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

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

**Austin, TX**

**April 7 - 8, 2016**

**Meeting Minutes**

**Thursday, April 7 – ASH 208**

Dr. Ann Killary, Chair called the meeting to order at approximately 9:45 am.

The following members were in attendance:

Alton, Suzanne Cavanagh, Dan Challa, Suman Cheng, Jonathan

Cordell, David Cox, Marc Daas, Karen Deschenes, Beth

Eldridge, James Gore, Andrea Heise, Elizabeth Hernandez, Jill

Hertweck, Kate Ingram, Tom Killary, Ann Kovalick, Gae

Leaf, Murray Marshak, David Molony, Don Morgan, Bobbette

Pounds, Lori Rao, Vijay Ross, Catherine Saavedra, Dora

Sereno, Anne Sol, Antoinette Walker, David Whitman, Gary

Chair Killary gave a summary of work done since the January meeting: Elizabeth Heise and Catherine Ross are now part of workload workforce. The regents, concerned about the how workload is measured across the campuses, requested an audit of faculty workload. Although some Regents are skeptical about how much faculty work, everything that faculty does is not reported. The audit is for Academic Campuses right now but an audit of Med Science campuses will surely follow.

**Regent Ernest Aliseda, Chairman, Academic Affairs Committee**

Chair Killary gave Regent Aliseda an update on the progress made to the UTFAC 2015-2016 initiatives: The Dual Credit Study; The Shared Governance Initiative; and Health Affairs. Regent Aliseda and the UTFAC representatives engaged in a discussion of the issues facing higher education in Texas.

**UTFAC had a meeting with Chancellor McRaven**

Chair Killary and the Chairs and Co-chairs of Academic Affairs, Governance and Health Affairs gave updates on UTFAC initiatives.

Chancellor McRaven stressed the importance of dual credit and the study on where we stand after several years into the program. He said that we need to make sure that Dual Credit meets the needs of the students and it is actually preparing students for college. Standards and quality are important. Chair Killary stated FAC representatives were working effectively with System on Dual Credit. She reported that the Governance committee was preparing white paper and executive summary on Faculty Governance on the campuses and that is would be sent to the chancellor along with a list of best practices and guiding principals to push out to campuses.

Chancellor McRaven pointed out that ongoing work with governance issues at MD Anderson was informative. He reminded that even if one person is ultimately responsible for decisions, stakeholders needed to be brought into the process.

Dora Saavedra gave a summary of the governance committee’s survey findings. The chancellor commented that procedure of shared governance is as important as trust, transparency, accountability, mutual respect, communication, and the recognition that the governance organization is the voice of the faculty. Each campus needs a charter that describes the role of the shared governance committee.

Chair Killary summarized the main points of the white paper. What is needed is

* An institution-wide commitment to the concept of shared governance linking the president, faculty, and all stakeholders in a well-functioning partnership, purposefully devoted to a clearly defined and broadly affirmed institutional vision.
* An organizational culture of caring, mutual respect, and trust.
* Consistently open, bidirectional, and transparent communication without threat or fear of reprisal.
* A standing elected faculty governance organization recognized institution-wide as the voice of the faculty.
* *Partnership*, shared *responsibility*, and shared *accountability* in decision-making for all academic, clinical, and research matters; shared *accountability* in all other institutional decision-making.
* A proclivity for action and persistent follow-up on all institutional decisions.

A discussion was held on various governance issues and that these were different on each campus. In addition, one might fix the governance issue at the top of the university hierarchy but it is not clear that it would it make it down the chain to the department level. It was brought out that the presidents have to buy into the initiative for it to work. The chancellor asked for constructive recommendations on what he could do to move this issue forward. He requested campus specific recommendations to be added to the white paper. UTFAC representatives told the chancellor that his support of faculty governance is already making a difference on the campuses.

**Dr. David Daniel, Deputy Chancellor and Dr. Raymond Greenberg, Executive Vice Chancellor for Health Affairs joined in the discussion.**

Dr. Greenberg spoke about the move for system to negotiate as a group rather than as individual campuses. He pointed out that getting everyone to buy into the collective good was a challenge. Not everyone will be happy with everything but we all would benefit to some degree from a collective negotiation. Not just the UT entities alone but bundles with our affiliated hospitals. He said that it is to our collective advantage and step-by-step we will get there.

Chair Killary updated the Deputy Chancellor and the Executive Vice Chancellor on progress on the UTFAC initiatives.

In response to the governance committee update, Dr. Greenberg stated that system needed to engage the presidents and hold them accountable with respect to governance. He suggested that this could inform a larger question on how to evaluate them.

A discussion was held on governance in general and the difference between faculty’s perception of how governance is working on campuses and the presidents’ views on how shared governance works on the campus.  Chair elect Ross commented on the evolution in higher education to a culture of academic executives trend that fostered a less shared model of direction. The chancellor has charged us with the task of articulating the guiding principles of governance and recommending specific items for each campus.

Jonathan Cheng stated that one difficulty involved differences in interpretation on what faculty consultation actually means. Clarification was needed.

Academic Affairs gave a summary of progress on Dual Credit. Dr. Greenberg expressed interest in the results of the survey and what will be actionable. Dr. Daniel added that he would like to meet with Academic Affairs to discuss efficiencies and competition. The largest inefficiency is someone who doesn’t complete his or her degree.

Elizabeth Heise pointed out that an area of inefficiency was wasted credit hours, community colleges get more funding for technical courses so a student might be directed to one of these courses instead of a course that would count toward his or her degree. Dr. Daniel agreed and we need to work on finding meaningful ways to improve on student success. This would be good to bring to the legislature. Don Molony suggested that when system visited campuses, it might be helpful and informative to meet with the instructors that are actually teaching these freshman and sophomore courses. Dora Saavedra added that the attempt to professionalize advising was of concern as well. In ten-minute advising sessions, students are not getting the proper advice. By taking advising out of the hands of faculty, students are distanced from the instructors. Dr. Daniel warned that we have to be careful not to get caught up in productivity at the expense of quality.

Dr. Daniel brought up the issue of leadership and the leadership component at the upper level and lower level undergraduate education. The chancellor would like to see an hour of leadership study for students. He is aware of the difficulty of changing and modifying curriculum but is committed to seeing every student trained in leadership. This issue will go to faculty governance. The question is how to accomplish this. Elizabeth Heise suggested that we begin the conversation with faculty on how to implement this.

Dr. Greenberg spoke to the UTFAC about the Regents discussion about the allocation of faculty time and effort in the context of tuition increase. Faculty participation at the Board of Regents meeting through their comments were heard and helped moved that issue along. He went on to comment on the importance of faculty input.

Dr. Greenberg explained that it was not always evident who needed to be addressed on a particular subject and who needed to be informed on a particular issue. But if his office knows that the UTSYS FAC is part of the routine dissemination, then system can take care of that. He requested that UTFAC send a draft of the agenda to his office before the UTFAC meeting. Murray Leaf commented that as a conversation develops at the Board of Regents, faculty can intervene with a few words that might very well save time and effort later down the line.

The conversation moved on to funding at the Health Affairs update presentation. Dr. Greenberg informed the FAC that there are real limitations to what system can do with the money it has with respect to funding. PUF can only be used in capital investment.  AUF does not need to be spent on capital investment but it can only be given out if a unit works on “behalf” of system, ie. work for System. It is not the equivalent of grant money. However, System can contract. This situation is imperfect but functional enough to get some things done.

The conversation then turned to System’s relationship with UT Austin. Dr. Steve Leslie, working with academic affairs, has done much to help repair relations with Austin. The two components of Academic affairs and Health Science are working together in a way that we haven’t seen before. Dr. Greenberg estimates that we are better off now than a year ago.

**Vice Chancellor and Chief Governmental Relations Officer Barry McBee presented on the upcoming 2017 Legislative Session**

He spoke about decent budget voted in last session. However, the budget this time is at risk due to the tax revenue decline. Sales tax revenue is down with respect to estimated receipts. Oil and gas production is down, but overall state revenue is actually up. The contradiction makes for a mixed message. In Vice Chancellor McBee’s opinion the situation is not as bad as it might be but still not as robust as it was.

He spoke about pressing issues facing Texas: public school finance and two tax cases going in front of the Texas supreme court. One is about how we tax oil field equipment; another is a movie case. He warned us that Texas would have to refund 2% of the state budget depending on the ruling. Teacher health care (retired teachers) is another concern as it has a 1.6 billion shortfall and the Texas foster care system has been ruled unconstitutional. For Higher Education: tuition revenue bonds were financed only 1 year. Legislature needs to fund an additional year.

Other issues of concern:

1. Protecting the PUF (against claims by the University of Houston and potentially Texas Tech).
2. Tuition- we were granted a tuition increase. Protect the ability of the BOR to regulate tuition.
3. Top 10% law- Fisher case.
4. Conversation with Coordinating Board about their authority.
5. Conversation about Hazelwood program- the legacy benefit is the increasingly expensive part of the program in place since 2009. There is a need to reframe this benefit.
6. Quantum Leaps- Houston is still in development- bought property of 320 acres. There is a taskforce to tell the chancellor what Houston needs.
7. Campus Carry- Board of Regents looks at campuses proposed rules in May.
8. Community College issuing BA degrees.
9. Medicaid Extension (the waiver is expected to continue)

**Dr. Rebecca Karoff, Associate Vice Chancellor for Academic Affairs came to speak to UTFAC and introduce herself.**

She comes from University of Wisconsin and was hired to work on student success initiatives and the Texas Prospects.

Particularly the student Pipeline to higher education, teacher preparation, literacy, the big data project (advanced data analytics) and she will be working on the Dual Credit Review. The goal is to find out how students are doing when they come in with dual credits. Data collection is scheduled for early fall and she expects results in October.  A real Issue is quality control. Community Colleges are charged with quality control, but it is inconsistent. One solution would be to grant a UT System seal of approval on possible dual credit courses.

Dr. Karoff spoke about the Texas Prospect initiative and that they were at the information gathering stage on existing partnerships with K-12. In the planning stages is a searchable data base or Web page to honor and disseminate information on collaborative projects.

A discussion was held on whether health campuses were included. They are not at the moment but if we decide to go forward with the site or database, we would add this information. We can’t include every thing but there will some sort of affiliate model. The question is where do we want to put our resources. The issue of testing was brought up and led to a discussion on teacher preparation and the importance of curricular integrity.

Dr. Karoff asked what we see as issues in assessment of the core curriculum. She stated that she would like to come back to continue this conversation with UT FAC.

Chair Killary requested nominations from health campuses for the election of the next UT FAC chair.

**A motion to approve the minutes from January was seconded. They were approved unanimously at 3 pm.**

A discussion was held on how to proceed with the action items.

Chair Killary charged the Committees:

* Academic Affairs- continue work on Dual Credit.
* Governance- edit white paper. Send out executive summary and call for recommendations from campuses.
* Health Affairs- To be determined.

The meeting broke out into the various committees

**Friday, April 8 – ASH 208**

Alton, Suzanne Cavanagh, Dan Challah, Suman Cheng,Jonathan

Cordell,David Cox, Marc Dass, Karen Deschenes, Beth

Eldridge, James Gore, Andrea Heise, Elizabeth Hernandez, Jill

Hertweck, Kate Ingram, Tom Izzo, Julie Killary, Ann

Kovalik, Gae Leaf, Murray Marshak, David Molony, Don

Morgan, Bobbette Pounds, Lori Rao, Vijay Ross, Catherine

Saavedra, Dora Sereno, Anne Sol, Antoinette Walker, David

Whitman, Gary

The meeting was called to order at 8:30 am. The day started with a working breakfast discussion of the Board of Regents’ meeting as well as the previous day’s committee meetings.

Subjects discussed were the Board of Regents request for an audit of faculty workload. Intellectual Property was discussed and UT FAC’s involvement and lack of involvement in the taskforce was explained to the new representatives. In reaction to UT FAC’s intervention, Dr. Hurn was charged with working with FAC to identify any issues with Regents Rule and to modify the process. She came to speak with us and we were assigned to working groups. There are seven working groups of which we are chairing four. However, the workgroups are just getting underway. The people most interested in the groups are the faculty. It has been difficult to get the other members together to meet.

**Break for committee meetings.**

**Committee Reports**

**Academic Affairs and Faculty Quality**

1) We need to think about integration of leadership Quantum Leaps into curriculum. This was tabled until the committee gets more information from Associate Vice Chancellor Tony Cucolo

2) San Antonio- there is pressure on faculty for Drop Fail Withdrawal rates in one particular college by the dean and approved by the provost. These rates are important for Graduation and Retention rates. Tenure track faculty that have a greater DFW rate (20%) will get a 0 on annual evaluation. According to the Performance Improvement plan, the faculty must show improvement in three semesters. This is, in effect, a revision of the HOP. The Faculty senate must respond to this new policy. San Antonio is not the only campus that is concerned. Non Tenure Track faculty are automatically terminated with any course with a 20% DFW rate.

Resolution:

We, the FAC, understand the potential impact of D/F/W grades on graduation and retention rates to UT System schools. In light of recent administrative policies to address D/F/W grades at some UT System schools, which have been instituted without faculty review, we reaffirm the importance of faculty involvement in addressing and solving the problem of D/F/W grades.  We note the deleterious ramifications of evaluating faculty on the basis of D/F/W grades and question the legitimacy of doing so.  We believe that overall student learning and success is undermined by tying D/F/W grades to faculty evaluation, retention, promotion, and tenure review, and that the value of UT System degrees is fundamentally diminished by the practice.

Moved, seconded, and passed unanimously-

To- Chancellor McRaven, Executive Vice Chancellor Greenberg, Executive Vice Chancellor Leslie, and Deputy Chancellor Daniel

The committee reported that the Dual Credit study is part of the Quantum Leaps - Texas Prospect. They are waiting for funding approval from Dr. Daniel. The committee plans to meet with OGR to prepare meeting with legislature. The qualitative study should be completed by November. This will give the chancellor data for the start of legislative session in January. In the next couple of months, the committee with meet with Barry McBee and identify students to participate in interviews.

The committee also noted that A & M and the CB are interested in this issue. The committee is also looking at the debt component.

**Health Affairs**

Health affairs reported on their discussion on the white paper on Faculty Governance and proposed five Resolutions:

1) **Resolution** Importance of Clinical Experience Priority:

Whereas the Health Science Institutions that have an affiliated hospital/clinic must give priority to their students for clinical experiences.  Therefore, be it resolved that educating our next generation of clinicians whether they are physicians, physician assistants, nurses, nurse practitioners, physical therapists, and others is the mission of these institutions and providing the experiences not only benefits the institution but the future health care workforce in Texas.

Moved, seconded, and passed unanimously-

To- Chancellor McRaven, Executive Vice Chancellor Greenberg, Executive Vice Chancellor Leslie, and Deputy Chancellor Daniel

2) **Resolution**-Non-Tenure Track Promotion

Promotion for Non-Tenure Track: Whereas some UT Health Science Center institutions, Faculty Appointment, Promotion and Tenure Committees are comprised entirely of tenured professors. Therefore, be it resolved that the UT System FAC propose that non-tenured faculty be included on these committees in order to represent the interests of colleagues who are not on the tenure track.

Moved, seconded, and passed with 6 abstentions

To- Chancellor McRaven, Executive Vice Chancellor Greenberg, and Deputy Chancellor Daniel

**3) Resolution-** Integrated Health System, Joint Negotiation and Local Rates.

Integration of Health Care Delivery Across Texas:  Whereas the UT System FAC was pleased to hear that our resolution was under consideration, we hereby resolve that UT System Health institutions should join together to develop a comprehensive UT Integrated Health System.   We propose that the primary benefit of a UT Integrated Health System would be to synergize the significant combined expertise and resources of all UT System health campuses in order to provide the following: 1) leading-edge clinical care to optimize the health of the people of Texas, and the United States, 2) effective and efficient care for our students, employees and their families, 3) pooling and leveraging of combined health campus resources and interests including negotiation with insurers, shared electronic health records, and information technology / electronic library resources, and specialized clinical expertise.  We propose that two clinicians from different UT System institutions represent the FAC during discussions about the new system.

Moved, seconded, and passed unanimously-

To- Chancellor McRaven, Executive Vice Chancellor Greenberg, Executive Vice Chancellor Leslie, and Deputy Chancellor Daniel

4) **Resolution-** Faculty Work Effort: Non-revenue Generating Activities.

Multidimensionality of Faculty: The traditional role of academic faculty requires excellence in the domains of: research/scholarship, teaching, professional and community service, and patient care for clinicians.  All of the domains are considered in concert as designated by Regents’ Rule 31102 on Evaluation of Tenured Faculty and by campus policies on Promotions and Tenure.  Excellence in these areas substantially benefits our institutions, the people of Texas and the greater population of the United States.  Therefore, be it resolved that these domains are considered as essential and inseparable from the central duties of our employment, and should be compensated accordingly.

Moved, seconded, and passed unanimously-

To- Chancellor McRaven, Executive Vice Chancellor Greenberg, Executive Vice Chancellor Leslie, and Deputy Chancellor Daniel

5) **Resolution**- Quantum Leaps and National Security.

Quantum Leaps National Security Initiation: Whereas the faculty Advisory Council seeks to support the Chancellor's Quantum Leaps initiative by participating in the National Security component. Therefore, be it resolved that the faculty of the UT system will be encouraged to identify issues of importance, such as defense against bioterrorism, cybersecurity, and prevention of Domestic radicalization. According to the opportunities that may be offered, such as development of policies, strategies, and risk analysis and ranging to research toward development of diagnostics, therapeutics and preventive countermeasures against biological weapons, Inter-institutional teams from universities in the UT system will collaborate synergistically to achieve the aims of the program.

Moved, seconded, and passed unanimously-

To- Chancellor McRaven, Executive Vice Chancellor Greenberg, Executive Vice Chancellor Leslie, and Deputy Chancellor Daniel, and all faculty governance organizations

**Governance**

Governance reported on the ongoing study of post tenure review policies and procedures and the progress on governance and the resulting white paper and executive summary for the Chancellor.

The discussion included specifics such as the inclusion of budget and protected time in the executive summary. The executive summary bullet points could guide some of those campuses in the basic conditions for faculty governance. The executive summary could function as a check list. The motion to amend the Executive Summary was approved unanimously.

To- Executive Vice Chancellor Greenberg, Executive Vice Chancellor Leslie, and Deputy Chancellor Daniel, and Executive Vice Chancellor Cucolo

An additional resolution was proposed by Governance.

**Resolution:** The executive committee should inform the full FAC and get their consent to reaffirm our commitment to faculty governance.

Be it resolved that any time that the Executive Committee establishes a practice not in the guidelines, or interprets the guidelines in a new way, they should advise the full Faculty Advisory Council and seek their consent by at least a majority vote.

Vote: unanimous

To the UT FAC Representatives.

Comment: The past years’ practice of updating all the reps on ongoing issues has been welcome and kept us engaged.

**Election of Chairs**

The new committee chairs for 2016-2017 are:

Governance- Dan Cavanagh and Julie Izzo

Health Affairs -Ann Sereno and Suman Challa

Academic Affairs-David Cordell and Jill Hernandez

**Campus reports and urgent campus issues-**

UT Dallas - Title IX, there are contradictions between reporting responsibilities and confidentiality. Some confusion between the regulations. We are required to report everything or else and respect confidentiality— this is contradictory and open to interpretation.

**ACTION ITEM-**  The UT FAC will invite Dan Sharphorn to speak about reporting and confidentiality on campuses with respect to Title IX.

**Dr. Steve Leslie, Executive Vice Chancellor for Academic Affairs came to speak with the UT FAC.**

He stressed the importance of faculty leadership as critical for a healthy university system. He quoted Larry Faulkner who said that outstanding students come to work with outstanding faculty and outstanding faculty come to work with outstanding students. Dr Leslie pointed out that the US has a robust system of higher education because it centers importance around this relationship. He stated that it is a privilege to have engaged faculty to work on substantive issues.

Dr. Leslie gave a few updates:

* The successful UTD new presidential search with new president Dick Benson from Virginia Tech. who has a strong commitment to work with faculty and students for the benefit of the university and move it forward.
* A search is underway for a UT Tyler president. Two UT presidents and two regents and faculty representatives elected by fac governance organizations will serve on the committee of which Dr. Leslie will be the chair.
* Teaching Load Credit Task Force held its first meeting. He stressed the importance of this committee. They have to manage the Board of Regents’ expectations for faculty work and the reality of what faculty actually do. Faculty work is not simply the 18 credit hours that is mandated by the BOR. In fact, the committee has more to do with Presidential Credits.  Teaching accountability on campuses needs to include all aspects of faculty work and we be able to deploy faculty in ways that are most efficient for the advancement of the department. Regents Rule state that a president may authorize up to 1% of teaching load credit hours may be used in other areas, such as administrative responsibilities and other areas.  The System average is about .6% and there is no abuse across the system. These reports are all sent to system, the BOR and the CB and are fine. Dr. Leslie added that the question was how are these being allocated across campuses. Some of the campuses are managing how the credits are allocated and assigned upfront and. Some others are mixed. Other campuses allocate at the end of the semester. These differences were picked up by an audit. The goal of the committee is to regularize the allocation process. Uniformity across the system is the goal with the understanding that one size doesn’t fit all. Chairs are unsure of how the allocations work.  Uniformity on record keeping and when these allocations made for example (up front, at the end or mixed). Our aim is flexibility but somewhat regularized across system. He added that Health Campuses were not included in this rule. The task force will deal with the issue.

A discussion was held on implications for formula funding and credit for teaching hours for state paid faculty salary component and grants that pay for faculty salary. Representatives pointed out that The current system of counting TLCs (9 per semester) is outdated. Changes in rules should aim to help our faculty and make sense.  The metrics don’t match what is actually occurring. Fine arts and clinical area have been affected by the CH reduction. There is a discrepancy on what is on paper and what teaching is actually done. The Fine Arts model of teaching does not fit into the current rules, for example.

Other issues were discussed such as the 60x30 push for marketable skills and what that means; the push back on the modest tuition increase despite a clear financial context of the need motivating that request; financial concerns at the expense of educational quality; gender equity as a system priority; Texas Prospect Initiative (K- 16) connecting external constituencies with the universities, community colleges; the role of testing as an impediment to instruction; and how to best integrate the chancellor’s leadership goals for students by consulting faculty.

**Election of Chair Elect**-

Nominations were called for from the floor. Dr. Jonathan Cheng was nominated and unanimously elected as the incoming chair (Chair Elect) of UT FAC.

Final comments by incoming Chair Ross: She suggested that we keep the three initiatives from the committees to direct our work for the upcoming year. As the Dual Credit Initiative will continue, two others needed to be determined.

Meeting adjourned at 2 pm.