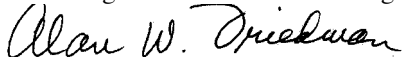


## DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of December 11, 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  
DECEMBER 11, 2017**

The fourth regular meeting of the Faculty Council for the academic year 2017-18 was held in the Main Building, Room 212 on Monday, December 11, 2017, at 2:15 pm.

**ATTENDANCE.**

**Present:** Ana L. Aguilar, Minou Arjomand, Lucinda Jane Atkinson, Simon D. Atkinson, Darrell L. Bazzell, Mark L. Bradshaw, Christopher P. Brown, Barry Brummett, Austin Cooney, Ann Cvetkovich, Brian L. Evans, Gregory L. Fenves, Benny D. Freeman, Alan W. Friedman, Donald S. Fussell, Elizabeth Cobbe Goeller, Alejandrina Guzman, Martha F. Hilley, D. Eric Hirst, Steven D. Hoelscher, Heather Houser, Vishwanath R. Iyer, Huriya Jabbar, Jody L. Jensen, Jonathan Kaplan, Susan L. Kearns, Harrison Keller, Kerry A. Kinney, Robert C. Koons, Alexandra Loukas, Blinda E. McClelland, Maurie D. McInnis, Jennifer Moon, Leonard N. Moore, Richard A. Morrisett, Martha G. Newman, Gordon S. Novak, Patricia C. Ohlendorf, Robert A. Olwell, Anthony J. Petrosino, Soncia Reagins-Lilly, Pengyu Ren, Loriene Roy, Eric Saldanha, Jasleen K. Shokar, Mark J. T. Smith, Vincent S. (Shelby) Stanfield, Pauline T. Strong, Rabun M. Taylor, Jeffrey Treem, James W. Tunnell, Jason P. Urban, Steven Warach, Lauren J. Webb, Karen M. Wickett, Jennifer M. Wilks, Patrick P. Wong, Robert F. Young.

**Absent:** Michelle Addington, Hal S. Alper (excused), C.J. Alvarez, Ronald J. Angel (excused), Christina Bain (excused), Zoltan D. Barany (excused), Luciano C. Barraza (excused), Jay M. Bernhardt, Randolph G. Bias, Charlotte Canning (excused), Allan H. Cole (excused), Juan J. Colomina-Alminana (excused), M. Lynn Crismon (excused), Charles Michael Cunningham, Janet M. Davis (excused), Douglas J. Dempster, Randy L. Diehl, Glenn P. Downing (excused), Joshua D. Eisenman, Angela M. Evans, Ward Farnsworth, Linda L. Golden (excused), Laura I. Gonzalez (excused), Courtney Handman (excused), Lorraine J. Haricombe (excused), Tracie C. Harrison, Jay C. Hartzell, Linda A. Hicke, Coleman Hutchison (excused), Brent L. Iverson (excused), Daniel T. Jaffe, S. Claiborne "Clay" Johnston, Christine L. Julien (excused), Manuel Justiz, John C. Lassiter (excused), Mark A. Lawrence (excused), Sanford V. Levinson (excused), Bradford R. Love, Sharon Mosher, Kareem T. Mostafa, Deborah Parra-Medina (excused), Dennis S. Passovoy (excused), Scott A. Rabenold, Austin B. Reynolds (excused), David W. Robertson, Jonathan L. Sessler (excused), D. Max Snodderly (excused), Alexa M. Stuijbergen, Stefano Tiziani (excused), Sharon L. Wood, Luis H. Zayas.

Voting Members:	46 present,	30 absent,	76 total
Non-Voting Members:	12 present,	21 absent,	33 total
Total Members:	58 present,	51 absent,	109 total.

**I. REPORT OF THE SECRETARY (D 15647-15650).**

Secretary Alan W. Friedman (Professor, English) reported that President Fenves had appointed a Memorial Resolution Committee for Professor Lodis Rhodes of the LBJ School of Public Affairs and that a memorial resolution had been completed for Professor John Robertson of the School of Law.

Concerning Faculty Council legislation, Secretary Friedman said Provost Maurie McInnis had approved changes to the McCombs School of Business Real Estate Certificate and to its Business Honors Program, as well as to degree programs in American Studies and Government, and minors in Classics, Latin, and Portuguese, all in the College of Liberal Arts. Also approved by the Provost and now awaiting consideration by the Texas Higher Education Coordinating Board were proposed changes in the Core Curriculum Course Lists for 2018-19 and in the French and Italian Degree Programs. The Secretary said the proposal to change the policy for Transcript-Recognized Certificate Programs to include the Texas Extended Campus had a number of procedural and logistical issues that needed to be resolved. He also reported that proposed changes regarding Student Discipline and Conduct and the Faculty Disposition Form and proposed changes to the Accounting Degree Program in the School of Business and to the Core Texts and Ideas Certificate, the English Degree Program, the Human Dimensions of Organization Degree Program, the History major, the History and Philosophy of Science Degree Program, the UTeach Liberal Arts Degree Program, the Asian Studies Degree Program, and the Urban Studies Degree Program, and proposals to create a German certificate, a Business Spanish Certificate, and a Spanish for the Medical Professions Certificate were all still under review by the Provost. Finally, he noted that the Faculty Council had just approved the Psychology Degree Program in Liberal Arts by no-protest and that final approval for that resides with the President.

**II. APPROVAL OF MINUTES (D 15732-15750).**

Secretary Friedman said the minutes for November 13, 2017 had been posted. He asked if there were further changes. Hearing none, the Secretary assumed the minutes to be approved as submitted.

**III. COMMUNICATION WITH THE PRESIDENT.**

President Gregory L. Fenves said that he was glad the semester was almost over, which drew a few cheers and laughter from the audience. He said students seemed pretty happy even though they were preparing for finals. He noted that it was the last class day and wondered how the new schedule was working out.

President Fenves updated the Council on his recent trip to Mexico City and Monterrey, which he had mentioned at the last Faculty Council meeting. He said it was a “fantastic” trip, with the highlight being the opening of the first UT Austin office outside of the United States. He said the office is currently housed in UNAM (Universidad Nacional Autónoma de Mexico), a very dynamic building with other universities and other international programs. The President said that Professor Jorge Piñon and the Jackson School of Geosciences is staffing that office, and that it is intended to serve the entire University in developing research collaborations and exchange programs with faculty and universities in Mexico as UT Austin looks for other opportunities around the world. He said it was the first big step for UT Austin’s international strategy.

President Fenves said that earlier in the day, it was announced that Chris Del Conte, who served as Athletic Director at Texas Christian University for eight years, had been appointed as UT Austin’s new Athletics Director. President Fenves said, “He’s a genuine, dynamic individual, with complete integrity. We’ve talked about the academic aspects of student athletes’ experiences here at UT Austin and how important the classroom is for the academic progress and getting an education for student athletes.” He went on to say that he thought Mr. Del Conte would be a great partner of the Faculty Council, the faculty, and UT Austin’s academic programs. He closed his remarks by saying, “Chris is going to be an integral part of where we go in the future with very important issues having to do with intercollegiate athletics.”

The President then opened the floor to comments and questions.

Pauline T. Strong (Professor, Anthropology) asked if President Fenves could give an update on how the University is responding to the tax issues posed to graduate students by the US Congress? President Fenves said that he has been greatly concerned about a number of aspects of the tax bill. He said the provision making tuition waivers taxable income for graduate students makes no sense. He said that Ellyn Perrone (Senior Associate Vice President for Research and Federal Relations) is working with the Association of American Universities (AAU) and the Association of Public and Land-Grant Universities (APLU) to educate members of Congress about the “deleterious effects that the bill would have on the greatest graduate education system in the world and higher education.” He said that a letter had been signed by members of Congress from both parties expressing “deep concerns” about that particular provision. In addition, Chairman Brady of the House Ways and Means Committee said that it is one of the things they hope to change during the conference committee process.

President Fenves said there were a number of other provisions in the bill that were concerning, such as the taxation of endowments for non-profit organizations that would not affect UT Austin; however, he remarked, “As these things go, they often expand over time in their scope.” Also concerning was the provision that would repeal the tax deduction for student loan interest and proposed excise taxes on salaries, bonds, and unrelated businesses, which are very important for the way the University is managed. Closing his comments, the President said, “We have been working with members of Congress as a campus and as part of AAU and APLU advocacy efforts.”

**IV. REPORT OF THE CHAIR.**

Chair Steven D. Hoelscher (Professor, American Studies) said that he would hold his remarks for the end of the meeting.

**V. REPORT OF THE CHAIR ELECT—None.**

Chair Hoelscher said that Chair Elect Charlotte Canning (Professor, Theatre and Dance) was unable to attend and sends her regrets.

**VI. UNFINISHED BUSINESS—None.**

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

**VIII. NEW BUSINESS.**

**A. Resolution from the Committee of Counsel on Academic Freedom and Responsibility Concerning Academic Analytics.**

Chair Hoelscher introduced Brian L. Evans (Committee of Counsel on Academic Freedom and Responsibility Chair and Professor, Electrical and Computer Engineering) to give information on a resolution that would be presented at the January 22 meeting.

Professor Evans summarized information and committee concerns regarding Academic Analytics:

- UT System has been subscribing to Academic Analytics since September 2012. The initial contract was for \$3.6M for five years. The revised contract is \$2.8M for the subsequent five years.
- Academic Analytics, LLC, is a private company that aggregates certain public information about individual faculty members to provide ratings for each of them.
- The public information includes journal, conference, and book publications; journal and conference paper citations; federal grants as Principal Investigator; and certain awards.
- The public information does *not* include book chapters; book citations; book reviews; patents; federal funding as a co-investigator; funding from states, companies, or foundations; art displays; or performances.
- Academic Analytics does not rank journals for a specific discipline, and only tracks citations to journal and conference papers published since 2000.
- Faculty members do not have access to verify the accuracy of the data gathered.

- Based on the faculty information gathered, Academic Analytics also assigns ratings to programs and universities.
- Academic Analytics collects incomplete (and possibly inaccurate) information about faculty scholarship, and it fails to measure other important forms of academic activity, including teaching, service, and community engagement and outreach.
- Academic Analytics is not designed to measure the complexity of scholarly productivity on a university campus.
- Its use in evaluating the performance of current or potential individual faculty members intrudes upon the guiding principles of academic freedom, peer evaluation, and shared governance.

Chair Hoelscher asked if there were questions from the floor regarding the information presented. Hearing none, he thanked Professor Evans and said that he looked forward to hearing from him again in January.

B. Annual Report of the Faculty Ombuds.

Mary Steinhardt (Faculty Ombuds and Professor, Kinesiology and Health Education) thanked the Council for the opportunity to report.<sup>1</sup> Professor Steinhardt said the purpose of the Faculty Ombuds Office is to provide faculty with a prompt and professional way to resolve concerns and conflicts beyond turning to their supervisors. She said that she reports to Senior Vice Provost for Faculty Affairs Janet Dukerich. She thanked Dr. Dukerich and Assistant Vice President for Faculty Affairs Carmen Shockley for their support over the past year. She reported that Dr. Kouang Chan serves as UT Austin's Student and Staff Ombuds and that she works very closely with him. They are both members of the International Ombuds Associate (IOA) and adhere to the standards of practice and code of ethics of the IOA. She explained that the Ombuds Office standards of practice are confidentiality, neutrality, informality, and independence. The Ombuds Office conducted a Qualtrics survey this past year to get anonymous feedback from faculty that resulted in over 300 responses. She is very appreciative of the helpful feedback and asked faculty members to encourage their colleagues to visit the Ombuds office if they need to talk privately in a safe environment about concerns or to explore and evaluate options and/or assist in informally resolving a concern or conflict. She said that she is available to explain or clarify policies and can recommend changes and improvements to the University administration.

The Ombuds said that she cannot act as an advocate; tell visitors what to do; set aside decisions of a University official; provide psychological counseling or therapy; conduct investigations or provide legal advice; take sides in a dispute or participate in formal proceedings. However, she said she can talk to faculty members about informal processes.

Dr. Steinhardt reported that there had been a slight decrease in the number of faculty members who visited her office since 2013, when she saw 127 faculty members, as compared to 109 last year. She said that the faculty members who visited her last year came from 14 colleges and schools, including 50 departments. The ranks of the faculty who visited her can be found in Appendix A, slide 5. She described the issues brought before her in slide 6, and said that issues from one visit might fall into more than one category. An assistant professor might come to see her regarding mid-probationary review, which comes under the faculty evaluation category. During the visit, the faculty member might also discuss mentoring concerns, which makes it a departmental issue. If the faculty member expressed concern about research lab space, that would fall under research issues; and questions about modified instructional duty or a family policy would involve policy interpretation. Noting that most issues relate to policy interpretation, she encouraged units and departments to have clear policies posted on their websites.

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<sup>1</sup> PowerPoint Presentation in Appendix A. The written report (D 15752) can be found online at <https://wikis.utexas.edu/download/attachments/172725748/AnnualReport%202016-17%20%28Faculty%20Council%2012.11.17%29.pdf?api=v2>

Dr. Steinhardt said the next most common reason for someone to visit her concerned some type of conflict, usually with another colleague or administrator. She said if the conflict spilled over into incivility or bullying and conduct concerns, that visit would also get a check under dealing with difficult people.

Dr. Steinhardt explained that departmental issues might include tensions between leadership of the department and various areas within the department. Examples involve team management issues, morale, concerns regarding strategic plans, imbalances of power, and fair and equitable treatment.

Faculty evaluation, the most important issue discussed with faculty, includes promotion and tenure issues such as mid-probationary review, tenure and promotion process, annual reviews, periodic comprehensive review, developmental plans, extension and probationary periods. Other issues brought to her relate to curriculum, compensation, non-tenure track concerns—such as contract renewals, career path, and balance between teaching and service—student concerns, research, retirement, and issues related to Title IX and the Office of Inclusion and Equity (OIE).

Last year, Dr. Steinhardt said she attended several Title IX trainings and presented at new Administrator Workshops and participated in several brown bag lunch sessions for faculty that focused on promotion and tenure, effective communication, and having difficult conversations. The lunch sessions were hosted by the Office of the Executive Vice President and Provost. She reported that she served as an ex officio member on the Council for Racial and Ethnic Equity and Diversity (CREED), the Non-Tenure Track Task Force, and the Title IX Task Force. She also served in an advisory capacity on CCAFR and the Faculty Grievance Committee.

Dr. Steinhardt said that this year her office in collaboration with the Women's Faculty Organization is hosting four focus groups, three before the holiday break and one on January 19 (see PowerPoint slide 8).

She encouraged Faculty Council members to listen to the video announcement of our new Athletics Director.<sup>2</sup> She said she was very impressed with Mr. Del Conte and his remarks, which made her cry. She said he was a service-oriented leader and believed in the high academic quality at UT Austin, which made her very proud. She closed her report by thanking the faculty for allowing her to serve and citing her favorite quote from the former Faculty Ombuds Stanley Roux: "Choose actions that best demonstrate fairness and respect, and, where appropriate, advocate for rewards. Nonetheless, conflicts will arise—well-meaning bright people sometimes disagree—and most can be resolved amicably."

Chair Hoelscher asked if there were any questions from the floor for the Ombuds?

Jody L. Jensen (Past Chair and Professor, Kinesiology and Health Education) said that Dr. Steinhardt's service as Faculty Ombuds "has been a very strong and important cultural shift for working with our colleagues." Having served on the Faculty Council for a number of years, she said, "I know the impact you've made. You have made life for a lot of us a lot easier. So, I simply want to make sure that the Faculty Council acknowledges the importance of this kind of role and this kind of office for the University. Thank you, Mary." Dr. Steinhardt thanked her for the kind words and pointed out that she and Dr. Jensen and Dr. Alex Loukas, who was also present, were colleagues in the same department and that, because of the good rapport that she has with her colleagues, her thirty years at the University have gone by very quickly. She said that every day, when she goes into her office, she reads a sign that says, "Work hard and be nice to people." She said that if you do that, "people will be nice back to you, and you will serve to the best of your ability." She then laughed and thanked Dr. Jensen for the "softball question."

Martha F. Hilley (Professor, Music) said, "While we're embarrassing Mary, I might as well go full tilt." As Chair of the Faculty Grievance Committee, Professor Hilley said that Dr. Steinhardt was

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<sup>2</sup> <https://www.texassports.com/news/2017/12/11/ut-athletics-video-chris-del-conte-press-conference.aspx>

an absolute necessity because of the way she helps the Committee and because of the way she approaches everything and everyone who comes to her. She said, “Everyone who goes to see Mary gets her cell phone number; and everyone knows that that number is available to them 24/7. I can’t do that. She does that. So, give her another round of applause.” The Council was happy to oblige. Chair Hoelscher then gave the Ombuds a heads up that he would continue to embarrass her a bit later in the meeting.

C. Resolution on Methane Emissions Controls on University Lands (D 15644-15646).

Heather Houser (Executive Committee member and Associate Professor, English) introduced the Director of Environment Texas, Luke Metzger and asked permission for him to speak during her presentation of the resolution, which was granted. Professor Houser explained that the resolution that she was bringing before the Faculty Council was to form a task force of UT Austin scientists and engineers in order to properly collect University Lands methane emissions data, research appropriate and affordable best practices to reduce emissions, and develop a methane-control plan to cut emissions by 50% within the next five years. To provide context about how this issue has been addressed on campus, she said that Environment Texas along with allies on campus have been circulating petitions and gaining signatories. She also noted that the resolution had been unanimously approved by the Faculty Council Executive Committee. She said that the Environment Texas campaign group had recently met with Vice Chancellor Barry McBee and that the conversation with UT System was ongoing. She said they were bringing the resolution to the Faculty Council so that the faculty have a voice in the matter. She then turned the floor over to Mr. Metzger.

Mr. Metzger explained that Environment Texas is a non-profit statewide advocacy group working for clean air, clean water, and open spaces. He said the organization had started working to reduce greenhouse gas emissions from multiple sources, including the transportation sector, the electricity sector, and oil and gas operations. He said that the scientific community is clear that greenhouse gas emissions, primarily carbon dioxide but also methane, are warming the planet and contributing to very severe consequences including extreme weather as we recently saw with Hurricane Harvey and the wildfires in California. He said The University of Texas System owns about two million acres of land in west Texas that have about 9,000 producing wells that generate considerable wealth to the UT System; however, they are also contributing significant amounts of pollution.

Looking at 2015 pollution data for the University Lands, including spills, Mr. Metzger said Environment Texas estimates that over a six-year period, the University Lands operations release about 11.7 million metric tons of climate pollution, which is equivalent to the pollution caused by about 2.5 million cars or the carbon footprint of the UT Austin campus—all the buildings, all the power plants, and all the cars. In addition, he said that fracking operations on University Lands are about seven times the carbon footprint of UT Austin. He said that, while UT System is doing great things in terms of encouraging more energy efficient buildings and sustainability on its campuses, it needs to address the University Lands emissions to live up to its sustainability policy.

Mr. Metzger said that University Lands’ estimates of emissions dispute the findings of Environment Texas. He explained that University Lands uses the EPA greenhouse gas reporting program Subpart W; however, not all operators of University Lands follow that reporting practice. As a result, their numbers are only a snapshot of the total emissions. And while University Lands likes to claim that emissions are decreasing, Mr. Metzger said they are fluctuating, and some sources indicated that emissions from leaks and pneumatic devices are actually increasing.

On a positive note, Mr. Metzger reported that Exxon, BP, Shell and about two dozen oil companies recently announced plans to do a major methane emissions reduction program. These operations together make up about 26% of US oil production, and many of these companies operate on University Lands. He acknowledged that UT System already has good policies that go above and beyond what is required for water and land management, and that Environment Texas is just asking them to include best practices related to methane emissions for operators who want to do business on the peoples’ lands.

The Director said the Task Force would gather data and research best practices and propose steps that University Lands can take to reduce emissions. He said that recent analyses done by the International Energy Agency suggest that implementing methane reduction practices is actually cost effective because operators can capture the methane and sell it, meaning that it pays for itself and has a positive impact on the environment. He said one study found that operators on University Lands could reduce their emissions by 48% at a net benefit of \$4M. Mr. Metzger recognized that smaller operators may not have the capital to implement such programs. However, he said that a New York philanthropist wrote to Chancellor McRaven and Chief Executive Officer of University Lands Mark Houser offering to create a revolving loan fund to help the smaller operators with the capital costs to be paid back from the sale of the captured gas.

Mr. Metzger said they are suggesting that the Task Force include leading minds from UT Austin as well as from Texas A&M and from industry to look at the issue and make sure that UT Austin is at the cutting edge in reducing greenhouse gas emissions, including methane on University Lands.

Mr. Metzger then read the resolution below:

The UT Austin Faculty Council urges Chancellor McRaven and Mark Houser to form a Task Force of UT scientists and engineers to properly collect University Lands methane emissions data, research appropriate and affordable best practices to reduce emissions, and develop a methane-control plan to cut emissions by 50% within the next five years.

Professor Houser asked if there were any questions from the floor.

Kerry A. Kinney (Professor, Civil, Architectural, and Environmental Engineering) said that she was very supportive of the resolution but asked if the task force would be collecting the data or analyzing existing data? She said, "Data matters, and you see a lot of hype one way or the other." Mr. Metzger said that, ultimately, it would be up to the Chancellor and the Regents to decide, but the intent was for the task force to collect the data by taking measurements to verify what the actual emissions are.

Chair Hoelscher asked Professor Houser to read the resolution again and then asked if there were any additional questions.

Robert F. Young (Assistant Professor, Architecture) asked why they chose 50% for cutting emissions and why five years for completion? Mr. Metzger said that they chose 50% because the technology is already available. He said five years was chosen given the urgency of the climate crisis and the need for immediate action. He said, "Five years is bold but a reasonable timeline to have operators all starting to use these best practices."

Chair Hoelscher then called for a vote. By a show of hands, the resolution was unanimously endorsed by the Faculty Council.

## **IX. ANNOUNCEMENTS AND COMMENTS**

Before adjourning the meeting, Chair Hoelscher said, "This is where I get to have some fun. And I get to brag about some of my colleagues who I have enjoyed getting to know over the years." He then announced that Drs. Edmund T. (Ted) Gordon and Mary A. Steinhardt were recipients of this year's Civitatis Award. For those not familiar with the award, he explained that members of the General Faculty submit nominations to the Faculty Council Executive Committee (FCEC), who reviews the pool of candidates and submits recommendations to the President, who makes the decision. He said the recipients of the award are faculty members who have provided dedicated and meritorious service to UT Austin above and beyond the regular expectations of teaching, research, and service and must be persons of such integrity, stature, and demonstrated ability and renown that the university community, including alumni, faculty, staff and students, will take pride in and be inspired by their recognition. He said the FCEC spent the better part of an afternoon reviewing materials for a large pool of very

deserving nominees. Chair Hoelscher then gave a brief description of Professor Gordon's service to the University:

Ted Gordon was an engaged scholar and public intellectual well before that academic term became in vogue. He has been committed to the study of people of African descent in the Americas and the amelioration of the material conditions and regimes of social discrimination impacting their lives. This commitment has carried over into his teaching and administrative career and has guided his institution-building and leadership at UT Austin. From the day that Dr. Gordon arrived on this campus twenty-nine years ago as an assistant professor of Anthropology, he has dedicated his considerable energy, vision, and leadership primarily in three areas: excellence in teaching and curricular development of the African Diaspora; institutional change to help UT-Austin live up to its own high ideals of racial and gender equality and justice; and the application of these principles to the world outside the University. As the three faculty members who nominated him and the sixteen faculty who endorsed his nomination attest, "in his almost thirty years on the faculty at UT, Professor Gordon has become well-known and widely respected voice of conscience, a source of intellectual guidance, and a catalyst for action around issues of racial equality and justice." I'm personally delighted to see that since he was nominated for this award, he's been named Vice Provost for Diversity. It strikes me as a very appropriate appointment. So, although he is not here, please join me in congratulating Ted Gordon.

Since Professor Steinhardt is present, Chair Hoelscher said, "I can embarrass her with lavish praise in person." He said the FCEC was very impressed with her dedication to the University over the past thirty-one years and gave the following description of her meritorious service:

During a long, distinguished career, she has maintained a high profile as an outstanding scholar, securing more than \$2 million in grants from such organizations as the National Institutes of Health and St. David's Center for Health Promotion and Disease Prevention to promote her ambitious research agenda. As one faculty member wrote of Dr. Steinhardt, "For many years, Mary has been the 'go-to' person. Everyone knows they can depend on her, everyone knows she will come to 'whatever' prepared to do whatever work, and everyone knows that she has a hard time saying 'No.'" Our university has benefited greatly from Dr. Steinhardt's reluctance to refuse requests for assistance. And she's been involved in so many committees, it would take me about ten minutes to read them all. So, I won't. But I will say that, below the surface of her CV and all the committees that she has served on, is what she presented here today. Her nine years as our University's faculty ombudsperson, the importance of which cannot be overstated. We saw today... and the timing is just uncanny, we didn't plan this, but you did get a sense of the sort of work that she undertakes. And you recall that the purpose of the office is straightforward, really straightforward: to provide faculty with a prompt and professional way to resolve conflicts, disputes, or complaints beyond turning to their supervisor, and to assist faculty with any work-related difficulty, including interpersonal conflict or misunderstandings, as well as academic or administrative concerns. This work is anything but simple. The myriad conflicts that inevitably occur on a campus as large and as complex as ours are staggeringly multidimensional and often fraught with high drama. Professor Steinhardt brings her distinct research expertise and a deep sense of empathy and calm to create a space for faculty to voice their concerns safely, clarify desired outcomes, think through difficult situations, develop options, and problem-solve. In a very real way, Professor Steinhardt has played a crucial role in generating a culture of fairness and respect on our campus and, when conflicts arise, helping to resolve them amicably if at all possible. Please join me in congratulating Mary Steinhardt.

Professor Steinhardt received enthusiastic cheers and applause from the audience.

Chair Hoelscher then announced that recommendations to change the General Faculty Standing Committees' functions and compositions are due in the Office of the General Faculty. He said that



nominations to the Standing Committees will open on January 16<sup>th</sup> and that the next Faculty Council meeting will be on January 22<sup>nd</sup>.

**X. QUESTIONS TO THE CHAIR**—None

**XI. ADJOURNMENT**

Chair Hoelscher adjourned the meeting at 3:03pm.

Appendix A

**2016-2017 Annual Report of the Faculty Ombuds**  
**Professor Mary A. Steinhardt**  
PowerPoint Presentation to Faculty Council  
December 11, 2017

Slide 1



**OFFICE OF THE UNIVERSITY FACULTY OMBUDS**

*ESTABLISHED SEPT. 2004*

Purpose

Provide faculty with a prompt and professional way to resolve concerns and conflicts beyond turning to their supervisors.

International Ombudsman Association

Standards of Practice & Code of Ethics

- ✓ CONFIDENTIAL
- ✓ NEUTRAL
- ✓ INFORMAL
- ✓ INDEPENDENT

Slide 2



**How Can The Faculty Ombuds Help?**

- ✓ Listens to concerns
- ✓ Offers a safe place to discuss concerns
- ✓ Explains university policies and procedures
- ✓ Explore and evaluate options
- ✓ Assists in informally resolving a concern or conflict
- ✓ Recommends changes and improvements

## Slide 3



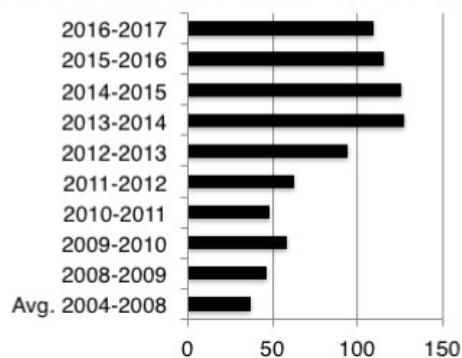
### The Faculty Ombuds DOES NOT:

- ✓ Act as an advocate
- ✓ Tell visitors what to do
- ✓ Set aside a decision of a University official
- ✓ Provide psychological counseling or therapy
- ✓ Conduct investigations
- ✓ Provide legal advice
- ✓ Take sides in a dispute
- ✓ Participate in a formal process

## Slide 4



### Number of Faculty Meeting With Ombuds



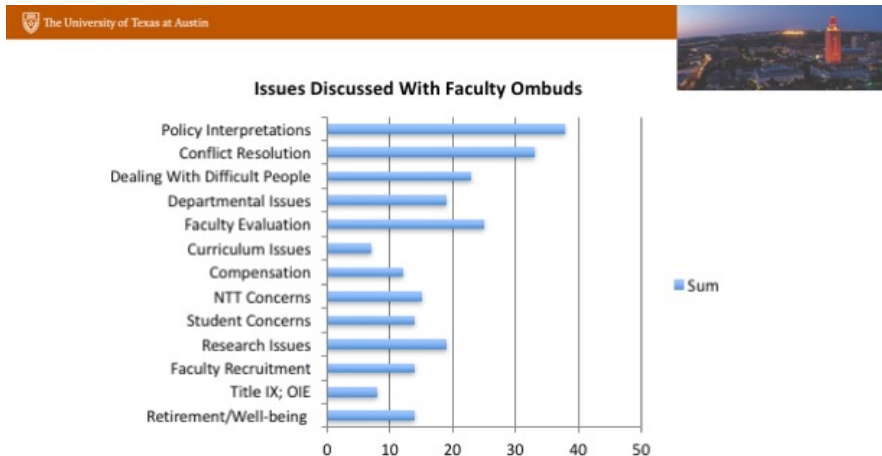
## Slide 5



### 2016-2017 Academic Year

- ✓ Total of 109 Visitors
- ✓ From 14 Colleges/Schools including 50 Departments
  - 12 Lecturer, 4 Senior/Distinguished Senior Lecturer
  - 6 Clinical/Specialist/Research Position
  - 14 Assist Prof; 28 Assoc Prof; 29 Prof
  - 10 Chair/Director; 6 Dean/Assoc Dean
  - 62 Female; 47 Male
- ✓ Extraordinary cooperation from colleagues in the Office for Inclusion and Equity, Employee Assistance Program, Legal Affairs, other administrative officials, and faculty colleagues
- ✓ Faculty ombuds works approximately 10 hrs/wk fall, spring; 5 hrs/wk summer
- ✓ Most cases resolved without initiating grievance process (2 grievances filed)

## Slide 6



## Slide 7



- ### Other Activities of the Faculty Ombuds
- ✓ Assistant and Associate Professor brown bag promotion/tenure sessions; NTT faculty brown bag promotion session
  - ✓ Attended Title IX Training
  - ✓ Presented at the New Administrator Workshop
  - ✓ Serve as *ex officio* member, Council for Racial and Ethnic Equity and Diversity (CREED), and Non-Tenure Taskforce
  - ✓ Serve in advisory capacity as needed (e.g., FGC and CCAFR)
  - ✓ Attended California Caucus of College and University Ombuds


## Slide 8

The University of Texas at Austin

WHAT STARTS HERE CHANGES THE WORLD

### Focus Group Sessions

Sponsored by the Faculty Women's Organization & Faculty Ombuds




**Purpose of Focus Groups (8-10 individuals):**

- ✓ Discuss how various University policies and/or processes are implemented across colleges.
- ✓ Capture ideas for positive change across campus.
- ✓ Document any areas of concern.

Our longer-term goal is to work collaboratively with others at the university to address the themes that emerge from the focus group discussions. Focus groups will be conducted by the faculty ombuds and members of the Faculty Women's Organization Steering Committee.

**When:** Tues., Dec. 12, 9-10:30 a.m.  
Wed., Dec. 13, 3-4:30 p.m.  
Fri., Dec. 15, 1- 2:30 p.m.  
Fri., Jan. 19, 10-11:30 a.m.

**Location:** Faculty Council Conference Room,  
[WMB 2.102](#)



**RSVP:** Mary Steinhardt, [facombud@austin.utexas.edu](mailto:facombud@austin.utexas.edu)

## Slide 9

 The University of Texas at Austin**Generalizations...**

- ✓ Choose actions that best demonstrate **fairness** and **respect**, and where appropriate, advocacy for rewards.
- ✓ ...nonetheless, conflicts will arise (well-meaning bright people sometimes disagree), and most can be resolved amicably.

*(Prof. Roux, 1<sup>st</sup> UT faculty ombuds)*

**E-mail:** [facombud@austin.utexas.edu](mailto:facombud@austin.utexas.edu)

**Phone:** 512-471-5866

**Office Location:** WMB 2.102

**Web:** <https://ombuds.utexas.edu/faculty>

Appendix A  
PowerPoint Presentation to Faculty Council  
December 11, 2017

Resolution to Create a University of Texas System Task Force on Methane Emissions from Hydraulic Fracturing Operations on University Lands (UL)



## Resolution

As outlined in the University of Texas System's 2009 *UTS 169 Sustainability Practices Policy*, UT System "institutions will continue to implement well thought out initiatives that increase efficiencies, reduce emissions, and promote sustainability practices." To uphold System's own sustainability policy, we, the UT Austin Faculty Council, urge Chancellor McRaven as head of the UT System and Mark Houser, CEO of University Lands (UL), to commit to creating a methane-control plan for hydraulic fracturing operations on UL.

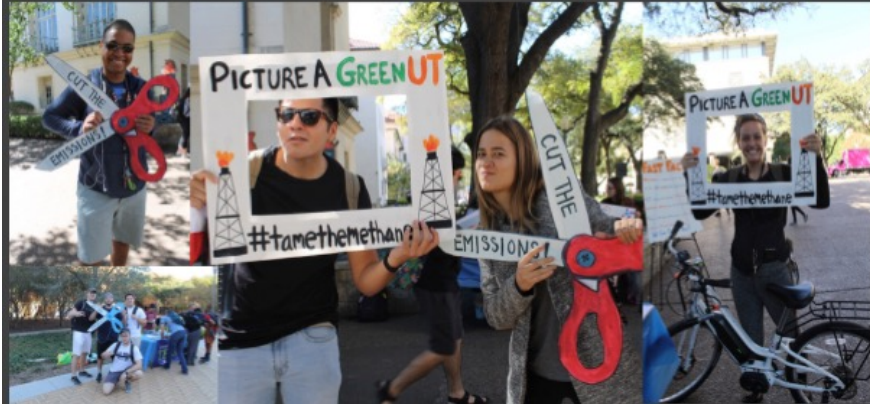
### Resolution Text:

The UT Austin Faculty Council urges Chancellor McRaven and Mark Houser to form a Task Force of UT scientists and engineers to properly collect University Lands methane emissions data, research appropriate and affordable best practices to reduce emissions, and develop a methane-control plan to cut emissions by 50% within the next 5 years.

## Environment Texas Campaign Fall 2017

- 1,120 student petitions
- 70 student photo petitions
- Faculty Letter with 77 signatories
- Alumni Letter with 40 signatories
- Student Organization Letter with 15 signatories
- Involvement from 4 of the 14 UT schools
- High profile donor outreach
- Grassroots Product delivery and meeting with Vice Chancellor McBee on December 4, 2017

## Student Support



## Meeting with Vice Chancellor Barry McBee (12/4/17)



Luke Metzger  
Director, Environment Texas



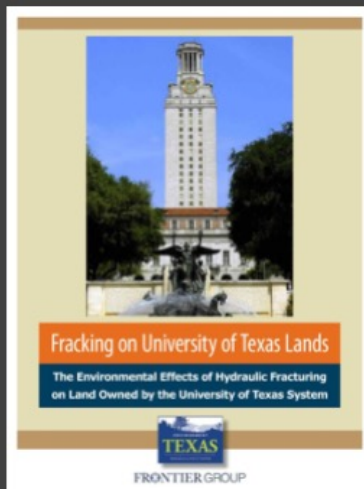
## University Lands (UL)

- 2.1 million acres, Permian Basin
- Oil and Gas
  - 4,000 Active Leases
  - 9,000 Producing Wells
  - >200 Operating Companies
- Permanent University Fund (PUF)
  - UT System: 1/3 of revenue
  - A&M System: 1/3 of revenue
  - Endowed in the TX Constitution
- Overseen by the Board of Regents and Chancellor William McRaven



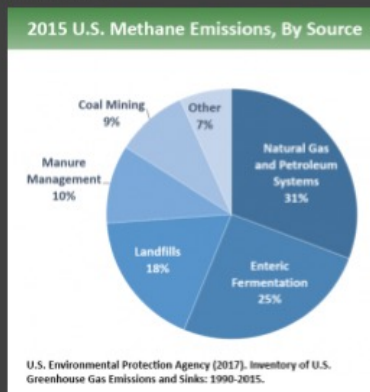
## Developing the Campaign

- Oil and gas boom in West Texas
- 2015 Report by Environment Texas
- Analysis:
  - 2009-2014: CO<sub>2</sub> equivalent of 11.7 million metric tons of methane on UL
    - ~ 2.5 million cars
    - ~ 3.4 coal-fired power plants
  - Sources:
    - EPA Greenhouse Gas Inventory
    - UL production data toolkit



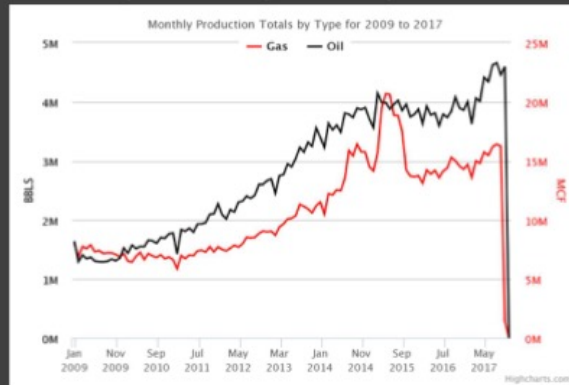
## Methane and the Environment

- CH<sub>4</sub>
- 84 times more potent than CO<sub>2</sub> in a 20 year period after release
- Attributable to >25% of the global warming we're seeing today

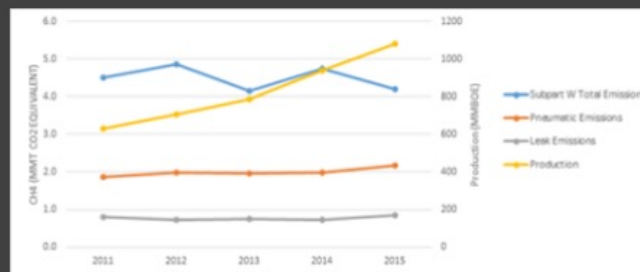




## UL Production (*University Lands*)



## UL Emissions (*EDF, EPA*)



**THE HILL**

### Exxon, oil giants team up to reduce methane emissions

1,642

**THE WALL STREET JOURNAL**

### Exxon, Shell, BP Join Forces to Cut Emissions From Natural Gas

The group plans to push principles to reduce methane emissions from natural gas production, transportation and consumption

**Exxon Aims to Cut Methane Leaks, a Culprit in Global Warming**

**FINANCIAL TIMES**

### US oil industry pledges to cut emissions

American Petroleum Institute aims to reduce methane leaks from wells and pipelines

**Chron**

### Exxon, Shell, BP and more pledge to reduce methane emissions

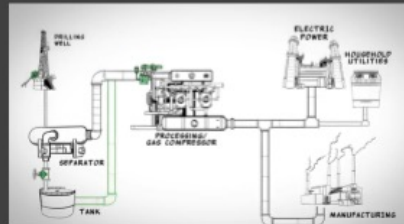
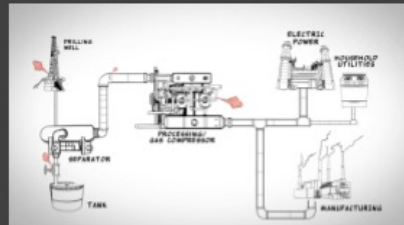
Jordan Biron, Hearst Chronicle | Published 10:22 am, Wednesday November 22, 2017

Thus, the need for a

# Methane Task Force

## What will a Task Force do?

- Collect a set of public, transparent emissions data from UL
- Research best practices in the field to cut emissions (Leak Detection and Repair technology, etc.)
- Implement a UL methane-control program to cut emissions by 50% in the next 5 years



## Who could constitute a Task Force?

- UT Professor(s)
- A&M Professor(s)
- University Lands representative
- EDF representative
- Large industry representative (e.g. Exxon, Shell, BP)
- Smaller operator representative
- Faculty representative
- Student representative

## Resolution

The UT Austin Faculty Council urges Chancellor McRaven and Mark Houser to form a Task Force of UT scientists and engineers to properly collect University Lands methane emissions data, research appropriate and affordable best practices to reduce emissions, and develop a methane-control plan to cut emissions by 50% within the next 5 years.