

Faculty Council Meeting

Date: November 19, 2025

Time: 12:00 to 2:00 p.m.

Location: Hybrid Meeting: Room 240, Bates Law Building

WELCOME

Elena Grigorenko

Presiding Officer

The Old, The New, and The Unknown

Elena L. Grigorenko

The Old

- The Committees' Charge and Assignments
- Advisory Role in Shared Governance
- The New in the Old
 - Redesigned website
 - Efficacy and efficiency in completing the committees' work
 - Expedited and enhanced communication channels
 - UH Together

The New

Executive Committee (EC)

- Elena Grigorenko
- Patrick Peters
- Kristi Santi
- Curriculum Committee
 - JeAnna Abbott/Bradley McConnell
- Faculty Affairs Committee
 - Melissa Markofski/Norman Johnson
- Research and Scholarship Committee
 - Doug Thornton/John O'Brien
- University Leadership

• EC Initiatives

- University level
 - “Future of Higher Education” talk series
- College level
 - Representation at the Council and Council Representation (EC & FC meetings in February/March)
- Committee level
 - CC
 - UH 4Y Graduation Culture
 - Large auditoria and classes providing greater exposure to professors, especially for freshmen and sophomores
 - Classes preparing students for civic and professional life and equipping them for participation in the workforce and the betterment of society
 - FAC
 - Faculty university-level awards recognizing contributions to university initiatives; creating new college-level awards
 - RSC
 - Realignment of teaching and research obligations within UH 4Y Graduation Culture

The Unknown

- The Core Curriculum review process to capitalize on Faculty expertise
- Unification in the face of possible external pressure
- Faculty voice: vocalized, recorded, and heard

Jim Briggs

Associate Provost for Faculty Development
and Faculty Affairs

COMMITTEE UPDATES

Faculty Affairs

Faculty Affairs Committee (FAC)

- Representatives from all Colleges/Schools
- Charge (bylaws): "...review and advise on policies concerning the conditions of faculty employment and workload..."
- Advisory to the Provost and the Assoc. Provost for Faculty Development and Faculty Affairs
- FAC Chair is a member of the UH Faculty Advisory Committee on Human Resources-Fringe Benefits Committee

FAC Priority Areas

- Academic freedom guidance
- Centralize links to grievance policies
- Dart Center efficiency
- Two-way communication facilitation
- DOR improvements (RSC collab)
- Additions to Simple Syllabus boilerplate (CC collab?)
- A couple other items, depending on response

Research and Scholarship

RSC Members 2025-26

Name (College)- <i>Alphabetical</i>		
Christopher Battaglia (ARCH)	Eva Harth (NSM)	Jian Shi (ENGR)
Jodi Berger Cardoso (GCSW)	Shailendra Joshi (ENGR)	Virginia Snodgrass Rangel (EDU)
Chris Bronk (HSPA)	Basheer Khumawala (BUS)	Douglas Thornton (PHA)- Chair
Johnny Buckles (LAW)	Yoon Koh (GHL)	Adam Thrasher (CLASS)
Pratik Chakrabarti (CLASS)	Rex Koontz (ARTS)	Shainy Varghese (CON)
David Curtis (COM)	Chi-Yo Lin (NSM)	Zhiwen Xiao (CLASS)
Stuart Dryer (NSM)	Leonard Martin (LIB)	
Craig Glennie (ENGR)	John O'Brien (OPT)- Associate Chair	
Maria Gonzalez (CLASS)	Daniel Price (HON)	

Ex-officio, Non-voting Members

Elena Grigorenko (CLASS); Claudia Neuhauser (VPR); Patrick Peters (ARCH)

RSC Responsibilities: By-laws of Faculty Council

- The Research and Scholarship Committee (RSC) shall be comprised of designated members of the Faculty Council and the Vice President for Research, who will be a non-voting ex officio member. The Research and Scholarship Committee **shall focus on matters related to the research and scholarship of the university and will be advisory to the Vice President for Research and the Provost or designee**. In order to be eligible for nomination for election to the Research and Scholarship Committee, the faculty member must satisfy the following criteria:
 - A. The faculty member must have an ongoing, focused research agenda as evidenced by refereed scholarly articles, grant writing, research presentations, or other scholarly research output deemed in their discipline as appropriate to a faculty member actively engaged in the research endeavor of a nationally recognized research university. Such scholarly output must satisfy the expectations of the individual college from which the faculty member is nominated.
 - B. The faculty member must be actively involved in either graduate or undergraduate research programs administered within their own academic unit.
- The RSC will **advise on matters related to research, scholarship, and creative activity across disciplines and recommend policies to strengthen the University's research ecosystem, including research infrastructure and intellectual property**. The committee will also **administer the Assistant Professor Excellence (ApeX) speaker series**.

Sub-committees and Chairs

Name	Sub-committee Chair	Important Date(s)
Awards of Excellence	Rex Koontz (ARTS)	Due: January 19, 2026
Assistant Professor Excellence	Pratik Chakrabarti (CLASS)	TBA (Spring 2026)
Bridge Funds	Jodi Berger Cardoso (GCSW)	Rolling Deadline
Centers and Institutes	Craig Glennie (ENG)	Reports due Fall each semester
Equipment Grants	Christopher Battaglia (ARCH)	Due: December 1, 2025
GEAR	Leonard Martin (LIB)	Full Proposals Due: January 20, 2026
New Faculty/Small Grants	Yoon Koh (GHL)	Were Due: October 31, 2025

Other Business

1. Support grant-reviewing sub-committees including external grant reviews, as needed
2. Discuss and advise UH administration on priorities of research community related to research infrastructure and intellectual property
3. Discuss and advise UH administration on strategies to overcome the significant reduction in early career scientist support programs (training grants and career development)- From FY25



Curriculum

CC Responsibilities: By-laws of Faculty Council

The Curriculum Committee advises on undergraduate and graduate curriculum matters. The Committee shall be comprised of designated members of the Faculty Council. The Curriculum Committee will be advisory to the Provost and delegates regarding curriculum and academic standards. The Senior Vice Provost and Dean for Undergraduate Student Success, and the Vice Provost and Dean of the Graduate School serve on this committee in non-voting ex officio capacities. Specifically, the committee will consider proposals related to academic programs, courses, and policies.

The committee should have at least one member representing each college that delivers undergraduate and/or graduate programs.

CC Members 2025-26

Name (College)- <i>Alphabetical</i>	
JeAnna Abbott(GHL)- Chair	Lan Chi Nguyen (OPT)
Gulin Aksu (ENGR)	Patrick Peters (ARCH)
Lisa Alastuey (CLASS)	April Peters-Hawkins (EDU)
Johnny Buckles (LAW)	Kimberly Pilkington (COM)
Gail Buttorff (HSPA)	David Shattuck (ENGR)
Hayan Charara (HON, CLASS)	Deborah Smith (CON)
Guoning Chen (NSM)	Blake Wilkins (ARTS)
Bradley McConnell (PHA)- Associate Chair	Vijay Yerramilli (BUS)
Karen McIntush (NSM)	Natalia Zhivan (CLASS)
Yvonne Mendoza (GCSW)	

Ex officio members: Elena Grigorenko (CLASS); Sarah Larsen (Graduate School); Teri Longacre (Undergraduate Student Success)

Key Work Underway

- CC By-laws
- Tiered Proposal Review Structure
- Team Formation
- Proposal Review and Tracking
- Evaluation Criteria and Feedback Guidelines
- Training Materials

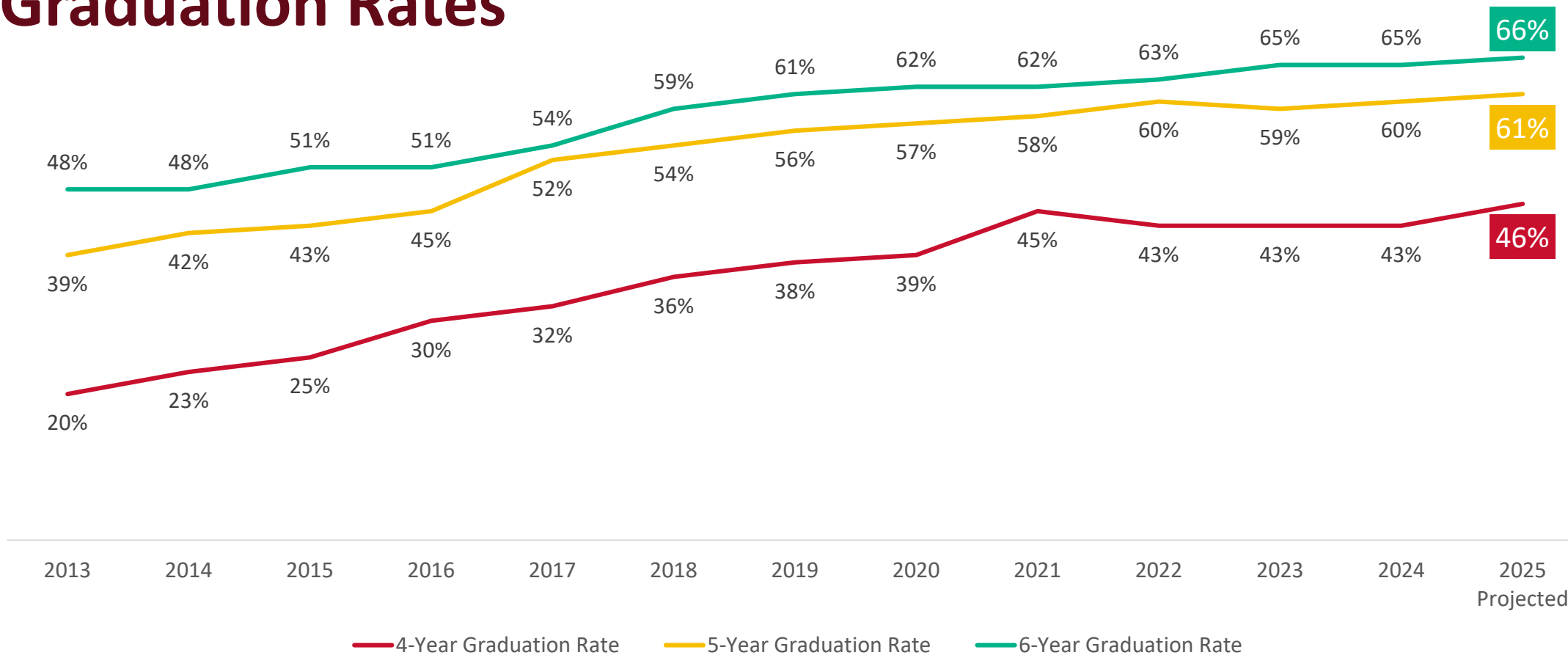
INITIATIVES



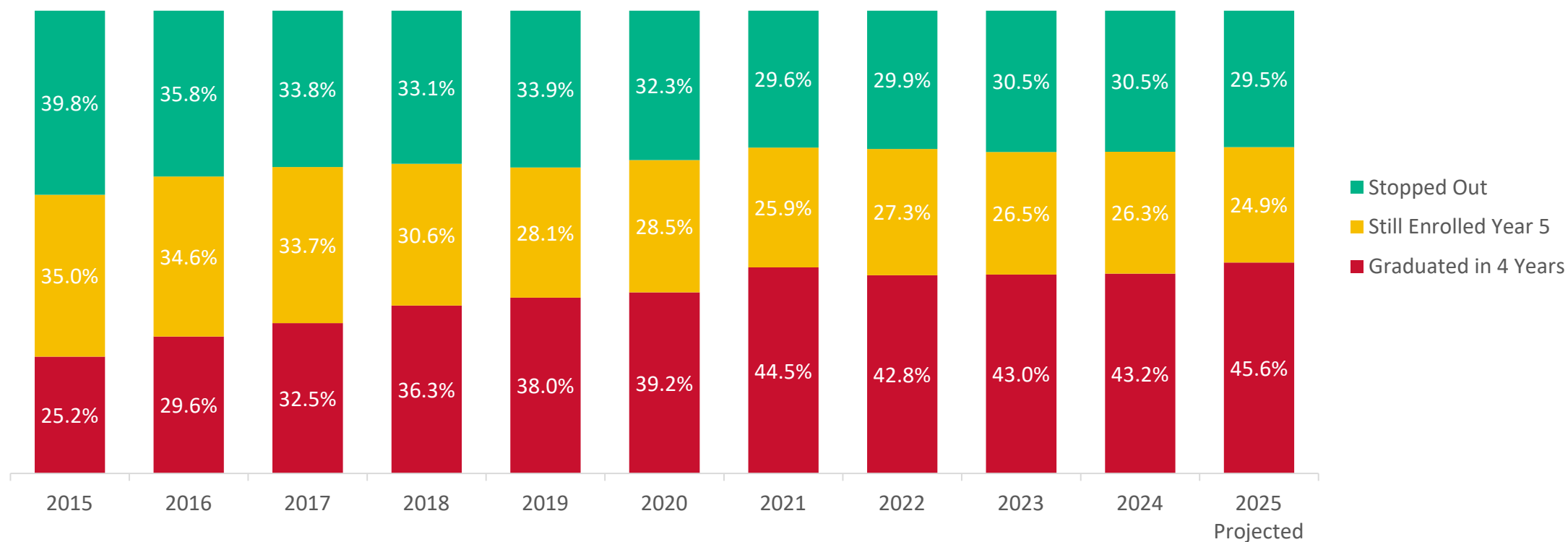
Developing a 4-Year Graduation Culture

Faculty Council Meeting
November 19, 2025

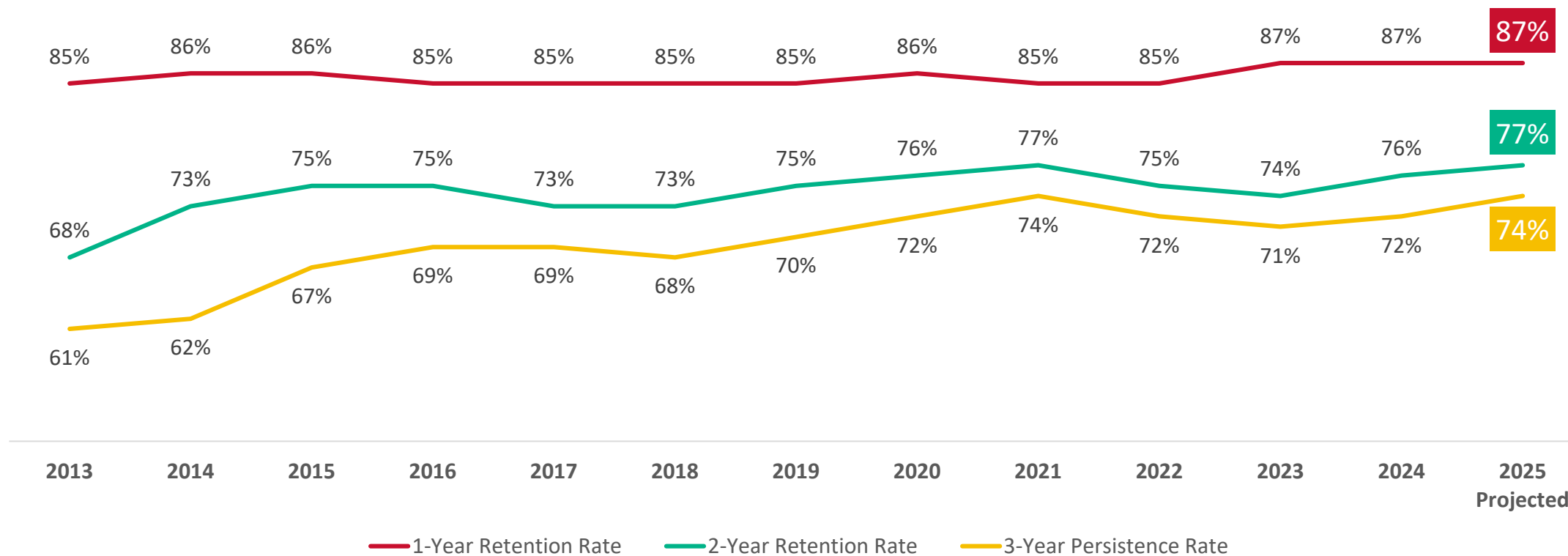
Graduation Rates



FTIC Cohort 4-Year Graduation Trend



Retention Rates



Timely Milestone Progress

	Fall 24 Cohort	Fall 23 Cohort	Fall 22 Cohort
Completed <u>30</u> Total Hours by End of Year 1	80.1%	79.3%	75.1%

	Fall 23 Cohort	Fall 22 Cohort	Fall 21 Cohort
Completed <u>60</u> Total Hours by End of Year 2	79.5%	75.7%	75.3%

	Fall 22 Cohort	Fall 21 Cohort	Fall 20 Cohort
Completed <u>90</u> Total Hours by End of Year 3	76.5%	75.4%	74.3%



Faculty Council
UNIVERSITY OF HOUSTON

Closing the Gap

1-Year Retention	Additional Students
88%	+60
89%	+118
90%	+176

Last year, 419 4.5-year graduates would have increased the 4-year rate from 43% to 52%. A key difference is the number of unproductive credits.

4-Year Graduation	Additional Students
50%	+195
55%	+444
60%	+694

Full-Time	Cum GPA	Unproductive Credits
79%	3.25	10.4

4-year Unproductive Credits
4.5

Guiding Principles

1. Student success is a shared responsibility embraced by every campus unit.
2. Data informs decisions and drives continuous improvement.
3. Our campus culture prioritizes students and delivers an exceptional service-oriented experience.
4. We engage stakeholders with clear, frequent messaging about the benefits of timely graduation, available resources, and UH success stories.



Strategic Focus Areas

- Signature Learning Experiences
- Bold Enrollment Strategies
- Cutting Edge Academic Programs
- Elevated Student Engagement
- Technology-Driven Solutions
- Proactive Advising and Mentoring
- Remove Barriers to Success
- Faculty and Staff Development
- Vibrant Campus Environment



OTHER BUSINESS

Patrick Peters

Associate Presiding Officer of the Faculty
Council

UH Together

Bringing our UH community closer — one update at a time 📣

🔥 Faculty Council Welcome

Mark your calendars! The first full Faculty Council meeting will take place on **November 19**, from **12:00 to 2:00 p.m. Hybrid Meeting: Room 240, Bates Law Building**. An agenda for each meeting of the Faculty Council will be posted on its website at least seven (7) days before the meeting — so stay tuned for details!

📄 Policy and Procedures Highlights

Each week, we shine a light on a key SAM or MAPP policy that directly affects faculty. This week's focus: **Artificial Intelligence (AI)**.

Artificial Intelligence is expected to be a transformative force across daily tasks, research, and teaching. The University of Houston System is committed to ensuring that all constituents can use AI tools, such as Microsoft Copilot, ChatGPT, and Google Gemini, safely and responsibly. This security and privacy guidance may evolve as circumstances change and the System develops further policy regarding AI use.

Learn more: <https://uhsystem.edu/offices/information-security/resources/artificial-intelligence/>

🎓 Campus Activities

Café Conversation with Administrators: The UH Office of Faculty Engagement and Development (**FED**) is again hosting this event in the Faculty Café (E. Cullen, basement, room 33). They are casual – no presentations, just conversations on whatever topics are brought up. Cornell and Neuhauser have already hosted conversations.

<u>Facilitator</u>	<u>Date</u>	<u>Time</u>
Dr. Jeffrey Morgan	12-	10:00-
	Nov-	11:00
	25	AM
Dr. Ramanan Krishnamoorti	20-	10:00-
	Nov-	11:00
	25	AM

🗣️ Your Voice Matters

Your input helps shape the UH experience for all of us. Do you have ideas, feedback, or topics you would like to see featured in UH Together? We would love to hear from you!

Share your thoughts here: <https://forms.office.com/r/iDkucvbwWB>.

UH Together is a publication of the University of Houston Faculty Council — a community of collaboration, connection, and commitment.

Kristi L. Santi, Ph.D.
Secretary of the Faculty Council

Faculty Salary Adjustments: Merit vs. COLA

MERIT-BASED

Based on performance and productivity

Governed by:

- Texas General Appropriations Act
- Section 51.908 (to the greatest extent possible)

Institutional discretion

Within budget constraints

COST-OF-LIVING (COLA)

Across-the-board adjustments

Not automatic under Texas law

Requires:

- Legislative appropriation, OR
- Specific statutory authorization

Legislative action needed

Statutory Foundation – Texas Education Code § 51.908

"The governing board of each institution of higher education shall establish faculty compensation policies that, to the greatest extent possible, provide the faculty of the institution with an average salary and benefits at least equal to the average of that provided by similar institutions nationwide having a similar role and mission."

New Business

Adjournment