



**Faculty Senate
Minutes
Wednesday, December 12, 2018
12:15 p.m.**

Faculty Senate President Dan O'Connor called the December 12, 2018 Faculty Senate Meeting to order in the Elizabeth D. Rockwell Pavilion of the M.D. Anderson Library at 12:19 p.m. President O'Connor welcomed the senators and guests.

MEMBERS PRESENT: (62)

ARCH: M. Kubo, P. Peters
BUS: N. Johnson, M. Murray, A. Narayanan, S. Werner
CLASS: J. Babcock, P. Blake, W. Breslin, P. Butler, J. Cortina, M. Dunkelberger, J. Fix, D. Foss, H. Glass, S. Grigorian, M. Gutiérrez, D. Hernandez, M. Ivey, J. Kleinheider, D. O'Connor, R. Ramos, C. Spitzmueller
CON: C. Brohard, S. Lee
EDU: J. Freiberg, C. Horn, M. Lee
ENGR: P. Cirino, J. Conrad, L. Grabow, D. Shattuck
HON: S. Long
HRM: J. Madera
LAW: J. Heppard
LIB: K. Creelman, W. Gao, C. Gola, A. Malone
NSM: R. Capuano, R. Forrest, B. George, S. Gilbertson, R. Lee, V. Lubchenko, J. May, A. Quaini, C. Ratti, N. Rizk, C. Wayne
PHA: G. Cuny, R. Ghose, S. Salim, V. Tam
RES CTRS: S. Chung
RES FAC: O. Bannova
TECH: B. Detillier, M. El Nahas, J. Evans, H. Hutchins, F. Merchant, G. Zouridakis

MEMBERS ABSENT: (72)

ARCH: D. Froehlich (w/n), S. Rifaat
BUS: S. Basu, J. Hess, T. Kong, O. Miljanic, F. Sahin, L. Silva, G. Smith
CLASS: E. Aleman, C. Alfano (w/n), J. Clark, S. Craig, A. Hernandez, D. Papell, L. Reed, T. Romero, G. San Miguel, C. Sharp (FDL), A. Vujanovic, J. Wingard
COTA: C. Boone, R. Bush, F. Fernando, J. Mueller, A. Noble, K Rigdon, S. Wallace
EDU: C. Arbona, S. Culpepper, W. Fan, J. Gonzalez (w/n), L. Hutchison, L. McKinney, A. Thompson
ENGR: S. Brankovic, K. Grigoriadis, Y. Kulkarni, K. Larin, M. Nikolaou, S. Shevkoplyas, G. Song, C. Wilson
GCSW: R. Gearing, S. Jennings, P. Leung, S. Narendorf
HON: D. Gish
HRM: J. Bowen, J. Draper, C. Morosan, D.C. Taylor
LAW: B. Evans, D. Fagundes, L. Hoffman, P. Linzer
NSM: K. Bassler, B. Bodmann, G. Gunaratne, S. Huang (w/n), T. Lapen, E. Papadakis, D. Pattison, Z. Ren, S. Xu

OPT: D. Currie, V. Das, K. Fern, R. Manny, J. Porter
PHA: T. Hussain, B. McConnell (w/n)

VACANT SEATS: (7) ARCH – 1 seat / LAW – 2 seats / OPT – 2 seats / CLASS-COMM – 1 seat / BUS – 1 seat

VISITORS: Claudia Neuhauser (Associate Vice Chancellor/Vice President, Research and Technology Transfer); Stephen Spann (Vice President, Medical Affairs & Dean, College of Medicine), Ruth Bush (Associate Dean, Medical Education, College of Medicine), Kathryn Horn (Associate Dean, Student Affairs, Admissions and Outreach, College of Medicine), Ariana Santiago (Assistant Librarian, University Libraries)

MINUTES: The minutes of the November 14, 2018 Faculty Senate meeting were approved.

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

President O'Connor gave the following updates:

- The Faculty Handbook committee sent out the revised handbook for campus review and would incorporate comments prior to submitting the revised handbook to the Provost office for approval in January 2019. Dr. O'Connor thanked Dr. Horn and her committee for their work.
- The UH Transportation & Safety committee programs *Cougar Ride* and *Cougar Pack* had over 1,000 escorts in the month of November effectively assisting the UH Police Department who had previously escorted the faculty, staff and students. Senators Dunkelberger and George were the Faculty Senate's representatives on this committee.
- The Assistant Professor Excellence Speaker Series (APeX) next lecture would be featuring Dr. Elizabeth Farfán-Santos presenting a lecture entitled "Mothering as Health Security: Undocumented mothers, children, and medical alienation in the United States" on Wednesday, January 30, 2019 from 12:15 p.m. to 1:15 p.m. in MD Anderson's Room 306.
- The Executive Committee approved the Community & Government Relations Committee's (CGRC) recommendation for the 2019 conference topic of health care. The CGRC would be working closely with the College of Medicine with information forthcoming on the conference date once confirmed.
- January 2019 would be a month of transition for the Faculty Senate administration with both outgoing and incoming members. During the January Faculty Senate meeting, Dr. Raúl Ramos would become the new Faculty Senate President along with a new cabinet for the Executive Committee. Dr. O'Connor noted that the Budget & Facilities Committee, Community & Government Relations Committee and Faculty Affairs Committee also transition in January and may have new chairs and members.

Presentation of Senate Officer Election Results and President-elect Candidate Slate by Faculty Governance Committee Chair: [Cathy Horn](#)

Dr. Horn congratulated the senators for having a 77% voter's response rate for the election results on the slate for the 2019 Faculty Senate officers and the Faculty Governance Committee. She explained that there were now two candidates for President-Elect for which the electronic voting cycle would be seven days (December 12 – 19, 2018).

Dr. Horn stated that the Faculty Governance Committee met earlier that day, December 12th, to certify the election results and discuss the President-Elect slate and the 2019 Faculty Senate Officers and Faculty Governance Committee. She gave results as follows:

Secretary: (1-Year Term)
Jacinta Conrad, ENGR

Members-at-large: (1-Year Term)
Bekki George, NSM
Daphne Hernandez, CLASS

Faculty Governance Committee: (1-Year Term)

Peggy Blake, CLASS
Kerry Creelman, LIB
Fleurette Fernando, COTA
Rebecca Forrest, NSM
Tahir Hussain, PHA
Kirill Larin, ENGR
Mimi Lee, EDU
Andrea Malone, LIB

Ruth Manny, OPT
Fatima Merchant, TECH
Cristian Morosan, HRM
Donna Pattison, NSM
Steve Werner, BUS

Coalition on Intercollegiate Athletics (COIA): (2-Year Term)

Delegate: Laveria Hutchison, EDU
Alternate: Jerry Evans, TECH

Dr. Horn congratulated the new officers expressing that the Faculty Senate looked forward to their good work in 2019. She announced the two candidates for the position of President-Elect were Jeronimo Cortina (CLASS) and Steve Werner (BUS). There were no further nominations from the floor. Dr. Horn informed the membership that the candidate profiles would be posted on the Faculty Senate website and they would be receiving an email notification when the online election was launched.

Faculty Senate President-Elect Candidate Speeches

Dr. Horn explained that it was traditional for Senators running for President-Elect to deliver a brief statement on their candidacy and introduced, alphabetically, Dr. Jeronimo Cortina and Dr. Steve Werner.

Dr. Jeronimo Cortina stated he was an Associate Professor in the Department of Political Science from the College of Liberal Arts and Social Sciences and the Associate Director at the Center for Mexican American Studies. He explained that his primary areas of study were immigration, political behavior and quantitative methods. Dr. Cortina said that, as the university looked to expand beyond the Tier One Research Institution status, there were three important challenges that the Faculty Senate needed to address. They included the faculty's need for time and the right tools to teach, research and focus on their artistic and scholarly endeavors, as well as offering their support of the 50-in-5 Initiative; the Faculty Senate needed to be proactive co-participants of the institutional decision making process that would consolidate the mission of the University and bring a diverse point of view on those decisions that, as a body, faculty might think deviate from UH's mission; and, the Faculty Senate needed to help the administration maximize UH's resources to help those underserved and less privileged students that needed them the most. He also stated that the Faculty Senate also needed to advocate for its NTT colleagues, instructional faculty, adjuncts and staff members.

Dr. Steve Werner stated he was a Professor of Management and Chair of the Management Department from the C.T. Bauer College of Business. He noted that the President-Elect worked closely with President and he had a good working relationship with the incoming President, Dr. Ramos. He explained that he would be able to offer a different perspective based on his time in human resource management in the business department. Dr. Werner stated that he had served on several compensation committees and was the Chair of the Fringe Benefits committee and, through this work, many good initiatives had been offered for the faculty related to human resources including an increased number of recognition programs. He noted that he worked on programs that included leadership development, equity adjustment and fringe benefits and he would use his expertise to keep that focus. Dr. Werner also addressed faculty concerns related to health care benefits, the 50-in-5 Initiative and the need for more resources. He stated he was currently serving on the Budgeting Transparency Model Initiative Steering Committee and he would be the faculty's voice. He added that, with shared governance, the Faculty Senate needed to have more collaboration with other stakeholders and faculty.

First Reading of Proposed Faculty Senate Reapportionment by Faculty Governance Committee Chair: [Cathy Horn](#)

Dr. Horn thanked the members of the Faculty Governance Committee (FGC) for their work on the task of reapportionment. She explained that it had been more than a decade since the Faculty Senate had undergone reapportionment during which time the Faculty Senate had incorporated three university councils,

the university had added three colleges and the FTE faculty size had grown by more than 10 percent. With the faculty expansion, the Faculty Senate was currently out of compliance. She reviewed the steps taken to gather information as well as the charge to propose a preliminary overarching solution and identified next steps for moving the solution forward.

Dr. Horn stated that the FGC was proposing the following components to a revised reapportionment strategy:

- 1) Use an 8% proportional representation threshold (with “cap” trigger) for determining the total size of the Senate;
- 2) After accounting for Senate membership generated by representation on the GPSC, RSC, and UC, allocate remaining senatorial seats to Colleges based proportional to College FTE faculty representation; and,
- 3) Ensure that every College, regardless of size, had at least one additional senator beyond those on GPSC, RSC, and UC.

Dr. Horn explained the challenges and noted that the proposed solution kept the Faculty Senate at a size currently viewed as useful, built in all colleges to the consideration, did not require committees bylaw changes, acknowledged large colleges and did not disadvantage the small colleges but did not address attendance challenges within the committees. Dr. Horn added that there was a very uneven participation with regards to attendance among and within the committees. She challenged the Senators to engage and remember that being a Senator is a privilege and that they are representing a breadth of perspectives and ideas that are critical to faculty doing their work well. Dr. Horn stated that the Faculty Governance Committee and Executive Committee had approved the reapportionment solution.

A senator inquired regarding changes in committee membership numbers to which Dr. Horn explained that the FGC used the 2017 member data; however, the implementation would be drawing from the most recent data. Another Senator asked about the committee composition revisions. Dr. Horn responded that the directly-elected committees had qualifications already built into their bylaws based on their expectation of eligibility. The remaining committee assignments had been driven, in part, by the committee’s need and the interest and preference of the Senators. She added that they were very cognizant of the Senator’s interests and their impact on attendance.

Dr. Horn explained that, per the constitution, there would be a first reading of the proposed bylaws and a second reading followed by a vote from the Faculty Senate membership during the Faculty Senate meeting in January 2019. She added that, if approved, the charged of the new FGC would be to create procedures and implement the reapportionment.

President O’Connor began the first reading as follows (red indicates new language):

PROPOSED

“Section One--The Faculty Senate ~~membership shall total 8 percent of the full-time tenured, tenure-track, and promotion eligible non-tenure track faculty~~ consist of 134 voting members elected by the faculty in the manner provided below. In any year, if the president's, the president-elect's or the immediate past president's term as senator shall have expired, that person shall be designated senator-at-large. and the total membership shall be 135, 136 or 137 during which time the apportionment of senators shall not be affected.”

PROPOSED

“Section Three--The unit by which representation shall be determined is the college, and not subdivisions thereof. Allocation of Senate seats by college is based ~~generally~~ upon proportion of total FTEs of eligible faculty across all colleges. For this purpose the following units are deemed to be colleges: Architecture, Business, Education, Engineering, Graduate College of Social Work, Honors, Hotel and Restaurant Management, Law Center, Liberal Arts and Social Sciences, Library, Natural Sciences and Mathematics, Optometry, Pharmacy, and Technology. Membership of Undergraduate, Research and Scholarship, and Graduate and

Professional Studies Standing Committees are described below in the bylaws. Members of a college who are eligible for Faculty Senate membership are eligible to vote in elections for senatorial positions. Elections must be by secret ballot.”

Dr. Horn explained that the reapportionment cycle would remain the same (every four years) and the actual number that the 8% represents could result in a different total number of Senators based on the FTE faculty. She added that they were not articulating a static count but trying to build in a mechanism to dynamically adjust to the faculty size and it would all be dependent on the number of faculty in a given year.

A senator asked about the new College of Medicine and if there would be a difference between colleges and schools. Dr. Horn explained that each was considered as an independent unit. A senator suggested consideration of rounding up or down to the nearest faculty members to which Dr. Horn responded that it would be addressed during the procedures. A senator inquired why only full-time tenured, tenure-track, and promotion eligible non-tenure track faculty were included. Dr. Horn explained that the FGC worked with the standing compositional definition as stated in the constitution.

Dr. Horn reiterated that the second reading and vote would take place during the January 2019 Faculty Senate meeting. She thanked the FGC members who had put a lot of time and energy into offering their very best intellectual insights into the discussion.

**Report from and Discussion with the University of Houston System Chancellor and University of Houston President: [Renu Khator](#)
(Unable to Attend)**

**Report from and Discussion with the University of Houston System Senior Vice Chancellor and University of Houston Senior Vice President for Academic Affairs and Provost: [Paula Myrick Short](#)
(Unable to Attend)**

Introduction of UH College of Medicine Administration: [Stephen Spann](#)

Dr. Spann thanked many of the Senators, as well as faculty members across campus, who had been involved with the planning and development of the College of Medicine (CoM) including the Internal Advisory Committee, the Higher Education Coordinating Board for the new Doctoral Program in Medicine application review, the Medical Education Committee's self-study of efforts to date on the application for accreditation to the Liaison Committee on Medical Education (LMCE) as well as search committees for the CoM leadership. He stated they had made progress toward their goal of admitting their first class in 2020 contingent on the approval from the LCME. Dr. Spann added that the CoM had been approved by the Higher Education Coordinating Board on the Doctoral Program degree and the Board of Regents had decided on the location of a permanent building at the MacGregor site on the UH campus.

Dr. Spann announced that the CoM recruitment of three Associate Deans and the current recruitment search for the fourth Associate Dean as listed below.

- Dr. Ruth Bush, Associate Dean for Medical Education, joined the CoM in June 2018. Dr. Bush, a Vascular Surgeon by training, previously was a Professor of Surgery and Medicine at Baylor College of Medicine, a Deputy Director for the Center for Clinical Effectiveness Research at the Michael E. DeBakey Veterans Medical Center and the Vice Dean for Academic Affairs at Texas A&M Health Science Center.
- Dr. Kathryn Horn, Associate Dean for Student Affairs, Admissions and Outreach, joined the CoM in July 2018. Dr. Horn, a Family Practice Physician by training, was previously the Assistant Vice President for the Texas Tech University Health Sciences Center in El Paso Student Services at the Paul L. Foster School of Medicine.
- Dr. David Buck, Associate Dean for Community Health joined the CoM in July 2018. Dr. Buck, a Family Practice Physician by training, was a Professor in the Department of Family and Community Medicine at the Baylor College of Medicine.

- The fourth Associate Dean currently being recruited would be for Graduate Medical Education and Faculty Affairs and would be the interface with the HCA partner in the development of the six new residency programs.

The four Department Chairs are listed below.

- Dr. Olivera Nestic-Taylor, Cullen Endowed Chair of Biomedical Sciences and Professor, joined the CoM in August 2018. Dr. Taylor, a Neuroscientist by training, was previously Associate Dean for Biomedical Sciences at Sam Houston State University.
- Dr. Brian Reed, Chair, Professor of Clinical Sciences, worked with the Harris Health System Ben Taub Hospital. Dr. Reed, a Family Physician by training, was also Associate Professor of Family Community Medicine at Baylor College of Medicine.
- Dr. Bill Elder, Chair of Clinical Behavior and Social Sciences, would be joining the CoM in February 2019. Dr. Elder, a Clinical Psychologist by training, was the Director and Professor of Family and Community Medicine at the University of Kentucky, Lexington.
- Dr. Winston Liaw, Chair and Clinical Associate Professor, Health Systems and Population Health Sciences, joined the CoM in August 2018. Dr. Liaw, a Family Practice Physician by training, was an Associate Professor at the University of Texas Health Science Center.

Dr. Spann stated that the CoM would be actively recruiting ten more faculty over the next three months in the basic sciences as well as the clinical and health systems and population health sciences. He added that the CoM would soon start the process of working with the architects on the new medical building design noting that the timeline would be one year for design with the expectation of having the building completed by spring of 2022 when the class size would have increase from 30 to 60 students.

**Report from and Discussion with the University of Houston System Senior Vice Chancellor and University of Houston Senior Vice President for Administration and Finance: [Jim McShan](#)
(Unable to Attend)**

**Report from and Discussion with the University of Houston System Vice Chancellor and University of Houston Vice President for Research & Transfer Technology: [Amr Elnashai](#)
(Unable to Attend)**

Adjournment: 1:27 p.m.