

DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of March 21, 2016.



Hillary Hart, Secretary
General Faculty and Faculty Council

**MINUTES OF THE REGULAR FACULTY COUNCIL MEETING OF
MARCH 21, 2016**

The seventh regular meeting of the Faculty Council for the academic year 2015-16 was held in the Main Building, Room 212 on Monday, March 21, 2016, at 2:15 PM.

ATTENDANCE.

Present: Meagan N. Abel, Gayle J. Acton, William Beckner, Lance Bertelsen, Carolyn M. Brown, Lydia Maria Contreras, James H. Cox, Stephanie W. Crouch, Elizabeth Cullingford, Ann Cvetkovich, Jonathan B. Dingwell, Gregory L. Fenves, Conrad R. Fjetland, Alan W. Friedman, Philip M. Gavenda, Sophia Gilmsen, Andrea C. Gore, Terrance L. Green, Lauren E. Gulbas, Louis Harrison, Hillary Hart, Steven D. Hoelscher, Coleman Hutchison, Jody Jensen, Maria G. Juenger, Jonathan Kaplan, Harrison Keller, Mary Knight, Judith Langlois, John C. Lassiter, David L. Leal, Naomi E. Lindstrom, Lauren A. Meyers, Julie A. Minich, Jennifer Moon, Stephanie Mulder, Donald P. Newman, Gordon S. Novak, Patricia C. Ohlendorf, Sheila M. Olmstead, Rachel A. Osterloh, Gage E. Paine, Dennis S. Passovoy, Jonathan T. Pierce-Shimomura, Nancy L. Roser, Stanley J. Roux, Cesar A. Salgado, David M. Schnyer, Christen Smith, Zachary B. Stone, Emanuel Tutuc, Brian Wilkey, Karin G. Wilkins, Hannah C. Wojciehowski, Cara Young, Edward T. Yu.

Absent: Dean J. Almy, Chad J. Bennett (excused), Jay M. Bernhardt, Patricia L. Clubb, M. Lynn Crismon (excused), Arturo De Lozanne (excused), Douglas J. Dempster, Randy L. Diehl, Andrew P. Dillon, David J. Eaton, Catharine H. Echols (excused), David R. Engleman, Bradley G. Englert, Amy S. Enrione (excused), Veit F. Erlmann, Angela M. Evans, Ward Farnsworth, Michelle Habeck (excused), Marvin L. Hackert, Lorraine J. Haricombe, Barbara J. Harlow, Jay C. Hartzell, Susan S. Heinzelman (excused), Linda A. Hicke, Hans Hofmann, Brent L. Iverson, Daniel T. Jaffe, S. Claiborne Johnston, Manuel Justiz, Susan L. Kearns, Kerry A. Kinney (excused), Susan R. Klein, Daniel F. Knopf (excused), Desiderio Kovar, Bradford R. Love (excused), Julia Mickenberg (excused), Sharon Mosher, Na'ama Pat-El (excused), Edward R. Pearsall, Jorge A. Prozzi, Soncia Reagins-Lilly (excused), Vance A. Roper (excused), James C. Spindler (excused), Rajashri Srinivasan (excused), Vincent S. (Shelby) Stanfield, Frederick R. Steiner, Alexa Stuijbergen, Jessica R. Toste (excused), David A. Vanden Bout, Gregory J. Vincent, Kirk L Von Sternberg (excused), Jo Lynn Westbrook (excused), Sharon L. Wood, Luis H. Zayas.

Voting Members:	48 present,	28 absent,	76 total.
Non-Voting Members:	8 present,	26 absent,	34 total.
Total Members:	56 present,	54 absent,	110 total.

Chair Andrea Gore (professor, pharmacy) welcomed everyone back from spring break and took the opportunity to introduce our new provost, Maurie McInnis, who was visiting UT Austin for the week. Dr. McInnis said it was great to be on campus and that she was “drinking from the fire hose trying to learn all that I can about UT before I actually begin the role in July.” The incoming provost said she was looking forward to working closely with the Council in the coming years. She said that she understood that service on the Faculty Council was “not relished” by most faculty members at any institution, but that it was key for an administration to be able to hear faculty members’ concerns and issues. She remarked that she wasn’t good with names but asked that if members saw her on campus, to please make introductions, “even if you have to do it multiple times.” She then said she would stay to observe the meeting.

I. REPORT OF THE SECRETARY (D 14402-14424).

Secretary Hillary Hart (distinguished senior lecturer, civil, architectural, and environmental engineering) commented on Dr. McInnis’ remarks saying, “Well I’m tickled Maurie to have heard you say ‘all y’all’. You must be a Texan at heart.” The secretary then gave a brief update on the status of memorial resolutions announcing that resolutions had been completed for Joseph Malof, Stephen Gerald, Ronald Brunous and William Jackson and that they would be posted soon.

Secretary Hart reported that since the last meeting, UT System and/or the Texas Higher Education Coordinating Board had approved 139 *Undergraduate Catalog* proposals. In closing, the secretary thanked President Fenves for granting final approval for changes to the Designated College Scholars policy ([D 14047-14050](#)).

II. APPROVAL OF MINUTES.

Secretary Hart asked for and received approval, with no objections or changes to the minutes of the regular meetings of the Faculty Council held January 25 ([D 14425-14443](#)) and February 15, 2016 ([D 14444-14470](#)).

III. COMMUNICATION WITH THE PRESIDENT.

A. Comments by the President.

President Fenves welcomed everyone back from spring break and said that he hoped it had been a productive or relaxing one. The president reported that the big news since the last Faculty Council meeting was that on February 29, the UT System Board of Regents had approved a 3% tuition increase that had been recommended by the Tuition Policy Advisory Committee (TPAC) last year, which he had subsequently submitted to the board. He said the revenue from the increase would be used “primarily for faculty excellence and continuing to make progress on competitive salaries and for student success.” He reported that the Budget Council had been working on decisions including salary policy for faculty and staff that would be announced in the near future.

President Fenves remarked that Project 2021 led by Professor Jamie Pennebaker (psychology) was underway. He said that in addition to working with the deans and department chairs, it was likely that Professor Pennebaker would be invited to talk with the Council at some point in the near future.

Regarding recent searches for various positions in the administration, President Fenves said he was pleased that Jay Bernhardt had accepted the appointment as dean of the Moody College of Communication, and that Dr. Maurie McInnis will be joining the administration as executive vice president and provost. He also reported that Darrel Bazzell had agreed to be the senior vice president and chief financial officer and Dan Jaffee will serve as the new vice president for research. President Fenves said a new search for vice president of development would be underway in the near future as well as a search for the dean of the School of Architecture since Dean Frederick Steiner would be leaving the University effective July 1; Elizabeth Danze will serve as interim dean.

B. Questions to the President

President Fenves then addressed the following question relating to a long-standing process that deals with capping summer salaries for individuals receiving National

Institute of Health (NIH) grants. Professor Lorenzo Sadun (mathematics) submitted the question:

It was recently announced that UT would be using University funds to supplement the grant-funded summer salaries of faculty members whose salaries exceed the caps set by NIH and CPRIT. I understand that this is in response to a UT rule that says these faculty members cannot be paid over the summer at less than their 9-month salary rates (e.g., at the capped rate that the federal government prefers). Wouldn't it be better to simply scrap that rule, at least as it applies to tenure track faculty? This would put us in line with the practices of other major research universities such as MIT, whose summer salary policy can be found at <http://osp.mit.edu/grant-and-contract-administration/managing-projects/guidelines-charging-faculty-summer-salary-summer>. Also refer to [Appendix A](#).

Is UT Austin making an effort to get that rule changed? At a time when we are pleading financial hardship and imposing tuition increases, both the ethics and the political appearances of spending UT funds to supplement the income of our already highest-earning faculty members seem highly questionable.

President Fenves remarked that because NIH grants were becoming more difficult to obtain, the University was looking to find new ways to support faculty in research. He explained that alternate sources for allocation of funding would accomplish the goal of supporting faculty. Professor Sadun asked if the goal was to ensure that these faculty members receive a summer salary because that can be achieved by changing an internal rule or was the goal to maximize the amount of summer salary these members receive? He noted that faculty members could receive a summer salary at the NIH capped rate, which is about \$20,000 per month. President Fenves responded saying that the policy was intended for faculty whose monthly salaries exceeded the cap. He further explained that unlike NIH and Cancer Prevention and Research Institute of Texas (CPRIT), other agencies do not have a cap on summer salaries and that the policy was put in place to support faculty who were successful with NIH and CPRIT grants.

Past Chair Bill Beckner (professor, mathematics) commented on the president's previous remarks about faculty excellence saying, "I hope that some thought could be given to instructional excellence by non-tenured track faculty because that's a place where it doesn't seem that salaries match the contribution of the individual." He also gave a slightly different perspective on Professor Sadun's questions. He pointed out that the policy in question impacted "some of our most outstanding faculty" who are at the top of their research output here at UT Austin. He opined, "We should be wanting to give them raises... I see this as a way to give some of our best faculty members continuing raises without using continuing funds."

Chair Elect Jody Jensen (professor, kinesiology and health education) said that she had recently read about a "kind of corporatization of education" that tied to the remarks made by Professor Beckner, which she supported. The chair elect stated that moving forward, it would be important to consider and address the issue of not only how to keep our best researchers, but also how to retain and reward instructional, non-tenure track faculty whom "the University also depends on greatly." President Fenves responded saying that as provost, his office had taken a comprehensive look at the competitiveness of faculty salaries at UT Austin as compared to the public AAU flagships. In 2009, UT Austin faculty salaries had been slightly above the median. But since then, most departments on campus had lost ground, not because salaries had gone down, but because other public institutions had increased salaries even through the recession. He reminded members that in 2009, there had been a reduction in state funding and that tuition had been flat since 2011. He remarked that during that period, there were several years where there had been no faculty salary pool unless the school or college funded it. He pointed out that last year had been the first year since 2009 where there had been central funding for faculty and staff salaries. He reiterated that because of the approved tuition increase, there would likely be central funding for faculty and staff salaries

again this year. With regard to the Faculty Investment Initiative (FII), President Fenves acknowledged that it had been controversial and that it had not addressed all of the salary issues, but the goal of the initiative had been to begin making progress toward competitive salaries. He added,

So I think we are taking a pretty holistic view recognizing that the resources that would be needed to even get every department up to the median are pretty substantial. So that's the problem that we need to continue to work on year after year.

Elizabeth Cullingford (professor, English) said that she was delighted to hear that attention was being given to faculty salaries. However, she hoped that teaching assistant (TA) and assistant instructor (AI) salaries could be injected into the debate. She pointed out that in the College of Liberal Arts, a TA/AI salary was only \$13,000 per year, which she said would be very hard to live on in Austin. President Fenves stated that funding for graduate students was highly variable since the rates were set by the colleges and in some cases by departments. He concurred that there was no question that TA/AIs were “severely underfunded” compared to peer AAU institutions’ fellowship funding. He assured Council members that he was continuing to work on the instructional budget, which is the source of funding for TA/AIs and that changes were being implemented that would “incentivize colleges, departments to attract students into their departments.” In the meantime, he said new money had been put into the instructional budget.

Professor David Leal (government and Mexican American studies) wondered if UT Austin would ever offer an Associate degree instead of the Bachelor of Arts degree or Bachelor of Science degree for undergraduates? He said because of the increasing cost for a higher education degree, there is a “BA or Bust dynamic” where students go to college and take on large amounts of debt and for many it doesn’t work out financially. He pointed out that some colleges and four-year universities had begun offering Associate degrees for students who find that they cannot continue due to financial difficulties. President Fenves said he would be opposed to UT Austin offering an Associate degree because it would not be consistent with our mission. He stated that there were “important needs for Associate degrees,” which would best be left to community and junior colleges. Instead, he stated that UT Austin’s focus should be on students’ success and graduation. The president noted the improved graduation rates, which had increased from 40% of undergraduates graduating in four years and 50% graduating in six years to more than 80% of UT Austin students graduating in six years and 70% graduating in four years. He was optimistic that that percentage would increase to 85% very soon, which he said would be “on par with any highly selective school.” He opined that improving graduation rates would be the best way to control the cost of education—having more students graduate on time in four years.

Professor Christen Smith (anthropology and African and African diaspora studies) asked how the salaries policies would deal with compression and equality issues. President Fenves agreed that those were important issues. He said the first thing would be to get adequate funding, which, as he said earlier, they were making progress on but it would take time. The president said the issue of gender equity had been a focus of the University as early as 2009 when the [Gender Equity Report](#) was released. He pointed out that under the leadership of Senior Vice Provost Janet Dukerich, the University now had a Gender Equity Council that was reviewing “the data quite intensively.” In addition, each year the deans had been charged to pay particular attention to gender equity. The president opined that the issue of compression and inversion were in large part a consequence of a six-year period of decreased legislative funding that started in 2009 resulting in a very limited salary pool. President Fenves acknowledged that there would be no quick solution and that he recognized the challenges facing deans and department chairs dealing with retention issues. He commented that UT Austin was fairly competitive for hiring new faculty, particularly at the assistant professor level. “You have to be otherwise, we wouldn’t be able to recruit anybody and that leads to compression and the absence of adequate salary pool.” President Fenves said he had been working with UT System and the legislature to have more consistency in the funding

over a five or six-year period so that problems with the salary pool can be fixed. He said the deans were also paying close attention to the matter, especially since it is their responsibility to administer the salaries within their schools and colleges. President Fenves stressed, “We’ve got to get the funding in there, and it has to be consistent over time.”

Before leaving the podium, President Fenves thanked the members for their questions.

IV. REPORT OF THE CHAIR—None.

V. REPORT OF THE CHAIR ELECT.

Chair Elect Jensen gave a brief update on the recent joint meeting hosted by the Texas A&M Faculty Senate with UT Austin’s Faculty Council on March 7. First, Chair Elect Jensen thanked those who were able to attend, particularly the senior leadership who participated in the breakout sessions: Linda Millstone (investigations program manager, University Compliance Services) and Brett Lohofener (director of investigations and policies, Office of Inclusion and Equity) who presented Title IX issues; Yolanda Padilla (professor, social work) and Liz Elsen (director, Gender and Sexuality Center) who led a discussion on diversity and creating a more appreciative environment. The chair elect closed her remarks saying there had been a “good exchange of ideas beyond our typical professional meetings” where participants had an opportunity to talk about teaching, climate, and how to create an inviting campus community.

Before moving to the next item of business, Chair Gore thanked Chair Elect Jensen for organizing the meeting.

VI. UNFINISHED BUSINESS—None.

VII. REPORTS OF THE GENERAL FACULTY, COLLEGES, SCHOOLS, AND COMMITTEES—None.

VIII. NEW BUSINESS.

A. Meet Football Head Coach Charlie Strong.

Coach Charlie Strong said it was an honor to speak to the Council and complimented President Fenves on how he answered some really good, thoughtful questions from a “tough group.” The coach reminisced about how he had wanted to be a college professor when he grew up. Instead, after receiving a master’s degree in curriculum and instruction from the University of Florida, he decided to try his hand at coaching. He said he never had the opportunity to return to college to become a college professor, but in his profession, he said, “It’s all about teaching.” The coach acknowledged that faculty members do not get the credit they truly deserve but wanted them to know that “the hard work you put into it, it doesn’t go unnoticed.”

Summarizing Coach Strong’s report, he first talked about the importance of having student athletes succeed academically. He explained that the coaching staff holds academic weekly meetings where they review the standing of each student athlete and if a problem exists, the student is contacted and the matter is discussed and corrective action is taken to move the student forward. In the process, all student athletes are told to have the same respect for their professors as they have for their coaching staff. Coach Strong stressed that athletics’ mission is simple. First, they want student athletes to graduate; secondly, they want the teams to win championships. To that point, Coach Strong spoke of the progress the football team was making going into spring training. He explained that it was a young team with really talented players both offensively and defensively, and they had been practicing very hard on Tuesdays, Thursdays, and Saturdays beginning at 4:00 p.m. He invited members to attend anytime. Coach Strong said the team was developing “a chemistry,” which he said was crucial to the team’s success—both for the players as well as for the coaching staff. “If you can’t work together—I tell our coaches when we have staff meetings—if we can’t get it right around this table, we will never get it right on the football field. So it has to be right in this room before it will ever get right on the outside.” Closing his remarks, the coach again praised the faculty members for their tremendous work. Unlike the coaching staff,

he said faculty members don't receive enough credit. He said it is not only the coaches that impact the lives of the student athletes, it is also their professors, "and that's why I want to give so much credit to you and let you know just how much we really appreciate you and the job that you really do. He then asked for questions or comments.

Professor Lance Bertelsen (English) asked if the coach would give his assessment of the four quarterbacks? Coach Strong said each of the four quarterbacks were getting "tons of reps" that could sometimes be difficult because of the length of practice, which is very structured. Very soon, he said he would decide who the starting quarterback would be. The coach pointed out that the team would have a very demanding schedule this coming season, which opens with Notre Dame. He assured Professor Bertelsen there would be a starting quarterback for that first game.

Professor Carolyn Brown (pharmacy) congratulated Coach Strong on his team strategy and for the importance he placed on academics. She said she was aware that in the academic area, the football program had been integrated with the other athletic programs, and she wondered how the football players like it? The coach said his players didn't mind it at all. He said it allowed them to intermingle with other student athletes. He said it was important for his players to understand that it's not all about football. He said he encourages his athletes to get involved and be part of the University and local community. The student athletes are required to do ten community service hours in the spring and five in the fall. Coach Strong said it's about giving back, "because so much is given to them and a lot of times, when you're given so much, you just take, take, take and you don't want to give back. And we should be able to give back because there's no reason not to." He stressed that it was important for his players to understand that there is something else besides football and for them to get involved in other things that are happening around them.

Professor Leal said that he had heard different takes on how the Big XII Conference was holding up against the Southeastern Conference (SEC) with regard to recruiting and asked the coach how he thought our conference was doing? Coach Strong said that in the Big XII, there were probably two teams that could match up with the SEC, UT Austin and Oklahoma. Regarding recruitment, the coach said he was confident that UT Austin could get any student athlete it wanted because, "We have an institution that can sell itself... with the academics we have here, with the resources we have here, even with the athletic facilities we have, there's no reason for us to not be in the mix." He added that he included faculty members in the recruitment process so that they could talk to the new recruits about the academic side of things. He said it was an important relationship.

Dr. Dennis Passovoy (management) commented on the increased awareness and focus on concussive brain injuries and asked what the coach's position was on non-contact or not full-contact practice sessions? Coach Strong said they had some physical contact during practices to help the athletes learn how not to get hurt, but it was kept to a minimum. He emphasized that it was all about how you teach players to tackle and to keep their heads down. He explained the in the event of an injury, even if there is just a slight indication of a possible concussion, the protocol is that the athlete be removed from play and be attended to by the medical staff. He said the player would not be allowed to return to practice or play in a game until he received a release from the medical team. "We have to protect them, and it's all about us protecting them and making sure we do the right things and practice and make sure to teach players how to tackle and where to put their face and how to do those things."

Coach Strong thanked the Council for giving him the opportunity to speak. In turn, Chair Gore thanked Coach Strong for taking time from his busy schedule to visit with the Council and for answering questions. She then introduced Mr. Michael Perrin (men's athletic director).

B. Report from Men's Athletic Director Mike Perrin.

Mr. Perrin thanked Chair Gore and mentioned that he had met with the FCEC in November and had also had the opportunity to speak with several different college and school advisory boards. He stated that he "would welcome the opportunity to visit with each and every one of you further."

By way of introduction, Mr. Perrin gave a brief history of his background and affiliation with UT Austin. He said he grew up in Cameron, Texas, and was recruited to play football for UT Austin in 1964. He recalled his first visit to the campus on a cold, rainy Saturday morning. Coach Royal had the football team practicing in Gregory Gym; he said that even though it was an indoor practice, you could feel the energy and excitement as they prepared to play against Alabama in the Orange Bowl—Joe Namath was Alabama’s quarterback. Even though Texas won that game, he commented that it was the practice that impressed him the most, the organization of the session, the assistant coaches, and Coach Royal. As a consequence, when Mr. Perrin was offered a scholarship, he accepted and came to UT Austin as a freshman in 1965. As a freshman, Mr. Perrin said he had no idea what he wanted to study, so he enrolled in the College of Arts and Sciences as an undeclared major until his junior year when he finally settled on mathematics. That year he also became involved in politics on campus as well as at the capital. Through that involvement, Mr. Perrin said he decided to go to law school. After earning an undergraduate degree in mathematics and a graduate degree in law from UT Austin, Mr. Perrin moved to Houston where he “happily practiced law” until last September when President Fenves called and asked him to work with him on intercollegiate athletics.

Mr. Perrin gave a “little sketch” of the students that Coach Strong had mentioned earlier. He commented that many of these student athletes are the first members in their families to have an opportunity to get a college education and many come not having any idea of what business or profession they want to go into.

To be offered the opportunity that the University of Texas presents for academic challenges, academic research, the opportunity to meet with faculty that represent the very best of their field of study and specialty is just an opportunity our athletes greatly appreciate. And as the athletic director, I appreciate each and every one of you—what you do in the classroom and in research. It’s the mission of this University and you do it well.

Summarized below are data relating to the numbers of student athletes, coaches, and National Championships in Texas Athletics; the total number of student athletes = 485, which includes 266 men and 210 women.

Sport	Squad Size	Head Coach	National Championships¹
Baseball	34	Augie Garrido	6
Men’s Basketball	14	Shaka Smart	
Women’s Basketball	15	Karen Aston	1
Football	98	Charlie Strong	4
Men’s Golf	8	John Fields	3
Women’s Golf	9	Kate Golden	
Women’s Rowing	56	Dave O’Neill	
Women’s Soccer	31	Angela Kelly	
Women’s Softball	19	Connie Clark	
Men’s Swimming and Diving	32	Eddie Reese	11
Women’s Swimming and Diving	28	Carol Capitani	9
Men’s Tennis	11	Michael Center	2
Men’s Track & Field/Cross Country	53	Mario Sategna	
Women’s Track & Field/Cross Country	48		1/6/5 ²
Women’s Volleyball	16	Jerritt Elliott	3

¹ Conference Championships, go to URL

http://www.texasports.com/sports/2013/7/29/GEN_0729130907.aspx?id=330

² Women’s Corss Country (1); Women’s Indoor Track & Field (6); Women’s Outdoor Track & Field (5)

Mr. Perrin applauded all of the athletics' coaching staff noting the numerous National Championship titles won and pointed out that Eddie Reese had led the Men's Swimming and Diving team in eleven National Championship wins with another probable win in Atlanta that coming weekend. The athletics director said that it had been a delight working with Coach Strong and that he was very focused on the development of the young men as students and as athletes; he worked with them preparing them for life after college, helping them to get an education, instilling in them courtesy and good morals. Of Shaka Smart, Mr. Perrin said he was interested in the athlete as a total person and called himself "a transformational coach, not a transactional coach." He said Jerritt Elliott was another gem leading incredibly skilled athletes in an unbelievably high-energy game. He said volleyball was action-packed all around and a real chance for the community to have entertainment.

Mr. Perrin reported the following numbers for employees in Texas Athletics, which totaled 2972.

Fulltime employees: 375	Student employees: 298	Contractors: 312
Part-time employees: 147	Volunteers/Interns: 144	Casual (game day) employees: 946

Mr. Perrin said last year before one of the home football games, he wanted to educate himself about what happens behind the scenes. He asked his operations staff to take him on a tour, which included a visit to UT Police Department where reports were being received from Homeland Security, the FBI, and from the National Weather Service on minute-by-minute basis. He said first responders were present and ready in the event of a medical emergency. He said it gave him great comfort as the steward of all those people coming to the stadium to know they were in good hands.

With regard to the athletics facilities, Mr. Perrin said that at the moment, Darrell K Royal-Texas Memorial Stadium could accommodate about 100,000 people, the Erwin Center 16,540; Disch-Falk Field 6,600; the Mike A. Myers Track and Soccer Stadium 20,000, and the Red & Charline McCombs Field 1,252. He said in a given year, Texas Athletics would host between 950,000 and 1,000,000 people who take the time, energy and commitment to come to an event here on campus, and he said he took that very seriously. Mr. Perrin said the reason was that UT Austin athletic event is often times the first way many come to know The University of Texas. He pointed out that it is not uncommon for generations of families to visit the campus, reminiscing and seeing how things have changed over time. Speaking for himself, upon returning to UT Austin, he saw many changes, but "the core mission remains strong and sound, and the facilities of this campus remain strong and sound. And, it was eye-opening, but also very reassuring to see different buildings and different structures that have taken place here."

Mr. Perrin reported that the Texas Athletics' principal items of revenue came from ticket sales, foundation gifts, capital gifts, sponsorship contracts, distributions from the Big XII and NCAA, and from trademark and licensing program as well as the Erwin Center and the summer camps. He said UT Austin athletics programs had good finances and had returned just under \$60 million dollars to the campus in the last ten years. He expected that to continue in the future.

Next, Mr. Perrin talked about the report commissioned last June by President Fenves. He reported that Mr. Gene Marsh, a well-known attorney from Birmingham, AL, and members of his team had interviewed staff, coaches, student athletes and others on campus, including some from the Faculty Council. In January of this year, Mr. Marsh delivered a report to President Fenves that had since been reviewed and discussed by all of the athletics staff, including Chris Plonsky (women's athletic director), the coaches, and all of the student athletes. Mr. Perrin said,

I've talked quite a bit in the last few minutes about events. To me, this academic review is not an event. It's a process. It started last year with Mr. Marsh being given his charge. It continued through the interviews, the review of documents and all of that that has gone on.

The athletic director said he and Ms. Plonsky would continue the process by meeting regularly with faculty representatives and with the Intercollegiate Athletics Councils for Men and Women. Mr. Perrin invited anyone who had ideas, concerns, or input on the process to send them to him directly. He said he would look forward hearing from the members.

Closing his remarks, Mr. Perrin commented that the time that students can compete is relatively short—four or five years—if they are lucky enough not to get injured. For others it may be shorter, maybe a game, maybe a season.

But life after athletics is what this University is all about. And you all do it well. We try to do it well. I'm a steward of all of these facilities that I've described. I'm a steward of the tradition and institutional memory and history that we have here. And, it's my job to try to help our student athletes get through their undergraduate years here, to get a meaningful degree and go out as a great representative of The University of Texas. I was fortunate enough to do that. I'm proud of my time here as a student. And I'm honored to be back here as a representative of The University of Texas in an official capacity as the men's athletic director.

Mr. Perrin then welcomed questions and comments from the floor.

Mr. Zachary B. Stone (Student Body President) asked if Texas Athletics had been looking at options to make tailgating for students more affordable as Speedway opens up. Mr. Perrin said that Texas Athletics contracts with a company that represents the interests of leasing, furnishing tents, etc.—a start to finish service. He said he had been looking at the student tailgating initiative and had met with Charlie Adkins and other student representatives on the Athletics Council. He pointed out that there were issues of liability such as sponsorship, and more specifically, underage drinking. He said he would welcome the opportunity to visit with Mr. Stone and to continue the dialogue with others “because student participation is what drives such a difference between intercollegiate sports and many other places where people can spend their time and energy.”

Recognizing the remark that Coach Strong made that two of the biggest players in the Big XII Conference are Texas and Oklahoma, Past Chair Beckner wondered if the athletic director could foresee or predict any major changes within the operating structure of the NCAA or more precisely within the Big V Power Conferences. Mr. Perrin commented that “Certainly the impetus for a lot of conference alignment and stability in recent years has been cable television contracts, which generally expire in the 2024-2025 academic year.” He opined that there would be another round of conference realignment when those contracts come up. Currently the funding model for our conference monetary distributions has been driven by cable television, which he said many in the younger generation do not subscribe to any longer. He projected that the funding model would likely change, “Whether there will be similar ability to monetize alternative distributions such as iPads and smartphones, I don't know. I've got to believe that smarter minds than mine will figure out how to do that... selling advertising, subscriptions or something.”

Mr. Perrin said that he couldn't predict whether there would be big changes in the structure of the NCAA. He mentioned that at last year's convention in San Antonio, UT Austin promoted a legislative proposal to ensure that concussion decisions were made by the medical staff and not by coaches or others that were not trained medically.” The athletic director said that a lot of complaints about the NCAA don't always have the big picture in mind. “I think it [NCAA] plays a very valuable role in the intercollegiate athletics governance and eligibility and many other areas.”

Regarding the Power V of the conferences, he said, “They enjoy more autonomy on legislative proposals because they've got the bulk of funding from the larger contracts, bowl appearances, things like that.” He said UT Austin was a part of that. Mr. Perrin pointed out that regarding discussions about issues such as travel and permanent funding, football is not the problem. Generally, he said the games are played on Saturday so missed classes by football players were actually very low. However, other sports that may play during the week, sometimes two or three times, then conference alignment issues can be “really brutal.” He thanked Professor Beckner for the question, and stated, “Certainly, it's going to continue to be a topic in the press and in all the governance circles for the conferences and the NCAA.”

Dr. Passovoy remarked that he was not certain that most faculty members had an appreciation of what student athletes actually go through on a daily basis as compared to other students on

campus. He recalled an opportunity he had as new faculty member to UT Austin to “shadow” a student athlete. He said the experience totally changed his perspective on what football players have to deal with. He suggested that Texas Athletics, not just the football program, proactively invite faculty members to these kinds of events where they can see what student athletes go through on a daily basis to get a degree and to pursue their athletic careers. He opined that it would benefit the program and the student athletes. Mr. Perrin thought that was a great suggestion. He commented that student athletes carry a lot of responsibility, but at the same time they are learning time management, how to prioritize, and how to work as an adult at a very early age. “I learned so much here from our coaches, our professors, the University of Texas is a huge part of my life and I’m grateful for that, I really am.”

Mr. Perrin said he appreciated the opportunity to visit with the Council and thanked Chair Gore for inviting him.

C. CMHC Crisis Line/BCAL Information.

Rachel A. Osterloh (president, Senate of College Councils) said it was an honor for her to be serving as the president of the Senate of College Councils and to have the opportunity to speak with the Faculty Council. She thanked Chair Gore and the Executive Committee for inviting her to talk about an initiative to include the following information about the Counseling and Mental Health Center (CMHC) Crisis Line and Behavior Concerns Advice Line (BCAL) on all course syllabi. The rationale is explained in the Senate of College Council’s letter in [Appendix B](#).

“The CMHC Crisis Line is a confidential service of UT Austin’s Counseling and Mental Health Center (CMHC) that offers an opportunity for UT-Austin students to talk with trained counselors about mental health concerns on a 24/7 basis. The number is: 512-471-2255.

If you have concerns about a student, faculty, or staff member in the UT-Austin community, contact the 24-hour Behavior Concerns Advice Line (BCAL) at 512-232-5050.”

Ms. Osterloh described the CMHC Crisis Line as a confidential service provided to any member of the campus community experiencing a personal crisis. By calling the CMHC Crisis Line, individuals can share their situation with a trained counselor. She said another avenue for help is the Behavior Concerns Advice Line (BCAL), which was developed to provide a central resource for those concerned about an individual but not sure how to help. Ms. Osterloh said including this information in course syllabi “would give students another resource to make sure other members of the campus community are okay.”

Chair Gore strongly endorsed adding the information to course syllabi. She opined that it was “incredibly important” and that “mental health should be right up there at the top of something that all the students see.” She asked if there were any questions or discussion on the matter?

Professor Brown commented that she had used BCAL last semester and found that it was “useful, effective, and rewarding.” Professor Gordon Novak (computer science) stated that he thought these two services were very good but did not think that the faculty should be required to include them in the syllabi.

Mr. Brian Wilkey (president, Graduate Student Assembly) expressed his support for adding the information to the syllabi saying that he thought it would be incredibly helpful not only for teaching assistants but also assistant instructors. From his experience, he said some graduate students who begin teaching for the first time may not have the experience to know how to handle certain concerns that may come up in a classroom and having that information in the syllabi would ensure that all instructors have a resource to turn to for help.

Mr. Stone pointed out that if the measure were to be adopted, students would see the information perhaps four to six times each semester and after seven or eight semesters, they would have seen it

approximately forty times. He said at that point, students would know the resources exist, and that would be for the better.

Hearing no further comments or questions, Chair Gore asked the Faculty Council members to vote to endorse the initiative that faculty members be required to include the CMHC Crisis Line/BCAL information on all course syllabi. The measure passed by majority vote.

- D. Report of the Committee to Nominate Faculty Members for Appointment to the University Co-op Board of Directors ([D 14401](#)).
- Chair Andrea Gore presented the slate of nominees for appointment to the University Co-op Board of Directors. She noted that from the current membership, Professor Stephen Goode's (law) term would be ending effective August 31, 2016. Included on the panel were Patricia A. Carter (associate professor, nursing), John S. Dzienkowski (professor, law), and Pauline T. Strong (professor, anthropology). Chair Gore explained that upon approval, the panel would be transmitted to the president with the recommendation that he select one representative for appointment to the board to serve a four-year term of service. The Council unanimously approved the panel by voice vote.

IX. ANNOUNCEMENTS AND COMMENTS.

- A. Final voting phase for college representatives on the Faculty Council and six standing committees opens March 21 through April 1.
- B. The next Faculty Council meeting will be held on April 11 at 2:15 pm in MAI 212.

X. QUESTIONS TO THE CHAIR—None.

XI. ADJOURNMENT.

The meeting adjourned at 3:47 PM.

[Appendix A](#)

THE UNIVERSITY OF TEXAS AT AUSTIN
VICE PRESIDENT FOR RESEARCH

P.O. Box 7996, FAC 426, G1400 • Austin, TX 78713-7996 • (512)471-2877 • Fax (512)471-2827

MEMORANDUM

TO: Deans, Directors, Chairs and Principal Investigators

FROM: Daniel T. Jaffe, Vice President for Research

Handwritten signature of Daniel T. Jaffe in blue ink.

DATE: March 1, 2016

SUBJECT: Summer Salary Exceeding the NIH or CPRIT Salary Cap

Annually, Congress legislatively mandates a provision limiting (capping) the direct salary that an individual may receive under an NIH grant. The rate for 2016 has been issued at the Executive Level II rate of \$185,100; based on 100% effort.

Due to these limitations imposed by the National Institutes of Health (NIH) on the ability to fully recapture salary on grant and cooperative agreement awards and extramural research and development contract awards, the University has created a pool to assist faculty who have a base salary that exceeds the NIH Salary Cap

Academic salary exceeding the NIH Salary Cap during long semesters should be covered by the faculty salary line.

Additionally, the Cancer Prevention and Research Institute of Texas (CPRIT) has a provision limiting (capping) the direct salary an individual may receive under a CPRIT grant. The current rate is \$200,000 based on 100% effort.

Faculty with NIH or CPRIT funding should request consideration of coverage for the portion of salary over the respective caps by 5:00 PM on Friday, April 8, 2016. Requests should be made on the following form and submitted to:

**Jason Richter, Associate Director
Office of Sponsored Projects
oa.jrichter@austin.utexas.edu**

The University support is intended to cover summer salary for faculty only during the period of time they are appointed to an NIH or CPRIT funded account. Should circumstances change that results in a reduction of an appointment to an NIH or CPRIT funded account subsequent to a request and approval for coverage, the Principal Investigator is responsible for making the corresponding reductions to the appointment related to the institutional coverage.

Should circumstances change that results in an increase of their appointment to an NIH or CPRIT funded account subsequent to a request and approval for coverage, the Principal Investigator is responsible for making an additional request for coverage. The additional request is not guaranteed and will be considered based on available institutional funds.

Should you have questions regarding this process, please feel free to contact effort@austin.utexas.edu

Attachment



FY15/16 Request for Summer NIH or CPRIT Salary Cap Coverage

Request

I request consideration of coverage for summer salary in excess of the (circle one) NIH Cap / CPRIT Cap being paid from the funded award on account _____ - _____ - _____.

I understand that if approved, I am responsible for initiating all appointment documents to the institutional account necessary for the coverage provided and for ensuring the appointments to the institutional account remain in proportion to the approved amount and/or the NIH/CPRIT account should a reduction in work effort on the project be needed.

Signature of Requestor _____ Date _____

E-mail Address _____

Please remit the completed form to:

Jason Richter

ja.richter@austin.utexas.edu

Office of Sponsored Projects

Mail Code A9000

Requests for Summer NIH or CPRIT Salary Cap Coverage are due by 5:00 PM on Friday, April 8, 2016.

Request Information

Name of Individual to be covered: _____

EID of Individual to be covered: _____

Requested period of coverage: _____ (e.g. June 1, 20XX – July 31, 20XX)

% time on award for period of coverage: _____ % (*total time on project, not just cost shared portion*)

Dollar amount of coverage requested:\$ _____ Salary (*only the cost shared amount being requested*)

(Section to be used by SPAA only)

Approved

Denied

Authorized Signature: _____ Date: _____

Notes/Comments: _____

[Appendix B](#)

SENATE OF COLLEGE COUNCILS
THE UNIVERSITY OF TEXAS AT AUSTIN

2201 Speedway A6210 • Austin, Texas 78712-0179 • (512) 471-3166 • Fax: (512) 471-3408 • www.utsenate.org

Dear Faculty Council,

I hope this letter finds you well. This letter is sent on behalf of the Senate of College Councils, the official voice for students in academics at the University of Texas at Austin. We would like to discuss our thoughts on the importance of the inclusion of the Counseling and Mental Health Center (CMHC) Crisis Line and Behavior Concerns Advice Line (BCAL) on college syllabi. We would strongly urge the committee to consider mandating the inclusion of these two resources on university-wide syllabi.

Mental health on college campuses is an incredible issue not only facing our University but our nation. A spring 2015 survey performed by the American College Health Association - National College Health Assessment of 74,438 undergraduates at 108 schools found that 57.7% of surveyed students had felt “overwhelming anxiety” in the past 12 months, 35.3% felt “so depressed that it was difficult to function” in the past 12 months, and 9.8% of those surveyed had “seriously considered suicide” in the past 12 months. As a student leader, I have known too many students who have left their mental health problems unaddressed. It is an epidemic. I believe our University has a moral responsibility to help these students and advertise the resources our campus offers.

Further, Faculty Council has been outspoken as to how the implementation of Campus Carry will negatively affect campus life. I have heard from multiple concerns from professors about fears regarding the unsavory intersection between guns and mental health. As a member of the Working Group and now the Implementation Task Force, I absolutely believe that the key to campus safety is promoting the resources of the Counseling and Mental Health Center. Members of the UT Austin community all want the same thing – safety of our members and of our home. This is one step that can be taken to help actively assuage the concerns of the faculty and help enhance the quality of life for students on the Forty Acres.

In the spirit of advertising resources, I strongly urge the Policy Committee within the Faculty Council to consider adding this proposed amendment to the requirements for college syllabi:

“The CMHC Crisis Line is a confidential service of UT Austin’s Counseling and Mental Health Center (CMHC) that offers an opportunity for UT-Austin students to talk with trained counselors about mental health concerns on a 24/7 basis. The number is: 512-471-2255.

If you have concerns about a student, faculty, or staff member in the UT-Austin community, contact the 24-hour Behavior Concerns Advice Line (BCAL) at 512-232-5050.”

Connecting students to resources is one tangible step in battling the stigma of mental health concerns on college campuses. We strongly encourage Faculty Council to implement this measure to provide for a happier and healthier Forty Acres community.

All the best,

Rachel Osterloh
President of the Senate of College Councils

Xavier Rotnofsky
President of Student Government