stated she was pleased that the **UH Libraries** had increased their rankings by 15 spots over the past five years in the Association of Research Libraries (ARL) from #76 to # 61 (2013-2017). She added that Dean German was working toward a top 50 ranking. Additionally, UH publications and citations have nearly doubled in the past eight years. For spring 2018, 60% of undergraduate students took at least one online or hybrid course. The increase in online semester credit hours (SCH) for spring 2017-2018 was 20%.

Since becoming Provost in 2013, Dr. Short stated that she had overseen the development of **three new colleges and schools** including the Kathrine G. McGovern College of the Arts, the College of Nursing and

the Hobby School of Public Affairs. Provost Short has also provided academic and fiscal support for **centers and institutes** including the Advancing Community Engagement and Service (ACES) Institute, the Data Science Institute, the Inter University Program for Latino Research and the UH Texas Education Research Center.

Provost Short was proud that the UH **nationally ranked programs** had increased from 4 programs (2009) to 8 (2013) to 11 (2017) in the top 50 and including the following: Healthcare Law; Intellectual Property Law; Online Graduate Education Program; Graduate Petroleum Engineering Program; Graduate Social Work Program; Pharmacy Program; and the Bauer College's Cyvia and Melvyn Wolff Center for Entrepreneurship ranking of #2 by *The Princeton Review*.

Dr. Short noted that UH could not have reach any of these goals without the faculty's work and leadership within the colleges and offered success stories from each of the colleges as listed below.

- **Gerald D. Hines College of Architecture and Design's** Industrial Design Junior Michael Lawrence Dillon was the 1st place winner and received a \$5K scholarship in the 2018 Bienenstock Furniture Design Competition.
- **Kathrine G. McGovern College of the Arts'** alumnus Kenny Broberg won the silver medal at the 2017 Van Cliburn International Piano Competition.
- **C.T. Bauer College of Business'** Cyvia and Melvyn Wolff Center for Entrepreneurship (WCE) was ranked #2 on a list of the Top 25 Best Undergrad Programs for Entrepreneurs in 2018. Students who took a major or certificate program WCE in the past 10 years have created 441 businesses with more than \$156M in funding.
- **College of Education** won the Distinguished Program in Teacher Education Award from the Association of Teacher Educators with an online graduate program ranking #5 nationally by U.S. News and World Report. And, recently the college received a \$2.8M grant from the National Science Foundation.
- **Cullen College of Engineering's** collaboration with Arizona State University and industry professionals launched the Building Reliable Advances and Innovation in Neurotechnology Center (BRAIN Center) had been funded by a \$1.5M NSF grant.
- **Hilton College of Hotel and Restaurant Management** received a \$1M donation from the Brooks Family Foundation and formed their Center for Student Success.
- **UH Law Center** implemented a pipeline program that has proven very successful for underrepresented population of students with over 24% being accepted into a law school.
- **College of Liberal Arts and Social Sciences** doctoral graduate, Zachary Turpin, made headlines in 2017 when he found an unknown work by Walt Whitman "Life and Adventures of Jack Eagle" previously published anonymously.
- **College of Natural Sciences and Mathematics** had four faculty receiving NSF Early CAREER Awards in 2017 with their collective awards totaling over \$2.1M in funding.
- **College of Nursing** received its second Higher Education Excellence in Diversity (HEED) Award in 2017 and has had 100% pass rate on the NCLEX-RN exam for the past three years (2015-2017).
- **College of Optometry's** "See to Succeed" Program screened a record 10,500 children (2017-2018). In 2017, 93% of students passed the NBEO exam which was consistently above the national average.
- **College of Pharmacy** helped families during the Mayor's "Back 2 School Fest" in August by providing nearly 600 blood pressure and blood glucose screenings to adult attendees. The school holds the highest passing rate in Texas for the NAPLEX exam and the third highest passing rate in the nation, both in 2017.
- **Graduate College of Social Work** moved up 14 spots in the *U.S. News & World Report* rankings from #38 (2016) to #24 (2018). They also welcomed Pulitzer Prize-winning author Matthew Desmond at the inaugural Maconda Brown O'Connor Distinguished Lecture.

- **College of Technology's** Ethan Jeffcoat received the highest score nationwide on the American Institute of Constructors (AIC) exam. This was the fourth year in a row that a College of Technology student has scored the highest nationally on the exam.
- **UH Libraries** increased their Association of Research Libraries (ARL) rankings by 15 spots over the past five years from #76 (2013) to #61 (2017). They also launched the Digital Research Commons (DRC) offering hands-on instruction, workshops, and cutting-edge machinery to further the use of digital tools.
- **Honors College** was recognized as one of the top public university honors programs in the nation and had four UH students who won Critical Language Scholarships this year.

Provost Short stated that it took a collective effort from all to raise UH to the next level. She expressed her appreciation and recognized all seventeen Deans and thanked her Provost's Cabinet members and the faculty who made all this success possible through hard work and passion.

Provost Short stated that she and the President Khator were never satisfied and there was still much more to accomplish. She closed with a quote from St. Jerome, "Good, better, best. Never let it rest. 'Til your good is better and your better is best."

Provost Short announced that there were handouts of her presentation available for the attendees.

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

Unable to attend.

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

Dr. Elnashai thanked Provost Short for their partnership.

Dr. O'Connor welcomed all the new guests and invited them to the next meeting on May 9th and thanked Provost Short for providing the lunch.

New Business

Adjournment: 1:19 p.m.