

## Spring 2023 Faculty Assembly Q&A

### Salary/Merit and Budget

1) Is Admin supporting the new faculty pay policy going through faculty senate? Specifically, the new P&T amounts and the timeframe for equity analyses? We have not done an equity analysis in a few years. It has been a long time of being told that there was not access to CUPA, they could not find a comparison group, etc. we need to do the analysis and deal with the compression issues or we will lose more faculty and staff who are underpaid. What is the outlook for merit this year?

-Answered during the webinar

2) What is the status of faculty merit raise (merit raise expectations for 2022, current 2023 merit raise expectations)?

-Answered during the webinar

3) Is market analysis CUPA or based on something else?

-Answered during the webinar

4) In terms of the CUPA faculty salary comparison, will the previously agreed upon procedure to provide each faculty their CIP code and individual comparison percentage be honored after the completion of this study?

-A CIP code is assigned to each faculty position at the time it is posted. This is tied to the position rather than the individual. If a faculty member does not know the CIP code for their position, they can ask their dean at any time. The results of the faculty salary study will be shared with faculty.

5) Hiring more staff. Why hiring so many staff, when the job responsibilities are already known entities when someone accepts a job? As a faculty member, can I hire many staff to do the job that I was hired to accomplish?

-As the university grows, more employees (both faculty and staff) will need to be hired to accomplish our mission. All new hires would go through our standard HR process.

### Campus Identity and Climate

1) As it has not been made very clear to faculty, what type of university does President Walker view UHCL to be; a teaching university, a D/PU research university, a rising R2, a scrappy regional university? More importantly how does he specifically plan on aligning budget and priorities to this identity? Where will the new Chief of Staff/Strategic Officer exist in the organizational chart? What decisional authority will they have? What are appropriate staff to faculty and admin to employee ratios for a university of our makeup? When will the CUPA aggregated comparison data be provided to faculty?

-Answered during the webinar

2) I am glad the president will be in attendance this time, but still feel like he has not presented his vision. It seems like not much has gotten better under his leadership. We are still spending so much money on unwise things. There has been some progress, but it has been slow and there is no indication of the next steps. What is he doing to improve our budget? Why has an

organization chart not been posted? Why has a CUPA data analysis and equity analysis not been done? Morale is very low and the absence of the president makes things worse.

-Answered during the webinar

3) When will the faculty have the opportunity to formally evaluate administrative leadership (president, provost, deans, etc.)? What is the specific timeline?

-Every employee is formally evaluated on an annual basis by their supervisor.

4) Retention of faculty is a significant issue, especially within specific colleges. What is being done to address the straightforward and underlying issues around these significant issues?

-Answered during the webinar (merit pay, faculty pay study, etc.)

### Building Updates

1) I seem to remember a discussion about laboratory renovations in the Bayou bldg. If true, what is the status of this renovation?

-Answered during the webinar

2) Will this same bid include the gender neutral restrooms planned for Bayou?

-That would occur in the design phase. The bid is for the overall project.

3) Will this displace people from offices? You mentioned classrooms. Thanks.

-Yes, any space that is renovated would likely require individuals to be temporarily displaced.

4) Is there any plan/funding request for construction on the third floor of the Pearland Campus?

-There are discussions occurring regarding the third floor of the Pearland building, but no final plans at this time.

5) Please, what is the status of Healthcare Administration program's new location/buildout? Is it reasonable to expect that we will be in our new space by fall of 2023? Students are beginning to feel weary with the lack of in-person interaction with one another and with faculty. Our program is very important within the University given that we live in a city that hosts the largest Medical Center in the world, and the advantage we have of being able to be located at the TMC. I really miss seeing my students in person.

-The lease for the new space is in the final stages and needs just one more signature to finalize. There is a meeting on Friday with the company that will be doing the build out of the new space and the timeline will be discussed at that time. It is our hope that the classroom space will be ready for classes this fall, but this needs to be verified. The new space is in a building on Fannin owned by Texas Childrens Hospital. Once the lease is signed there will communication with visuals that will be sent to the students and alumni within the program.

### Org Chart

1) I would like to know about what is planned for the head of the library since the previous library head resigned. Will Dr. Gaskins remain head of the library? Will it remain a part of OIT or go back to Academic Affairs? Will there be a search for a new library director? We haven't heard anything lately. Thanks!

-Answered during the webinar

2) The org chart has centers and institutes outside of the colleges, is that for all centers and institutes?

-That refers to university-level centers and institutes.

3) Where is the office of sponsored programs in the org chart?

-Office of Sponsored Programs reports to the Vice Provost, and the org chart provided by President Walker (<https://www.uhcl.edu/president/documents/uhcl-org-chart.pdf>) does not currently show that because it shows areas rather than offices. The Academic Affairs org chart shows the Office of Sponsored Programs (<https://www.uhcl.edu/provost/documents/orgchart.pdf>).

4) What determines the level of the centers and institute and whether they need to be within a college or university level?

-The short answer is that it depends upon how the center/institute was created. We now have a detailed policy regarding centers and institutes.

5) Why are the names of the person holding the position not listed in the org chart? This is one example of lack of transparency. The name should be listed - people need to know who holds those positions by looking at the org chart.

-The university-level org chart shows the divisions. Each division has an org chart with names listed.

### Legislature

1) My understanding is nursing/healthcare has been a state priority?

-It is absolutely a state priority, which is part of the justification for the new MSN proposal that will be presented to FS next week. The other part of the justification is the significant demand in our region, which is detailed in a report from Hanover Research.

2) Our current QEP (driven by the accreditation requirements) is focused on Intercultural Awareness, how do you anticipate this work (and our accreditation) being impacted if the DEI related bills pass.

-It will depend upon the final wording of the legislation.

3) Thanks for discussion of the legislative efforts, but could you provide the SB and HB numbers?/ What is the name of the senate bill addressing tenure?

-The bill on tenure is SB18. Regarding the "CRT" policy, it's SB 3 (<https://aaup-utaustin.org/2022/12/21/texas-higher-ed-bills/>).

### SACSCOC

1) SACS accreditation was supposedly touted as a "great success", yet recently I heard a passing comment that SACS is returning to review faculty CVs and course syllabi somewhere around mid-April 2023. Exactly what is going on?

-Because it was a virtual visit (impacted by COVID), the SACSCOC team is required to physically visit campus. This will not impact our accreditation status. We were fully reaffirmed

for 10 years. The reaffirmation was a great success thanks to the work of so many dedicated faculty and staff.

### Annual Review and P&T Criteria

1) What is the timeline, to align college faculty teaching/research/service expectations with the new workforce expectations and time/focus allocation ... annual reviews, promotion/tenure, post-tenure review?

-Colleges are currently reviewing with a completion goal of September.

2) Where is the new work load policy posted for everyone to access?

-The Faculty Senate Governance committee has been updating the Faculty Handbook, and it should have the updated handbook posted soon. The new Workload Policy will be available in the updated handbook. The new policy should have been shared with faculty through their colleges, and it will be shared with other materials from today's Assembly.

### Communication

1) Transparency. There's a lot being said, but it's all "we're working on it" and to "have the data working forward" but \*transparency\* is not representative throughout the current presentations. Considering that transparency is one of the triad that the president just communicated ... where is the transparency in communications with the university community (specifically interested in faculty as a body)?

-Answered during the webinar

### Summer Workload

1) Does this mean service and research expectations will be added to the summer session?

-A work group is being formed to draft an initial policy that will go through the full shared governance process.

### Canvas

1) Please explain the "end run" shift to Canvas, without faculty knowledge nor input.

-We worked with the faculty senate and the University Technology Advisory Committee on the move to Canvas. When OIT was advised by UHS that a change in LMS was required, we discussed that mandate with the University Technology Advisory Committee (UTAC). As a result of that meeting, an LMS Faculty Survey was disseminated to UHCL faculty in October, the results of which have been shared via the following URL:

<https://www.uhcl.edu/computing/course-development/documents/canvas/lms-survey-results-20221026.pdf>. The results of that survey were discussed in another UTAC session and shared with university leadership. Based on the decision to adopt Canvas, the IDT team prepared and made available our initial Blackboard-to-Canvas Transition Plan, available at the following URL: <https://www.uhcl.edu/computing/course-development/documents/support/faculty/bb-canvas-transition-plan-uhcl-web.pdf>

2) Will canvas training be available between May1 and August 1 of this year?

-The online Canvas training will be available to all faculty later this semester, as soon as we can make the system available to all faculty. That training will be available via open enrollment on a continuous cycle through the transition and beyond. In addition to that general training, the IDT

team will publish a set of topic-specific training sessions that we'll offer in April and repeated in June.

### Quality Matters

1) Are classes that are already approved as online courses okay moving forward, or is the faculty member required to do additional training? I'm concerned about already-scheduled courses.

-Classes that were previously approved will be grandfathered in and you will not need to do anything else to be able to use those in Canvas. The new system affects only new online course development requests.

2) Really appreciate the changes for online course approval! For clarification: the one touch recording is in the technology suite?

-Yes, in B3606. This is the space for Instructional Design and Technology.

### Communication from ID Team

1) Recognizing that the ID team should be knowledgeable of UX, equally recognizing that time and effort is at a premium ... why does the ID team send out sway "newsletters" that mandate people go track down information, instead of making the information speedily and easily available?

-We actually transitioned from Sway to Articulate Rise in February 2023, in part because it does offer an improved UX. However, we also post many of the newsletter articles in our team's blog, which is tagged and searchable. As a final option, you can always contact our OIT Support Center colleagues and request an appointment with a member of the IDT team. We'd love to meet with you to determine your specific needs via-a-vis communication preferences so that we can develop a system that reaches and meets the needs of as many clients as possible.

### Technology Access

1) Please explain why the employed faculty/adjunct login access (emails, eServices) are shut off prior to the end of the contractual period ... yet I hear from student alums that they're sick of receiving UHCL emails after they've graduated.

-CBAs and DBAs may not be entering appropriate end dates especially for adjuncts. The offboarding process turns off the accounts automatically based on the dates entered by the colleges CBAs. HR and IT are working with the several new DBAs and CBAs to ensure the correct dates are entered.

2) Do we still have to have a separate account with the Admin access? or endorse the current account with the admin rights?

-I have admin access to my laptop. To use this access when I am trying to install or update software, I have to provide the admin username and password when asked for when asked for admin credentials. I do not have to log out of my regular UHCL account to do this. Hopefully this helps. Yes, it is a security best practice to use separate accounts.

<https://social.technet.microsoft.com/wiki/contents/articles/1510.best-practices-using-a-separate-account-for-admin-tasks.aspx>

3) How can I request for admin access to my laptop?

-I believe you can go here for admin access: <https://www.uhcl.edu/information-security/procedures/adminprivs>

### Resources Referenced During the OIT Presentation

#### Canvas Transition

- [Webpage] [Canvas Faculty Support](#)
- [Blog Post] [2023 IDT Newsletter Archives](#) **NOTE:** Users may opt-in to receive the weekly newsletter via email by requesting to join our distribution list. Email us at [IDT@uhcl.edu](mailto:IDT@uhcl.edu).

#### Online Course Development Changes

- [Webpage] [Online Course Development and Teaching Academy](#)
- [Video] [Online Course Development and Training Academy Overview \[11:30\]](#)

#### New! OneButton Recording Studio

- [Video] [Vendor-Provided Demonstration \[2:00\]](#)
- [Webpage] [IDT Bookings Page](#) – to schedule a OneButton Studio orientation session with a member of the IDT team