

MINUTES
UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS
ACADEMIC AND STUDENT SUCCESS COMMITTEE

Thursday, May 24, 2018 – The members of the Academic and Student Success Committee of the University of Houston System Board of Regents convened at 11:53 a.m. on Thursday, May 24, 2018, at the Hilton University of Houston Hotel, Conrad Hilton Ballroom, Second Floor, 4450 University Drive, Houston, Texas 77204, with the following members participating:

ATTENDANCE –

Member(s) Present

Paula M. Mendoza, Vice Chair
Durga D. Agrawal, Member
Jack B. Moore, Member
Peter K. Taaffe, Member
Neelesh C. Mutyala, Student Regent, Non-voting
Tilman J. Fertitta, Ex Officio

Non-Member(s) in Attendance

Doug H. Brooks, Regent
Gerald W. McElvy, Regent

Member(s) Absent

Beth Madison, Chair

In accordance with a notice being timely posted with the Secretary of State and there being a quorum in attendance, in the absence of the Chair of the Committee, Regent Paula M. Mendoza, Vice Chair of the Committee called the meeting to order at 11:53 a.m. Regent Mendoza stated the committee would be presented nine (9) agenda items: eight (8) action items for the committee's consideration and approval and one (1) information item.

Regent Mendoza moved to the first approval item, the approval of the minutes from the March 8, 2018, Academic and Student Success Committee meeting.

AGENDA ITEMS

Action Item(s):

1. Approval of Minutes – Item B

On motion of Regent Moore, seconded by Regent Taaffe, and by unanimous vote of the committee members present, the following minutes from the meeting listed below was approved:

- March 8, 2018, Academic and Student Success Committee Meeting

Following the approval of the minutes, Regent Mendoza moved to the next item listed on the agenda, Item C, the Approval of Faculty Promotion in Academic Rank – University of Houston

System and introduced Dr. Paula Myrick Short, Senior Vice Chancellor for Academic Affairs and Provost, to present this item.

Dr. Short stated that once again the various institutions of the University of Houston System presented a list of various candidates for faculty promotion and/or tenure recommendations to be presented to the Board for approval. Dr. Short noted that these requests are brought to the Board every May for approval. In addition, Dr. Short explained that faculty go through a very rigorous annual faculty review with a third year mandatory review. After their review has been completed, faculty are required to submit their materials to various committees at the department, college and university levels for consideration. Dr. Short stated the following requests were received from the presidents at each of the UH System campuses:

- University of Houston-Victoria: 11 faculty
- University of Houston-Clear Lake: 16 faculty
- University of Houston-Downtown: 11 faculty
- University of Houston: 70 faculty

Dr. Short concluded by stating that upon approval from the Board, faculty will be awarded promotion and tenure and would receive an increase in compensation starting September 1.

On motion of Regent Moore, seconded by Regent Taaffe, and by unanimous vote of the members present, Item C, the Approval of Faculty Promotion in Academic Rank – University of Houston System was approved.

Next on the agenda was Item D, Approval of Faculty Emeriti Appointments – University of Houston System. Regent Mendoza asked Provost Short to present this item to the committee for their consideration.

Dr. Short stated that the Emeritus title is conferred only upon retired tenured faculty who have made a significant contribution to the university through a long and distinguished record of scholarship, teaching, and/or service. In addition, Dr. Short noted that Emeriti faculty are expected to remain willing to assist and advise the university as requested, particularly in their areas of competence. The benefits received are the same as active faculty, including a UH email address, CougarNet account, library access, parking pass, Cougar Card and access to the Faculty Café located in the basement of the Ezekiel Cullen building; similarly the same kind of benefits, although they may vary, are also available to faculty from the other three (3) institutions.

On motion of Regent Moore, seconded by Regent Taaffe, and by a unanimous vote of the members present, Item D, Approval Faculty Emeriti Appointments – University of Houston System was approved.

The next action item on the agenda was Item E, Approval of Faculty Workload Policy – University of Houston System, Regent Mendoza asked Dr. Short to present this item to the Board.

Dr. Short explained that historically, faculty workload policies at UH had centered solely on the institutional roles and responsibilities played by tenured and tenure-track faculty members across three (3) common workload domains, namely teaching/instruction, research/scholarship, and service to the university profession. Dr. Short noted that an increased number of faculty with a non-tenure-track title were being recruited and hired by institutions primarily for their expertise in one (1) primary professional domain (i.e. instructional, clinical or research activities).

Dr. Short stated that the current UH faculty workload policy did not recognize the increasingly important and distinct role played by full-time, non-tenure-track faculty members. Dr. Short said it provided little or no flexibility for department chairs to respond to changes in either the operational needs or strategic goals of their units in addition to the need to produce a workload report that accurately reflects the domains in which faculty are active.

Dr. Short mentioned that the new policy was designed to ensure a fair and equitable distribution of faculty workload at UH while meeting the academic and research mission of the institution. This new policy also provides the necessary flexibility to ensure effective teaching and instruction of students and promotes faculty research and scholarly output. Lastly, the new workload policy also includes annual reporting requirements to the UHS Board of Regents to bring UH into compliance with the requirements of the Texas Education Code Section 51.042 (Report on Institutional and Academic Duties) and University of Houston System Board of Regents Policy 21.05.

On motion of Regent Moore, seconded by Regent Taaffe, and by unanimous vote of the members present, Item E, Approval of Faculty Workload Policy – University of Houston System was approved.

The next action items on the agenda, Item F, Approval of a Bachelor of Science in Occupational Safety and Health with a specialization in Industrial Hygiene and Safety – University of Houston-Clear Lake, and Item G, Approval of a Master of Science in Occupational Safety and Health with a specialization in Industrial Hygiene and Safety – University of Houston-Clear Lake, were presented together and Regent Mendoza asked Dr. Short to present these items.

Dr. Short stated that the University of Houston-Clear Lake (UHCL) requested approval to offer a Bachelor of Science and Master of Science in Occupational Safety and Health with specializations in Industrial Hygiene and Safety. The B.S. degree is a 120 semester credit hour (SCHs), face-to-face program and the M.S. degree is a 36 SCHs program that included an online degree option. Dr. Short added that these two (2) specializations were currently offered at UHCL under the Environmental Engineering B.S. and M.S. programs which had been offered for over 25 years.

Dr. Short mentioned that the proposed program was an applied sciences approach designed to prepare students for careers in the government and private occupational health and safety sectors. This program provided an emphasis in health and safety applications and prepared students with the skills and knowledge to recognize and control workplace safety hazards. It was also believed that separating these disciplines under a standalone program would make the program more visible to prospective students and increase enrollment. In addition, the program supports existing ABET (Accreditation Board for Engineering and Technology) accreditation and would

help improve UHCL's visibility to occupational health and safety degree seekers, regionally and nationally. Very importantly, graduates would also be eligible to receive a Graduate Safety Professional (GSP) designation, which is a step one-of-two towards the highly sought after Certified Safety Professional (CSP) designation.

Lastly, Dr. Short mentioned that no additional faculty would be required since this only involved pulling the specializations from an already existing program. She added the job market demand was high, and the Bureau of Labor Statistics and Texas Workforce Commission reports indicated exceptional growth (over 20%) in the Gulf Coast region, and that the Gulf Coast was also a leading employer of health and safety professionals.

Regent Moore expressed his excitement in the addition of these programs and hoped that this would create more interest in this particular area.

On motion of Regent Taaffe, seconded by Regent Agrawal, and by unanimous vote of the members present, Item F, Approval of a Bachelor of Science in Occupational Safety and Health with a specialization in Industrial Hygiene and Safety – University of Houston-Clear Lake, and Item G, Approval of a Master of Science in Occupational Safety and Health with a specialization in Industrial Hygiene and Safety – University of Houston-Clear Lake were approved.

Next on the agenda was Item H, Approval of a Master of Science in Clinical Mental Health Counseling – University of Houston-Clear Lake, and Regent Mendoza asked Dr. Short to present this item.

Dr. Short stated that UH-Clear Lake requested approval to establish a Master of Science in Clinical Mental Health Counseling. UHCL currently offered a Master of Science in Counseling with a Clinical Mental Health Counseling Concentration, which was only a 48 SCHs program. However, beginning fall 2017 the program is required by the state to have a 60 SCHs requirement in order for students to be eligible to seek licensure in Texas or any other states.

Dr. Short explained that this new degree program would be aligned with the 60 SCHs required and also to the Council for Accreditation of Counseling and Related Educational Programs (CACREP) standards which, if granted, will set a national standard for the Clinical Mental Health program, and graduates would be able to receive their license.

Dr. Short noted that no additional faculty will be required since this program existed under the MS in Counseling. She added that they expect an increase in student demand especially once accreditation is secured. Dr. Short also mentioned that the program was expected to generate revenue starting in its second year.

Lastly, Dr. Short noted that there are similar degrees offered at UH, UH-Victoria, St. Thomas, and Lamar University, out of which only UH-Victoria and Lamar have CACREP accredited programs.

A brief discussion followed.

On motion of Regent Taaffe, seconded by Regent Moore, and by unanimous vote of the members present, Item H, Approval of a Master of Science in Clinical Mental Health Counseling – University of Houston-Clear Lake was approved.

Next on the agenda was Item I, Approval of a Doctor in Philosophy in Communication Sciences and Disorders – University of Houston. Regent Mendoza asked Dr. Short to present this item.

Dr. Short stated that this new program will constitute of 54 hours of graduate coursework beyond the master's degree. She added that the department already offered an extremely successful master's program; highly ranked at a national level; its students had a 99% first-attempt passing rate on the national exam; and nearly all students secured jobs in the field. In addition, Dr. Short mentioned that this program improved from 144 to 69 in the nation per US News and World Report within the past nine (9) years.

Dr. Short explained that the addition of a PhD program had the potential to increase UH's national/international profile; further enhance UH as a Tier One institution in the vital healthcare area of speech-language pathology; increase recruitment of top faculty; and respond to the high demand of speech pathologists.

Dr. Short stated that another important aspect to this program was the difficulty to recruit PhD faculty to teach in these programs in the country; and the University of Houston would help address the national shortage of faculty through this program by providing quality graduates to work in this area.

Additionally, this program would be unique in that no such program exists in the Houston Metropolitan area. Statewide, PhD programs in Texas exist at UT Austin, UT Dallas, and Texas Tech; however, they are not easily accessible to potential students in Houston, the fourth largest city in the US.

Dr. Short mentioned that the program requested three (3) new tenure-track faculty positions to meet the demands and to increase the research output and generate funds via extramural federal grants with significant indirect costs. She added that the program was expected to generate revenue in its first year.

A brief discussion followed.

On motion of Regent Agrawal, seconded by Regent Moore, and by unanimous vote of the members present, Item I, Approval of a Doctor in Philosophy in Communication Sciences and Disorders – University of Houston was approved.

The last action item on the agenda was Item J, Approval is requested to delegate authority to the Chancellor to negotiate and execute multi-year contracts for upcoming faculty/administrator (non-tenured) hires in the College of Medicine – University of Houston, and Regent Mendoza asked Dr. Short to present this item.

Dr. Short explained that upon approval received by the Board of Regents for the College of Medicine and the submission of the MD program to the Coordinating Board, the university was moving forward with the planning of the new College of Medicine including starting on the steps towards LCME accreditation. In order to do so, the faculty hiring plan for the College of Medicine includes seven (7) open positions for chairs and associate deans as noted below:

Clinical Sciences Chair
Behavioral and Social Sciences Chair
Biomedical Sciences Chair
Associate Dean/Student Affairs, Admissions, Outreach
Associate Dean/Community Health
Health Systems and Population Health Sciences Chair
Associate Dean/Medical Education

Dr. Short stated that these individuals were currently being hired under contract, and once promotion and tenure rules are in place and approved, then those who are eligible would be considered for a tenure, tenure-track appointments.

On motion of Regent Agrawal, seconded by Regent Taaffe, and by unanimous vote of the members present, Item J, Approval is requested to delegate authority to the Chancellor to negotiate and execute multi-year contracts for upcoming faculty/administrator (non-tenured) hires in the College of Medicine – University of Houston was approved.

Following the approval of the last action item, a motion was called to place all eight (8) action items, unanimously approved by the committee, on the Board's Consent Docket Agenda for final Board approval as follows:

1. Approval of Faculty Promotion in Academic Rank – University of Houston System;
2. Approval of Faculty Emeriti Appointments – University of Houston System;
3. Approval of Faculty Workload Policy – University of Houston System;
4. Approval of a Bachelor of Science in Occupational Safety and Health with a specialization in Industrial Hygiene and Safety – University of Houston-Clear Lake;
5. Approval of a Master of Science in Occupational Safety and Health with a specialization in Industrial Hygiene and Safety – University of Houston-Clear Lake;
6. Approval of a Master of Science in Clinical Mental Health Counseling – University of Houston-Clear Lake;
7. Approval of a Doctor in Philosophy in Communication Sciences and Disorders – University of Houston; and

8. Approval is requested to delegate authority to the Chancellor to negotiate and execute multi-year contracts for upcoming faculty/administrator (non-tenured) hires in the College of Medicine – University of Houston

On motion of Regent Agrawal, seconded by Regent Taaffe, and by unanimous vote of the committee members present, all eight (8) action items were placed on the Board of Regents' Consent Docket Agenda for final Board approval at the Board meeting held later that day, May 24, 2018.

The last item listed on the agenda was Item K, a Presentation on Student Success Story – University of Houston.

Regent Mendoza introduced Mr. Luis Gonzalez, who was a recent graduate from the University of Houston's C.T. Bauer College of Business and the College of Liberal Arts and Social Sciences. In December 2017, Luis graduated with two (2) degrees, a Bachelor of Business Administration in Finance and a Bachelor of Science in Economics. He has had the opportunity to work in the investment, finance, and banking industries holding several portfolio analyst and management positions. At the age of 17, he was considered homeless by the state. With no parental support and with limited resources, he continued to pursue his education while being an independent full-time student. Mr. Gonzalez has financially supported himself by working multiple jobs throughout his undergraduate career. He is an alumni from the Emerging Leaders Institution from the Houston Hispanic Chamber of Commerce and he has gone through the Academic Achievers Program.

Luis was born in San Antonio, Texas, raised by his grandparents after his mother, sister and himself were deported to Mexico. After some time, his mother returned to pursue the American dream and both he and his sister eventually joined her. Luis and his family struggled with poverty. When he attended school, he ended up repeating the first grade due to his inability to speak, read and write. While in second grade, school had just ended for the day and Luis waited outside to be picked up. After a long wait and the last child was gone, Luis found himself waiting alone for someone who would never come. He ended up walking home that day with no sense of direction. The night was closing in and all of a sudden darkness - Luis woke up in the arms of his 2nd grade teacher, Ms. Radford. She had found him on the side of the road, unconscious, and took him in as her own. Towards the end of that year, Ms. Radford fell ill and soon after passed away from brain cancer. Once again, Luis found himself alone but this time he had the strength in Ms. Radford's spirit. He thanks her every day for saving him, for giving him a purpose, faith in a future, an education, and believing in himself!

Luis kept going, enduring the pain of being alone once again and the loss of someone who taught him the meaning of family and love, even though he had not realized it at that time. In 5th grade, Luis scored the highest in his school and was placed in a program for gifted individuals and the opportunity of a different environment.

Despite being academically successful, he ran away at the age of 17, but to him dropping out made more sense than moving forward. He lived on the streets, begging for food or a bed to

sleep in, and experienced all the cruelties that the world had to offer. Still, he would hear Ms. Radford in his mind encouraging him to keep going.

Finally, he ended up joining the Academic Achievers Program at the University of Houston's Center for Mexican American Studies, where he learned to belong and to always remember to find the courage and the strength that comes from the good things in life. Luis remembered the harmony he felt of walking into the AAP lounge as he worked his way greeting everyone, talking to Ms. Rebecca Trevino, coordinating manager, in whom he would confide and find peace. He also remembered feeling truly safe.

After going through the AAP program, Luis finally understood the meaning of family and its importance. Luis believes that life is too short. He remembered every struggle but appreciates the way he came up and everything he was able to achieve. He cherishes every moment, trying very hard to find things that make him happy. In the AAP program and its students, he found the inspiration to be the best. Luis expressed his gratitude for every day and the blessing of every breath. Luis learned to love himself and understand that he can do anything for the love he has for God and his family. He concluded with the following quote "sometimes it is the people no one can imagine anything of, who do the things no one can imagine."

Luis thanked the Board and Chancellor Khator for the opportunity to present his story.

Regent Mendoza thanked Luis for sharing his story and congratulated him on his accomplishments. She also thanked Chancellor Khator and Provost Short for the support to the AAP program.

This item was presented for information only, and no further committee action was required.

Regent Mutyala provided a few highlights from the different institutions in the UH System related to student success. He thanked the Board and Chancellor Khator for the opportunity of being a Regent, for the amount of knowledge he acquired during his term, and expressed how much he enjoyed his experience.

Regent Mendoza thanked Regent Mutyala for his service during his term and emphasized all the efforts he made to be involved and his participation in as many UH events as possible. Regent Agrawal and Provost Short agreed with Regent Mendoza in commending Regent Mutyala on being a great advocate and representative for the UH System.

It was noted that an Executive Session would not be held.

There being no further business to come before the committee, the meeting was adjourned at 12:38 p.m.

All documentation submitted to the Committee in support of the foregoing action items, including but not limited to "Passed" agenda items and supporting documentation presented to the Committee, is incorporated herein and made a part of these minutes for all purposes; however, this does not constitute a waiver of any privileges contained herein.

Others Present:

Renu Khator
Jim McShan
Paula Myrick Short
Dona Cornell
Amr Elnashai
Don Guyton
Eloise Dunn Brice
Jason Smith
Richard Walker
Ira K. Blake
Juan Sánchez Muñoz
Raymond “Vic” Morgan
Mike Johnson
Mark Clarke
Lynn Mayer
Usha Mathew
Joe Brueggman
Brian Thomas
Gerry Mathisen

Stephen Spann
David Oliver
Ed Hugetz
Patrick Peters
Mike Rosen
Glen Houston
Kevin Draper
Luis Gonzalez
Ray Raulerson
Sabrina Hassumani
I-hsuan Huang
Luis Gonzalez
Nadar Ibrahim
Cindy Mejia
Dilani Perera
Shannon Harrison
Ryan Harrison
Marquette Hobbs

Don Price
Lindsey Ellis
Raymond Bartlett
Devi Bola
Catherine Patterson
Pam Muscarello
Wayne Beran
Emily Messa
David Bradley
Dan Maxwell
Macie Kelly
Karin Livingston
Matthew Castillo
Ju Kim
Randy Wong
Phil Booth
Jon Aldrich
Brenda Robles