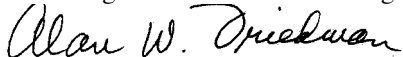


DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of September 18, 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
SEPTEMBER 18, 2017**

The first regular meeting of the Faculty Council for the academic year 2017-18 was held in the Main Building, Room 212 on Monday, September 18, 2017, at 2:15pm.

ATTENDANCE.

Present: Ana L. Aguilar, Hal S. Alper, C.J. Alvarez, Minou Arjomand, Lucinda Jane Atkinson, Simon D. Atkinson, Christina Bain, Luciano C. Barraza, Mark L. Bradshaw, Christopher P. Brown, Barry Brummett, Charlotte Canning, Allan H. Cole, Juan J. Colomina-Alminana, Austin Cooney, Charles Michael Cunningham, Ann Cvetkovich, Glenn P. Downing, Brian L. Evans, Gregory L. Fenves, Alan W. Friedman, Linda L. Golden, Laura I. Gonzalez, Alejandrina Guzman, Courtney Handman, Tracie C. Harrison, Martha F. Hilley, D. Eric Hirst, Steven D. Hoelscher, Heather Houser, Brent L. Iverson, Vishwanath R. Iyer, Christine L. Julien, Jonathan Kaplan, Susan L. Kearns, Kerry A. Kinney, John C. Lassiter, Bradford R. Love, Blinda E. McClelland, Maurie D. McInnis, Jennifer Moon, Leonard N. Moore, Richard A. Morrisett, Kareem T. Mostafa, Gordon S. Novak, Patricia C. Ohlendorf, Robert A. Olwell, Deborah Parra-Medina, Dennis S. Passovoy, Pengyu Ren, Austin B. Reynolds, David W. Robertson, Eric Saldanha, Jonathan L. Sessler, Jasleen K. Shokar, Vincent S. (Shelby) Stanfield, Pauline T. Strong, Rabun Taylor, Stefano Tiziani, Jeffrey Treem, James W. Tunnell, Jason P. Urban, Steven Warach, Karen M. Wickett, Jennifer M. Wilks, Robert F. Young.

Absent: Michelle Addington, Ronald J. Angel (excused), Zoltan D. Barany (excused), Darrell L. Bazzell, Jay M. Bernhardt, Randolph G. Bias, Jorge Canizares, M. Lynn Crismon (excused), Janet M. Davis (excused), Douglas J. Dempster (excused), Randy L. Diehl, Joshua D. Eisenman, Angela M. Evans, Ward Farnsworth, Benny D. Freeman (excused), Donald S. Fussell (excused), Elizabeth Cobbe Goeller (excused), Terrance L. Green, Lorraine J. Haricombe, Jay C. Hartzell, Linda A. Hicke, Coleman Hutchison (excused), Daniel T. Jaffe, Jody L. Jensen (excused), S. Claiborne "Clay" Johnston, Peniel E. Joseph, Manuel Justiz, Harrison Keller, Mark A. Lawrence (excused), Sanford V. Levinson (excused), Alexandra Loukas (excused), Sharon Mosher, Martha G. Newman (excused), Anthony J. Petrosino, Scott A. Rabenold, Soncia Reagins-Lilly, Lorie Roy (excused), Mark J. T. Smith (excused), D. Max Snodderly (excused), Alexa M. Stuijbergen, Lauren J. Webb (excused), Sharon L. Wood, Luis H. Zayas.

Voting Members:	57 present,	19 absent,	76 total
Non-Voting Members:	9 present,	24 absent,	33 total
Total Members:	66 present,	43 absent,	109 total.

I. REPORT OF THE SECRETARY (D 15418-15424).

Secretary Alan Friedman (Professor, English) welcomed everyone, especially newcomers who included Interim Dean of the School of Information, Randolph Bias; Mark Lawrence of History who replaced Benjamin Carrington; and Interim Vice President for Diversity and Community Engagement Leonard Moore.

The Secretary reported that new Memorial Resolution Committees had been appointed to prepare tributes to Professors Thomas O'Hare (Germanic Studies and Music), Louis Demoll (Social Work), Ned Burns (Civil, Architectural, and Environmental Engineering), Robert Bays (Music), Enrique Fierro (Spanish and Portuguese), and Miguel González-Gerth (Spanish and Portuguese). He also reported that Memorial Resolutions completed since the last report include those for Mary Adams, Mildred Boyer, Douglass Rogers, Peter Flawn, George Herbert, Hans Baade, Calvin Blair, Louis Demoll, Norman Martin, Robert Palter, Lawrence Shepley, Robert Harms, Billy Amstead, James Hitt, Jarold Jones, Lewellyn Rabenberg, and John Brokaw.

Secretary Friedman announced that President Fenves had appointed Professor Allan H. Cole (Social Work) to the Intercollegiate Athletics Council for Men; Professor Kerry A. Kinney (Civil, Architectural, and Environmental Engineering) to the Intercollegiate Athletics Council for Women; and Professor Ariel Dulitzky (Law) to the UT Austin Police Oversight Committee.

The Secretary said updates to the Core Curriculum Course list in the *General Information Catalog* received partial approval from the Texas Higher Education Coordinating Board, and what was not approved would likely be revised and resubmitted. Approved updates to the *Undergraduate Catalog, 2018-2020* include Revisions and Descriptions of Transcript-Recognized Minors and Certificates (D 15073-15075) and various changes to the McCombs School of Business chapter (D 15098-15169) and to the College of Fine Arts chapter (D 15171-15186). In addition, proposals submitted by the College of Fine Arts that were approved by the Faculty Council since the start of the fall session were pending approval by the Provost.

Secretary Friedman reported that the recommendations approved by the Faculty Council on the policy concerning Threatened Faculty Retrenchment (D 15084-15095) had been withdrawn after discussions between the Faculty Council Executive Committee and the Administration. He said that faculty and the Administration would work together to revise the legislation so that it addresses questions and concerns from the Administration and that it would be brought back to the Faculty Council for reconsideration.

Secretary Friedman said that changes had been made to the voting membership of the Faculty Council to include lecturers, clinical faculty, and instructors on tenure-track to align with criteria that determine voting members of the General Faculty (HOP 2-1010) that were updated in Spring 2016 (D 14482-14489).

The Secretary closed his report by asking for questions or comments. There were none.

II. APPROVAL OF MINUTES

Secretary Friedman said the minutes of April 10, 2017 (D 15198-15218) and for the special and regular Faculty Council meetings of May 1, 2017 (D 15219-15227 and (D15228-15230) had been posted. Having asked for changes and/or additions and hearing none, he assumed the minutes to be approved as submitted.

III. COMMUNICATION WITH THE PRESIDENT

President Gregory L. Fenves welcomed everyone to another academic year, which he said was well underway and off to a "good start" despite a natural disaster in Hurricane Harvey to which he thought the University had responded "quite well." President Fenves estimated that upwards of 40% of UT Austin's undergraduate students were from counties declared natural disaster areas. He complimented the Division of Housing and Food Services and the Division of Student Affairs for accelerating the schedule for Moov-in so that most students were in their dorm rooms by Friday evening or Saturday

morning just as the edge of the hurricane was hitting Austin. He added that accommodations were made available for parents and families of students from Houston who were unable to travel back during the storm. In addition, he said, Student Affairs Offices and Deans' Student Offices helped provide emergency provisions for students in the form of financial aid and other emergency services. President Fenves praised Provost McInnis and the faculty for the "very compassionate way that you dealt with students who were affected by the hurricane"—many of whom are dealing with the tragedy of having lost their homes and some who lost family members.

On a more positive note, President Fenves said that UT Austin had some very important successes recently in terms of its research mission. Just that day, it was announced that the National Science Foundation had awarded twenty-three faculty members from the Cockrell School of Engineering and the College of Natural Sciences a grant to open a new Materials Research Science and Engineering Center. President Fenves thanked Vice President for Research Dan Jaffe for supporting the faculty, deans, and colleges, and for putting in an infrastructure that supports competitive interdisciplinary proposals.

Referencing his State of the University Address, President Fenves said the Bridging Barriers Initiative is continuing with more than 800 faculty participating and 125 concept papers. He said the Bridging Barriers team was working on grouping the papers into five or six major themes and would be supporting faculty in putting together proposals and ideas.

President Fenves summarized a number of new initiatives from his Address on September 12. He said that being a flagship public research university, UT Austin needed to determine what we can do to improve upward mobility. Looking at recent economic studies that consider the impact of higher education on intergenerational-socioeconomic mobility, President Fenves said UT Austin is "doing quite well." But, he said, UT Austin had not looked at this impact in terms of admissions, financial aid, and access to the University. He said that UT Austin would be helping to convene a national conference and workshop on this issue in late October and would work through some more specific planning on how The University of Texas at Austin can further its role in advancing intergenerational-socioeconomic mobility. He said an important piece is financial aid. He reminded the Council that last year he committed additional resources to financial aid, and he said he would be committing even more financial aid for low and middle-income families this year. He said he would have more details about that later as he works with Senior Vice Provost for Enrollment Management Rachelle Hernandez, who joined the University a little over a month ago from Minnesota. President Fenves said he was pleased that she is here as the University as we think about the next phase of admissions, financial aid, and enrollment management.

The President then summarized his initiative, College to Career. He said the initiative would build upon "our remarkable success in improving graduation rates" and also help student prepare for their first job placement. Regarding the latest graduation rates, President Fenves said, "We'll have an announcement later this week, again another impressive advance toward our goal of 70% of our freshmen graduating in four years with an undergraduate degree." President Fenves said this initiative was not intended to reorganize Career Services around campus, but rather to take a more holistic look at career thinking, career planning, and mentoring from the time students first step onto our campus to the time they graduate. He said he would have more specifics on College to Career later in the academic year.

Finally, President Fenves spoke about the next phase of the Faculty Investment Initiative, which was started about three years ago. He said that he wanted to continue to make progress in how faculty are supported, particularly in terms of compensation, recruiting at competitive salaries, and dealing with continuing ongoing retention issues as faculty salaries have fallen compared to other top-ranked universities and our peers. He said Provost McInnis would be working with each of the Deans on five-year recruitment and retention plans. President Fenves said he would announce the amount to be funded for the initiative later in the semester. He said he would present the initiative and the impact it will have on the campus in terms of our education mission and missions to the Board of Regents at their November meeting.

Closing his remarks, President Fenves encouraged Faculty Council members to read the State of the University Address since it has more details in it concerning the three initiatives < <https://president.utexas.edu/2017-state-university-address> >. He then opened the floor to comments and questions. There were none.

IV. REPORT OF THE CHAIR.

Chair Steven D. Hoelscher (Professor, American Studies) reported that the Faculty Council Executive Committee had met regularly over the summer and had discussed topics such as Course Instructor Surveys and the Threatened Faculty Retrenchment Policy, which is to be reconsidered. In addition, he said there had been a fair amount of discussion focused on campus climate, which he thought faculty members would have to address this year. To that point, he referenced two articles published that day in the *Chronicle of Higher Education* relating to campus climate issues: 1) “Free Speech Stronghold—Purdue University has won praise for embracing all expression. What risk does that posture bring in an era of violence?” < <http://www.chronicle.com/article/The-Free-Speech-Stronghold/241203>, and 2) “Free Speech, Campus Safety or Both?” < <http://www.chronicle.com/article/Free-Speech-Campus-Safety-or/241220>>.

Chair Hoelscher announced that the Faculty Council would be co-sponsoring an event with the Division of Diversity and Community Engagement (DDCE). He said that he and Interim DDCE Director, Leonard Moore would hold a public forum on Friday, October 13 3-4 pm in the Texas Union, Santa Rita Room (UNB 3.502) to address questions having to do with faculty, diversity, free speech, and climate. He said that Dr. Moore would hold similar forums with students and staff, so there would be a campus-wide conversation. Chair Hoelscher said he was delighted to have been invited to participate and hoped that Faculty Council members would be attend.

V. REPORT OF THE CHAIR ELECT—None.

VI. UNFINISHED BUSINESS—None.

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

VIII. NEW BUSINESS.

A. Athletic Director Mike Perrin and Student Athlete, Will Licon.

Athletic Director Mike Perrin thanked the Faculty Council for the opportunity to visit with them and acknowledged the presence of the Intercollegiate Athletics Councils’ (IAC) Chairs, Professors Diana M. DiNitto (Social Work) and Mary Steinhardt (Kinesiology and Health Education) along with IAC members Professor Martha F. Hilley (Music) and Allan H. Cole (Social Work). He also recognized Professor Michael B. Clement (Accounting), the Faculty Athletic Representative (FAR). He said he appreciated faculty support for the Athletic Department.

Mr. Perrin said that he was beginning his third year as Men’s Athletic Director, and it was startling to him how quickly the past two years had passed, but it had been a “great, great personal experience.” He said coming back to The University of Texas after having enrolled for the first time in 1969 was really special.

Mr. Perrin then focused his comments on the student athletes—roughly 500 across men’s and women’s sports who compete in over twenty championship activities. He cited the following statistics: 100 student athletes graduate every year; in spring 2017, 56% had a GPA of 3.0 or better, twenty-six had a perfect 4.0, and the GPA of all student athletes combined was 3.05. He said currently there are 500 active student athletes with a cumulative GPA of 3.03. Student athletes are enrolled in over 100 different majors. Mr. Perrin said that 25% of the student athletes are the first generation of their family to get a college education, improving the students’ chances for advancement through employment and further education, and lifting their families as well. Mr.

Perrin said, “Other than the GI Bill, athletic scholarships have educated more people than any other program,” and it was a delight to be a part of that.

The Athletic Director reported on improvements to Darryl K. Royal Texas Memorial Stadium, including upgrades to the Jumbrotron, the sound system, the ribbon boards, and connectivity through the Distributed Antennae System that greatly enhances the opportunity for fans to take selfies and comment on the games. He said the new tennis facility would open in December of this year and would host the Big XII Championships next spring. He said they were still considering the basketball arena’s location, size, etc.

Mr. Perrin expressed his appreciation for the “fine people and staff” in athletics who helped him adjust to his new role as Athletic Director in September 2015 and who ably serve the student athletes, help to maintain our facilities, and deal with our many foundation members, donors, and others.

Mr. Perrin said that one of his greatest’s joys as Athletic Director is seeing three-generational families watching a sporting event. These events impact the rest of the campus through development activities, advisory councils, and committees that are structured around the weekend sporting events, which also help keep mailing lists current.

The Director then exemplified how the Athletic Program cooperates with other units on campus. They host the new Faculty Orientation Luncheon in August; work with the School of Social Work Advisory Committee in April; and participate in several events with the Moody College of Communication including the UT Edge event that was held in California in May. He said that he would be delighted to hear from faculty members if they had activities that they would like to visit with him about.

Mr. Perrin said, “We pride ourselves on our mission of winning with integrity in athletics, in academics, and in life. We compete for championships all the time. Some years are more successful in some events than others.” He commented on the success of the Men’s Swimming and Diving program, which had won thirty-eight consecutive conference championships, and, under the leadership of Coach Eddie Reese, had won thirteen National Championships—the last three back-to-back. Mr. Perrin praised Coach Reese’s ability to get his athletes to peak performance by researching recovery times, interval training, and other technical aspects so that swimmers are not too fatigued or over-trained when they enter a competition. He said that Coach Reese’s mantra to his team is “First, take care of yourself—in every fashion. Second, take care of your teammates. If you do those two things, everything else will take care of itself.” He said that it is remarkable that many of these athletes work 365 days a year, year in and year out, to prepare for a few minutes in the pool during a championship competition.

Speaking of what a typical day is like for him as Athletic Director, he said, “There is no typical day.” Mr. Perrin said that his agenda changes several times during the day. He said he appreciates what the faculty does and reiterated that he would “love to work with you or your unit as we have with other schools.”

Mr. Perrin then introduced Will Licon, a 6’4” student athlete from El Paso majoring in Sports Management in the College of Education. He said that this past spring, Will had been named the Big XII Male Athlete of the year along with a great basketball player Frank Mason. Mr. Perrin said he was very proud of Mr. Licon and invited him to describe a day in the life of a student athlete in the Swimming and Diving program.

Mr. Licon expressed his gratitude for being invited to speak to the Faculty Council and to tell his story. He said a typical day starts with a wake-up call at 5am or, if he’s lucky, at 5:20, to prepare for the day. He gets breakfast before swim practice, which starts promptly at 6am and ends at 7:30am. Then swimmers grab another quick bite to eat and head to classes, which for some begin at 8am. Mr. Licon said that class time is usually blocked from 8am to noon. He remarked that

sometimes, depending upon how hard their workout was in the morning, “it’s a bit difficult to stay awake” during that time. Lunch is from noon to 1pm. Then swimmers head to the north end-zone of the stadium, where they meet with their trainer and do weights from 1 to 3pm; then they’re in the pool again from 3 to 5pm. He said after all that, “I guess we’re pretty hungry, so we run straight to the dining hall to grab a quick bite to eat for dinner.” After dinner, Mr. Licon said they have the rest of the day to focus on school work; then they get some sleep before waking up the next day at 5am. He said that, at the end of the day, they are students first, and that being a student athlete has taught him to be disciplined in balancing athletics with academics. Mr. Licon complimented the Athletic staff for providing the support and help they needed to become successful athletes here at UT Austin. He said that support was especially important to incoming freshmen athletes who are required to attend study hall every day for two hours. He said, “That teaches us right off the bat coming in as freshmen at The University of Texas how important it is to manage our time with an athletic schedule.” He also thanked faculty members: “None of this would be possible without, first and foremost, the support of the faculty, because you have to deal with us and our crazy conflicting athletic schedules and balancing it with academics. You all have been so understanding and supportive, which makes our jobs so much easier.” He then asked if there were any questions. There were none.

B. Head Football Coach Tom Herman.

Coach Tom Herman said he would give a brief synopsis of his team, where they are, and what they have been doing in the nine to ten months since his staff arrived at UT Austin. Then he said he would open the floor to questions.

First, Coach Herman thanked President Fenves and Mr. Perrin for believing in him and his staff and for allowing them to lead the Longhorns, not just for one season, but to rebuild a program, hopefully for generations to come. And he thanked the faculty. He said he wanted the faculty to know that he takes it very seriously that UT Austin is one of the top public universities in the nation.

Coach Herman said a lot of money is made by our student athletes, but at the end of the day, it was his job to make sure that not only do they graduate, but that they receive an education. He said, “Those are two different things.” Coach Herman said that he was raised as an only child by a single mother. He said his coaches were his dads and were the ones who taught him to shave and tie a tie, and loaned him a car for a dates. He said it was their influence that made him want to be an educator, much like those present. He said it is his life’s mission that when student athletes leave the Longhorn program, “I want to make sure that they are better husbands and better fathers and better employees for this great country and the great state of Texas, and not just have a good career on the football field.” He said that he and the men and women on his staff derive a lot of pleasure from winning championships, rings, and trophies, but his biggest sense of accomplishment occurs when a young man comes back as a successful thirty-year old and says, “Coach, thank you for teaching the lessons that I learned having been a part of your program.” He said, “That is really powerful stuff.”

Coach Herman then spoke of his strategy for rebuilding the football program and pointed out that the losses to the University of Maryland and the University of Southern California (USC) were important games for turning the program around. He said for nine months the team trained for adversity and for responding when things don’t go well, but in September “bad habits reared their ugly head, and it cost us the game.” He said it was a “very difficult ‘ah ha’ moment” for the players, and they came to realize that maybe “this crazy guy might actually know what he’s talking about.” In the USC game, he said, “We didn’t play well, especially on offense, but we were in the game because of how passionate and hard we played.” Coming away from that game, he hoped the team can look back and say, “If I lay it all on the line each and every week, we can accomplish some really cool things around here.” He said he was proud of the team’s effort. To the fans, Coach Herman said, “Hats off to any of you guys who were at the game in Los Angeles. Our fans are tremendous on the road, tremendous!” To President Fenves, Mike Perrin, Chris Plonsky (Women’s Athletics Director) and Arthur Johnson (Executive Senior Associate Athletics Director), Coach Herman expressed appreciation “for cultivating that kind of

culture throughout our department because it felt like a bowl game at times. There were that many screaming, rabid Horn fans, and it was nice to see.”

Even though he wasn't a particularly good college player, Coach Herman said he fell in love with the game of football and that it had always been an extra-curricular activity, and still is. He said, “I know, we're at The University of Texas at Austin, and we make hundred of millions of dollars for this University, but as Will Licon said, at the end of the day, we're students first.” Coach Herman explained what he called the “caste system,” with student athletes placed into groups depending upon their academic prowess. At the lowest level, crimson, students have a mandatory eight hours of study hall per week, are not allowed to live off campus, and have all of their classes monitored. Athletes graduate to the next level upon the recommendation of their academic advisor and their position coach. At level green, students have six hours of mandatory study hall and their classes are spot checked. Students in the highest level, the gold standard, are on their own. They don't have mandatory study hall, they set up their own tutoring appointments if needed, and their classes aren't checked. However, Coach Herman said, if there is an issue, it is addressed quickly.

Coach Herman expressed his appreciation for the faculty's willingness to work with the travel schedules of the student athletes. He said, “You guys have been great in terms of working with our student athletes and understanding that we are going on the road to represent this great University.” He said the students are going to do that with pride and will not skip out on any work and will get it done as soon as possible.

Coach Herman closed his remarks by saying that it is an honor and privilege to be back on the UT Austin campus. He said he was a graduate assistant here in 1999 and earned an M.Ed. in Education in Sports Management in 2000. “It's great to be home and great to be back at a place that has always held a special place in my heart and in my family's heart. And we are working tirelessly to make sure that we are going to give you a championship level football team that you can be proud of.” He then opened the floor for comments and questions. There were none.

C. Report from the International Programs and Studies Committee.

David J. Eaton (Committee Chair and Professor, LBJ School) reported on last year's business of the International Programs and Studies Committee. He said there were three main tasks.

The first involved conversations with the President's Office in support of President Fenves' efforts to expand international programs at UT Austin.

The second task was to support the International Office in its efforts to expand semester-long international programs approved by UT Departments that offer credit but whose programs are managed by foreign universities. Professor Eaton explained that this is a priority set of programs for the International Office because they are low cost for students and have high impact and credits assured. He said that later in the academic year, he would return with the University Ambassador Program proposal, which supports and encourages those programs. Students who have completed semester-long programs speak to classes about their experiences

Professor Eaton reported that the third task was to address issues that arise when faculty send or take students abroad; the issues are very involved and had taken up much of the committee's time. First, the committee asked, “What are the responsibilities of faculty or staff when they send or take students abroad?” The committee discovered that, under Federal and State law and University rules and regulations and UT System regulations, faculty members have twenty-one enumerated responsibilities. Second, the Committee asked, “What can UT offices and UT System do to support UT Faculty and staff who send or lead students abroad?” They found out that the University and the UT System can provide support for each of those twenty-one responsibilities. Third, they asked, “What insurance products are provided by UT System that will mitigate risk associated with student travel for international programs?” Upon investigation, the Committee found many insurance products that address a diverse set of risks. Finally, the Committee asked, “How can faculty at UT and UT System work together to reduce risks to students who travel abroad?” Professor Eaton said that the Committee had prepared a draft report of its findings. He

hoped that, eventually, the information would be made available to the University community through a set of Web pages that are sustainable and reliable so that faculty and staff who send or take students abroad will know their responsibilities and what the University supports. He said that the committee didn't yet know where on the Web the pages would reside, but that they were asking the Provost's Office for advice in terms of how to notify and inform faculty. After asking for comments or questions and hearing none, Chair Hoelscher thanked Professor Eaton for the work of his Committee adding, "As someone who regularly teaches a Study Abroad course, I am especially grateful to David and his Committee for helping clarify exactly the different responsibilities that we have." He also noted the very impressive, concise PowerPoint presentation that appears in Appendix A.

D. Campus Climate Response Team¹

Yulanda L. McCarty-Harris (Executive Director, Office for Inclusion and Equity) said that it was a pleasure to hear the passion of the previous speakers. She said she had come to UT Austin thirty-two years ago as a student and that it was an honor to be in her position today. She thanked the Faculty Council for supporting her office. She then acknowledged, and thanked for their support, Betty Jeanne Taylor (Assistant Vice President, Division of Diversity and Community Engagement and Chair of the Campus Climate Response Team), Leonard Moore, Mary Steinhardt (Faculty Ombuds), and Patti Ohlendorf (Vice President for Legal Affairs), all of whom were present.

Dr. McCarty-Harris said "the Office for Inclusion and Equity (OIE) advances a diverse, equitable and supportive campus culture through our commitment to fulfilling the equal opportunity laws and policies." In essence, she said OIE is about creating an inclusive environment free of discrimination and harassment. She said OIE has six core functions: 1) Investigations, 2) Policies, 3) Education, 4) Faculty Diversity, 5) Diversity Planning, and 6) Campus Climate.

Dr. McCarty-Harris said that most people interact with the OIE through its function of investigating cases, and she wanted to assure everyone that "We're always going to be fair; we're going to create a respectful environment for you. And, I want you to know the processes are fair and equitable." She said OIE has two Policies directors, Beth Darby and Tony Brown, who are looking to update the Non-Discrimination Policy so that it aligns with the Sexual Harassment Policy that was updated and modified in 2015. Regarding Faculty Diversity, she asked, "How do you go about recruiting and making sure that process is fair and equitable? And how do we go about recruiting a diverse workforce?" She said that Dr. Betty Jeanne Taylor runs faculty workshops to address these questions. Dr. McCarty-Harris then turned the microphone over to Dr. Taylor who addressed the function of Campus Climate.

Dr. Taylor said that she appreciated Chair Hoelscher's mentioning Campus Climate headlines in *The Chronicle of Higher Education* since "virtually everything that happens on this campus or about this campus and even the headlines impact our campus climate." She said that President Powers started an initiative in 2009 with a Campus Climate Workgroup that developed the Campus Climate Response Team (CCRT) in 2012. She said, at that time, UT Austin was ahead of the curve since Bias Response Teams had only just begun emerging on other campuses across the nation. Since then, she said UT Austin's CCRT has been used as a model at other institutions.

Dr. Taylor said that the CCRT website² contains annual Campus Climate Trend Reports (2012-16) that incorporate all the reports received over the course of a year that include potential bias, resolution, and CCRT's role is in the resolution process.

Dr. Taylor said CCRT is made up of regular staff members who have other jobs on campus but contribute their time and energy to this team. She said it is a collaborative effort between the Division of Student Affairs and the Division of Diversity and Community Engagement. The idea of the team is to have people at the table who can provide resources and point people in the right direction. She said CCRT receives reports on bias incidents from students, staff, faculty, alumni,

¹ See text from PowerPoint slides in Appendix B.

² CCRT website <http://diversity.utexas.edu/ccrt/>

visitors; anyone can submit a report, even anonymously. The trend reports delve into news headlines, offensive flyers on campus, graffiti, comments on social media, incidents in residence halls, verbal comments, etc. CCRT is not an emergency response team. She emphasized that all emergency situations or crimes in progress should be reported to UTPD by calling 911 or (512) 471-4441. She said CCRT provides support to reporters and if a complaint rises to the level of potentially violating institutional rules or other University policies, the report is referred to the appropriate office or offices—for example, a student would be referred to the Student Conduct Office in the Office of the Dean of Students; if it pertains to a faculty or staff member it would be referred to OIE. Dr. Taylor said that CCRT is not an adjudicating body; instead, the team is comprised of people who know where to direct someone. Once a report is received by CCRT, contact is made with the reporter, if contact information is provided, within two business days to offer support and resources. Dr. Taylor said that she has found that making that phone call and reaching out to the reporter has a positive impact on campus climate because the reporter feels that he or she has been heard and that someone cares. Common resources include the University Ombuds Offices, Counseling and Mental Health Center for students, and Employee Assistance Program for faculty and staff. CCRT might respond to a report by removing graffiti and/or flyers, providing feedback to instructors, modifying language to make it more inclusive, and modifying procedures to make them more inclusive.

Dr. Taylor closed her remarks by reiterating that the trend reports, CCRT contact information, and other helpful information are available on the CCRT website.

Dr. McCarty-Harris concluded the report by showing a list of policies under which they operate:

- Nondiscrimination, Policy Number: 3-3020
- Prohibition of Sexual Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking, Policy Number: 3-3031
- Consensual Relationships, Policy Number: 3-3050
- Hate and Bias Incidents Policy, 9-1810
- Disability Accommodation for Applicants and Employees, Policy Number 3-3010

She said that the Hate and Bias Incidents Policy relates to the Campus Climate issues. Dr. McCarty-Harris encouraged members to ask questions and said, “I just want you to know, as faculty, we are here as a resource for you, and we are an open environment—one that makes sure that when you come through the process or if you know someone who might—that we are a resource for you and it’s a fair and equitable process.” She then opened the floor to questions and comments.

Chair Hoelscher asked if they have seen more bias incidents over the last couple of years or have they declined? And he asked if she could give the Council a sense of what the campus feels like from CCRT’s vantage point? Dr. Taylor said that what they have seen is consistent with what is happening nationally and at other institutions, especially peer institutions. She said there’s a question of causation, “Do we have more reports now because there are more incidents occurring, or and do we have more reports because people know about the reporting process?” Dr. Taylor said last year had definitely seen an increase in what was reported and in the number of reports. One of the trends was an increase in flyers, not old school, but flyers distributed through social media where they can be dispersed quickly, not just at UT Austin, but at other institutions and just about anywhere. She said that social media is the new trend. Related to Title IX issues, Dr. McCarty-Harris said that because more education and training are happening across campuses, it is likely that we have more reporting because people are more aware and therefore more likely to report.

Ann Cvetkovich (Professor, English; Women’s and Gender Studies; Director, LGTQ Studies) said that serving as chair of the President’s Ad-hoc Committee on LGBTQ Initiatives, she became more aware of Campus Climate issues and noted that Dr. Taylor, who is on the committee, had helped them to think in more informed ways about the classroom as “one scene” of Campus Climate. She said, “I would love to have us all thinking about how the classroom and instruction

are important arenas both for bias incidents but also a crucial place where we can create other ways of being.” She asked if they could “comment on how to facilitate better relations between what’s going on at the academic side of campus and what’s going on in Student Services and other areas?” Dr. Taylor said they had seen an increase in reports of events occurring in the classroom, but there are many factors at play. For instance, reports could be about students or something the professor said either to an individual or to everyone in the classroom; CCRT has to weigh a lot of factors. She said, if it is not something that rises to the level of OIE investigation, then CCRT will provide feedback to the instructor. She said she found faculty members to be very receptive to those conversations and asked for more information, which is the impact CCRT hopes for. She mentioned the Inclusive Classrooms Seminar CCRT offers teaching assistants and assistant instructors where they work through scenarios that happen in classrooms; in their role as instructors, they have conversations about best practices for handling those situations.

Dr. Blinda McClelland (Lecturer, Integrative Biology) asked since CCRT is the first line of complaint, how does it determine if a report is a matter of free speech or offensive speech? Dr. McCarty-Harris said that after a complaint is filed, CCRT consults with the reporter to determine what their allegations are. Then, depending on the nature of the allegations and who the case is referred to, the offending party may be contacted for a response, and opposing viewpoints are considered. She emphasized that CCRT is a neutral third party, fact finders who want to make sure the process is fair and equitable.

Brian L. Evans (Professor, Electrical and Computer Engineering) asked if there was training available for Faculty Search Committees? Dr. McCarty Harris said that there is, but not through her office or CCRT. Eric Saldanha (Student Government Representative) said that Student Government had been working with the Faculty Innovation Center and with Dr. Taylor and other stakeholders on campus to develop a model of Campus Inclusive Classroom Training that faculty members can take to improve their responses to students in the classroom, and how to modify behavior to reduce any biases or micro-aggressions. He said they hoped to launch the training this year and that Dr. Taylor had already done some pilot programs in several colleges across campus. He said, “We’re really excited about this program and believe it will tremendously improve how students interact in the classroom with faculty and improve the quality of our education, because when you’re more comfortable in the classroom, you’re going to learn better.”

- E. Resolution from the Faculty Council Executive Committee in Support of President Fenves’ September 5th Message Regarding DACA.

Chair Hoelscher presented a resolution in support of President’ Fenves’ September 5th message regarding DACA. Professor Pauline T. Strong (Anthropology) said that she thought the resolution should come from the Faculty Council rather than the Faculty Council Executive Committee and that the language should be modified. After some discussion, the Faculty Council unanimously endorsed the following resolution:

The Faculty Council of the University of Texas at Austin endorses President Fenves’ statement of September 5, 2017, strongly supporting the Deferred Action for Childhood Arrivals program (DACA) and DACA students here at UT Austin and across the state of Texas.

IX. ANNOUNCEMENTS AND COMMENTS

- A. Civitatis Award nominations are due in the Office of the General Faculty by October 15
- B. Faculty Council members’ Grievance Hearing Pool representatives are due in the Office of the General Faculty.
- C. The annual meeting of the School of Undergraduate Studies will be held on October 16 at 1:15 pm in Main 212.
- D. The annual meeting of the General Faculty will be held on October 16 at 2:15 pm in Main 212 and will be immediately followed by the second fall meeting of the Faculty Council.

X. QUESTIONS TO THE CHAIR—None

XI. ADJOURNMENT

Hearing no announcements or questions from the floor, Chair Hoelscher adjourned the meeting at 3:40pm.

Appendix A

**2016-17 Report of the Faculty Council's Committee on International Programs and Studies:
FC C-6 Committee**

David Eaton, 2016-17 Chair, on behalf of the C-6 Committee

Tasks of the C-6 FC Committee, 2016-17

- Support the Office of UT President Fenves in its efforts to expand international programs at UT
- Support the priorities of the International Office in its effort to expand semester-long international programs that are approved by UT departments, offer credit to UT students, are managed by foreign universities, and are relatively low in cost
- Identify and study issues associated with faculty and staff leading or sending students outside of the US

Task 1:

Support of the UT President's Office's Priorities

- Staff from President Fenves' office asked members of the FC C-6 Committee to comment on materials drafted by the UT President's Office
- FC C-6 Committee members provided comments as individuals
- The members of the FC C-6 Committee remain willing to assist the Office of the President in any way that Office wishes

Task 2:

Support of the International Office

- The International Office indicated that one of its priorities is to expand the use by UT undergraduate students of semester-long international programs managed by foreign universities that offer courses that have been pre-approved by UT departments for academic credit
- The rationale for such programs, where they exist, is that (a) individual UT departments have already approved specific foreign-university semester-long programs for academic credit for their majors, and (b) that these programs are relatively low-cost for students, as compared to programs run by US-based third-party vendors or UT faculty-led programs
- The FC C-6 Committee agreed to develop means to promote such semester-long international programs for undergraduates
- The FC C-6 Committee will propose to the FC's Executive Committee in late September a so-called 'UT Ambassador Program' to promote semester-long international programs for undergraduates
- No action will be taken until (a) the FCEC approves the concept (if they do), and (b) any and all appropriate UT offices are consulted and approve the concept

UT Ambassador Program: Proposal

- Self-selected members of the FC C-6 Committee will ask their own college dean and department whether they will allow undergraduate students to address individual classes for a few minutes to discuss their experiences in semester-long international programs operated by a foreign university that allowed the student to earn credit at UT
- Only if a UT college dean and department chair agrees will the FC C-6 Committee contact faculty members within those departments to ask: are you willing to allow a student to address specific undergraduate classes to discuss experiences in semester-long international programs operated by a foreign university?
- A student invited to address a class will be called a 'UT Ambassador'
- A trial of the program would occur during the 2017-18 academic year

Logistics of a Proposed Trial of a UT Ambassador Program

- Each designated UT department will identify UT undergraduates who have participated in a department-approved, semester-long international program operated by a foreign university
- Each of those students will be asked if she/he is willing to serve as a 'UT Ambassador'
- Students who agree will be trained by the International Office to present a brief (5 minutes or less) discussion of their personal experience in a department-approved, semester-long international program operated by a foreign university

- The UT Ambassador will present such information to specified classes in the consenting department
- The UT Ambassador will agree to correspond via email or other appropriate means with UT undergraduates who seek additional information about the department-approved, semester-long international program operated by a foreign university

Possible Outcomes from a Proposed Trial of a UT Ambassador Program

- The results of a 2017-18 trial of a UT Ambassador program will be reviewed by the International Office (IO)
- If the IO believes that the UT Ambassador Program trial has failed to be of value, it will be abandoned after the 2017-18 academic year
- If the IO believes that the UT Ambassador Program is worthwhile, the FC C-6 Committee will work with the IO and the FCEC to develop a proposal for a sustainable UT Ambassador Program

Task 3: Study Issues Related to Faculty–Led International Programs

- The FC C-6 Committee has begun to study issues that arise when faculty either lead UT-approved programs abroad or send student abroad
- The FC C-6 Committee has identified specific issues of interest, as discussed below
- The FC C-6 Committee will (a) document what it has learned, (b) assure the accuracy of the information through UT staff and the UT system, and (c) propose means to make that information available to UT faculty/staff through appropriate means, yet to be determined
- The FC C-6 Committee expects to complete this study in the 2017-18 academic year and make recommendations to the FCEC regarding how best to communicate information to UT faculty

Issues When UT Faculty Send or Lead Students in UT-Approved Travel Abroad

- What are the responsibilities of faculty/staff when they send students abroad or lead students abroad?
- What UT offices should provide support for UT faculty/staff who send or lead students abroad?
- What insurance provided by the UT System is available to mitigate risks when students are sent or led in international programs?
- How faculty, UT, and the UT System can work together to reduce risks to students when they travel abroad on UT-approved international programs

Possible Outcomes from the Study of Faculty –Led International Programs

- If the FCEC and appropriate UT and UT-System offices approve of information that can be useful for faculty who send or lead UT students abroad, that information should be made available to UT faculty and staff
- The information delivery system should be designed to be sustainable, so that information can be revised by UT offices which are responsible for that information

Appendix B

CAMPUS CLIMATE**Yulanda McCarty-Harris, J.D., Sr. CAPP**

Executive Director for Inclusion and Equity

Office for Inclusion and Equity (OIE)

Division of Diversity and Community Engagement (DDCE)

Betty Jeanne Taylor, Ph.D.

Assistant Vice President for Inclusion and Equity

Office for Inclusion and Equity (OIE)

Division of Diversity and Community Engagement (DDCE)

Clinical Assistant Professor, Department of Educational Leadership and Policy

▶ **CORE FUNCTIONS**

- Investigations
- Policies
- Education
- Faculty Diversity
- Diversity Planning
- Campus Climate

CAMPUS CLIMATE RESPONSE TEAM (CCRT)

- ▶ University-wide strategy resource team designed to facilitate appropriate responses to reports of bias incidents.
- ▶ Team includes administrators from Division of Diversity and Community Engagement (DDCE), Division of Student Affairs, Office of the Executive Vice President and Provost, Financial Affairs, and University Operations.

UNITS REPRESENTED INCLUDE:

- Counseling & Mental Health Center
- Dean of Students
- Gender & Sexuality Center
- Housing & Food Service
- Inclusion & Equity
- International Office
- Longhorn Center for Academic Excellence
- Multicultural Engagement Center
- Services for Students with Disabilities
- UT Police Department

CCRT REPORT/RESPONSE PROCEDURES

- ▶ CCRT receives report.
- ▶ If contact information is provided, reporter is contacted within 48 hours (two business days).
- ▶ Resource information is provided, as appropriate.
- ▶ Report is referred to appropriate office(s), as needed.
- ▶ Report is managed by CCRT, as needed.
- ▶ Report is kept confidential, to the extent possible.

EXAMPLES OF REPORTED BIAS INCIDENTS

- ▶ Student organization hosting an event with an offensive theme
- ▶ Graffiti/Vandalism
- ▶ Flyers/Posters
- ▶ Written comments via social media
- ▶ Verbal comments

CCRT REPORT RESPONSE EXAMPLES

- ▶ Information provided regarding resources such as Counseling and Mental Health Center, Employee Assistance Program, University Ombuds Offices, etc.
- ▶ Graffiti removed (through collaboration with building manager).
- ▶ Feedback provided to instructor.
- ▶ Wording modified to be more inclusive.
- ▶ Procedures modified to be more inclusive.

CCRT REPORTING

- ▶ Report online: www.utexas.edu/diversity/ccrt
- ▶ Report by phone:
 - Students: Office of the Dean of Students, (512) 471-5017
 - Employees/Visitors: Office for Inclusion and Equity, (512) 471-1849
- ▶ Anonymous reports are accepted.
- ▶ All emergencies or crimes in progress should be reported to UTPD, 24 hours a day: 911 or (512) 471-4441.
 - University Policies
 - The University of Texas at Austin, Handbook of Operating Procedures (HOP):
 - Nondiscrimination, Policy Number: 3-3020
 - Prohibition of Sexual Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking, Policy Number: 3-3031
 - Consensual Relationships, Policy Number: 3-3050
 - Hate and Bias Incidents Policy, 9-1810
 - Disability Accommodation for Applicants and Employees, Policy Number 3-3010

OIE TEAM

- ▶ Yulanda McCarty-Harris, J.D., Executive Director for Inclusion and Equity
 - ▶ Betty Jeanne Taylor, Ph.D., Assistant Vice President for Inclusion and Equity
- Investigators:
- ▶ G. Anthony (Tony) Brown, J.D., Director for Investigations & Policy/Deputy Title IX Coordinator
 - ▶ Beth Darby, J.D., MBA, Director for Investigations & Policy

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Executive Assistant:

► Robynn K. Strong, BA

OIE CONTACT

► OFFICE FOR INCLUSION AND EQUITY (OIE)

Division of Diversity and Community Engagement (DDCE)

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