



**Fall Faculty Assembly & Faculty Senate Meeting
Minutes
Wednesday, November 15, 2023
12:00 p.m.**

Faculty Senate President Susie Gronseth called the November 15, 2023, Faculty Senate meeting to order at 12:16 p.m. She welcomed senators and guests to the faculty assembly and meeting.

MEMBERS PRESENT: (112)

ARCH: J. Feng, D. Froehlich, E. Morshedzadeh, P. Peters
ARTS: J. Derges, R. Koontz, D. Robinson, T. Van Kekerix
BUS: S. Brower, B. Carlin, B. Khumawala, B. Li, H. Lin, A. Lish, M. Murray, Y. Tan, Y. Zhao
EDU: B. Davis, S. Gronseth, K. Hassett, A. Peters-Hawkins
ENGR: G. Aksu, D. Burleson, M. Burns, C. Chang, W. Conklin, B. Detillier, M. El Nahas, J. Evans, S. Joshi, T. Liao, D. Liu, S. Long, H. Love, F. Merchant, M. Moges, H. Rifai, D. Shattuck
GHL: P. Guchait, Y. Koh, J. Madera
HON: D. Price
CLASS: J. Babcock, W. Breslin, F. Bunta, P. Chakrabarti, A. Christensen, P. Cirino, M. Cottingham, M. Cuesta, C. Ferrell, H. Glass, E. Goodin-Mayeda, S. Grigorian, K. Haubrick, A. Hernandez, K. Hopkins, M. Ivey, J. Kleinheider, V. Maheshri, V. Ng, A. Pegoda, A. Thrasher, D. Womble, L. Zhu
LIB: K. Creelman, T. Davis-Van Atta, V. Douglas, L. Martin, M. Warren
COM: O. Adepoju, D. Curtis, G. Gomez, K. Pilkinton
NSM: M. Almus, K. Bassler, T. Bawa-Khalfe, B. Bodmann, J. Brgoch, A. Caglar, R. Capuano, A. Czader, B. Dauwalder, L. Farmer, S. Gilbertson, E. Harth, R. Lee, A. Medrano, R. Meisel, G. Morrison, D. Pattison, J. Subhlok, A. Vershynina, B. Xhabli, J. Yang
CON: C. Brohard, P. Schrader
OPT: T. Ferreira, R. Manny, J. Porter, C. Ribelayga
PHA: D. Chow, A. Marwaha, B. McConnell, M. Trivedi, G. Udugamasooriya
RES CTRS: S. Chung
RES FAC: O. Bannova
HSPA: C. Bronk
GCSW: S. Ali, S. Narendorf

MEMBERS ABSENT: (30)

ARCH: M. Kyropoulou
ARTS: R. Bush, S. Matijcio
BUS: S. Basu, J. Porra
EDU: C. Arbona, V. Rangel
ENGR: A. Lendasse, D. Litvinov, S. Pei, Y. Yao, X. Yuan
GHL: M. Lee, T. Legendre
HON: D. Gish
LAW: K. Brem, D. Fagundes
CLASS: L. Camaj, A. Castilla-Earls, P. Gutierrez, B. Rottinghaus
LIB: A. Santiago, S. Thompson
COM: B. King
NSM: T. Gill, E. Papadakis
CON: L. McWilliams
OPT: J. O'Brien
PHA: J. Hao

GUESTS: Raymond Bartlett (SVC/SVP, Administration & Finance), Jim Briggs (Associate Provost, Faculty Development and Faculty Affairs), Diane Z. Chase (SVP & Provost, Academic Affairs), Wynne Chin (Bauer), Tiffany Davis (EDU), Mike Emery (Univ. Communication), Gabriela Estrada (CLASS), Sabrina Hassumani (Associate Provost, Administration & Finance), Lisa Holdeman (VP, Marketing & Communication), Athena Jackson (Dean, University Libraries), Gabriel Jaramillo (NSM), Michael Johnson (Chief of Staff, UH President's Office), Renu Khator (President, UH), Suresh Khator (Associate Dean, ENGR), Teri Longacre (Sr. Vice Provost, Undergrad Student Success), Erica Lopez (LIB), Claudia Neuhauser (Interim VC/VP for Research), Dan Wells (Dean, NSM)

Approval of Minutes: October 18, 2023 Meeting

The minutes of the October 18, 2023 meeting were approved as distributed.

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

President Renu Khator reported on the following items:

- Proposition 5 (Texas University Fund, TUF):
 - Pres. Khator gave a brief explanation of TUF (Texas University Fund) and how it creates a vehicle to raise more funding. UH will need to think about the next big initiative to propose to the Texas Legislature.
- Meeting with Texas higher education presidents:
 - Three topics were discussed:
 - Israel and Hamas Conflict: Pres. Khator asked the senators to make sure that their departments are aware of policies regarding freedom of speech. Also, she asked faculty to do their part to ensure a safe space for free speech at UH.
 - Financial pressure in universities/colleges – especially in the face of enrollment decline and inflationary pressures. Education is in a dilemma: there is a lack of trust in obtaining a college degree.
 - What is the value of a college education?
 - About twenty-five percent of students who obtain a college degree aren't experiencing social upward mobility.
 - Dr. Khator gave examples of universities offering micro-credentialing courses to help students earn valuable skills and/or augment skill sets.
- Athletics:
 - UH Basketball season has started and the team is doing well so far.

Q&A session followed.

Dr. Maria Gonzalez (CLASS): Are there any further discussions about the dismantling of DEI? She thanked Pres. Khator for leading the discussion on Proposition 5 with the Texas Legislature.

Pres. Renu Khator response: Higher education institutions will need to work with the State to find ways to help students.

Sen. Lola Adepoju question: Are these financial and inflationary pressures that we need to worry about at UH? How does this affect our Liberal Arts Colleges?

Pres. Renu Khator response: Looking forward, UH doesn't need to increase enrollment, UH needs to retain students. The University will need to figure out other ways to be efficient and improve productivity (i.e., layoffs of unproductive employees, etc.).

Sen. Medhat El Nahas question: Is there anything that UH can do to promote multicultural courses given the current divisive environment?

Pres. Renu Khator response: UH may want to incorporate a general education review and maybe incorporate a multicultural course as a requirement.

Discussion with the University of Houston System Senior Vice Chancellor and University of Houston Senior Vice President for Administration and Finance: [Raymond Bartlett](#) and **University of Houston System Senior Vice Chancellor and University of Houston Senior Vice President for Academic Affairs and Provost:** [Diane Z. Chase](#)

SVP Raymond Bartlett and SVP Diane Chase gave a budget presentation that focused on:

- Common fund groups
- Sources of funding that make up the university's budget
- FY2024 state funding
- Mechanisms to increase the budget

Please see the appendices for a detailed budget presentation.

Q&A session followed:

Sen. Ana Medrano question: What is the plan for hiring more instructional faculty to meet course needs?

Prov. Diane Chase response: In the funding that went to the colleges there were recurring and non-recurring funds. Recurring money went to colleges that grew and funds could be used to make faculty hires. Non-recurring money could be used to help colleges hire instructional faculty and visiting faculty. However, UH needs to get to the place where there is demand and funding can be built to make those hires. There were several cases where temporary hires were made to meet immediate demand in courses. She would rather have colleges/departments look closely at their classes to see what kinds of courses students truly need, classes that have high demand, organize class time to best meet student needs, etc. versus trying to meet demand at the last minute every term. SVP Bartlett added that the trajectory that UH is on: the current operating model is predicated on enrollment growth – it is not sustainable long term. UH is trying to find different opportunities to grow sustainability.

Sen. Bradley Davis question: What is the degree of engagement with TX policymakers regarding the redesign of the funding system (esp. concerning inflationary pressure/declining enrollment growth conditions) and what is the nature of those discussions?

Prov. Diane Chase response: Among the things that are happening in the TX Legislature currently is the review of the funding formula. What is being currently reviewed is how much money should be added to the pot. There is a committee that looks at this and she is a member of this group (health-related institutions). SVP Raymond Bartlett added that the legislature has talked about these issues with the Texas Higher Education Coordinating Board's formula funding committee for many cycles. The TX Legislature is thinking about augmenting funding at productive institutions (recognizing institutions doing outstanding work in terms of outcomes). What hasn't been figured out is how to redesign the funding model without totally affecting every other institution in Texas. If the funding model is entirely outcome-based with no model for at-risk students, those institutions with high-performing outcomes would receive a lot of funding. Some institutions have larger at-risk student populations than others and wouldn't receive as much money. There needs to be a balance in a redesigned funding model.

Sen. Atife Caglar question: Would UH be willing to offer an actuarial science degree? Many students in this major can obtain jobs quickly after graduation and even be employed before graduation. Also, is UH offering double majors (can be a way to increase SCH, attract more students, etc.)?

Prov. Diane Chase response: There is a process for creating programs and it would be best for the faculty to go through the regular review channels before it reaches the Provost office. Also, she mentioned that

faculty should look more closely in their departments at other resources that they currently have to teach new courses/create new programs rather than depend on hiring new tenured/tenure track faculty which uses recurring funds. As for double majors, Provost Chase referred Sen. Caglar to Sr. Vice Provost of Undergraduate Student Success Teri Longacre for more details about this topic.

Sen. Patrick Peters question: UH may have a unique position to build a bridge between students and industry. He asked if Dr. Chase has any experience or insights about or speculations on the possibility of using university-based work term as a way of helping UH first-generation students have certainty about employment while also giving them a bit more freedom and support (esp. in liberal arts education).

Prov. Diane Chase response: She generally said yes to Sen. Patrick's questions and gave an example of when she worked on a partnership with MGM when she was at UNLV. UH needs to find a way to better connect with industry. Industry sometimes has a difficult time finding students who are a good fit for their internships. Some colleges have better connections to industry than others. As for earning work-based credit, that would have to be arranged within the department. Dr. Chase mentioned she is supportive of students obtaining transferable skills from their degrees which can be incorporated into the workforce. UH has a lot to offer in terms of what is communicated to industry (i.e., what type of skill sets are industries looking for?).

Sen. Jaspal Subhlok question: He is interested in potential growth in master programs (in general and as a revenue source). Should UH have a different business model?

Prov. Diane Chase response: She replied that a different business model would be necessary. However, there are a number of Master's programs that have been identified that have the opportunity for growth but have reluctance to grow. Dr. Chase said the question would be what would it take to make the growth possible.

Fall 2023 Special Election Results & First Reading of Proposed Constitution Amendments by 2023-2024 FGC Chair: [David Shattuck](#)

➤ FGC Chair David Shattuck announced the fall 2023 special election results.

- **Yuping Zhao**, At-Large seat, C. T. Bauer College of Business (Three-year seat)
- **Basheer Khumawala**, At-Large seat, C. T. Bauer College of Business (Two-year seat)
- **Eva Harth**, At-Large seat, College of Natural Sciences & Mathematics (Three-year seat)

He congratulated the newly-elected senators and said the Senate looks forward to their service in the academic year.

➤ FGC Chair David Shattuck presented the rationale for changes to the Constitution/Bylaws and then gave the first reading of the proposed Constitution amendments (no voting will occur).

Dr. Shattuck opened the floor to questions. A brief Q & A session followed.

The second reading will occur at the December 13th Faculty Senate meeting and an electronic vote will occur during the meeting or afterwards.

Please see the appendices of the FGC Chair report (pages 5-21) for details of the proposed amendments.

Report from and Discussion by UH Faculty Senate President: [Susie Gronseth](#)

FS President Susie Gronseth reported on the following items:

- 2024 Faculty Conference: Paths at UH in the Changing Higher Education Landscape, January 12, 2024 (11:30am – 7:00pm)

- The Faculty Conference website is live (<https://uh.edu/faculty-senate-conference/index.html>). Dr. Gronseth thanked CGRC senator Taylor Davis-Van Atta for spearheading this task and CGRC Chair Ann Christensen.
- She encouraged senators to share this event with colleagues.
- First quarterly Faculty Senate Newsletter is available.
 - FS Pres. Susie Gronseth thanked Secretary Julia Kleinheider for her work on this project. She encouraged senators to share this information regarding Senate activities with faculty colleagues.
 - She will also send out an update email of today's meeting recap which will include Interim Vice President for Research Claudia Neuhauser's administrative updates.
- Board of Regents meeting, November 16, 2023: These meetings are live streamed. Dr. Gronseth encouraged senators to watch the live stream.

New Business

None

Meeting adjourned at 2:01 p.m.