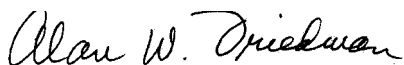


## DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of January 23, 2017.



Alan W. Friedman, Secretary of the General Faculty and Faculty Council  
The University of Texas at Austin  
Arthur J. Thaman and Wilhelmina Doré Thaman Professor of English and Comparative Literature

**MINUTES OF THE REGULAR FACULTY COUNCIL MEETING OF  
JANUARY 23, 2017**

The fifth regular meeting of the Faculty Council for the academic year 2016-17 was held in the Main Building, Room 212 on Monday, January 23, 2017, at 2:15 PM.

**ATTENDANCE.**

**Present:** Lucinda Jane Atkinson, Simon D. Atkinson, Blake R. Atwood, Christina Bain, Chad J. Bennett, Mark L. Bradshaw, Carolyn M. Brown, Christopher P. Brown, William "Wills" Kerby Brown, Cindy I. Carlson, Francesca L. Cicero, Allan H. Cole, Juan J. Colomina-Alminana, Elizabeth Cullingford, Ann Cvetkovich, Jonathan B. Dingwell, David J. Eaton, Brian L. Evans, Gregory L. Fenves, Alan W. Friedman, Philip M. Gavenda, Laura I. Gonzalez, Andrea C. Gore, Terrance L. Green, Lauren E. Gulbas, Marvin L. Hackert, Kevin S. Helgren, Maya L. Henry, Martha F. Hilley, D. Eric Hirst, Steven D. Hoelscher, Coleman Hutchison, Brent L. Iverson, Jody L. Jensen, Christine L. Julien, Jonathan Kaplan, Susan L. Kearns, Harrison Keller, Prabhudev C. Konana, Alexandra Loukas, Blinda E. McClelland, Maurie D. McInnis, Julie A. Minich, Jennifer Moon, Richard A. Morrisett, Martha G. Newman, David A. Nielsen, Dennis S. Passovoy, Edward R. Pearsall, Pengyu Ren, Austin B. Reynolds, D. Max Snodderly, Vincent S. (Shelby) Stanfield, Pauline T. Strong, Rabun Taylor, Jessica R. Toste, James W. Tunnell, Lauren J. Webb, Jennifer M. Wilks, Cara Young.

**Absent:** Ronald J. Angel (excused), Darrell L. Bazzell, Jay M. Bernhardt, Barry Brummett (excused), Jorge Canizares (excused), Benjamin H. Carrington (excused), Sergio M. Cavazos, M. Lynn Crismon, Elizabeth A. Danze, Janet M. Davis (excused), Douglas J. Dempster, Randy L. Diehl, Andrew P. Dillon, Glenn P. Downing (excused), Bradley G. Englert, Angela M. Evans, Ward Farnsworth, Benny D. Freeman (excused), Christian S. Glakas, Linda L. Golden (excused), Lorraine J. Haricombe, Tracie C. Harrison (excused), Jay C. Hartzell, Linda A. Hicke, Vishwanath R. Iyer (excused), Daniel T. Jaffe, S. Claiborne Johnston, Peniel E. Joseph (excused), Manuel Justiz, Binna Kim (excused), John C. Lassiter (excused), Sanford V. Levinson, Lauren A. Meyers (excused), Sharon Mosher, Patricia C. Ohlendorf (excused), Robert A. Olwell (excused), Na'ama Pat-El (excused), Scott A. Rabenold, Soncia Reagins-Lilly (excused), Loriene Roy (excused), Jonathan L. Sessler (excused), Christen Smith (excused), Alexa M. Stuijbergen, Jason P. Urban (excused), Gregory J. Vincent, Sharon L. Wood (excused), Luis H. Zayas.

Voting Members:	52 present,	40 absent,	74 total.
Non-Voting Members:	8 present,	25 absent,	33 total.
Total Members:	60 present,	47 absent,	107 total.

**I. REPORT OF THE SECRETARY (D 14956-14960).**

Secretary Alan W. Friedman (Professor, English) opened his remarks by welcoming new members Brian L. Evans and Rabun M. Taylor, who replaced Jack C. Lee and David I. Beaver, respectively. The Secretary announced that memorial resolution committees had been appointed for Professors Emeriti Hans Baade, Charles Griffin, Todd Mabry, Janice May, and Thomas Whitbread, and that Memorial Resolutions had recently been completed for Professors Emeriti Gerald Hoffmann and Rueben McDaniel. Regarding the status of legislation approved by the Faculty Council, Secretary Friedman reported that the proposal to change the language for the Transfer Admission Policy (D 14906-14908) had received final approval from President Fenves; the proposal to create policies on polling technologies and copyright ownership of educational content (D 14903-14905) is pending review by the Office of Legal Affairs; and the update to the Core Curriculum Course Lists for next year (D 14841-14846) is pending approval from the Texas Higher Education Coordinating Board.

**II. APPROVAL OF MINUTES.**

Secretary Friedman said the minutes for the December 5th Faculty Council meeting had been posted (D 14936-14942). He asked if there were any corrections, additions, or comments. Hearing none, he assumed the minutes to be approved as submitted.

The Secretary reported that the Chancellor and Vice Chancellor had attended the recent UT System Faculty Advisory Council meeting and answered questions concerning the legislative session and faculty governance. Secretary Friedman said Chancellor McRaven strongly endorsed shared governance and had been promoting it throughout the entire system. He said that Deputy Chancellor David Daniel, former President of UT Dallas, who has been charged with enhancing faculty governance in the System and on the campuses, will visit campuses over the next several months. The Chancellor said that, after the legislative session ends, he would also like to visit the campuses to discuss shared governance with faculty members. The Secretary said that those interested in participating in those conversations would have an opportunity to do so.

Secretary Friedman commented on the low faculty participation in serving on the General Faculty Standing Committees and noted that only about one sixth of regular faculty have served on two or more committees in the past twenty years. He solicited nominations, including self-nominations, for appointment or election to General Faculty Standing Committees and the Faculty Council. He urged members to get involved and to encourage their colleagues to do likewise. He said he and the Executive Committee would welcome suggestions that might enhance the participation in both processes. He said, "I think we need to do better than we have, and I think perhaps we need to seek your advice better than we have done."

**III. COMMUNICATION WITH THE PRESIDENT.****A. Comments by the President.**

President Gregory L. Fenves opened his remarks by wishing everyone a Happy New Year adding "It's an odd year," which elicited laughter from the audience. He clarified that being an odd year, the Texas Legislature had been in session for about two weeks and that he and the Chancellor were involved in the legislative process. He said even though it would be a tight budget year, he was optimistic that most of the members of the Senate and the House understand the role of higher education in the state and for its future in terms of social and economic progress, excellence and competitiveness, quality of life in all matters including life of the community, health of individuals and their families, and specifically UT Austin's role as the flagship campus for the state of Texas in terms of our education mission, research, service to society, and now in healthcare and treatment of patients. He opined that there are always questions about the cost of higher education, but rarely are there questions about the value of that education to students and the state. He said the University and the faculty had made remarkable progress in our four-year and six-year graduation rates for undergraduate programs, which, he said has been a tremendous benefit to students in terms of the cost and the quality of education they receive. The President said that in 2016, the University admitted the largest entering class ever, 8,700 freshmen, yet enrollment did not go up because the University awarded more than 10,000 bachelor's degrees. The point he has been making to the Board of Regents and to the state Legislature is that The University of Texas at

Austin is the most effective educational institution in Texas. He said the University is admitting more freshmen and graduating more students without increasing resources.

Regarding the tight budget year, President Fenves said that on Thursday, he would be making the case to the Senate Finance Committee about the essential role of Formula Funding, the Texas Research University Funding, funding for the Dell Medical School, and some very critical special items and what they do for the state and for the citizens of Texas. He said it would be a long process and that we would not know the budget decisions until the end of the session when the final budget bill is released. He wanted the Faculty Council members to know that he, along with the Chancellor and others at UT System, would continue to work hard to make the case for The University of Texas at Austin's value to the state of Texas.

President Fenves announced that Governor Greg Abbott had named Janiece Longoria, Kevin Eltife, and Rad Weaver to six-year terms on The University of Texas System Board of Regents. He said Mr. Eltife, a former Republican state senator from Tyler, Texas, had been one of the strongest supporters of higher education. He said he knew Ms. Longoria very well from her former service on the Board and that she also understands the role of higher education. Ms. Longoria is from Houston, and both she and Mr. Eltife earned degrees from UT Austin. The President said Rad Weaver, who is from San Antonio, is the Chief Executive Officer of McCombs Partners and is also a very strong supporter of higher education and understands the role of The University of Texas at Austin. He said the nominations were subject to confirmation by the Senate, but that he was looking forward to the Senate giving favorable consideration to all three of the Governor's nominees.

President Fenves then opened the floor to questions and comments.

Referring to President Fenves' remarks on increased graduation rates and the cost of earning a Bachelor's degree, Professor Simon D. Atkinson (Architecture) asked if President Fenves and his administration would ever consider moving more fully to a three-semester year? President Fenves pointed out that, while the goal of having 70% of our freshmen graduate in four years was a recommendation from a task force led by Dean Randy L. Diehl and set as a goal by then President William C. Powers Jr., it is one he shares. President Fenves added that top public flagship universities in the country average 80% of their students graduating in four years. He opined that 70% was a reasonable and realistic goal.

Regarding a three-semester year, President Fenves said using the summer as part of the normal degree process had its pros and cons. On the positive side, it could mean that students graduate in less than four years, although he thought it was debatable whether that is a good idea. He stated that there are cons from both the student and faculty perspective. He said the University has increasingly focused on experiential learning that is structured to support students taking summer internships and enrolling in study abroad programs. He said the benefit is that students return in the fall better motivated and directed and ready to do the hard work in their classes. From a faculty perspective, President Fenves said the summer is when much of the scholarship and research gets done. He thought the idea was being driven more by faculty and the departments and that it was not one that he saw as a University initiative.

Professor Atkinson agreed with the President's points but said that many research projects do not necessarily fit in the summer. He opined that there could be a rebalancing of faculty time especially since summer budgets are very limited. He said that more and more thirty-hour master degrees are being offered as well as five-year bachelor's degrees. He said that giving students the ability to choose how they work through their degree programs ought to be considered more fully in the future. He was not suggesting that this be a universal change; instead, it could be applied to specific programs where feasible. President Fenves said, "Those are all good points. This is something that Project 2021 and the Provost could be looking at to get more flexibility and innovation in the curriculum."

Professor Brian L. Evans (Electrical and Computer Engineering) asked if the 4% budget cut referenced in a recent upper administration email would apply only to state appropriations or would it apply to the whole operating budget? President Fenves said the 4% reduction would apply only to portions of UT Austin's budget. He said the good news was that most of the funding from the state to UT Austin comes from the Formula Funding, which was not included in the 4% cut. The bad news though was that the Legislature would decide how much to put into the Formula. To clarify, he said the directive from the Legislative Appropriations Request, which applied only to the general revenue funding appropriated by the Legislature, was to show how the University would handle a 4% reduction to portions of its budget.

B. Questions to the President—No further ones were asked.

#### **IV. REPORT OF THE CHAIR.**

Following on the comments of Secretary Friedman and considering the poor participation of faculty in submitting nominations for appointments to the General Faculty Standing Committees, Chair Jody L. Jensen (Kinesiology and Health Education) reminded Faculty Council members of the importance of faculty governance and gave the following list of accomplishments of several of the committees:

A-1 Committee of Counsel on Academic Freedom and Responsibility provides a pathway for faculty to be able to challenge procedural errors in promotion and tenure decisions. This committee has also worked very hard in the past year and a half on helping to standardize language for the mid-probationary review of faculty.

A-3 Committee on Committees reviews the nominations from the General Faculty for appointment to the General Faculty Standing Committees and finalizes the roster of recommendations made to the President. It works very hard to balance gender and diversity on the committees.

A-4 Faculty Grievance Committee ensures that faculty have a process by which to grieve perceived procedural errors regarding promotions and faculty review, and difficulties that cannot be resolved by the Ombudsman. It provides a pathway for redress.

A-5 Faculty Welfare Committee has solicited information on the gender balance in faculty hiring that provides the data to reflect upon our hiring procedures and the balance of faculty in our departments.

A-6 Faculty Rules and Governance addressed voting rights this past year. Attention was given to the fact that clinical faculty didn't have a vote in General Faculty elections. Legislation from the committee proposed changes to the criteria that determines voting members of the General Faculty to include those who hold an appointment for at least two years at 50% or greater and are instructors of record. The General Faculty approved the legislation last spring and President Fenves and the Office of Legal Affairs granted final approval in July.

B-1 Committee on Financial Aid to Students has aggressively lobbied the University administration to pay attention to unmet student financial need. They have taken up the challenge to "dig deep" into financial aid needs.

B-4 Student Athletes and Activities Committee is actively undertaking a review of the Marsh Report, an independent evaluation of Athletics. The committee is looking at how faculty members can work together with Intercollegiate Athletics to implement some of the changes recommended in the report and how best to strengthen our connections with Athletics and the student athletes.

C-2 University Calendar Committee submitted legislation to the General Faculty that led to the extension of the Thanksgiving holiday to include the Wednesday before the holiday. The committee was recently charged with gathering input on how effective that change has been.

C-4 Educational Policy Committee recently approved recommendations for Transcript Recognized Minors and Retroactive Withdrawal Policies.

C-6 International Programs and Studies Committee is working on a comprehensive review of the obligations of faculty for student well-being during international travel and looking at the associated UT resources to support those faculty.

C14 Technology-Enhanced Education Oversight Committee brought forward a resolution that stipulates the right of faculty who are authors of educational materials and the negotiations that the University should follow if faculty wish to commercialize that content.

Chair Jensen said these were just a few very impactful examples of work that had come out of these committees that define the working environment at the University. The chair asked members to think about becoming involved on one or more of the committees and urged them to self-nominate and to encourage their colleagues who have interest and expertise to do the same.

## **V. REPORT OF THE CHAIR ELECT.**

Chair Elect Steven D. Hoelscher (Professor, American Studies) said he had arrived a little late because he had been at a meeting of the University of Texas Press Advisory Committee, which is one of the Standing Committees of the General Faculty. He remarked, "I'm a humanist scholar and to see how the inside of the publishing process works, to play a role in that is an amazing opportunity." He mentioned a new book on photographs of Hillary Clinton during the White House years that shows the former First Lady "in a really interesting and profoundly humanistic way."

The Chair Elect gave an update on the UT System Faculty Advisory Council (SysFac) meeting that he attended the previous week. He reminded members that he had mentioned in one of his reports from last fall that the chair and chair elect of the faculty governing bodies from all UT System campuses—academic and medical—attend these meetings to learn what is happening at System and to find common ground. He said it was part of his obligation to share some of those conversations. The Chair Elect reported that UT System has recognized that women are not well represented in senior leadership positions and that the Chancellor has responded by organizing the Women's Senior Leadership Network to address the issue and to establish an online institute of campus representatives and conduct workshops. Chair Elect Hoelscher opined that UT Austin's University Faculty Gender Equity Council, chaired by Senior Vice Provost Janet Dukerich, would be an excellent liaison and that the Faculty Council will hear more about this in the months ahead.

Chair Elect Hoelscher reiterated remarks by Secretary Friedman that Chancellor McRaven recognizes the importance of Shared Governance and has plans to visit all System campuses this spring and early fall. Professor Hoelscher said he was astonished at the low morale of many colleagues who work at medical schools across the state. He said there had been a special session to examine the causes and consequences of burn out at those institutions and commented that there seemed to be a disconnect between faculty on the medical school campuses and the administrations' expectations. He noted that, at present, the Dell Medical School lacks representation in faculty governance, and that is something that needs to be addressed.

In addition, the Chair Elect said SysFac members discussed the new Faculty Workload policy that stipulates eighteen semester credit hours of instruction, which he said was "clearly an outdated way to measure the work faculty do." The Chair Elect said that the Executive Vice Chancellor and former Provost of our campus, Steve Leslie, is leading the initiative to create a more dynamic, contemporary way of measuring faculty workload.

Another initiative underway at UT System is a study to measure the impact of dual-credit on students. The study was motivated by serious concerns over the quality of dual-credit courses, especially since it is common for many high school seniors to graduate with sixty hours of dual-credit; as a result, half of their college education is completed before they enter the University. He said that UT System personnel would be visiting all of its campuses, and that they visited UT Austin last month.

Regarding the legislative session and the budget, Chair Elect Hoelscher said that Deputy Chancellor David Daniel, former President of UT Dallas, spoke to SysFac about two bills, one that would reduce the budget by 15% and the other that would freeze University Tuition Regulation and eliminate the Tuition Assistance Program, which he said, “has been so fundamental to us and all campuses that offer financial assistance and scholarships to low income students.” He said that this is a very serious matter, and that he was happy to hear President Fenves mention the work he has been doing behind the scenes with legislators and that it is something we should “keep our eyes on.”

**VI. UNFINISHED BUSINESS—None.**

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

**VIII. NEW BUSINESS.**

**A. Collaborative on Academic Careers in Higher Education (COACHE).**

Maurie McInnis (Executive Vice President and Provost) mentioned an email that she had sent earlier that morning about a new faculty survey her office is initiating. She said the survey results would help her get a handle on broad issues related to faculty’s happiness and satisfaction in their jobs both at the aggregate level of the institution and at the college and school level. She said that at her former institution, they had used a survey that they found to be enormously useful for understanding faculty job satisfaction. The survey, run out of the Harvard Graduate School of Education, is called COACH, which stands for Collaborative on Academic Career’s in Higher Education. It will be sent directly to faculty members by COACH. The Provost, who said that one of the advantages of this survey is that it makes comparisons to peer institutions, opined that it was important not only for attracting and recruiting new faculty, but also for retaining faculty. She said understanding faculty satisfaction, not just related to salary, but what makes faculty want to build their careers at an institution would help her to understand and identify areas that need improvement. The Provost explained that the questionnaire focuses on broad categories such as the nature of faculty work in research, teaching, and service, and on resources available that support faculty, such as benefits and compensation packages, work/life balance, interdisciplinary work, departmental collegiality, and leadership and faculty shared governance. Stressing that the survey is anonymous, Provost McInnis assured faculty members that the University administration would have no way of connecting individual faculty members with the answers they provide. She explained that the report would be stripped of emails and any other information that might identify who the participants were, but that it would include such information as tenure track, non-tenure track, rank, department, and college so that she could do an “analysis that cuts across different ways of understanding faculty satisfaction and faculty responses for the survey.” The Provost said that, if a unit had fewer than five responses to a question, those would not be included in the report. She said that at most institutions faculty participation was about 45-50%. She said that she hoped for broad participation from the faculty, and encouraged Council members to participate in the survey and encourage their colleagues to do the same and to emphasize to them that responses would be anonymous. She closed her remarks saying the survey results would help her to understand what is being done well so that those things can be protected and nurtured and to identify what needs improvement. She added, “This will help us with our broader conversations about campus inclusivity.” Provost McInnis then opened the floor to questions.

Professor Christine L. Julien (Electrical and Computer Engineering) asked if the survey would be a representative sample. The Provost confirmed that it would include everybody who is full-time faculty. Professor Julien asked if the Provost could suggest how faculty members could reassure their colleagues about the anonymization, especially if they are in a unit that would easily be identifiable? Provost McInnis said the database would be stripped of emails and addresses and would not include anything that doesn’t have at least five people in a category. For example, she said that if she wanted to look at the FCEC, there would have to be at least five faculty responses before she could look at the unit level data. Professor Julien asked if that meant, for instance having to have responses from five females who are full professors, and asked what would happen if that were not possible? Provost McInnis asked Director of Faculty Affairs Del Watson to reply

to the question since she would be the point of contact for the faculty. She said, “If there are not five of whatever the category is, they [COACH] will not send it.”

Professor Martha G. Newman (History, and Religious Studies) asked if there is a way to anonymize the comments from those that are less than five? She said, “Otherwise, who you are not going to hear from are most faculty of color and, in many cases, most women.” Provost McInnis said those comments would not disappear; instead they would roll up into a larger unit, from the department to the college level.

Professor Christina Bain (Art and Art History) asked what kind of access faculty would have to the analysis—to the data itself? Provost McInnis said her experience at the University of Virginia was that faculty had access to the reports but not to the data itself. She thought that was how it was handled on most campuses. She noted that approximately 200 institutions across the nation participate in the survey and that, the reports, which are standard, are broadly shared.

B. Discussion of *Handbook of Operating Procedures 3-3050* on Consensual Relationships.

Paul Liebman (Chief Compliance Officer) said he would discuss the new Consensual Relationships policy requirements, how his office is developing Frequently Asked Questions related to the policy to make it easier to inform people of its boundaries, review the communications plan, and receiving feedback from the members.

Mr. Liebman said that his office had been working on the new policy for more than a year along with the new Sexual Harassment, Sexual Misconduct policy that rolled out in December 2015. He said that one of the reasons for the new Consensual Relationships policy was that it had not been amended since 2001 and that experience had shown that consensual relationships sometimes become the basis for sexual harassment claims. He said the previous policy did not prohibit consensual relationships; instead, it strongly discouraged them, which he said was probably appropriate for that time. While they were working on the new policy, he said, UT System had come out with a model policy that was more restrictive than the one UT Austin drafted. He said they had chosen not to follow the System model to the letter because some of the cases were not feasible or advisable for our campus. The Chief Compliance Officer said the basis of the new policy was an “acknowledgment that consensual relationships may create actual or perceived conflicts of interest and/or appearances of impropriety that impair the integrity of academic and employment decisions.” He said that the purpose of all UT Austin policies “is to facilitate our movement towards our core purpose via the education of our students.” He said that “certain consensual relationships also contain the potential for exploitation of the subordinate employee, students, or student employee.” He said, “It’s not just faculty and students we’re talking about; it’s staff, it’s athletics.” He said that the policy is an attempt to prevent exploitation and the potential for exploitation,” and he noted that, over the past few years, universities across the country have sought to update their thinking and their policies regarding consensual relationships. Likewise, he said, the NCAA has a new rule that not only prohibits relationships, but requires a “cooling off period “of a couple of years following a student’s graduation. He remarked that that rule went even further than the UT System model policy and that UT Austin did not think it was feasible to include it in its new policy. He then turned the presentation over to Linda Millstone (Investigations Program Manager, University Compliance Services) to talk more on that point.

Linda Millstone described the different levels of prohibition of consensual relationships that became effective January 3 of this year. The new policy prohibits relationships:

- between employees (including all staff, faculty or affiliates) and any undergraduate student;
- between employees (including all staff faculty or affiliates) and any graduate student whom that employee teaches, manages, supervises, advises or evaluates in any way (directly or indirectly);
- between any Intercollegiate Athletics Department coaches, affiliates, or employees and any student athlete;

- between any student employee (TA/AI/RA/GA/GRA) and any student whom that student employee teaches, manages, supervises, advises, or evaluates;
- between employees (including staff, faculty or affiliates) where one teaches, manages, supervises, advises, or evaluates the other in any way, unless the person in the position of greater power or authority notifies the appropriate university offices and a mitigation plan is in place. For faculty, the relationship must be reported to the appropriate dean and Provost; for staff the report goes to the appropriate unit head and HR.

The Program Manager stated that exceptions would be made on a case-by-case basis and that requests for exceptions should be directed to the Office for Inclusion and Equity, Human Resources and/or the Provost's Office. She clarified that consensual relationships between those of equal power or where one person does not teach, manage, supervise, advise or evaluate the other in any way, are not covered under the new policy and, therefore, are not prohibited. Likewise, marriage relationships are not covered, but she pointed out they are addressed by the Nepotism policy.

Linda Millstone said that employees—including staff, faculty, and affiliates—who become aware of a violation of the policy are obligated to report it in a timely manner. If they do not and a complaint of sexual harassment or sexual misconduct is filed and the relationship was not disclosed and/or no mitigation plan was in place, the person with the power advantage would be called upon to explain the failure to comply with the policy.

At this point, Mr. Liebman interjected that, from his experience in policy management, he knows that no policy is ever perfect. He commented that the new policy language was a result of feedback, collaboration, and negotiation with faculty, staff, and students. He reiterated that his office is in the process of developing Frequently Asked Questions (FAQs) that would be a living document that reflects the culture of the University. Regarding the culture, he made it clear that there was no desire, on the part of the President or the Compliance Office, to seek out relationships that are in violation of the new policy. He added, "We understand that this is a huge community, that these relationships do exist, and that, in some cases, they are harmful and, when they happen, we need to do something with them." He said that they hoped to "round out the corners" of the policy through the FAQs. So, in that sense, the policy could also be considered a "living document." Following Mr. Liebman's comments about the FAQs, Linda Millstone said that the new policy had already been published in the *Handbook of Operating Procedures* (HOP), but the FAQs section was still empty. To help their office develop a set of FAQs, she asked Council members to submit questions to her or to the various people identified with the policy in the HOP. She noted that five questions had already been received and would be published soon with their answers. She said, "We know this is a living and moving initiative, and we need your help with that."

Regarding the communications plan, Linda Millstone said a general statement would go out to the entire campus in the near future, and more targeted follow-up communications would then be sent to the Staff Council, the Ombudspersons, Student Government, Graduate Student Assembly, Academic Counseling Association, Athletics, the Graduate Student Coordinators, Housing, TA/AI groups, and others as necessary. She said they expected more targeted communications would then be cascaded through the departments, colleges, and organizations. She asked members to let her know of other units that were not identified but who would benefit from the follow-up communications. Finally, the Program Manager said training would be developed to explain the new policy. In addition, updates would be made to the Sexual Harassment and Title IX training modules.

Mr. Liebman closed the presentation by saying that, like all policies, this one would be enforced by the Office of Inclusion and Equity. He then opened the floor to questions.

Professor Andrea C. Gore (Pharmacy) thanked the presenters for their time and for taking feedback. She remarked that she knew they had solicited a lot of feedback but thought they might



also want to reach out to postdoctoral fellows and possibly medical fellows in the Dell Medical School, and that there might be a Postdoctoral Association on campus. She said that, although these two groups were staff, they would supervise graduate and undergraduate students in the sciences and in laboratories, giving them positions of authority, and that “relationships do develop there.” Linda Millstone thanked her for the suggestion.

C. Updates on Business and Activities of the Student Governing Bodies.

Chair Jody Jensen invited student leaders of the three student governing bodies to give an update about the topics they are pursuing and to let the Faculty Council know if there is a need for collaboration or continued dialogue.

William K. Brown (Graduate Student Assembly President) and Francesca Cicero (Graduate Student Assembly Vice President) gave a joint presentation for the Graduate Student Assembly (GSA), which is one of the three legislative student organizations on campus. They said GSA’s four main goals were to: 1) serve as the official means of communicating graduate student needs to university administration; 2) offer financial support for graduate student organizations and individual travel needs; 3) provide a forum to develop and recommend policy to further graduate student interests and goals; and 4) present opportunities for graduate students to connect socially. They described initiatives that included monthly themes focused on professional development and social events and recent GSA accomplishments that include:

- Creation of Four New GSA Agencies
  - Hook the Vote
  - International Student Agency
  - Queer Graduate Student Alliance
  - Undergraduate Mentorship Agency
- Official Rebranding Effort
- Partnerships with Libraries/CMHC/UHS/Career Services
- Co-working space to encourage entrepreneurship
- Grad Student Tailgate & other social events

Austin B. Reynolds (Senate of College Councils Vice President) said that the President of the Senate of College Councils (Sergio M. Cavazos) was unable to attend the meeting because he was at the Capitol working with the Legislature, and quipped “So, I’m in charge now,” which elicited laughter from the audience. He said that the Senate of College Councils (SCC) was celebrating its fiftieth year and gave a shout out to Professors Ann Cvetkovich and Coleman Hutchison, both from English, who had attended many of the organization’s events. He then described the SCC mission and what the organization does. Mr. Reynolds said that the SCC is an “advocate for academic issues and ideas on the Forty Acres to continue to make this campus a renowned Tier 1 research University.” He said they strive to do this through the combined student voices of twenty College Councils across the University. He said he had served as President of the College of Liberal Arts Council and in that role had provided feedback on projects that involved students and had given input on students’ interests to Dean Randy L. Diehl and Senior Associate Dean Marc A. Musick. He said the SCC also provides scholarships to UT students, including non-traditional students. It advertises and works to uphold the Honor Code, and recently made a short video with Laura Bush and Matthew McConaughey about saving the Honor Code; he said it was a very exciting project. He said the SCC hosts Campus Conversations, facilitates communication between administration and students, and ensures sustenance for UT Finals Week by providing coffee and snacks. Following is a brief history of SCC accomplishments and what it plans to do in the future:

What We’ve Done:

- One Time Exception (OTE) Academic Drop
- PDF Transcripts
- Creation of International Relations & Global Studies (IRG) Major
- Community Outreach w/Ready, Set, Go! & Longhorn School Bus
- Made numerous scholarship funds available for all students

- Chaired Vick Advising Award & Jean Holloway Award
- Created Interdisciplinary Studies Week

#### What We Plan To Do

- Add Graduate Communications Council
- Utilize Invest in Texas to advocate for students during legislative session
- Host additional Campus Conversations about university-wide academic issues
- Produce student feedback for projects like Project 2021
- Pass & implement legislation from fall & spring
- Survive election cycle

Mr. Reynolds thanked Dean Soncia R. Reagins-Lilly and her staff for their help as well as President Fenves and Provost McInnis; he added, "You guys are awesome!" He asked the Faculty Council members to let him know if they had any questions about what the SCC does or how it might be of help to them.

Kevin S. Helgren (Student Government President) introduced himself as a senior studying neuroscience in Psychology through the Liberal Arts Honors Program. He said that Binna Kim (Student Government Vice President) was unable to attend because she was in class, but he said, "She is an absolute joy to be around, so if you get a chance to have a conversation with her, please do." He said they had been working with a number of people across campus over the past seven to eight months to make as large an impact as they possibly could before they graduate. Before diving into what Student Government is about and what it has accomplished so far this year, he played "Share Your Story," a one-minute online campaign video launched last spring at <https://www.youtube.com/watch?v=GuHfsitpGTo>. Mr. Helgren said the video "set the tone for Student Government and everything that we have aimed to accomplish over the past few months." He and Ms. Kim appear in the video near the end saying,

There's so much more to our stories than what meets the eye. We really do believe that every single story can spark positive change on this campus. And that's the meaning behind 'Share Your Own Story.' We realize that everyone has their own story. We all have our own life experiences, and we want to share that with each other. That's the culture we want to create.

Mr. Helgren said the video was a brief snapshot of what got him and Ms. Kim elected and that they owed much to the "incredible" group of students who believed in the idea of starting a campus-wide conversation based on the differences that we all bring to the table. He said the unique thing about the platform that his team had worked on over the past year was that each of the following platform points had been developed by a story that students shared as he and Ms. Kim campaigned across campus. He said they realized that their Board would work more effectively if each member put 100% of their energy behind one platform point rather than throwing 15% behind all seven. As a result, he said it was decided that each member would take one platform point under their wing and focus on it.

1. Face the Facts (Binna Kim) addresses sexual assault on campus.
  - Ms. Kim created the Interpersonal Violence Coalition that brings together voices from all different pockets of campus. Mr. Helgren said the committee was being institutionalized in both Voices Against Violence and in the Title IX Office, with the help of Dr. Latoya Hill Smith, to make sure that, regardless of who holds student leadership positions, these types of conversations will continue.
  - In February, the Student Government (SG) will release a video filmed in Morgantown, West Virginia, last November during the Big XII Student Government Conference. The conference gave the student government leaders in the Big XII the opportunity to come together and take an active role in saying "No to sexual assault on campuses."
2. Normalize what's Normal (Kevin S. Helgren).  
Mr. Helgren said that mental health is a subject that desperately needs normalization because so many students on campus are dealing with mental health issues in various ways. With the help of Dr. Chris Brownson (Director of the Counseling and Mental Health Center), a second

MindBody Lab was created on the second floor of the Student Activity Center. He said it was a space where students could “unplug” from their day. Students could check out an iPod from the Hospitality Desk and use preset breathing exercises and meditation playlists to relax in a recliner in a calm environment. He said it provided an opportunity to practice self-care and mindfulness. Other topics under this platform point were:

- Stick it to Stigma
- “You Matter”
- Therapy Wall

Other Platform Points include:

Commit to Health

- Availability of kosher items
- Water bottle refill stations
- Free exercise classes during finals

Spirit and Traditions

- Eyes to Eyes
- Carpool Karaoke
- Big Ticket Reform

Campus Safety

- SURE Walk Expansion
- BeSafe Campaign
- Safety Map (i.e., lighting in West Campus)
- Late-Night Transportation Program
- Establishment of Weiser Scholarship

Represent Our Reality

- Creation of CCAB
- Paid parking for visitors on tours
- Diversity at UT System level
- Relationship with MEC

Misc. Projects

- Campus Closet
- Fountain in West Mall
- Story Night
- Quality of Life for College Students
- Big XII on the Hill

GSA, SCC, SG Joint Committees and Projects:

- Summer Orientation
- Gone to Texas
- President Student Advisory Committee (PSAC)
- University Diversity Action Plan
- Voter Registration
- Student Appointee Systems
- Spring Semester “Welcome Back to Campus”

Mr. Helgren invited Faculty Council members to attend the monthly “Story Nights” hosted by SG in the Student Activity Center Ballroom from 6:00 to 7:30 PM that evening. He said ten “incredibly brave students” will share their stories and talk about their journey with mental health. He said that “Story Nights” is one huge step toward “normalizing what really is normal in our lives as college students.” He thanked Provost McInnis, President Fenves, and other administrators who had provided help and support toward normalizing that conversation.

Chair Jensen thanked the graduate and undergraduate leadership for sharing.

## **IX. ANNOUNCEMENTS AND COMMENTS.**

Chair Jensen noted the announcements below:

- A. The next Faculty Council meeting will be on February 20 in MAI 212 at 2:15 PM.
- B. Online Nominations for the General Faculty Standing Committees close February 3.
- C. Online Nominations for the Faculty Council membership open February 13.

Commenting on her recent trip to Washington, DC, Chair Jensen said,



I chose to make this picture that I took as a challenge to us as faculty. It's not about who currently occupies the position of president; it is about what's happening as an onslaught on education, the apparently alternative facts that can now be presented. The challenge in the sign here is not about our anger; it's about "Make America Think Again." This is our job. If we are unhappy with where things have gone, if we think that there's not enough attention information being paid to facts and science, then we must do something. I call upon you to get creative and think more about what we can do. Rice University has decided they will implement a five-week mandatory course for incoming freshman to deal with sexuality and understanding what sexual violence is. We cannot allow the terminology and phraseology and the language currently used by our nation's leaders to become normalized, to allow that kind of crude language to be thought appropriate. It disrespects each and every one of us

Chair Jensen told Council members that they could expect to hear more from the Executive Committee about the need to become more active and involved in what is happening on our campus. With that, she thanked everyone for attending and adjourned the meeting.

**X. QUESTIONS TO THE CHAIR**—None.

**XI. ADJOURNMENT.**

The meeting adjourned at 3:29 PM.