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

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

**Austin, TX**

**January 19-20, 2017**

**Meeting Minutes**

**Thursday, September 29 – ASH 208**

Dr. Catherine Ross, UT-Tyler, Chair called the meeting to order at 9:52am

The following members were in attendance on January 19, 2017:

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| Alton, Suzanne | Ingram, Tom (Parliamentarian) |
| Biliciler-Denktas, Gorur | Izquierdo, Elena |
| Bonner, Emily | Izzo, Julie |
| Burns, Cheryl  | Killary, Ann (Past Chair) |
| Carayannopoulos, George | Kovalick, Gae |
| Cavanagh, Dan | Leaf, Murray |
| Challa, Suman | Mawlawi, Osama |
| Cheng, Jonathan (Chair-Elect) | Morgan, Bobbette |
| Cordell, David | Philley, Julie |
| Coursey, David | Ross, Catherine (Chair) |
| Dorgo, Sandor | Saavedra, Dora E (Secretary) |
| Eldridge, James | Sereno, Anne |
| Gore, Andrea | Thurow, Joshua |
| Griffith, David |  |
| Heise, Elizabeth (Past Past Chair)  |  |
| Hoelscher, Steven |  |
| Hynan, Linda |  |
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**9:52-10:15: Introductions**

After introductions around the room, Chair Ross asked FAC members to:

* Begin thinking about whom to nominate for Chair Elect in April. Self-nominations are also welcome.
* Compile a directory of Committee members in each of our 3 standing committees and forward that “directory” to Jocelyn.
* Begin thinking about how to define Academic Freedom (AAUP Statement) and envision how to operationalize shared governance on our campuses.
* Think of ways to bring younger faculty “into the fold” of Faculty Senate service and the FAC.
* Send their respective Senate’s/Assembly’s Spring meeting schedule.
* Chair Ross then gave an overview of the two day FAC Agenda.

**10:15-11:00: Tony Cucolo, AVC for Leadership and Veterans’ Affairs Women’s Senior Leadership Network**

AVC Tony Cucolo gave a PPT presentation on the Women’s Senior Leadership Network, an initiative aimed at improving women’s representation in leadership positions.

* The Army has been leading in Women’s Leadership issues. The UTS is hoping to operationalization women’s advancement through fairness and opportunity.
* The women’s Senior Leadership Network process will be announced this spring.
* The campus selection/election process in April 1 may vary. Each leader will find 2 co-champions for 2 functions: mentorship and sponsorship.
* There will be a suite of leadership courses.

**11:00-12:00: Campus Reports followed from:**

UT Arlington, UT Austin, UT Dallas, UT El Paso, UT Medical Branch, UT Health Science Center, Houston, MD Anderson, UT Permian Basin and UT Rio Grande Valley.

**12:00: Lunch: Dr. Steve Leslie, Vice Chancellor of Academic Affairs**

Dr. Leslie briefly talked about the following topics:

* -The need to examine online education to develop Best Practices
* -In a coordinated admissions program, what modifications can be put into place to support Student Success?-The Faculty Workload Taskforce is in process of updating RR 31006. He sees a need to “deploy” faculty in different ways to make sure their talents are maximized.
* Dr. Kevin Lemoine, leader of this Taskforce will attend the April FAC meeting. Dr. Leslie stated that “productivity” has been defined too narrowly a by how many hours each faculty member teaches The taskforce hopes to facilitate a shift in focus so that faculty work load is based on a more accurate assessment of how faculty serve the institution and advance its mission.
* Dr. Leslie discussed tuition setting issues, the current legislative session, and some of the proposed budget cuts; however, he urged FAC members to refrain from being discouraged from the challenges that this legislative session may bring.

**1:00-2:00: Phillip Dendy, Chief Compliance and Risk Officer, UTS**

Mr. Dendy described the evolution of his office. Information Security, Compliance and Risk Management have all been brought under one umbrella. Overall, the underlying philosophy of this office is to serve in an oversight role and serve a support function to the System and its component institutions. He introduced his staff: Trey Atchley-Chief Inquiry Officer; Arthur Culpepper-Deputy Compliance officer; Helen Mohrmann-Chief Information Security Officer, and Jason King, Compliance and had each provide a brief overview of his/her background.

**2:00-2:30: Dr. Beth Lynn Maxwell, J.D., Chief Health Research Officer.**

Dr. Maxwell is now fulfilling Dr. Hurn’s old job. She discussed Quantum Leap #5 on developing the UT Health Science Enterprise. She provided a handout. (See Appendix.) She emphasized the Team of Teams approach to making advancements in science and medicine. There are also efforts underway to develop a statewide reciprocity agreement on being able to have one IRB process across all collaborating campuses.

**2:30- 3:15: Campus Reports**

Were presented by UTSA-HSC, UTSA, Southwestern, Tyler-HSC, and UT Tyler.

**3:15-5:00: FAC Committee Meetings were held for:**

**Academic Affairs and Faculty Quality**

**Governance**

**Health Affairs**

**Friday, January 20, 2017 – ASH 208 Attendance**

Chair Catherine Ross convened the meeting at 8:35am

The following members were present:

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| Alton, Suzanne | Ingram, Tom (Parliamentarian) |
| Biliciler-Denktas, Gorur | Izquierdo, Elena |
| Bonner, Emily | Izzo, Julie |
| Burns, Cheryl  | Killary, Ann (Past Chair) |
| Carayannopoulos, George | Kovalick, Gae |
| Cavanagh, Dan | John Lamb |
| Cheng, Jonathan (Chair-Elect) | Leaf, Murray |
| Cordell, David | Mawlawi, Osama |
| Coursey, David | Morgan, Bobbette |
| DeVahl, Julie | Philley, Julie |
| Dorgo, Sandor | Ross, Catherine (Chair) |
| Eldridge, James  | Saavedra, Dora E (Secretary) |
| Friedman, Alan | Sereno, Anne |
| Griffith, David | Thurow, Joshua |
| Heise, Elizabeth (Past Past Chair)  |  |
| Hoelscher, Steven |  |
| Hynan, Linda |  |
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**Action Item.** Chair Ross informed the group that there were five Regents’ Rules that needed to be reviewed. Dan Cavanagh moved and Bobbette Morgan seconded the motion that the FAC authorize the FAC Executive Committee to respond to the call to review these Regents Rules which dealt with real estate, charter school supervision by institutional presidents and not the Board of Regents, and code of ethics involving contracts. The motion carried.

**8:44 – 9:00:** Chair Ross presented an overview of the agenda for the day.

* She asked FAC members to forward any ideas or thoughts about Faculty Workload to Dr. Elizabeth Heise or to her, as they both sit on the Faculty Workload Task Force.
* She mentioned the idea of finding faculty who were early adopters of online education to identify themselves to help with Dr. Leslie’s soon-to-be-launched Online Education Study/Task Force. Meredith Goode at UTS will lead the effort, Dr. Leslie asked Dr. Ross to serve. Dr. David Coursey, UT Arlington volunteer. More information will follow when we hear from UTS.
* A discussion of the Chancellor’s Women’s Leadership Network ensued. There is hope that this will lead to greater representation of women leaders across campuses. Concern was expressed that in the search for more women leaders on the campuses that the female faculty already at work on the campuses should be given a fair shot at any new positions. In general, there was FAC support for the concept and implementation of this program.

**Action Item.** Approval of the Minutes for September 2016. Murray Leaf moved and Bobbette Morgan seconded the motion that the minutes of the September, 2016 meeting be approved as corrected. The motion carried.

**9:00-10:00: Committee Reports**

* **Governance Committee.** Dan Cavanagh reported that the FAC needs to “operationalize” our understanding of shared governance at each of our institutions. AVC Tony Cucolo reviewed the document discussing the site visits, etc. There is a need for the Senate or Assembly leaders at each campus to decide locally which groups will be invited to participate in the campus visit meetings. Focus should be on desired outcomes. What should shared governance look like on our respective campuses?
* **Health Affairs.** Dr. Suman Challa, Dr. Anne Sereno and Dr. Ann Killary reported on the planned conference on Physician Burnout: Causes and Consequences. There will be a White Paper, a website, and paper/book that will come out of this effort. Top consultants in this area have been contacted. This conference will focus much needed attention on work life balance in the medical field. Faculty need to feel valued if we are going to win the talent war and prevent burn-out. Dr. Christina Mazlach, UC Berkeley, who developed the MBI—Maslach Burnout Inventory-- has expressed her willingness to work with this team on this conference. Discussion ensued on the survey, the need to ask how leadership and shared governance impact burn-out, low morale on medical campuses, the need to generate revenue without having a negative impact on patient care, etc. There is also a need to have protected research time. These workload issues need to be addressed and medical faculty need to be approached to ask them to offer solutions/suggestions to the situations they face.
* **Academic Affairs.** Dr. David Cordell reported on the progress of the Dual Credit study. Quantitative and qualitative data is being collected. About 94 students have been interviewed so far in qualitative part. Many more quantitative data points have been collected. Arlington, Dallas and UTPB have been the campuses targeted for the Spring. Data should be ready in May. Concerns include: quality of dual credit; how many hours of dual credit should be accepted; how well do students who took a lot of college credits in high school perform once they attend a university; what are some of the disadvantages of dual credit (e.g., students who have completed dual credit are not eligible for early acceptance to medical school—JAM). The prime advantage seems to be voiced by parents who are happy they are saving money. Another item discussed was non tenured and non-tenure track faculty. House Bill 711 is designed to limit the percentage of part time faculty on campuses. This may be a difficult bill to pass especially with the budget crunch that the state is facing.

**10:00-11:00: AVC Tony Cucolo: Shared Governance Initiative**

Discussion on the site visits to campuses resumed. These visits will be to gain a sense of each campus’s shared governance culture.

What are the desired outcomes of these visits?

* A better understanding of how shared governance is operating from the perspective of each campus;
* The opportunity for people on each campus to gain a better understanding of the 6 tenets of shared governance as stated in the Chancellor’s Philosophy Statement on Shared Governance.
* In addition, there is a need to match presidential evaluations with the expectations of shared governance behaviors.
* There is also a need to help faculty and administration understand that shared governance is good for the institution and for them. The Team of Teams approach is the hallmark of high performing organizations.

**11:00-12:00: Dr. David Daniel, Deputy Chancellor**

* Despite the daunting challenges ahead vis-à-vis anticipated budget cuts by the legislature, Dr. Daniel spoke of his confidence that we (members of the UT System) will manage to provide quality education despite all odds. It is still early in the legislative session. More collaboration needs to be sought. Discussion ensued on how cuts to “special items” may negatively impact various institutions.
* One FAC representative pointed out that business leaders, community leaders and faculty are concerned with program overhead, administrative salaries, “sacred cows” that “can’t be touched,” etc. Of course, inefficiencies need to be addressed.
* Dr. Daniel commented that 48 auditors had been “transferred” in 2014 to the UT System budget; however, they were going to be transferred back to campuses.
* Other topics raised were “telemedicine,” and STAR faculty.

**12:00-1:00: Chancellor William McRaven.**

* Chancellor McRaven has presented the idea of shared governance to all his presidents. He thanked the FAC for their support of shared governance and stated that the wisdom of the group is powerful. He also shared his phone number with FAC members.
* He told the group that in the UT System there should be no fear of retaliation or retribution. It is not right! Any good faith concerns about compliance, etc. will be investigated.
* Asked about his priorities if we end up with huge budget cuts he said students and faculty are the first priority.

**1:15-1:45: Dr. Rebecca Karoff, AVC Academic Affairs**

Dr. Karoff briefly discussed the Texas Prospect Initiative, the Dual Credit study, and Student Success. We need to remove barriers to student success via the 3 pillars.

**1:45- 2:10: Wrap-up**

Chair Catherine Ross highlighted some of the main points of the meeting as well and she reminded us of what we need to follow up on at FAC and on our campuses.

* Committee Chairs need to provide a list of committee members
* We need to communicate with our constituent groups about shared governance
* We need to be meeting with our Provosts and Presidents
* There is a need to speak up along the proper channels when proper processes (such as tenure and promotion) are not followed.
* Tony Cucolo is available to help us with leadership development and issues that may come up.

The meeting adjourned at 2:10 p.m.

Respectfully submitted,

Dora E. Saavedra, Ph. D.

Secretary, UT System Faculty Advisory Council