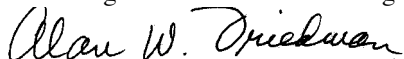


DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of September 17, 2018.



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 17, 2018**

The first regular meeting of the Faculty Council for the academic year 2018-19 was held in the Main Building, Room 212 on Monday, September 17, 2018, at 2:15 PM.

ATTENDANCE.

Present: C.J. Alvarez, Payton R. Anderson, Jamie C Barner, Phillip J. Barrish, Darrell L. Bazzell, Colton R. Becker, William Beckner, Christopher J. Bell, Kate Biberdorf, Casey A. Boyle, Ethan R. Burris, Charlotte Canning, Lydia Maria Contreras, James H. Cox, Robert Crosnoe, Ann Cvetkovich, David J. Eaton, Brian L. Evans, Gregory L. Fenves, Norma L. Fowler, Alan W. Friedman, Samantha J. Fuchs, Denise L. Gilman, Antonio Gonzalez, John M. Gonzalez, Michael H. Granof, Susan S. Heinzelman, Martha F. Hilley, Steven D. Hoelscher, Teresa Hubbard, Thomas M. Hunt, Benjamin Ibarra Sevilla, Elena Ivanova, Brent L. Iverson, Huriya Jabbar, David M. Jenkins, Junfeng Jiao, Karen Johnson, David S. Junker, Jonathan Kaplan, Sarfraz Khurshid, Cynthia A. Labrake, Kristie J. Loescher, Ayelet H. Lushkov, Ian D. McEntee, Maurie D. McInnis, Martha Menchaca, Gordon S. Novak, Deborah Parra-Medina, Ami Pedahzur, Anthony J. Petrosino, Natalie S. Poulos Mehraz S. Rahman, Soncia Reagins-Lilly, Stephen D. Reese, Stuart A. Reichler, Lorenzo A. Sadun, Brenda A. Schumann, Christopher M. Sedore, Jonathan L. Sessler, Christen Smith, Mark J. T. Smith, Elissa C. Steglich, Stefano Tiziani, Jeffrey Treem, Maria D. Wade, Miguel V. Wasielewski, Alexandra K. Wettlaufer, John A. Yancey.

Absent: Michelle Addington, Minou Arjomand (excused), Jossianna Arroyo Martinez (excused), Germiné H. Awad (excused), Jay M. Bernhardt, Anthony L. Brown, Esther Calzada (excused), Carlos M. Carvalho (excused), Shannon Cavanagh (excused), M. Lynn Crismon, Douglas J. Dempster, Randy Diehl, Joshua D. Eisenman, Angela M. Evans, Ward Farnsworth, Donald S. Fussell (excused), Elizabeth Cobbe Goeller, Paul Goldbart, Lorraine J. Harricombe (excused), Jay Hartzell, Qin Huang (excused), Daniel T. Jaffe, S. Claiborne "Clay" Johnston, Lynn E. Katz (excused), Harrison Keller, Robert Joel Lewis, Dawit Kidane-Mulat (excused), Kerry A. Kinney (excused), Bradford R. Love (excused), Eric T. Meyer, Leonard N. Moore, Sharon Mosher, Patricia C. Ohlendorf, Thomas G. Palaima (excused), Scott A. Rabenold, Alexa M. Stuijbergen, Kimberly Sullivan, Sharon L. Wood, Luis H. Zayas, Yan Zhang (excused).

Voting Members:	59 present,	18 absent,	76 total
Non-Voting Members:	9 present,	24 absent,	33 total
Total Members:	68 present,	42 absent,	109 total.

I. REPORT OF THE SECRETARY (D 16756-16763).

Secretary Alan Friedman, Professor of English, welcomed all attendees and especially the new members of Faculty Council: Leonard Moore, Vice President for Diversity and Community Engagement; Eric Meyer, Dean of the School of Information; Christopher Sedore, Vice President and Chief Information Officer; Brenda Schumann, Interim Registrar replacing Shelby Stanfield, who retired; Robert Joel Lewis, representing the Assistant Professors, Instructors, and Non-Tenure-Track Faculty, who replaced Courtney Handman; and Benjamin Ibarra Sevilla, representing the Assistant Professors, Instructors, and Non-Tenure-Track Faculty, who replaced Karen Wickett. He noted that Casey Sloan has taken over Victoria Cervantes' position working with Debbie Roberts in the Office of the General Faculty.

Secretary Friedman also formally introduced the 2018-19 Faculty Council Officers: (*ex-officio with vote*) Charlotte Canning, Council Chair, Professor of Theatre of Dance; (*ex-officio with vote*) Alan Friedman, Secretary, Professor of English; Brian Evans, Chair Elect, Professor of Electrical and Computer Engineering; (*ex-officio with vote*) Steven Hoelscher, Past Chair of the Council, Professor of American Studies; Martha Hilley, Professor of Music; Cynthia Labrake, Professor of Instruction in Chemistry; Christen Smith, Associate Professor of Anthropology and African and African Diaspora Studies; and (*ex-officio with vote*) James Cox, Chair of the Graduate Assembly, Professor of English.

Secretary Friedman then announced that President Fenves had appointed thirty resolution committees and that twenty-six memorial resolutions had been submitted by committees since the last Secretary's report. He noted that the names are posted in the official Secretary's report.

Next, Secretary Friedman announced the status of Faculty Council-approved legislation:

- Approved by the Coordinating Board
 - Creation of:
 - Business/Spanish certificate (Liberal Arts)
 - Spanish for Medical Professions certificate (Liberal Arts)
 - Proposed changes to:
 - Chemical Engineering degree
 - Music Studies degree program (Fine Arts)
 - BS in Textiles and Apparel degree program
 - Evidence and Inquiry certificates (College of Natural Sciences)
 - Three BA degree names in Fine Arts
 - Update to the Core Curriculum course list for 2018-19 was partially approved. Fourteen of the proposed additions to the list of courses in the core curriculum require additional documentation. On May 8, 2018 a response was sent by the School of Undergraduate Studies providing the requested additional information. As of September 27, 2018, no further response from the THECB has been received.
- Approved by President Fenves
 - Closure of the Natural Science and Applied Physics degree program
 - Motion to add wording to faculty notification for students dropping courses

Secretary Friedman added that the Men and Women's Intercollegiate Athletics Councils have been combined, and that ten of the thirteen members will be from faculty. Additionally, the task force on Academic Analytics met three times beginning in February of 2018. Recommendations and guidelines are expected before the end of the fall 2018 semester.

II. APPROVAL OF MINUTES.

Secretary Friedman said the minutes for the May 7, 2018, regular Faculty Council meeting (D 16603-16608) and the May 7, 2018, special Faculty Council meeting (D 16593-16602) had been posted online. When no corrections or additions were proposed, he announced them approved as submitted.

III. COMMUNICATION WITH THE PRESIDENT.

President Gregory Fenves opened with a brief report about the start of the 2018-19 academic year. He announced that UT Austin went from fifty-six to forty-nine in the US News and World Report

rankings thanks, in part, to changes in the Report's methodology, but principally due to improved graduation rates at the University. He noted that on Thursday he gave the President's State of the University address after a formal celebration officially naming Patton Hall, the former College of Liberal Arts (CLA) building. Patton Hall was named in honor of Sherry and Bobby Patton who had given a twenty-million-dollar gift to the College of Liberal Arts. On the Friday before the Faculty Council meeting, the President met with the Development Board, a group he described as "1,000 of our closest friends, most generous benefactors, and supporters of the university" to "[talk] about what the priorities of the University are especially as they relate to fundraising and development." He also reiterated his ongoing commitment to "student success and socioeconomic mobility."

After this brief report, the President began to address the submitted questions related to signage at the University by summarizing the administration's position in relation to the official policies included in the *Institutional Rules on Student Services and Activities* of UT Austin.¹ He quoted extensively from Chapter 13, "Speech, Expression, and Assembly,"² and mentioned that most of the rules relevant to the current issue were developed around 2002 or 2003 after the findings of the task force that was chaired by Professor Doug Laycock in the Law School. The President quoted partially from 13-501, the "General Rule on Signs," which states that

Subject to the rules in this subchapter and to the general rules in subchapter 13–200 and subchapter 13–300, a University person or organization may display a sign by holding or carrying it, by displaying it at a table (see subchapter 13–600), or by posting it on a kiosk, bulletin board, or other designated location. Signs may not be staked in the ground or posted in any other location.

After mentioning that rule 13-501 "goes on with some other restrictions on subject to viewpoint-neutral size requirements and so on," the President stated, "that has been the standing policy for well over a decade in the University about where signs are permitted, and if they're not listed in those permitted locations, they're not permitted anywhere."

The President expressed his support for this description of the policy, arguing that in a campus hosting up to 70,000 people a day, "it is best that free speech be done in the classroom, on the debate floor, through op-eds, through published literature, West Mall tabling, [and through] many different opportunities." He also reaffirmed the importance of free speech to the mission of UT Austin.

The President closed this topic by announcing the administration's intention to create a task force to "look at our current sign policy with respect to windows" and to "develop recommendations for...the institutional policies." He credited the Faculty Council Executive Committee with this idea. As of the Faculty Council meeting, the task force had not been formed (given that the discussion about such a committee had occurred in a meeting the week before). The President affirmed his desire to work out the process for forming this task force in consultation with the Faculty Council Executive Committee within "the next week or two." He also announced that while the task force carried out its charge, the administration would "hold enforcement of the policy with respect to exterior windows—and exterior windows only." According to the President, institutional rule 13-506 allows departments, colleges, and other units to set policies on internal signs.

The President then took questions from the floor. Lorenzo Sadun, Professor of Mathematics, asked whether there was any news about the possibility of changing the name of Robert Lee Moore Hall. The President acknowledged that many student organizations had voiced concern about the name of this Hall, but said that he believed the Campus Contextualization Committee was reviewing this issue. Jonathan Sessler, Professor of Chemistry, asked whether it might be possible to create scooter or bike lanes on the revamped Speedway. The President, with input from Darrell Bazzell, Senior Vice President and Chief Financial Officer, summarized the University's regulations for scooters. He claimed that there have been issues with users parking scooters incorrectly and not following the rules, but mentioned that, since this is a new program, he hopes issues will be solved by education and by consistent regulation enforcement. In regards to bike lanes, the President recalled that the administration at the time wanted to make Speedway as "pedestrian-friendly as possible and not turn it into a north-south bike thoroughfare." CJ Alvarez, Professor of Mexican-American Studies, asked "to what extent has the content of the signs on windows factored into the administration's concerns about their placement? And specifically, I'm referencing Gun Free UT and Black Lives Matter." The

¹ <http://catalog.utexas.edu/general-information/appendices/appendix-c/>

² <http://catalog.utexas.edu/general-information/appendices/appendix-c/speech-expression-and-assembly/>

President responded that “all policies on limited free speech in terms of time, place, or manner have to be viewpoint-neutral,” and that the administration’s position, along with University rules, “has to do with all signs irrespective of their viewpoint.” Norma Fowler, Professor of Integrative Biology, cautioned that contractors for Speedway were putting in “biologically sterile...non-native” plants while the “original plans” called for “extensive plantings of native plants and pollinator resources.” The President expressed surprise and said that the administration would look into it.

Chair Canning stated that announcement of the task force effectively put the submitted questions concerning signage on hold. The President reassured the Council that those questions would be relevant to the task force. He then went on to answer the submitted questions that did not involve the issue of signage.

One submitted question concerned the University privatization of various services including “UTLearn, email, and...Workday.” The President responded that the purchase of such “enterprise software” services is efficient, affordable, and in line with the common practices of UT Austin’s peer institutions.

The President closed his remarks by reminding faculty that Workday would begin rolling out on November 1st, 2018, and by thanking Darrell Bazzell and his Workday team for their support.

IV. REPORT OF THE CHAIR.

Chair Canning reported on the various ways that the Chair represents the Faculty Council and the Faculty. She noted that many of the Chair’s duties are performed in close consultation with the Past Chair, the Chair Elect, and the Executive Committee of the Faculty Council. The Chair creates the agendas for the Faculty Council, for the Faculty Council Executive Committee meetings, and for the Faculty Council Executive Committee Plus meetings, which occur when the Faculty Council Executive Committee meets with administrators and leaders, including President Fenves, Provost McInnis, Dean Smith and others in order to talk about upcoming items for the Faculty Council and about larger issues facing the University.

Chair Canning reported that, in her role as Chair, she represents Faculty Council in a number of organizations including: the UT System Faculty Advisory Council, where she chairs the Governance Committee and sits on the Executive Committee; the Graduate Assembly; the Council for Racial and Ethnic Equity and Diversity (CREED); the Gender Equity Council; the University Capital Planning Committee; and others. The Chair also oversees the membership and leadership of the Faculty Council Standing Committees, which enable faculty to conduct business and participate in conversations across the University.

Chair Canning encouraged Faculty Council members to represent their various academic units. She mentioned that members could send their questions to the President via herself, anyone on the Faculty Council Executive Committee, or Debbie Roberts. She also asked members to bring issues from their schools, colleges, and programs before Faculty Council and to perform outreach to their colleagues by spreading information about faculty governance. Important information for the 2018-19 Faculty Council has been captured on a handout generated by Chair Canning and the Office of the General Faculty.³

V. REPORT OF THE CHAIR ELECT.

Chair Elect Brian Evans affirmed Chair Canning’s request for members to actively represent their academic units in Faculty Council and to represent Faculty Council in their academic units.

He then informed the Council that February 5, 2019, is the Orange and Maroon Legislative Day. This event, facilitated by the Texas Exes and the Association of Former Students at Texas A&M, involves a Faculty Council meeting with state legislators followed by a summit with the faculty Academic Senate of Texas A&M.

VI. UNFINISHED BUSINESS—None.

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

³ <https://utexas.box.com/s/myjsvi41tz6or7f8p0wp6dp6vn0nd36o>

VIII. NEW BUSINESS.

- A. Gender Equity Report – Maurie McInnis (Executive Vice President and Provost), Janet Dukerich, (Senior Vice Provost for Faculty Affairs), Tasha Beretvas, (Associate Dean for Research and Graduate Studies and Professor, Departments of Educational Psychology and Psychiatry)

Provost McInnis provided a brief history of the University Faculty Gender Equity Council. The Council can be traced to 2007 when then-Provost Steve Leslie created the Gender Equity Task Force. In 2014, then-Provost Fenves asked Janet Dukerich, the Senior Vice Provost, to Chair the University Faculty Gender Equity Council. A sub-committee chaired by Professors Tasha Beretvas and Laura Starks analyzed data about headcount, salary, endowment distributions, and time to promotion issues through the lens of gender. Provost Dukerich and Professor Beretvas presented the latest findings of this subcommittee. The full report is on the Provost’s website at <https://provost.utexas.edu/faculty-affairs/gender-equity-council>.

Provost Dukerich informed Faculty Council that, in 2016, she and Interim Provost Judy Langlois spoke with each campus Dean about their data. The Deans are expected to investigate any potential gender inequities based on the data they receive each year.

Professor Beretvas presented the committee’s average data in all schools and colleges along with more detailed data from the largest programs on campus: the College of Liberal Arts, the College of Natural Sciences, and the Cockrell School of Engineering. The PowerPoint slides presented by Professor Dukerich are available on the Faculty Council website.⁴

Teresa Hubbard, Professor of Art and Art History, asked whether only 10% of faculty were currently obtaining tenure. Provost Dukerich clarified that, University-wide, the success rate for promotion to tenure as well as for promotion to full professor is around 88%. Professor Beretvas added that their graphs on promotion might look misleading because, starting in 2012, those being promoted would be on an accelerated schedule. This helps explain the low percentage. Christen Smith, Associate Professor of African and African Diaspora Studies and of Anthropology, asked about the College of Liberal Arts’ dip in the percentage of female Assistant Professors in 2014 and the spike in the percentage of female Lecturers since 2000. Provost Dukerich and Professor Beretvas replied that, to explain such a phenomenon, more local context and data is needed. Professor Smith then asked whether it might be possible to track the “quantity” of work done by female versus male faculty. Provost Dukerich said that such an analysis would be difficult given the differing service obligations in colleges and departments. Professor Beretvas said that measuring “quantity” might also be difficult because some points of service such as chairing a department take much more time and effort than others.

Chair Canning closed the floor for questions due to time constraints but urged Faculty Council members to send her their inquiries since she serves on the Gender Equity Council.

- B. Collaborative on Academic Careers in Higher Education (COACHE) Faculty Job Satisfaction Survey—Gina Magharious (Survey Coordinator and Data Analyst, Institutional Reporting, Research, and Information Systems (IRRIS)).

Provost McInnis provided a brief history of the COACHE survey and then explained that around 250 colleges, universities, and systems participate in the survey. Any one university will administer the survey every two to three years, so the peer institutions for UT Austin can change. The survey was last sent to faculty around fall 2016 and will be given again in 2020 so that the administration can measure the success of various initiatives.⁵

Gina Magharious then presented the results of the COACHE survey. The online survey had an acceptable 37% response rate, and the rate was fairly consistent across tenure status. The data can be broken down by status: tenured, tenure-track, and non-tenure track. COACHE provided a list of 112 institutions and allowed UT Austin to select five to be our peer group. Those five are all public universities that are part of the Association of American Universities. The aggregate response rate from our peer groups was 40%.

For most of the survey themes, UT Austin received a score of 3.0 or higher on a 5-point scale and had very similar scores to the peer institution group. Teaching was the highest-rated theme for UT Austin and for the peer institution group. Interdisciplinary work was the lowest-rated theme

⁴ <https://utexas.box.com/s/qa0t2nkk85r2rd4npj9rtjdceef844>

⁵ PowerPoint presentation: <https://utexas.box.com/s/v38l8mp3fu8ahxsap7k4fj4oyozoakyf>

for UT Austin and for the peer institution group. However, faculty scored UT Austin 15% lower than the peer institution group on interdisciplinary work. Provost McGinnis mentioned that this survey was administered when the Bridging Barriers program was just beginning and that, hopefully, UT Austin will have improved on this front by 2020. UT Austin scored particularly well on facilities and work resources and on health and retirement benefits. UT Austin faculty also scored the University well on departmental collegiality and departmental quality but scored it poorly on governance. Provost McInnis affirmed the administration's commitment to increasing faculty understanding and faculty participation in governance.

Gina Magharious closed with presenting the top three "best aspects" of UT Austin. Faculty were asked to select the two best aspects of working at the University out of a list of twenty-six aspects. Out of the survey responders:

- 42% selected Quality of Colleagues
- 24% selected Quality of Graduate Students
- 23% selected Geographic Location

Seventy-four percent of faculty said they were satisfied or very satisfied with their department. 70% said they were satisfied with the University. Gina Magharious then took questions from the floor. Anthony Petrosino, Associate Professor of Curriculum and Instruction, asked how the peer institutions were chosen and whether they were selected before or after the survey was administered. Provost McInnis specified that the institutions were selected from COACHE's list of survey participants before the survey was taken. Professor Petrosino also asked whether a score of 3.35 on a Likert scale of 1 to 5 can be considered "very good." Provost McInnis and Gina Magharious responded that they would not consider any score "good" or "bad" but rather indicators of faculty being "more" or "less" satisfied.

IX. ANNOUNCEMENTS AND COMMENTS

- A. The Workday Go Live Orientation and the Duo and Multi-Factor Authentication presentation have been postponed until the next Faculty Council meeting on October 8th.
- B. Faculty Council Grievance Hearing Pool representative names are due in the Office of the General Faculty.
- C. Civitatis Award nominations are due to the Office of the General Faculty by October 15th, 2018.
- D. The Annual meeting of the General Faculty will be held October 8th at 2:15 PM in Main. It will be immediately followed by the second meeting of the Faculty Council.

X. QUESTIONS TO THE CHAIR—None.

XI. ADJOURNMENT

Chair Canning adjourned the meeting at 3:47 PM.