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

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

**Austin, TX**

**September 29-30, 2016**

**Meeting Minutes**

**Thursday, September 29 – ASH 208**

Dr. Catherine Ross, UT-Tyler, Chair called the meeting to order at approximately 9:45 am.

The following members were in attendance on September 29, 2016:

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| Alton, Suzanne | Ingram, Tom (Parliamentarian) |
| Biliciler-Denktas, Gorur | Izquierdo, Elena |
| Bonner, Emily | Izzo, Julie |
| Cavanagh, Dan | Jensen, Jody |
| Challa, Suman | Killary, Ann (Past Chair) |
| Cheng, Jonathan (Chair- Elect) | Kovalik, Gae |
| Cordell, David | Leaf, Murray |
| Coursey, David | Philley, Julie |
| DeVahl, Julie | Pounds, Lori |
| Deschenes, Beth | Quetschke, Volker |
| Dorgo, Sandor | Rao, Vijay |
| Eldridge, James | Ross, Catherine (Chair) |
| Griffith, David | Saavedra, Dora E. (Secretary) |
| Hernandez, Jill | Sereno, Anne |
| Hertweck, Kate | Sol, Antoinette (Toni) |
| Hoelscher, Steven | Whitman, Gary |
| Hynan, Linda |  |

**Introductions.** Chair Catherine Ross asked each FAC member to introduce him/herself briefly. She then also introduced Tony Cucolo, Associate VC, and liaison to the UTS FAC. She then gave a brief overview of the agenda for the two days.

**Minutes of April 2016.**  The minutes for meeting of April 2016 were approved. .

**ACTION ITEM:** Chair Ross announced that Antoinette (Toni) Sol, UTS FAC Secretary, had accepted a position as an Associate Provost for Faculty Affairs. Therefore, she no longer was eligible to serve on her Faculty Senate and as a representative to UTS FAC. She called for nominations to fill Dr. Sol’s unexpired term.

Julie Izzo nominated Dora Saavedra. After Chair Ross’s call for additional nominations yielded none, Daniel Cavanaugh moved and Jill Hernandez seconded the motion that Saavedra be elected by acclamation. The motion carried.

**Committees.** Chair Ross gave an overview of the 3 standing committees of the FAC, and she introduced the co-chairs.

Governance Committee—Co-Chairs are Daniel Cavanaugh and Julie Izzo, UT Arlington and MD Anderson respectively. Committee Report: Campus visits with AVC Cucolo are pending. These campus visits are to assess shared governance at each institution. Each institution should go over the FAC White Paper; assess local circumstances and identify “best practices” for shared governance based on local needs; be ready to assist during campus visits.

Academic Affairs and Faculty Quality—Co-Chairs are David Cordell and Jill Hernandez, UT Dallas and UTSA, respectively. Items reported on by Chair Ross were: dual credit, student success/marketable skills, proposed non-tenure track faculty titles (e.g., assistant professor of instruction/practice, etc.). Committee Report: Dual credit teams will be coming to your campus; please assist them. There is ongoing work on a model policy regarding contracts for Non Tenure Track (NTT) faculty. These contracts are being proposed to give NTT a year or two to get a new job.

Health Affairs—Co-Chairs are Anne Sereno and Suman Challa, UTHSC-Houston and UTHSC-San Antonio, respectively. Chair Ross reported that the academic time study and symposium will address concerns about the “pressures on [profit] margins over the mission that may be threatening the time honored model of academic medicine and the viability of physician scientists.”

The Committee Report included the following information: a concept paper exists, a working group is being formed and there are ongoing discussions with Dr. Greenberg and Dr. Huie, both of whom are enthusiastic supporters. There will be a November meeting with the Nobel Prize winners. This will lead to a national meeting and a white paper with best practices. “We cannot boil the ocean, but [we] can chip away at the worst problems—such as improving the protection of research time for clinicians.” Ann Killary, Dr. Greenberg.

The 2016-2017 charge for each of these committees was briefly described.

**AVC Tony Cucolo’s Introduction of Dr. Rebecca Karoff:**

Dr. Karoff joined the UT System after working with the University of Wisconsin System. She has primary responsibility for 2 of the 9 Quantum Leaps set forth by Chancellor McRaven. The Chancellor’s goal is for the 14 UTS institutions to work together as a team of teams on the Quantum Leaps. Dr. Karoff is heading the Texas Prospect Initiative. The goal is to change the relationship between primary education and higher education.

**Dr. Rebecca Karoff, AVC for Academic Affairs Presentation:**

Student Success. Dr. Karoff gave us an update on the Quantum Leap that focuses on Student Success. One of the system wide goals is to graduate more students. To this end, three pillars have been identified: Finances, belonging and advising. Briefly, these pillars address the following issues: students should not have to face the prospect of dropping out due to finances; students should experience a sense of belonging at all our institutions; and they should receive quality advising.

Dr. Karoff supports going beyond traditional metrics of Student Success. Graduation rates are important; however, they should not be the only measure of success. Framing is to start with our commitment to students. Focus on those 3 pillars. Organize work in student centered way. She cited the University of California state system as one possible model. Their new student success framework is the 2025 Graduation Initiative

The FAC urged Dr. Karoff to ensure more faculty involvement in Student Success efforts throughout the System institutions. Dr. Karoff expressed support for including more faculty in working on advancing the 3 pillars of Student Success.

Various points were made by FAC members including:

1) In the area of advising, need to avoid silo-building. Faculty are an integral part of the student experience. The unintentional silo being built around advising cuts faculty out of an important role they play in ensuring Student Success.

2) Music majors (and other majors) need to start in their course sequences early. This fact needs to be taken into account.

3) Decentralized advising programs may be better so there is more faculty contact with students. This might aid in retention (belongingness). There are good intentions in advocating for centralized advising, but these efforts are “not always successful.”

4) Faculty are central to the pillars of “advising and belonging.” Faculty from various institutions need to be included in “Affinity” groups.

5) We need to identify metrics that are not “graduation rates.” Many of our students work and have families, so the metrics need to reflect the uniqueness of the different institutions and their target populations. We need to allow for creative approaches to measuring Student Success.

What can we do differently?

Assessment leaders need to be convened to tackle this problem.

Faculty who concentrate on advising, mentoring and working with students should not be penalized for their service work. Appropriate credit needs to be designated so that this service counts toward tenure and promotion. Faculty roles should be incorporated into the Quantum Leaps.

Rebecca stated: I need a lot more input. [I have a] a “ready built affinity group in the UTS FAC.”

Texas Prospect Initiative (TPI). The goal of this initiative is to change the way that the UTS institutions interact with and partner with K-12.Dual Credit Study is one component of TPI. The goal is not to end it but to identify ways that the UT System institutions can communicate “best practices” to students and their parents on maximizing the positive impact of dual credit for each student’s career goals. There is also a need to partner with local groups to coordinate and align curriculum. Finally, System faculty may need to find ways to reach out and partner with K-12 teachers in each of our disciplines.

**Meredith Goode, Director, Academic Policy & Analytics, Student Advisory Council Advisor -11:00-11:30**

Ms. Goode thanked the FAC and Dr. Karoff for the dual credit proposal. The Student Advisory Council appreciates and endorses the Dual Credit study.

SAC traditionally provides input to UTS in September, November, and February. SAC presents to the Board of Regents in May. Since students can only be involved for one year, they are trying to change this cycle by instead trying to identify what SAC can “impact now” instead of just in May.

They also want to identify issues on which SAC and FAC can work together and perhaps send representatives to each other’s meetings. Some areas that were brought up include: Diversity inclusion, graduate education, and technology based interventions for student success (e.g., with advising), tuition and fee process, gender diversity, graduate students at health campuses have concerns about their workload and work hours, graduation, and advising. SAC is also passionate about not just using graduation rates as metrics of success.

The Student Regent is a nonvoting member of the BOR. This year’s Student Regent was a SAC member last year.

Chair Ross recommended that local Shared Governance officers should find ways to include students on committees that impact their lives. Some campuses already have the inclusion of students in their by-laws.

Meredith will email Chair Ross about next steps about how to work together and couple of joint projects.

**ACTION ITEM --April Minutes:** Chair Ross reminded the FAC that the minutes of the April meeting needed to be approved. Julie Izzo moved that the minutes be approved as presented. Gary Whitman seconded the motion. The motion carried.

**11:30-Noon Open Access and Open Data --Dr. Lorraine Haricombe, Vice Provost and Head of Libraries, UT-Austin and Dr. Phil Long, Chief Innovation Officer and Associate Vice Provost for Learning Sciences, UT Austin**

**Dr. Haricombe** stated that the University of Kansaswas first to implement an open access policy (Open Access Definition: Free and open availability of scholarly content on the internet.)She presented a brief history of Open Access and stated that Open Access is aligned with the Quantum Leaps and with making education affordable to students. It is an exciting opportunity and faculty will play a prominent role in conversations to determine whether Open Access is adopted at UTS institutions. This initiative is aligned with Quantum Leaps.

Rhode Island adopted a statewide open textbook initiative. $5 million has been invested for open license textbooks. Libraries are well positioned to be partners in this.

In the UT System we have 14 libraries and no open access policies. In the UT System only UT Austin and MD Anderson have open education resources. She stated: “Libraries need to be plugged in to support and advance this initiative. “

Dr. Phil Long also spoke about Open Educational Resources (OER are freely accessible, openly licensed documents and media that are useful for teaching, learning assessing and research). He talked about how to “Reuse, Revise, Remix and Redistribute scholarly works.” Most copyright policies prevent these 4 things. Between the years 1977-2015, there was a 1014% increase in textbook prices. From a student perspective, it is getting more and more costly to purchase texts.

Is it possible to help students save money? Rice University has OPEN STACKs nonprofit since 2012. Over 700,000 students saved approximately $168 million dollars. Customization of materials is possible for faculty. Austin Community College will use open educational resources from start to finish.

Faculty view on this is decidedly mixed. Thumb Drive ---survey. 2000 institutions---75% never heard of OER—Open Educational Resources.

Dr. Long continued by addressing the pressure on faculty to publish in high impact journals. These journals have not been open access, but this may be changing. The model of proprietary is being eroded by open access high quality journals. That is the way it has been. The thinking that a journal is worth less if open access is slowly changing.

There is interest in the part of students to utilize open access materials. Dr. Haricombe provided FAC members with a thumb drive of resources.

There was a brief FAC discussion on the use of IMPACT factors to evaluate candidates for tenure and promotion. The practice of using Impact Factors was criticized.

**Noon-1:00 Upcoming 2017 Legislative Session. Vice Chancellor and Chief Governmental Officer Barry McBee**

Barry McBee began his presentation by introducing the FAC with names of those Texas officials who will be playing key roles in the 2017 Legislative session. These include the following: Governor Greg Abbott, Lt. Governor Dan Patrick, Speaker of the 85th Legislative Session Joe Straus, Glenn Hegar, Comptroller of Public Accounts; Ken Paxton, Attorney General, George P. Bush, Land Commissioner.

The Texas economy is still strong; however, the price of oil and gas is factor in the state economy. There is about $1 billion less in revenues; our “cushion” is gone. State agencies have been asked to prepare budget requests that cut 4% from their budgets. That translates to about $31 million.

There is about $10.1 billion in the rainy day fund. This fund will not be tapped.

There are many demands on the Texas budget including public schools, higher education, foster care, health care, etc.

“The secret to happiness is low expectations.”

In his PowerPoint Presentation, Vice Chancellor McBee highlighted the following UT System objectives:

* Maintain Funding Level (new medical schools funded in same way as others)
* Maintain Tuition Setting Authority
* Revise Top 10% Law (Pres. Fenves at UT-Austin)
* Modernize Management and Governance of University Lands (On state board costs of deciding leases)
* Control Costs of Legacy Exemption Under Hazelwood
* Lead the Brain Health Revolution (example—Healthcare workforce in those hospitals in Tyler, etc.)
* Support State Funding For Research (Cancer Prevention and Research Institution of Texas (CPRIT)

**Faculty Advisory Council Leadership and Conflict Management Training**

**Tony Cucolo Associate Vice Chancellor for Leadership Development and Veterans Affairs 1:00 – 4 p.m.**

FAC members participated in Leadership and Conflict Management Training.

**4:00-5:10 p.m. FAC Committee Meetings**

**Academic Affairs and Faculty Quality**

**Governance**

**Health Affairs**

**UT System Faculty Advisory Council Meeting**

**Friday, September 30, 2016-ASH 208**

**Friday, September 30, 2016 – ASH 208 Attendance**

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| --- | --- |
| Alton, Suzanne | Ingram, Tom |
| Biliciler-Denktas, Gorur | Izquierdo, Elena |
| Bonner, Emily | Izzo, Julie |
| Cavanagh, Dan | Jensen, Jody |
| Challa, Suman | Killary, Ann |
| Cheng, Jonathan | Kovalik, Gae |
| Cordell, David | Leaf, Murray |
| Coursey, David | Philley, Julie |
| DeVahl, Julie |  |
| Deschenes, Beth | Quetschke, Volker |
| Dorgo, Sandor | Rao, Vijay |
| Eldridge, James | Ross, Catherine |
| Griffith, David | Saavedra, Dora |
| Hernandez, Jill | Sereno, Anne |
| Hertweck, Kate | Sol, Antoinette |
| Hoelscher, Steven | Whitman, Gary |
| Hynan, Linda |  |

8:40 a.m. Chair Catherine Ross convened the meeting and greeted the members for the day. She provided an overview of the day’s activities. Campus reports will need to be presented during a 40 minute period.

We were asked to identify all committees and their members via a “directory.” We will also get a list of all FAC members.

**ACTION ITEM on FAC Photo:** By acclamation, the FAC agreed to take photos at the next meeting in the spring.

**9 a.m. Recognition.** Chair Ross then recognized Anne Killary (MD Anderson) for her outstanding leadership as Chair of FAC for 2015-2016. She was given a gavel in appreciation of her service. Several members of FAC also expressed their appreciation and admiration.

**9:10 Appreciation:** Tony Cucolo was thanked for his contributions to FAC and for the Leadership and Conflict Management Training he provided. “He is there for us!”

**Report on Committee Meetings:**

Academic Affairs Committee: David Cordell reported on the annual renewability contract issue. The committee discussed a 3 year maximum contract that can be renewed annually. A contract needs to allow the faculty member at least 1-2 years to find another job. Elena Izquierdo (UTEP) is the new co-chair.

Governance Committee: Daniel Cavanaugh reported the committee had a good discussion on the process for visiting different campuses to conduct a “Deep dive” on Shared Governance. He indicated FAC members will have homework on their local campuses. The committee should also include questions about “burn out.”

* Homework: When you go back to campus. Electronic questions to answer ahead of time. How is Shared Governance working on campus?
* Since every campus is different, examine the best practices in the White Paper. Address the following questions for your campus:
  + How do they mesh with your experience?
  + What constituencies should we meet with?

Health Affairs: Anne Sereno reported on their discussion on how to balance clinical care with academic activities like research and teaching. The committee will be drafting a white paper by December. They will define problems, identify causes and suggest possible solutions. They will propose and/or seek advice about proposed solutions.

**Executive Vice Chancellor David Leslie**

Executive Vice Chancellor David Leslie, a neuroscientist, began by reminding the FAC that he has been a faculty member and remains a great friend of faculty.

David Leslie: Thanks to each of you. You all do good work. The FAC exceedingly important. Faculty are the center of all good things that happen at our institutions. Excellence of any campus resides in the faculty; they attract and retain students Who come to work with faculty.

Dr. Leslie also stated that although online education is important, we cannot replace personal engagement of students with faculty. Personal engagement with faculty helps enhance student success.

Searches for Presidents: He reported that there are ongoing searches for new Presidents who will set the tone for the entire campus. UT-Dallas has recently concluded its search. UTPB has launched their search. UTSA is moving forward on its search for a new President. . Searching for 4 of 8 Presidents. Shared governance is on top of agenda.

In Presidential searches, the role of the Faculty Senate is to recommend faculty for service on Search committees. Dr. Leslie and the UT System are looking for candidates who have strong, shared governance experience as leaders. He chairs committees for Presidential searches.

Chancellor’s Quantum Leaps. All critical elements of educational environment link to those. They serve as centerpieces to provide a structure to serve campuses. Student Success is an example. It is the newest quantum leap. All institutions in the system should have environments that nurture. This quantum leap is connected to the Texas Prospect Initiative. Partnerships need to be formed and best practices need to be identified and shared.

Questions and Discussion ensued. Some of these items are documented below.

FAC member: How are faculty to fit into 3 pillars? Finances Belonging Advising

Dr. Leslie: From the 30,000 foot perspective---there is much work to do. Shared governance is important. You need a strong seat at the table. You are central to that. Makes the difference. Faculty leadership has shared voice in 3 pillars.

FAC member: What is the role for faculty in agenda setting at UT System,?

Leslie: Where are we with Academic Affairs is working with the process to make it meaningful for faculty to have a voice and to get them involved as early as possible. We need faculty leadership on campuses and at FAC. How do you get in at ground level? Stay informed. Partner with FAC and campuses. Every year we do campus visits to identify CORE critical areas. We meet with the President, Deans, faculty, students and staff. Our Goal: To nurture and help campuses.

FAC member Comment: Please work on ensuring that the elected Shared Governance Representatives are being invited to these meetings. You need to meet with Faculty leadership to get input. They are not bashful. The Faculty Senate Executive Committee members should be specified as the group with whom to meet.

Dr. Leslie: In the area of Student Success—We need to have stronger representation of faculty on these committees. Stress level is high. Commitment is pretty high.

Dr. Leslie also commended the Dual Credit Study.

FAC member: We faculty want to heard. How would you like to hear our voices?

Dr. Leslie : Every year I send out a letter to get priorities of each campus.

Conversation: We need to bring FAC in EARLY ON and also later on in the process. We may miss things that are obvious. Tony Cucolo: Would be good if UT FAC were asked to recommend faculty membership to KEY committees?

Dr. Leslie: We have an extraordinary situation at UTRGV. We are in it with you. We listen to faculty voices.

Comment: We need to develop models that will be meaningful measures of Student Success and institutional success. We need to find measures for different schools. He gave Georgia State example when he stated that we need to maximize opportunities for students.

**Laura Chambers, Director of Employee Benefits**

Laura stated that faculty want more information on benefits. She also requested we solicit feedback about our benefits. She would like to stay connected to the FAC. To that end, she will also be at our January meeting.

Her office also handless student insurance program, graduate student insurance and maternity leave. It is a local decision whether or not to fund leave for graduate students. The question was posed: How do we advocate for them? State law dictates what we can do. She is happy to speak with them. Graduate school deans and find out how much of an issue this is across campuses. Health campuses are paid by mentor grants; it is a problem if there is not a uniform policy for maternity leave. She will work with Wanda Mercer in Student Affairs.

Judy Jensen asked about the possibility of supporting a small research project. The office does not look at anyone’s individual claim. HIPPA protects the privacy of insured individuals.

A discussion ensued about the health campuses and their relationship with BCBS. Laura explained that the job of BCBS job is to keep costs low. BC BS largest plan in the state. Academic research institutions will always cost more. Dr. Cheng expressed a concern that BCBS refers our own employees away from our own UT System health/medical institutions. This is an area that may need to be examined. Another area is to educate employees about how to get lower prices in their areas.

Abbreviated Campus Reports were presented.

**12:00-1:00 Mr. Michael Morath, Commissioner of the Texas Education Agency**, made a presentation to the FAC. He presented data on K-12. He is deeply committed to all students receiving a quality education throughout the state. His presentation was well received.

**1:00-2:00 Dr. David Daniel, Deputy Chancellor**, met with the FAC and expressed his support for our Shared Governance Initiative. He suggested that FAC representatives take proactive roles in advocating for shared governance on our campuses at all levels (college deans, department chairs) as well as the Provost and President’s level. Pending additions from Catherine.

The meeting adjourned at 2 pm. The Executive Committee meeting follows from 2-3 p.m.

Respectfully submitted,

Dora E. Saavedra, Ph. D.

Secretary, UT System Faculty Advisory Council