**The University of Texas System Faculty Advisory Council**

**Ashbel Smith Hall, 2001 West 7th Street, 2nd Floor**

**Austin, TX**

**April 13-14, 2017**

**Meeting Minutes**

**Thursday, April 13-14 – ASH 208**

Dr. Catherine Ross, UT-Tyler, Chair called the meeting to order at 9:30 a.m.

The following members were in attendance on April 13, 2017:

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| Biliciler-Denktas, Gurur | Ingram, Tom (Parliamentarian) |
| Bonner, Emily | Izquierdo, Elena |
| Burns, Cheryl | Izzo, Julie |
| Carayannopoulos, George | Jensen, Jody |
| Cavanagh, Dan | Killary, Ann (Past Chair) |
| Challa, Suman | Kovalick, Gae |
| Cheng, Jonathan (Chair-Elect) | Morgan, Bobbette |
| Cordell, David | Philley, Julie |
| Coursey, David | Rao, Vijay |
| DeVahl, Julie | Ross, Catherine (Chair) |
| Dorgo, Sandor | Saavedra, Dora E. (Secretary) |
| Eldridge, James (Zero) | Sereno, Anne |
| Heise, Elizabeth (Past Past Chair) |  |
| Hoelscher, Steven |  |
| Hynan, Linda |  |
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**Introductions.** Chair Ross then gave an overview of the two day FAC Agenda including the upcoming votes on Guidelines and Elections of Officers.

The minutes of the January 19-20, 2017 meeting were approved as corrected.

Several Campus Reports were presented orally.

**10:00-11:00 a.m. Chancellor William McRaven**

Chair Ross and Co-Chairs of each of the committees reported to Chancellor McRaven about their committee’s work.

**Governance Committee** Co- Chairs, Julie Izzo and Dan Cavanagh, reported on the site visits with Tony Cucolo and Jocelyn Greves to introduce the Chancellor’s Shared Governance Philosophy to campuses. Two campuses, UT Tyler and UTHSC-Houston have been visited thus far.

Cathy Ross and Dan Cavanagh reported that at UT Tyler, the President expressed his pleasure at working with faculty instead of fighting with them. He had come from a unionized environment. They noted that Service gets little attention on Tenure and Promotion documents.

**Academic Affairs and Faculty**-Catherine reported that the Dual Credit Study was continuing. She expressed appreciation for Stephanie Huie and David Troutman, the UTS staff who have contributed to this study.

Elena Izquierdo reported that the committee was examining the roles and policies for non tenure track (NTT) faculty. David Cordell reported that in some instances NTT faculty have full voting rights. In one instance, NTT comprise 65% of the faculty in a department.

Catherine acknowledged the work of Toni (Antoinette) Sol and Jill Hernandez on the Workload Taskforce as well as that of Elizabeth Heise.

**Health Affairs Committee:** Ann Killary, Jonathan Cheng and Suman Challa were acknowledged from that committee. Data have been gathered on physician burn out. There will be a symposium held in the Fall. The Mazlach Burn Out Scale developer has volunteered to work with the group and Dr. Shanafelt from Mayo Clinic has also expressed interest in working with the group.

It is important to note that the UT System is taking a lead on this important topic.

Anne Sereno and Gurur Biliciler-Denktas described how they collected data via a survey that yielded 600 responses and 50 pages of suggestions. Preliminary results of the survey indicate that most people work about 60 hours a week. 40% of them report some signs of burn out.

**Chancellor’s Remarks.** Chancellor McRaven discussed a variety of topics with the UTSFAC.

-How do we make the System great?

We need to take on challenges such as Physician Burnout, Sexual Assault and Shared Governance.

-Our institutions need to prepare students to be great citizens

via Discovery, Debate, and respectful Dissent. (See his blog at utsystem.edu/chancellor)

He cautioned the group against overthinking problems. He does not want us to study problems to death. We need to take actions.

We need to be prepared to continue justifying research as a benefit of higher education institutions.

He believes that the Shared Governance Initiative will be adopted by Presidents when they become convinced that the institutions will be so much better when Shared Governance is implemented. He noted that every campus is different; and therefore, shared governance may be implemented differently at each campus. Campuses will need to deal individually on how NTT faculty are part of shared governance. We do not want to turn into a community college.

Chancellor McRaven also believes that the UT System’s Dual Credit Study will provide valuable information that will help students with transferability, mapping coursework and quality.

Another challenging issue is the Workload issue that Dr. Steve Leslie will present later.

Presidential credits have a 1% maximum on each campus. The campuses are nowhere near that threshold percentage.

He stated that all these issues—burnout, morale, effectiveness, efficiency and shared governance---are connected. We need to find common solutions and speak openly about our concerns. We need to find a better way to communicate to our Faculty Senates. We need to build personal relationships with each other so that we can effect change in the workplace in a constructive way. Conflict is easier to work through with each other when parties have developed healthy relationship.

The UT System has tackled the Sexual Assault problem head on. It is the only way that we can get ahead of it.

The Chancellor’s Women’s Leadership Initiative has been rolled out for women (faculty and staff) to have a voice. Gender Pay Equity, the Rooney Rule and fairness are key issues. There is a need to “close the gap.”

Even the Academy of Distinguished Teachers will take on issues and propose solutions.

Chancellor McRaven urged faculty to “Step up,” and not worry about retaliation. Faculty (and others) must step up for what is right. If there is retaliation, “rest assured, we will address it.” It is interesting to note that VPs and Deans are saying the least.

Julie Izzo was acknowledged for her personal and professional courage. The local faculty senates should be supportive of faculty trying to do the right thing.

Chancellor McRaven’s remarks were well received and acknowledged with a standing ovation from the FAC members.

**11:00-11:50 Regent Ernest “Ernie” Aliseda, Chair Academic Affairs Committee**

Chair Ross had the three committees report their activities to Regent Aliseda. The Academic Affairs & Faculty Committee reported on No Rookies on Rookies program, Nontenure Track Faculty (NTT), the need to examine online (OL) education (including peer review of online courses), the need to not drive OL courses for revenue reasons only. The question was raised as to whether faculty should be required to teach online courses. The Health Affairs Committee reported on the upcoming symposium of physician burn out.

Regent Aliseda talked about being an “accidental” regent since he is a graduate of Texas A & M University. However, he accepted the appointment because he believes in working to transform the Rio Grande Valley and creating more opportunities. He was a history major so he has an appreciation of the Liberal Arts. The FAC thanked him for his service.

**11:50-12:00 Meredith Goode, Director of Academic Policy & Analytics, Office of Academic Affairs**, briefly visited with the FAC to ask for help with the Online Education project. She asked for 4-5 FAC members to serve on this taskforce and participate in weekly or bi-weekly conference calls. There will be an assessment of online teaching that will hopefully identify Best Practices. She engaged in discussion with the FAC on a variety of issues regarding Online (OL) Education. Topics included: 1) What support is there for faculty who teach OL courses?

2) How can we align course evaluations with OL courses? Hybrid courses?

3) There needs to policy/guidelines on how and by whom OL courses are initiated on local campuses.

4) How can peer reviews of teaching be adapted to OL teaching/courses?

5) Online teaching in the Consortium may need to be examined.

6) Should faculty be REQUIRED to teach online courses against their will?

7) Should classes be offered online because of no classroom space?

8) The decision to offer OL courses should not be driven by the revenue generation.

Meredith Goode thanked the FAC for their input. She looks forward to getting FAC members for the taskforce.

**12:00-1:00 p.m. Dr. David Daniel, Deputy Chancellor**

Dr. Daniel gave a brief talk about the future of higher education. Some of the highlights of his talk are outlined below.

-There will continue to be a decrease in state funding.

-There will continue to be an increase in online learning.

-There will be increased pressures to increase graduation rates.

-There will be more changes in the way we teach and the way young people learn (technology).

-Community Colleges will continue to become more and more important. They are supported by local taxes, and they hire part time faculty which keeps their costs down.

-We need to continue to hire the best possible faculty and create environment where they can do their best work

-Higher education will remain important as will research.

-Students will continue to get better and better.

-Students want to attend the most prestigious school possible given their personal circumstances.

Some concerns for the future (nationally):

-The gubernatorial appointment of Regents across the nation.

-Increased international competition from universities around the globe trying to duplicate the American university academic programs.

-Universities will need to remain public schools but adopt some of the practices of private schools by seeking private support.

-There is a need for us to seek more partnerships with businesses that can help fund scholarships.

-There will be an increased need to focus on how faculty impact student success as well as the student’s role in his/her own success.

-Strong alumni relations show that alumni remember a professor who inspired them, mentored them, “took (them) under (his/her) wing.”

-there will be more ONLINE courses. We won’t trust the administration to get this right without asking the faculty (for their input).

-Do Research Universities have value? We need to communicate the benefits of research universities in a better way. We do an awful job of showing how research benefits the public.

-We need to showcase how successful our students/alumni are (Student Outcomes).

-Faculty need to continue their roles as Mentors.

-Faculty need to be involved to get “online learning just right.”

-We need to view Community Colleges as allies in making higher education affordable for students.

A Q&A period ensued. The issues/questions raised included:

-The lack of merit pay since 2008 and the destructive “normative” ranking system that deprives hard working faculty of raises was raised. Recommendation: Criterion based evaluation systems that reward all hard working faculty. This will help raise morale and provide a more equitable means of recognizing a variety of faculty contributions to the university, especially service contributions.

Dr. Daniel responded with the suggestion that more endowment money be raised for salary supplements.

Dr. Daniel stated that the cost structure is higher for 4 year institutions than for community colleges.

He also stated we need to look at our pay scales compared to other states.

There is a concern that there is too much emphasis on graduation rates instead of education. Regent Sarah Martinez Tucker had eloquently stated that graduates need the “credential and the acumen to be successful in life.” It is great when we hear alumni state that their education has provided them with skills needed to be successful.

**1:00-2:00 Mr. Barry McBee, Vice Chancellor & Chief Governmental Relations Officer and Laura Hartmann—Legislative Update**

Barry McBee and Laura Hartmann provided the FAC with updates on the legislative session. They also provided the FAC with a Budget Priorities hand out. The PowerPoint slides were not released to the FAC due to the fact that information changes quite quickly during a legislative session. They discussed several bills that they are keeping their eyes on.

**2:00-3:00 Dr. Rebecca Karoff, Associate Vice Chancellor for Academic Affairs—Belonging Pillar**

Dr. Karoff led a discussion with the FAC on how faculty can be involved with the “belonging pillar” that the Chancellor has identified for Student Success. Issues raised during the discussion included:

-Faculty, in particular, adjunct faculty also need to feel they “belong” in order to facilitate that “belongingness” to their students.

-Advising is a role that many faculty enjoy. They mentor students and help retain them.

-What is the Leadership Narrative about “belonging” at each institution?

-Perhaps we should have a Certificate of Effective Teaching for Adjunct/Contingency faculty.

**3:00-5:00 Committee Meetings were scheduled; however, Campus Reports took about 45 minutes of this session.**

**The 3 committees then convened for their meetings until 5 p.m.**

**Academic Affairs and Faculty Quality**

**Health Affairs**

**Governance**

**UT System Faculty Advisory Council Meeting**

**Friday, April 13, 2017**

Chair, Catherine Ross convened the meeting at approximately 8:15 a.m. The following faculty were in attendance.

**Friday, April 13, 2017 – ASH 208 Attendance**

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| --- | --- |
| Biliciler-Denktas, Gurur | Ingram, Tom (Parliamentarian) |
| Bonner, Emily | Izquierdo, Elena |
| Burns, Cheryl | Izzo, Julie |
| Carayannopoulos, George | Jensen, Jody |
| Cavanagh, Dan | Killary, Ann (Past Chair) |
| Challa, Suman | Kovalick, Gae |
| Cheng, Jonathan (Chair-Elect) | Morgan, Bobbette |
| Cordell, David | Philley, Julie |
| Coursey, David | Rao, Vijay |
| DeVahl, Julie | Ross, Catherine (Chair) |
| Dorgo, Sandor | Saavedra, Dora E. (Secretary) |
| Eldridge, James (Zero) | Sereno, Anne |
| Heise, Elizabeth (Past Past Chair) |  |
| Hernandez, Jill |  |
| Hoelscher, Steven |  |
| Hynan, Linda |  |

**8:00-9:00 am. Working Breakfast/ Guideline Changes/Elections**

Chair Ross reviewed the background information and proposed changes to the FAC guidelines.

The proposed changes to the FAC Guidelines passed unanimously.

Daniel Cavanagh was elected Chair-Elect.

Emily Bonner was elected Secretary.

The remaining Campus Reports were given orally.

**10:00-11:00 am Dr. David Troutman, Vice Chancellor for Strategic Initiatives-Dual Credit Study**

Dr. Troutman and his graduate assistants presented preliminary data analysis results to the FAC on the Dual Credit Study. Dr. Troutman described how the data were collected; how the data are being analyzed quantitatively and qualitatively, some of the preliminary results that cannot be released publicly yet.

**Dr. Wanda Mercer, Associate Vice Chancellor for Student Affairs-Dual Credit Taskforce**

Dr. Mercer reported on the statewide 40 member Dual Credit Taskforce. The Co-chairs for this taskforce are Steve Johnson (Community College) and Wanda Mercer. The taskforce has been organized into 6 research groups:

1) Access and Equity

2) CTE (Certificate & Technology Education) & Workforce Credits

3) Transferability

4) Funding

5) Law and Policy

6) Program Qualities (such as grades, credits, and curriculum)

**ACTION ITEM:** After her presentation, the FAC discussed the Dual Credit Taskforce membership. Jody Jensen moved and Zero Eldridge seconded the motion that a FAC member be appointed to the Dual Credit Taskforce. The motion carried.

**11:00-12:00 pm. Committee Reports were postponed until later in the meeting.**

**12:00-1:00 p.m. Dr. Steve Leslie, Executive Vice Chancellor for Academic Affairs and Dr. Kevin Lemoine, Associate Vice Chancellor for Academic Affairs-Faculty Workload**

Drs. Leslie and Lemoine presented the report on the Workload Taskforce. FAC members had been provided electronic copies of the report before the meeting. Jill Hernandez, Catherine Ross, and Elizabeth Heise were all members on this taskforce. The policy developed is broad and gives institutions to develop their own workload policies.

**ACTION ITEM:** Elizabeth Heise, Taskforce member representing the FAC, moved and Jody Jensen seconded the motion that the FAC endorse the Workload Taskforce Report.

The motion carried.

**1:00-1:30 p.m. Dan Cavanagh on faculty role in making important academic decisions about curriculum and pedagogy.**

Dr. Cavanagh brought up the concern that there are cases where decisions to offer online classes have been made by administration instead of by the program faculty who are affected by the decision. The issue of who makes curriculum based decisions is one that also encompasses shared governance. We are the conscience of the University, and we must protect the curriculum quality.

During this time period, outgoing Chair, Catherine Ross was recognized for her outstanding service to the FAC. She was presented a gavel and flowers.

**1:30-1:55 p.m. Brief Committee Meetings**

**Academic Affairs and Faculty Quality** will continue to be co-chaired by David Cordell and Elena Izquierdo. The committee will continue working on Non Tenure Track (NTT) Faculty issues, Best Practices, and may partner with Health Affairs on overlapping Burn Out issues.

**Health Affairs** will be co-chaired by Suman Challa and Gurur Biliciler-Denktas. Health Affairs will continue working on physician burn out and the upcoming Symposium. They will consult with the Academic Affairs and Faculty Quality committee to seek mutually beneficial collaboration or sharing of information.

**Governance** will be co-chaired by Vijay Rao and Dora E. Saavedra. The Committee will continue to work with Tony, Jocelyn, Julie, Jonathan,

Catherine, and Dan to coordinate Shared Governance Site Visits.

The meeting adjourned at 1:58 p.m.

Respectfully submitted,

Dora E. Saavedra, Ph. D.

Secretary, UT System Faculty Advisory Council