

# THE UNIVERSITY OF HOUSTON FACULTY SENATE UPDATE— FALL 2008

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## A FEW FACTS RE- GARDING THE SEN- ATE:

- Faculty Senate meetings are typically held on the third Wednesday of each month in the Elizabeth D. Rockwell Pavilion, M. D. Anderson Library and are both open to the public and attended by the President and senior cabinet members.
- Faculty Senate Executive Committee also hosts monthly meetings normally attended by the President and Provost

## UPDATE FROM THE FACULTY SENATE PRESIDENT WYNNE CHIN

Welcome to the Fall 2008 issue of the Faculty Senate Newsletter. Much too often, faculty ask me to explain the roles and activities of the Senate. That is why I felt it was time to resurrect our newsletter. Our goal is to have one distributed to all faculty each semester. For this issue, besides providing an update of recent activities, I asked each of the Senate committee chairs to provide a little background about their committee. Hopefully, this will not only acquaint faculty with the goals and activities of the Senate, but provide an opportunity for interested faculty to help the Senate in some of our current initiatives. If you are interested in providing some of your skills, expertise, and energy, please contact the particular chair and volunteer.

When asked to describe the Senate, I would say it represents the conduit

for faculty. It acts as an official voice for the faculty to administration, other governing bodies within the University as well as the community at large. At the same time, the Senate tries to gather and disseminate information that may be relevant to faculty. This newsletter is one such example. We also send out email updates whenever possible as reflected in the recent dissemination concerning the Provost search and Legislative appropriation requests. We are also working on an update of our website which will include faculty blogs, enhanced access to faculty relevant documents, and regular news updates as well as spot polls.

The Senate consists of 52 tenured or tenure track faculty proportionally representing their respective colleges. Near the back of this newsletter, you will find the list of all current senators. Your college senator can be a valuable resource for you. For example, if there is an issue or concern that

you feel needs to be addressed by a University administrator like the President or Provost, one route is to contact your senator or any of the officers of the Senate Executive Commit-



**Wynne W. Chin** is the C. T. Bauer Professor of MIS in the department of Decision and Information Sciences. Recently ranked as one of the top five human computer interaction researchers and one of the top 10 researchers in technology acceptance according to the Journal of the Association for Information Systems and the Communications of the Association for Information Systems respectively, Wynne is also known as the developer of PLS-Graph, a second generation multivariate graphical based statistical program to perform Partial Least Squares analysis.

## UPDATE FROM THE FACULTY SENATE PRESIDENT WYNNE CHIN

tee. While faculty members often do send out messages directly to a particular administrator, it may be worth first asking your senator which particular person or administrative committee would be the best place to direct inquiries.

Finally, never hesitate to contact either myself directly at [wchin@uh.edu](mailto:wchin@uh.edu) or my President-elect Dan Wells at [dwells@uh.edu](mailto:dwells@uh.edu). Like all Faculty senators, we've made a commitment during our term to try our best to represent the faculty at large by providing a voice wherever it is needed.

## FACULTY SENATE ENHANCEMENT ENDOWMENT A WORTHWHILE FUND FOR YOUR CONTRIBUTION TO THE ANNUAL FACULTY & STAFF CAMPAIGN

We would like to alert you to a new Senate fund specifically created this year as part of the annual Faculty & Staff Campaign. The Faculty Senate Enhancement Endowment was developed, in part, to support efforts of UH faculty to take the UH knowledge-base and applied research out to engage the Houston community.

The Faculty Senate Endowment is an active measure toward our goal to have UH designated by the Carnegie Foundation for the Advancement of Teaching with both Community Engagement and Outreach & Partnership classifications. Therefore, the endowment benefits UH, our relationship with the city of Houston, and underscores our

own belief in the work we do at the University.

The kind of outreach and partnership activities we hope to undertake requires funding. While we hope to secure additional funding through a significant corporate grant, our success in that effort will be greatly assisted by our demonstrated commitment to our goal.

You can demonstrate your commitment to your work and our shared goals by making a gift of any size to our Faculty Senate Enhancement Endowment. You might even wish to join the Founders Club to be permanently displayed in our Senate office by contributing \$1,000 to the fund (for example through

an \$85 per month payroll deduction). An official signing ceremony is scheduled for early next year and a number of the Senate Executive committee members and past presidents of the Senate have already joined. December 31st is the cutoff date for either a full contribution or commitment to be a founding member.

One of the easiest vehicles for giving to the endowment is through the 08-09 Faculty and Staff Campaign. You can go online to [www.advancement.uh.edu/uhgivesback](http://www.advancement.uh.edu/uhgivesback) or call the Office of Annual Giving at 3-4708 or email [mfrye@uh.edu](mailto:mfrye@uh.edu).

## 2008 UH Faculty/Staff Campaign: [Building Our Future](#)

### Faculty Senate Enhancement Endowment: HE43281RN

Under [Giving Choices](#) - [Gift Codes](#) - General Institutional Support -UH

## UPDATE FROM THE FACULTY AFFAIRS COMMITTEE

## MARK CLARKE

For those of you who are unfamiliar with the workings of the Faculty Senate, the Faculty Affairs Committee (FAC) is a standing committee of the Senate charged with dealing with those issues that directly or indirectly impact you as a faculty member and employee of the University of Houston.

The committee deals with a variety of issues surrounding the terms of faculty employment at UH, including changes to the Faculty Handbook, regular assessment of faculty health and retirement benefits and ongoing review of new and existing university policies which directly impact how faculty perform their duties. The committee also performs a

variety of other tasks including providing proactive input to the University administration via the Senate as they develop or modify policies that impact you as a faculty member. The Chair of the FAC also serves as a member of the Executive Committee of the Senate in order to facilitate communication between the Senate as a whole, the Senate Leadership and the University administration.

As in any large institution, policies enacted by one part of the organization can and do have unintended consequences for other parts of the organization. One of the important roles played by the FAC is to consider the impact of such

policies on faculty and to provide feedback (and where appropriate concrete suggestions) on how to modify these policies in a way that represents your perspective as a faculty member. As part of this goal, the FAC encourages input from not only your elected Senators but individual faculty members like you. If you have a specific faculty-oriented issue that you would like to discuss with the FAC, please speak to or email one of your Faculty Senators or contact the Chair of the FAC directly.



Mark Clarke is an Associate Professor in the Department of Health and Human Performance. After being elected as a Senator from the College of Education in 2006, he has served as Chair of the FAC for the past 18 months. Originally from Ireland, he received both his undergraduate and graduate training in Manchester, England in pharmacology and cell biology /biochemistry, respectively. Mark arrived at UH in early 2002 after post-doctoral work at Harvard Medical School, The Medical College of Georgia and an eight year career in the Life Sciences Directorate at NASA-Johnson Space Center firstly as a National Research Council Fellow and then as Senior Staff Scientist with Universities Space Research Association. His research interests lie in the general area of musculoskeletal/ cardiovascular physiology with a focus on the effects of mechanical loading on these systems. In parallel, Mark has also become involved in the development of biomedical monitoring technologies to assess such changes. You can find more information about his departmental program and faculty on their [web-page](#).

*“The committee deals with a variety of issues surrounding the terms of faculty employment at UH, including changes to the Faculty Handbook, regular assessment of faculty health and retirement benefits and ongoing review of new and existing university policies which directly impact how faculty perform their duties.”*

## UPDATE FROM THE FACULTY AFFAIRS COMMITTEE

MARK CLARKE

Our first major accomplishment in the past 18 months was the new [Provost's Faculty Travel Fund](#). Initially proposed by the Faculty Senate in 2006, our committee worked with Provost Foss to develop the initial award guidelines to ensure the smooth implementation of this welcome addition to faculty opportunities for professional travel. To date, a total of 89 travel awards were made to faculty during FY2008 (out of a total of 101 requests) with 10 requests pending so far for faculty travel in FY2009. Please visit the [Provost's Faculty Travel Fund](#).

A second initiative developed by the FAC centered on providing additional information to newly hired faculty regarding their choice of an optional retirement program (ORP) provider here at UH. This informative and unbiased review of all ORP providers was first provided to new faculty in 2007 and has since been fully incorporated into the new faculty orientation process in HR. The Senate, and especially the FAC, would like to sincerely thank Dr. Dale Rude, Bauer College of Business, for his help and technical expertise in developing this program. The presentation Dr. Rude made to our new faculty colleagues during this year's orientation will soon be available to all members of the faculty on the Faculty Senate web-page. Please check the [Faculty Senate](#) website for details.

The Faculty Affairs Committee has also formed a Subcommittee on Faculty Benefits tasked with first cataloguing and then suggesting ways to improve all benefits provided to faculty. Over the past 9 months our subcommittee, ably chaired by [Dr. Sujit Sansgiry](#), has been hard at work on such issues as: the IRS-mandated changes in the reporting requirements for Optional Retirement Providers (ORP) at UH, what those changes will mean for faculty and how to make sure those changes are communicated to you, the faculty member, in a timely fashion; exploring creative ways in which the University can increase the matching retirement contribution made to faculty retirement accounts; and providing feedback to the new Strategic Planning Committee on new initiatives initially developed during our Spring 2008 Faculty Senate retreat.

One final accomplishment of note for the FAC in the past year was the planning effort for our Fall 2007 Faculty Senate retreat with state legislators. The FAC was tasked with developing a presentation and a series of focused questions for our legislators that asked them how could we as a Senate, and as individual faculty members, help to enhance the University's goal of achieving Tier One Research University status in the State of Texas. Our legislator's answers were enlightening to say the least

and provided a lot of insight to those of us unfamiliar with state politics surrounding higher education in Texas.

I would like to end this inaugural newsletter from your Faculty Affairs Committee by thanking all of the Faculty Senators who have served on the FAC over the past 18 months. Without their dedication to and continued efforts on behalf of the committee, the Faculty Senate and their fellow faculty members throughout the University, the progress being made by the Faculty Senate to represent and forward the interests of the faculty at the University of Houston could no longer continue.

**"A second initiative developed by the FAC centered on providing additional information to newly hired faculty regarding their choice of an optional retirement program (ORP) provider here at UH. This informative and unbiased review of all ORP providers was first provided to new faculty in 2007 and has since been fully incorporated into the new faculty orientation process in HR."**

## UPDATE FROM THE EDUCATIONAL POLICY AND STUDENT AFFAIRS COMMITTEE

DAVID MAZELLA

**What are the strategic goals of EPSAC for the coming year?**

In the week following the Fall Assembly, when the Senate helped President Khator address the university's problems in responding to Hurricane Ike, the FS listserv carried some interesting discussions about the proper role of the Senate in its interactions with administration. One Senator noted that this assembly showed our willingness to be "team players," but perhaps we now needed to "return to our own agenda"? Because I had assumed all along that we *had* been pursuing our own agenda, I thought it would be worthwhile to discuss in this column some of the longer-term projects we are pursuing at EPSAC, to show how these really do represent our—meaning the

faculty's—own agenda. And I would argue that these and similar projects should continue, so long as they really do reflect the interests of the Senate and the faculty generally.

But first I should explain some assumptions that I have long carried about the Faculty Senate's larger purpose within the university. In my view, one of the most important roles played by the Senate is to help the administration set its priorities, since faculty are the ones who put those priorities into effect. Once we accept this view, the question becomes whether it is more effective for the Senate to formulate and push its priorities independently of the administration, or to try to work collaboratively with administration, and to influence its priorities as these are being articulated and implemented through-

out the university? In my view, a good Senate does both, since the effectiveness *and* the independence of this body are equally necessary for any model of shared governance within the university.

This is to say that over the past year I have focused upon the long-term strategic goal of fostering "student success," which coincides with President Khator's own announced priorities. At the same time, I have been working with EPSAC and others to fill this goal of "student success" with specific content and to start moving the university toward that goal with specific, targeted initiatives.

Last spring, EPSAC began the process by discussing generally how we might define "student success" from a Tier One perspective. Later during the summer, I and other members of the Senate



David Mazella is an Associate Professor in the Department of English, where he specializes in eighteenth-century British Literature. His first book, a cultural and conceptual history of the "cynic" and "cynicism" in Great Britain, is entitled [\*The Making of Modern Cynicism\* \(University of Virginia Press, 2007\)](#). He is currently working on a second book, a literary history of a single year, the year 1771, which he has also taught as an advanced, research-intensive undergraduate seminar.

As a member of the English department's Undergraduate Curriculum Committee, he helped to design and teach the now-required gateway course for the major, Introduction to Literary Studies. Subsequently, he published an article about the development of this course and its implications for curricular reform in *Profession '98*, the MLA's official forum for professional issues. He was named Teacher of the Year in 1997 by Sigma Tau Delta, the undergraduate English Honor Society. His contributions to undergraduate teaching were recognized in 1999, when he won the University of Houston Cooper Teaching Excellence Award, a university-wide teaching prize. He is a member of the UH Faculty Senate, and is currently Chair of its Educational Policy and Student Affairs Committee.

"... the question becomes whether it is more effective for the Senate to formulate and push its priorities independently of the administration, or to try to work collaboratively with administration, and to influence its priorities as these are being articulated and implemented throughout the university? In my view, a good Senate does both . . ."

## UPDATE FROM THE EDUCATIONAL POLICY AND STUDENT AFFAIRS COMMITTEE

DAVID MAZELLA

and Executive Committee (Wynne Chin, Dan Wells, and Adriana Kugler) began a series of discussions with Elaine Charlson and Dan Gardner about taking a comprehensive inventory of the university's interactions with students, to see how well the various parts of the "chain" fit together, and to identify the points in the chain where proposed improvements would have the greatest impact. We asked, for example, how might university operations like admissions, enrollment management, financial aid, advising, work study positions, etc. be optimized so that existing obstacles for students could be cleared away, and our students encouraged to excel?

Studies like this had been undertaken many times on particular, isolated problems, usually at a moment of crisis, but a full and comprehensive view like ours had never to my knowledge been attempted, and many of those studies and recommendations had often been left to languish, when they were displaced by new problems, new administrations, and new initiatives.

So, for example, I hope that in the coming semester both EPSAC and the Undergraduate Council will urge the current provost to adopt the recommendations of Dan Wells's USD

task force, which provides a much better framework for guiding "undecided" students into the appropriate majors than we have ever had in the past. And my suspicion is that similarly fine work has been done, and is being done right now, to foster student success, but it is largely uncoordinated, ad hoc, and unsupported by any sense of larger institutional investment. I hope that EPSAC will be able to change that lack of follow-up by its two-stage, "inventory and intervention" strategy.

As far as I am concerned, "student success" is essentially the umbrella title for a variety of specific initiatives, which would include such projects as a campus center for teaching excellence, better enrollment management, more responsive financial aid, and more strategic thinking overall about teaching and learning throughout UH. In my opinion, there should be much better support and infrastructure for both students and faculty for classroom instruction than either currently receives, and the Senate is a logical group to push for this under the rubric of "student success."

Moreover, since "student success" is inevitably caught up with the problem of student engagement, the QEPs represent a logical place for faculty to develop new strategies and programs to

enhance student engagement. This broad strategic push, however, which will take place over a number of years, will also require that we see some returns for our efforts semester by semester. You may rest assured that I will be monitoring our progress in these efforts week by week, and making sure that faculty have a say in any new initiatives designed to promote enhanced teaching and learning throughout the campus.

**" . . . , there should be much better support and infrastructure for both students and faculty for classroom instruction than either currently receives, and the Senate is a logical group to push for this under the rubric of "student success."**

## UPDATE FROM THE SCHOLARSHIP AND COMMUNITY COMMITTEE

### SUZANNE FERIMER

My name is Suzanne Ferimer and I have been at the University of Houston for 28 years. I hold the rank of Librarian with the University Libraries and I am the Optometry Branch Librarian. I am a medical librarian having worked in both medical center and hospital libraries.

I have chaired the Scholarship and Community Committee of the Faculty Senate for the past three years. During that time the SCC has overseen the establishment of the annual Faculty Recognition Dinner, a meeting with State Legislators on campus with Faculty Senators, and the biennial Scholarship and Community Conference held in 2007 titled "Music Across Boundaries." The Chair

has also worked with the Homecoming Committee and the Carnegie Community Assessment initiative. The Chair has also served on the Ceremony Task Force for the Investiture of Renu Khator as the eighth Chancellor of the University of Houston System and thirteenth President of UH.

Now the Committee is working with the Office of Special Events in revamping the Faculty Recognition Dinner, which is scheduled to take place in the spring instead of this fall.

The SCC was working to schedule individual meetings with local Legislators and Faculty Senators on campus, followed by a campus reception for the area representatives and the en-

tire UH Faculty. Unfortunately, these had to be cancelled due to the hurricane. We hope, since we have the format in place, to reschedule these events for next fall. We feel it is very important to get these folks on campus to see what and who we are.

Finally, we are also looking into reestablishing our long dormant Faculty Club which would provide a much needed venue for faculty interaction.



"Now the Committee is working with the Office of Special Events in revamping the Faculty Recognition Dinner, which is scheduled to take place in the spring instead of this fall. "

### ***Factoids***

*The Faculty Senate Office is scheduled to move to the 3rd Floor of the M. D. Anderson Library in Spring of 2009 .*

*The Original UH Faculty Club was housed in the E Cullen Building. Pictures of it before an accidental fire in the 1970s burned it down can be found at:*

<http://www.uh.edu/fs/minutes/spring%20assembly%202008.ppt>

*That space was subsequently converted to administrative offices.*

## UPDATE FROM THE BUDGET AND FACILITIES COMMITTEE

**RICHARD WILLSON**

The UH Faculty Senate Budget and Facilities Committee devoted a large fraction of its efforts this year to completing the Salary Study started by our predecessors, and to interacting with the Administration on policy suggestions arising from that study. We enjoyed considerable cooperation from the administration, especially Internal Research and the Office of the Provost, in the complex task of collecting, correcting and interpreting salary data for all UH faculty. One major recurring issue was the relatively large number of errors in the data set, especially misclassifications of faculty in ranks. Because the number of faculty of a given rank in a particular department is often small, misclassifications can produce large errors in calculated average salaries. We worked extensively with the administration to

eliminate these errors, but further measures are required to prevent them from recurring. We now have a new data set which can be used to audit these improvements.

We were also pleased with the collegial discussions arising from our recommendations, and the fact that the administration adopted our primary recommendation that the raises associated with faculty promotions should be increased to reduce the tendency for salary compression over time. This recommendation has been implemented as of the promotion classes of May, 2008. We also called for the creation of a special fund (above the normal raise pool, not taken from it) to address individual cases of salary compression/inversion, and this recommendation was also accepted. The initial pool is 0.5% of total

salaries, which would allow a 5% extra salary increase for one in ten UH faculty each year. All problems will not be immediately remedied by this approach, but over several years this pool can go a long way to eliminating the worst instances of compression and inversion.

BFC also worked to increase the transparency of construction activities on the campus through better publicity and signage, and circulation of the consultants' report on Fleming, Science, and the Science and Research buildings. We also represented faculty interests at each of the Provost/Dean budget hearings. Finally, the Chair of BFC serves ex officio on the Physical Plant Operations Committee and the Tuition and Fees Committee.



Richard Willson, 2007-2009 Chair of the UH Faculty Senate Budget and Facilities Committee, is Professor of Chemical & Biomolecular Engineering, Biology & Biochemistry, and Biomedical Engineering at UH, and Senior Affiliate Member of The Methodist Hospital Research Institute. He did three degrees in Chemical Engineering at Caltech and MIT, and was a postdoc in Biology at MIT before coming to UH in 1988. His research focuses on the specific recognition of biomolecules such as proteins and DNA by surfaces and by other molecules, and the applications of molecular recognition in pharmaceutical production and diagnostics, and he recently completed a term as President of the International Society for Molecular Recognition. He is a recipient of the NSF Presidential Young Investigator Award under the first Bush administration, and is a Fellow of the American Institute for Medical and Biological Engineering. He is married to Dr. Anika Sabo of the Baylor Genome Center, and has a 2-year-old daughter, as well as two grown sons.

**"We were also pleased with the collegial discussions arising from our recommendations, and the fact that the administration adopted our primary recommendation that the raises associated with faculty promotions should be increased to reduce the tendency for salary compression over time. "**

## UPDATE FROM THE AD HOC COMMITTEE ON PLANNING SUJIT SANS GIRY

The Ad Hoc Committee on Planning was initiated by the Faculty Senate Executive Committee in 2007 to provide faculty input on the vision and strategic direction for the University of Houston. The focus of the committee has been on the long range goals of the University such as increasing faculty, expanding facilities, improving student quality, empowering students with better services and developing a globally competitive and recognized university. The current committee members include Sujit S. Sansgiry (Chair), Steven Craig (immediate past chair), Damon Camille, Seth Chandler, Katy Greenwood, Marie-Theresa Hernandez, Kishore Mohanty, Craig Pirrong, Michael Rea, Michelangelo Sabatino and Joe Eichberg (ad hoc member).

This past year, the

committee was charged with the responsibility to define the role and feasibility of the committee in the Faculty Senate. The committee members voted in favor of a standing committee and to rename the ad hoc committee as *the Strategic Planning and Development Committee with the charge to review and recommend responses to changes that will impact the University of Houston due to regional, state, national and global demographic, economic and educational shifts*. The committee also reviewed the minutes of the Faculty Senate retreat and developed a document titled “Strategies for Faculty Success.” This document was forwarded to the Faculty Affairs Committee to provide input on recommendations and action items necessary to enhance faculty success. The docu-

ment would then be passed on to the Executive Committee with recommendations and action items for implementation. In addition, the committee decided to focus their efforts in the future on growth and impact of graduate programs at UH and the needed faculty growth to achieve top tier status.

The committee welcomes suggestions and recommendations from all faculty on how we should improve and enhance the academic experience of students and faculty at UH. Please feel free to provide your comments or thoughts to Sujit S. Sansgiry ([ssansgiry@uh.edu](mailto:ssansgiry@uh.edu)).



Dr. Sansgiry is a faculty member in the College of Pharmacy with research interests in the area of pharmacoeconomics, pharmaceutical marketing, and health outcomes research. Dr. Sansgiry's research has had a major impact on the US pharmaceutical industry, especially the over-the-counter (OTC) drug market. The US FDA has used his research to develop guidelines for packaging and labeling of OTC products. His research work was referenced in the FDA published guidelines titled “Over-the-Counter Human Drugs: Labeling Requirements”. He has numerous presentations and more than 100 publications in various recognized pharmaceutical journals to his credit and has received a variety of awards and recognition for his work.

*“The committee narrowed down two topics to focus their efforts in the future, namely, growth and impact of graduate programs at UH and the needed faculty growth to achieve top tier status.”*

## ISSUES AND OPINION FROM AT LARGE MEMBER ALLEN R. (AL) WARNER

I've been a member of the UH faculty since 1973 when I was hired straight from my doctoral program to help start the UH-Victoria campus. A year later I came to the main campus. After 27 years in various administrative roles, my colleagues were kind enough to elect me to the Faculty Senate and Senators later honored me with two terms as Secretary, a term as President in 2005, and I'm currently in my second term as an At-Large Member of the Senate Executive Committee. My professional appointment is in Curriculum and Instruction, and my research and scholarly interests are in public policy issues that affect teacher education and retention.

I'm committed to assuring that we as faculty have a strong voice in issues that affect our lives and our work. As a Washington, D.C. based colleague states the issue – if you're not at the table, you're probably on the menu.

Because of the work of

many people over the past decade, the Faculty Senate has emerged as the voice of the faculty at the University of Houston. Just three years ago former President Jay Gogue offered us the opportunity to address the Board of Regents. The Board now includes a place on the agenda of each of their regular meetings for an update from the Senate President and these updates are published on the Senate website ([http://www.uh.edu/fs/BOR\\_FS\\_President\\_Reports\\_Index.html](http://www.uh.edu/fs/BOR_FS_President_Reports_Index.html)).

A Senate-led University Coordinating Council now works to assure that proposed policies are vetted through an organized structure before being forwarded for approval. The Senate Budget and Facilities Committee is at work on their second study of faculty salary compression or inversion, and a precedent is set with an amount preserved at the campus level to address identified cases. The Budget and Facilities Committee are also has

a representative present at the annual budget hearing for each college. The Senate is working to support our movement to a more research-intensive environment by assuring that faculty have the infrastructure support needed to succeed. One element is the Provost's Faculty Travel Fund ([http://www.uh.edu/provost/grants/fac\\_travel\\_fund.html](http://www.uh.edu/provost/grants/fac_travel_fund.html)) to provide support beyond the department or college for tenured and tenure-track faculty to present peer-reviewed papers at professional meetings.

If you're a faculty member and have not read the Preamble to the Senate Constitution and By-laws (<http://www.uh.edu/fs/constitution.html>), I urge you to do so and to be involved in the work of the Faculty Senate. It's our major avenue at the University level to be at the table, rather than on the menu.



"Because of the work of many people over the past decade, the Faculty Senate has emerged as the voice of the faculty at the University of Houston."

## ISSUES AND OPINION FROM AT LARGE MEMBER H. JEROME FREIBERG

### Look Back to Look

#### Forward

The Faculty Senate Commission on University Governance (FS-CoUG) submitted its final report to the Senate on October 17, 2005. It was the first time in the history of the University of Houston that a joint faculty-administration Commission (composed of six senior faculty, three deans and an associate vice president/vice chancellor) was assembled to analyze governance at the University, and to recommend changes in both process and structure. As the University of Houston advances toward the goal of a leading research and teaching institution, it must also advance its governance infrastructure. The total report listed on the Senate web site matched specific recommendations with the current opportunity for change in order to enhance the process of shared governance and decision-making. Many

of the recommendations have been implemented by the Senate and at the most recent Senate retreat, remaining items were reviewed and discussed for further action.

The FS-CoUG recommendations were designed to support the necessary shared governance conditions to enhance:

**Input** from those members of the academy with sufficient information to understand the ramifications of the decisions;

**Access** to the decision-makers by those members of the academy who may be most affected by the decisions; and

**Feedback** regarding the input provided to the decision-makers and the reasons for the ultimate decision, with attention to the considerations raised by members of the academy.

In crafting our recommendations, the Commission drew from

governance experiences at other Universities and had factored in our own unique governance history. In so doing, it has become evident, that creating a workable system that will fit small and large colleges, professional schools and graduate programs will require more than the adoption of a single best practice model from other institutions. Our research showed that successful shared governance requires a level of trust and collegiality that takes both time and experience to evolve.

Difficult financial times often place additional burdens on the shared governance process. Therefore we strongly encourage all shared governance stakeholders to continue the discussion begun over the last several years. It was the expectation of the Commission that implementation of these recommendations, will propel the UH campus community on a path to more effective and inclusive University governance as we move to a top tier academy.



H. Jerome Freiberg is a John & Rebecca Moores Professor and Professor of Education in the College of Education in the Curriculum & Instruction Department. He is PI and Founder of the Consistency Management & Cooperative Discipline Project, and the Editor of the *Journal of Classroom Interaction*, an international Journal with subscribers in over 40 nations.

Dr. Freiberg has received the U of H College of Education, Distinguished Career Award, the College of Education Research Excellence Award and the University of Houston Teaching Excellence Award. He was the elected President of the Faculty Senate at the University of Houston in 2001.

Dr. Freiberg has gained international recognition with 8 books with translations in six languages and has published over 100 scholarly publications. He is also a Member of the Committee on Human Rights for Children and Youth, The World Council for Psychotherapy, Vienna, Austria and on the National Center of Youth Policy for the Netherlands.

“It was the first time in the history of the University of Houston that a joint faculty-administration Commission . . . was assembled to analyze governance at the University”

## UPDATE FROM THE COMMITTEE ON COMMITTEES

KATY GREENWOOD

The Committee on Committees (COC) of the Faculty Senate serves as a catalyst for faculty participation at the University of Houston through a committee structure that helps the University sustain its commitment to faculty involvement in governance.

The work of the COC is established in Article Four of the Faculty Senate Constitution. Membership is elected by the Senators and it is generally chaired by the immediate past President of the Senate. When the past President is unavailable to serve, the committee elects the Chair from its membership. This occurred this year when Joseph Kotarba stepped down in anticipation of a development leave and the current chair, Katy Greenwood, was elected by the committee.

Each year the Committee on Committees surveys the faculty to determine their interest in serving on the University Standing Commit-

tees. The resulting information is used by the Committee to select faculty representatives to fill vacancies. This year 75 faculty were nominated to fill 71 seats on the 33 UH Standing Committees.

The Committee on Committees also prepares the slate for the annual election of the UH Faculty Grievance Committee and presents it at the Spring Faculty Assembly. It then conducts and publishes the results of the balloting.

The COC also oversees the operational health of the Standing Committees. In May, the Committee met with Joan Nelson, Executive Director of Human Resources, to discuss the reactivation of the Human Resources Committee and the reorganization of the Fringe Benefits Committee from a system-wide body to a UH standing committee. The COC also met with Barbara Chapman and Dennis Adams to discuss the Information Technology

and Computing Committee's proposal to restructure into the Information Technology Planning and Policy Committee. The COC agreed to the change and has passed it on to the Faculty Senate Executive Committee for its consideration. This semester the Committee on Committees plans to fill additional vacancies on Standing Committees, follow-up on issues raised from past Standing Committee Reports, and will prepare the slate of candidates for 2009 Faculty Senate Officers and Committee on Committees.

During the last several years, the COC has had the benefit of special assistance from Dr. Sara McNeil, fellow Senator and Associate Professor of Curriculum and Instruction in the College of Education in fulfilling its responsibilities. Sarah has been the force behind the technology necessary to conduct the on-line election for the Grievance Committee and the Committee Preference Survey. COC members are very grateful for her continued assistance; their work on this important committee has been made easier because of Sarah.



Dr. Katy Greenwood has been a continuing advocate for training and development as a curriculum component at the undergraduate and graduate levels in the College of Technology. She was instrumental in setting up the first T&D courses that were offered in the College of Technology and continues to teach various HRD courses face to face and on-line. Her Ph.D. is in Career and Technology Education from the University of Minnesota. Her research interests have been in career transitions and job placement, particularly with adults who have lost jobs due to downsizings or mergers. Her research interests also include faculty governance in academia.

**"Each year the Committee on Committees surveys the faculty to determine their interest in serving on the University Standing Committees."**

2008 FACULTY SENATORS BY COLLEGE				
SENATORS	UH MAIL CODE	E-MAIL	TERM ENDS	TELEPHONE
<b>Gerald D. Hines College of Architecture</b>				
<a href="#">SABATINO, Michelangelo</a>	ARCH - 4000	<a href="mailto:MSABATINO@UH.EDU">MSABATINO@UH.EDU</a>	2008	713-743-1601
<b>C. T. Bauer College of Business</b>				
<a href="#">CHIN, Wynne</a>	DISC - 6027	<a href="mailto:WCHIN@UH.EDU">WCHIN@UH.EDU</a>	2008	713-743-4728
<a href="#">KELLER, Robert</a>	MANA - 6030	<a href="mailto:KELLER@UH.EDU">KELLER@UH.EDU</a>	2010	713-743-4676
<a href="#">NEWBERRY, Kaye</a>	ACCT/TX - 6023	<a href="mailto:KAYE.NEWBERRY@MAIL.UH.EDU">KAYE.NEWBERRY@MAIL.UH.EDU</a>	2009	713-743-0849
<a href="#">PIRRONG, Craig</a>	FIN - 6029	<a href="mailto:CPIRRONG@UH.EDU">CPIRRONG@UH.EDU</a>	2010	713-743-4466
<b>College of Liberal Arts &amp; Social Sciences</b>				
<a href="#">BENECOMO, Anadeli</a>	HISPA - 3006	<a href="mailto:ABENCOMO@UH.EDU">ABENCOMO@UH.EDU</a>	2010	713-743-3068
<a href="#">BROWN-GUILLORY, Elizabeth</a>	ENGL - 3013	<a href="mailto:EBROWN-GUILLORY@UH.EDU">EBROWN-GUILLORY@UH.EDU</a>	2008	713-743-2976
<a href="#">GORDON, Andrew</a>	ANTH - 5020	<a href="mailto:AGORDON3@UH.EDU">AGORDON3@UH.EDU</a>	2009	713-743-3784
<a href="#">HAUN, Martha</a>	COMM - 3002	<a href="mailto:MHAUN@UH.EDU">MHAUN@UH.EDU</a>	2009	713-743-2886
<a href="#">HERENDEEN, Wyman</a>	ENGL - 3013	<a href="mailto:WHH@UH.EDU">WHH@UH.EDU</a>	2008	713-743-2937
<a href="#">HERNANDEZ, Marie-Theresa</a>	MCL- 3006	<a href="mailto:MTHDZ@UH.EDU">MTHDZ@UH.EDU</a>	2010	713-743-3074
<a href="#">HOWARD, Philip</a>	HIST - 3003	<a href="mailto:PAHOWAR2@MAIL.UH.EDU">PAHOWAR2@MAIL.UH.EDU</a>	2010	713-743-3105
<a href="#">JOWETT, Garth</a>	COMM - 3002	<a href="mailto:GJOWETT@UH.EDU">GJOWETT@UH.EDU</a>	Fall 2008	713-743-2884
<a href="#">KOTARBA, Joseph</a>	SOC - 3012	<a href="mailto:JKOTARBA@UH.EDU">JKOTARBA@UH.EDU</a>	2009	713-743-3954
<a href="#">KUGLER, Adriana</a>	ECO - 5019	<a href="mailto:ADKUGLER@UH.EDU">ADKUGLER@UH.EDU</a>	2009	713-743-3822
<a href="#">MAZELLA, David</a>	ENGL - 3013	<a href="mailto:DMAZELLA@UH.EDU">DMAZELLA@UH.EDU</a>	2010	713-743-2953
<a href="#">MCHENRY, Monica</a>	COMD - 6018	<a href="mailto:MMCHENRY@UH.EDU">MMCHENRY@UH.EDU</a>	2009	713-743-5503
<a href="#">MIDDENTS, Jonathan</a>	THEA/WT-4016	<a href="mailto:JMIDDENTS@UH.EDU">JMIDDENTS@UH.EDU</a>	2008	713-743-2914
<a href="#">MONTROYA, Delilah</a>	ART/FA - 4019	<a href="mailto:DMONTOY2@MAIL.UH.EDU">DMONTOY2@MAIL.UH.EDU</a>	2009	713-743-2855
<a href="#">SCHIFF, Fred*</a>	COMM - 3002	<a href="mailto:FSCHIFF@UH.EDU">FSCHIFF@UH.EDU</a>	2009	713-743-2864
<a href="#">SPOSATO, Jeffrey</a>	MUSIC - 4017	<a href="mailto:JSSPOSATO@UH.EDU">JSSPOSATO@UH.EDU</a>	2010	713-743-5697
<a href="#">TRAIL, George</a>	ENGL - 3013	<a href="mailto:GTRAIL@UH.EDU">GTRAIL@UH.EDU</a>	2008	713-743-2965
<b>College of Education</b>				
<a href="#">CLARKE, Mark</a>	CUIN - 5027	<a href="mailto:MCLARKE@UH.EDU">MCLARKE@UH.EDU</a>	2008	713-743-9854
<a href="#">CRAIG, Cheryl</a>	CUIN - 5027	<a href="mailto:CCRAIG@UH.EDU">CCRAIG@UH.EDU</a>	2010	713-743-3312
<a href="#">FREIBERG, Jerome</a>	CUIN - 5026	<a href="mailto:FREIBERG@MAIL.UH.EDU">FREIBERG@MAIL.UH.EDU</a>	2010	713-743-4953
<a href="#">WARNER, Allen</a>	CUIN - 5027	<a href="mailto:AWARNER@UH.EDU">AWARNER@UH.EDU</a>	2009	713-743-5059
<b>Cullen College of Engineering</b>				
<a href="#">CHELLAM, Shankar</a>	CIVE - 4003	<a href="mailto:CHELLAM@UH.EDU">CHELLAM@UH.EDU</a>	2010	713-743-4265
<a href="#">KAMRANI, Ali</a>	INDE - 4008	<a href="mailto:AKAMRANI@UH.EDU">AKAMRANI@UH.EDU</a>	2009	713-743-4192
<a href="#">MO, Y. L.</a>	CIVE - 4003	<a href="mailto:YILUNGMO@EGR.UH.EDU">YILUNGMO@EGR.UH.EDU</a>	2009	713-743-4274
<a href="#">MOHANTY, Kishore</a>	CHE - 4004	<a href="mailto:MOHANTY@UH.EDU">MOHANTY@UH.EDU</a>	2010	713-743-4331
<a href="#">WILLSON, Richard</a>	CHE - 4004	<a href="mailto:WILLSON@UH.EDU">WILLSON@UH.EDU</a>	2008	713-743-4308

2008 FACULTY SENATORS BY COLLEGE				
SENATORS	UH MAIL CODE	E-MAIL	TERM ENDS	TELEPHONE
<b>Conrad N. Hilton College of Hotel &amp; Restaurant Mangement</b>				
<a href="#">BARTH, STEPHEN</a>	HRM - 3028	<a href="mailto:SCBARTH@CENTRAL.UH.EDU">SCBARTH@CENTRAL.UH.EDU</a>	2010	713-743-2415
<b>Law Center</b>				
<a href="#">CHANDLER, Seth</a>	LAW - 6060	<a href="mailto:SCHANDLER@UH.EDU">SCHANDLER@UH.EDU</a>	2010	713-743-2123
<a href="#">DUNCAN, Meredith</a>	LAW - 6060	<a href="mailto:MDUNCAN@UH.EDU">MDUNCAN@UH.EDU</a>	2009	713-743-2019
<a href="#">LINZER, Peter</a>	LAW - 6060	<a href="mailto:PLINZER@UH.EDU">PLINZER@UH.EDU</a>	2008	713-743-2176
<b>Library</b>				
<a href="#">BENNETT, Miranda</a>	LIB - 2000	<a href="mailto:MHENRY4@UH.EDU">MHENRY4@UH.EDU</a>	2009	713-7443-9786
<a href="#">CAMILLE, Damon</a>	LIB - 2000	<a href="mailto:DCAMILLE@UH.EDU">DCAMILLE@UH.EDU</a>	2010	713-743-9731
<a href="#">FERIMER, Suzanne</a>	LIB - 2000	<a href="mailto:SFERIMER@UH.EDU">SFERIMER@UH.EDU</a>	2008	713-743-1912
<b>College of Natural Sciences &amp; Mathematics</b>				
<a href="#">COPELAND, Peter</a>	GEOSCI - 5007	<a href="mailto:COPELAND@UH.EDU">COPELAND@UH.EDU</a>	2009	713-743-3396
<a href="#">GAO, Xiaolian</a>	BIO/BCHS - 5001	<a href="mailto:XGAO@UH.EDU">XGAO@UH.EDU</a>	2010	713-743-2805
<a href="#">IGNATIEV, Alex</a>	SVEC - 5004	<a href="mailto:IGNATIEV@UH.EDU">IGNATIEV@UH.EDU</a>	2008	713-743-3621
<a href="#">JOHNSON, Gordon</a>	MATH - 3008	<a href="mailto:GJOHNSON10@UH.EDU">GJOHNSON10@UH.EDU</a>	2010	713-743-3488
<a href="#">KADISH, Karl</a>	CHEM - 5003	<a href="mailto:KKADISH@UH.EDU">KKADISH@UH.EDU</a>	2009	713-743-2740
<a href="#">LEE, T. Randall</a>	CHEM - 5003	<a href="mailto:TRLEE@UH.EDU">TRLEE@UH.EDU</a>	2010	713-743-2724
<a href="#">REA, Michael</a>	BIO/BCHS - 5001	<a href="mailto:MREA@UH.EDU">MREA@UH.EDU</a>	2010	713-743-2682
<a href="#">RU, MIN</a>	MATH - 3008	<a href="mailto:MINRU@MATH.UH.EDU">MINRU@MATH.UH.EDU</a>	2009	713-743-3477
<a href="#">SUBHLOK, Jaspal</a>	COSC - 3010	<a href="mailto:JASPAL@UH.EDU">JASPAL@UH.EDU</a>	2008	713-743-3340
<a href="#">WELLS, Dan</a>	BIO/BCHS - 5001	<a href="mailto:DWELLS@UH.EDU">DWELLS@UH.EDU</a>	2008	713-743-2671
<b>College of Optometry</b>				
<a href="#">MANNY, Ruth</a>	OPT - 2020	<a href="mailto:RMANNY@UH.EDU">RMANNY@UH.EDU</a>	2010	713-743-1944
<a href="#">QUINTERO, Sam</a>	OPT/OPT - 2020	<a href="mailto:SQUINTERO@UH.EDU">SQUINTERO@UH.EDU</a>	2008	713-743-1932
<b>College of Pharmacy</b>				
<a href="#">SANSIRY, Sujit</a>	TMC1 - 5039	<a href="mailto:SSANSIRY@UH.EDU">SSANSIRY@UH.EDU</a>	2009	713-795-8392
<b>Graduate College of Social Work</b>				
<a href="#">ACHENBAUM, Andrew</a>	GCSW - 4013	<a href="mailto:ACHENBAUM@UH.EDU">ACHENBAUM@UH.EDU</a>	2011	713-743-8070
<b>College of Technology</b>				
<a href="#">GREENWOOD, Katy</a>	HDCS - 4023	<a href="mailto:KGREENWOOD@UH.EDU">KGREENWOOD@UH.EDU</a>	2008	713-743-4093

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## THE UNIVERSITY OF HOUSTON FACULTY SENATE SUPPORTING THE INTERESTS OF THE FACULTY AT LARGE

### 2008 FACULTY SENATE EXECUTIVE COMMITTEE MEMBERS

Wynne Chin, President  
Dan Wells, President-elect  
Ruth Manny, Secretary  
Katy Greenwood, Chair, Committee on Committees  
Jerome Freiberg, Member-at-large  
Allen Warner, Member-at-large  
Richard Willson, Chair, Budget & Facilities  
David Mazella, Chair, Educational Policies & Student Affairs  
Mark Clarke, Chair, Faculty Affairs .  
Suzanne Ferimer, Chair, Scholarship & Community .  
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