

16 Oct 2017

Dear Colleagues,

Here is the summary of the regular Faculty Council meetings of 18 September 2017. The complete minutes are available at [??]

### **REPORT OF THE SECRETARY**

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

Recent committee appointments include 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.

Recommended updates to the Core Curriculum Course list received partial approval from the Texas Higher Education Coordinating Board; what was not approved will likely be revised and resubmitted. Revisions and descriptions of Transcript-Recognized Minors and Certificates as well as various changes to the McCombs School of Business and to the College of Fine Arts have been approved. College of Fine Arts proposals that were approved by the Faculty Council since the start of the fall are pending approval by the Provost. Faculty Council recommendations concerning Threatened Faculty Retrenchment have been withdrawn; the Faculty Council Executive Committee is working with the Administration to revise the legislation to address Administration questions and concerns, and will bring it back to the Faculty Council for reconsideration. Changes have 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 that were updated in Spring 2016.

### **COMMUNICATION WITH THE PRESIDENT**

President Fenves welcomed everyone to another academic year, which was off to a “good start” despite Hurricane Harvey, to which he thought the University had responded “quite well.” About 40% of UT Austin’s undergraduates are from counties declared natural disaster areas. The Divisions of Housing and Food Services and Student Affairs accelerated Moov-in so that most students were in dorm rooms by Friday evening or Saturday morning just as the hurricane began to hit Austin. Accommodations were also made available for parents and families of students from Houston who could not travel during the storm. Student Affairs and Deans’ Student Offices provided emergency financial aid and other services. Provost McInnis and the faculty demonstrated great compassion for students who were affected by the hurricane—many of whom are dealing with the tragedy of having lost their homes and even family members.

On a happier note, the National Science Foundation has awarded 23 faculty members from the Cockrell School of Engineering and the College of Natural Sciences a grant for a new Materials Research Science and Engineering Center.

The Bridging Barriers Initiative has more than 800 faculty participating and 125 concept papers. The Bridging Barriers team is working on grouping the papers into 5 or 6 major themes and will support faculty who are putting together proposals and ideas.

UT Austin will help to convene a national conference and workshop on upward mobility in higher education in late October to determine how we can advance intergenerational-socioeconomic mobility. Last year UT committed additional resources to financial aid, and it will commit more aid for low and middle-income families this year.

The College to Career initiative will build upon “our remarkable success in improving graduation rates” and also help students prepare for their first jobs. The latest graduation rates represent another impressive advance toward our goal of 70% of our freshmen graduating in four years. This initiative is 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 come to UT until they graduate. More specifics on College to Career will be available later in the academic year.

The next phase of the Faculty Investment Initiative, which was started about three years ago, will continue to support faculty, particularly in terms of compensation, recruiting at competitive salaries, and retention. Provost McInnis will work with the Deans on 5-year recruitment and retention plans. The amount of funding for the initiative will be announced later in the semester.

### **REPORT OF THE CHAIR**

Chair Steven Hoelscher reported that the Faculty Council Executive Committee had met regularly over the summer and discussed such topics as Course Instructor Surveys and the Threatened Faculty Retrenchment Policy, which is being reconsidered. Discussion also focused on campus climate, which faculty members will address this year. Two articles were published today 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>>.

The Faculty Council is co-sponsoring an event with the Division of Diversity and Community Engagement (DDCE) Interim Director, Leonard Moore on Friday, October 13, 3-4 pm in the Texas Union, Santa Rita Room. It will address issues concerning faculty, diversity, free speech, and climate. Dr. Moore will hold similar forums with students and staff, so there will be a campus-wide conversation.

### **NEW BUSINESS**

A. Athletic Director Mike Perrin said he appreciated faculty support for the Athletic Department. 500 student athletes compete in over 20 championship activities; 100 student athletes graduate every year; in spring 2017, 56% had a GPA of 3.0 or better, 26 had a perfect 4.0, and the GPA of all student athletes combined was 3.05. Student athletes are enrolled in over 100 majors. 25% of the student athletes are the first generation of their family to get a college education. “Other than the GI Bill, athletic scholarships have educated more people than any other program.”

Recent improvements to Darryl K. Royal Texas Memorial Stadium include upgrades to the Jumbotron, the sound system, the ribbon boards, and connectivity through the Distributed Antennae System. The new tennis facility will open in December and will host the Big XII Championships next spring. The basketball arena’s location and size are still being determined.

The Athletic Program cooperates with other units on campus: hosting the new Faculty Orientation Luncheon in August; working with the School of Social Work Advisory Committee in April; and participating in several events with the Moody College of

Communication, including the UT Edge event that was held in California in May. He welcomed suggestions from faculty members for other activities that they would like Athletics to support. “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.” The Men’s Swimming and Diving program has won 38 consecutive conference championships and 13 National Championships—the last 3 in a row. 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.

B. Will Licon, a student athlete from El Paso majoring in Sports Management in the College of Education who had recently been named the Big XII Male Athlete of the year, described a day in the life of a student athlete in the Swimming and Diving program. He said a typical day starts with a wake-up call between 5 and 5:20 am. After a quick breakfast, swimming practice is 6-7:30am; another quick bite, then classes 8am-noon. Sometimes “it’s a bit difficult to stay awake” during that time. Lunch is noon-1pm; work with trainer and weights 1- 3pm; in the pool again 3-5pm. After dinner, they have the rest of the day to focus on school work; then sleep before waking up the next day at 5am. He said that they are students first, and that being a student athlete has taught him to be disciplined in balancing athletics with academics. He complimented the Athletic staff for providing the support and help students need to become successful athletes at UT Austin. That support is especially important for incoming freshmen athletes who are required to attend study hall every day for 2 hours. “That teaches us right off the bat as freshmen at The University of Texas how important it is to manage our time with an athletic schedule.” He thanked faculty: “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.”

### **C. HEAD FOOTBALL COACH TOM HERMAN**

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 for generations to come. And he thanked the faculty and wants them to know that he takes it very seriously that UT Austin is one of the top public universities in the nation.

His main job is not only to make sure that our student athletes graduate, but that they receive an education. His life’s mission is to ensure that when student athletes leave the Longhorn program, “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 and his staff derive great pleasure from winning championships, rings, and trophies, but his biggest sense of accomplishment occurs when a young man comes back as a successful 33 old and says, “Coach, thank you for teaching the lessons that I learned having been a part of your program.” “That is really powerful.”

UT’s losses to the University of Maryland and the University of Southern California were important games for turning the program around. For 9 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.” 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, “We didn’t play well, especially on offense, but we were in the game because of how passionate and hard we played.” He hoped the team can look back on that game and say, “If I lay it all on the line each and every week, we can accomplish some really cool things around here.” He was proud of the team’s effort and praised the support of the President, senior staff, and the fans.

He said, “We make hundreds 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 based on their academic prowess. At the lowest level, crimson, students have a mandatory 8 hours of study hall per week, are not allowed to live off campus, and have all 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 6 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. But any issue that arises 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.” Students will not skip out on any work and will get it done as soon as possible. “We are working tirelessly to make sure that we give you a championship level football team that you can be proud of.”

## **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. There were three main tasks.

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

The second is to support the International Office in its efforts to expand semester-long international programs managed by foreign universities and approved by UT Departments that offer credit. 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. Later in the academic year, he will 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

The third is to address issues that arise when faculty send or take students abroad; the issues are very involved and have taken up much of the Committee’s time. The Committee discovered that, under Federal and State law and University rules and regulations and UT System regulations, faculty members have 21 enumerated responsibilities when they send or take students abroad. The Committee asked, “What can UT offices and UT System do to support UT Faculty and staff who send or lead students abroad?” They learned that the University and the UT System can provide support for each of those 21 responsibilities. The Committee found many insurance products that address a diverse set of risks. The Committee also asked, “How can faculty at UT and UT System work together to reduce risks to students who travel abroad?” The Committee has drafted a report of its findings that, eventually, will 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. The Committee didn’t yet know where the pages would reside, but they are asking the Provost’s Office how to notify and inform faculty. 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.<sup>1</sup>

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<sup>1</sup> See full Minutes Appendix A for text of PowerPoint slides.

## **CAMPUS CLIMATE RESPONSE TEAM<sup>2</sup>**

Yulanda L. McCarty-Harris (Executive Director, Office for Inclusion and Equity) 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.” OIE seeks to create an inclusive environment free of discrimination and harassment. It has six core functions: 1) Investigations, 2) Policies, 3) Education, 4) Faculty Diversity, 5) Diversity Planning, and 6) Campus Climate.

Most people interact with OIE through its function of investigating cases; 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 process is fair and equitable.” 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.

Dr. Betty Jeanne Taylor, who runs faculty workshops on fair and equitable procedures, addressed the function of 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. UT Austin was ahead of the curve since Bias Response Teams had only just begun emerging on other campuses. Since then, UT Austin’s CCRT has served as a model at other institutions. The CCRT website<sup>3</sup> contains annual Campus Climate Trend Reports (2012-16) that incorporate all the reports received each year that include potential bias, resolution, and CCRT’s role in the resolution process. CCRT is made up of regular staff members who have other jobs on campus but contribute their time and energy to this team. It is a collaborative effort between the Divisions of Student Affairs and Diversity and Community Engagement. CCRT receives reports on bias incidents from students, staff, faculty, alumni, visitors; anyone can submit a report, even anonymously. The trend reports examine 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. Emergency situations or crimes in progress should be reported to UTPD (911 or 512-471-4441). 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: student are referred to the Student Conduct Office in the Office of the Dean of Students; faculty and staff are referred to OIE. 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 2 business days to offer support and resources. Making that phone call and reaching out to the reporter has a positive impact on campus climate because reporters know they have 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. Last year saw an increase in what was reported and in the number of reports. One of the trends was an increase in flyers distributed through social media where they can be dispersed quickly and just about anywhere. Because of increased education and training, it is likely that we now have more reporting because people are more aware and therefore more likely to report.

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<sup>2</sup> See full Minutes Appendix B for Campus Climate Response Team (CCRT).

<sup>3</sup> CCRT website <http://diversity.utexas.edu/ccrt/>

There was also an increase in reports of events occurring in classrooms. Reports could be about students or something the professor said either to an individual or to everyone in the class. If the incident does not rise to the level of OIE investigation, then CCRT will provide feedback to the instructor. Faculty members have been very receptive to those conversations and asked for more information, which is the impact CCRT hopes for. She said the Inclusive Classrooms Seminar CCRT help teaching assistants and assistant instructors work through classrooms scenarios; in their role as instructors, they have conversations about best practices for handling those situations.

CCRT consults with complainants to determine the precise allegations. Then the offending party may be contacted for a response, and opposing viewpoints are considered. CCRT is a neutral third party seeking to ensure a fair and equitable process. Training is also available for Faculty Search Committees. And Student Government has been working with the Faculty Innovation Center and Dr. Taylor to develop a model of Campus Inclusive Classroom Training that faculty members can take to improve their responses to students in the classroom, and learn how to modify behavior to reduce any biases or micro-aggressions. Eric Saldanha (Student Government Representative) said SG hoped to launch the training this year.

The trend reports, CCRT contact information, and other helpful information are available on the CCRT website. Dr. McCarty-Harris concluded the report by listing 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

**RESOLUTION FROM THE FACULTY COUNCIL EXECUTIVE COMMITTEE IN SUPPORT OF PRESIDENT FENVES' SEPTEMBER 5, 2017 MESSAGE REGARDING DACA**

Chair Hoelscher presented a resolution in support of President' Fenves' September 5, 2017 message regarding DACA. After some discussion and rewording, the Faculty Council unanimously approved 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.

**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.

As always, all members of the UT community are welcome to attend Faculty Council meetings. We also welcome your questions or comments about what the Council is, isn't, or should be doing.

Best,

Steven Hoelscher  
Chair, Faculty Council 2017-18  
[hoelscher@austin.utexas.edu](mailto:hoelscher@austin.utexas.edu)

Alan W. Friedman  
Secretary of the General Faculty and Faculty Council  
[friedman@austin.utexas.edu](mailto:friedman@austin.utexas.edu)