

Faculty Advisory Council Meeting January, 30-31, 2020

January 30, 2020

10:00 am: Campus reports

UT Austin is having many student protests about sexual harassment issues. They have hired new counselors for students and for faculty on campus.

11:00 am: Joint meeting with Employee Advisory Council

Introduction of the Employee Advisory Council does. Their Core Initiatives include:

- Campus Safety Committee: safety of all employees; women's safety
- Employee Education Committee: Skillsoft information available for all UT System institutions. Tuition reimbursement policies and available resources at various institutions. What benefits and resources are available for UT System employees for continuing education? Do campuses have a tuition reimbursement program? Can class hours count toward 40-hour work week hours? "Motto: "create a culture of learning"
- Employee Resource Awareness Committee: many UT employees are not fully aware of what benefits are available for them. What benefits do we have available and how do we access them? Want to create a platform (website or social media) to distribute information on available benefits and resources.
- Diversity and Inclusion Committee: Advancing Diversity, Equity and Leadership. Looking into gender diversity specific to leadership positions.
- Our UTEP Staff representative is Jorge Vazquez vazquezj@utep.edu. Jorge is working on organizing and making information available about the current benefits UT employees receive.
- MD Anderson generated a white paper to address diversity and inclusion at all levels. Best practices can be shared with all UT campuses.
- Faculty governance is addressing grieving procedures and the role of faculty senate involvement. What happens when there is a grievance? What is the chain of command or the operating procedures to move forward with fairness and adjudication of complaints?

12:00 pm: Lunch meeting with Dr. Harrison Keller, new Commissioner of Texas Higher Education Coordinating Board

- Introduction, background
- Objectives for the Coordinating Board: reconnecting with institutions, listening to concerns
- Governor suggested that next legislative meeting will be heavily about higher education
- Role of the Coordinating Board is to advocate for higher education in Texas at the highest level; surveys show there's been a drop in public perception/confidence in the value of higher education
- Coordinating Board does not try to interfere with individual campus' policies and initiatives, but wants to help. They have very rich data that can be used to help the argument at the state level.
- The challenge is how to use the available data to our best benefits. How can these data be publically accessible? Some data are shared on their website. Some data are not to be

publically shared as may contain sensitive institutional data. Educational Workforce data is also available to pay attention to employment trends in our state. K-12 data is also available to help make decisions in post-secondary education.

- Shift from trying to make core curriculum uniformed across all TX institutions to allow greater variety while making inter-institutional transfers still possible. He stated that institutions should be able to make decisions on their own curriculum and that trying to impose is uniformity often conflicts with encouraging diversity and innovation.
- Field of studies: there has been a pause on the field of studies development. Philosophically the commissioner agrees to the principle of transferability of credits, but currently there's no evidence on the effectiveness of these programs. As such, they put a pause on the pending cases of field of studies. More conversation is needed before the initiative can be reopened.
- Issue of student success was addressed as more adjunct faculty are hired in higher education.
- Using data to advise leadership and track students' success to degree completion. Look at the cost of interventions and who is teaching and developing curriculum.
- Ideas for sharing data- agreement with the US Census, National Student Clearinghouse, College Board, TX Workforce Commission, to generate more useful reports in partnership with our institutions and make data publicly available.
- Engage in conversations about the skills, analytical capabilities, and marketable skills to help generate outcomes via faculty driven efforts. Brand innovation vs. fields of study.
- We currently operate on formula funding every 2 years via lump sum appropriations. "We need a funding system that is more dynamic" to be able to respond to changes.

1:00 pm: Rebecca Karoff and Patrick Francis, Library Directors

- Elsevier negotiations: Texas Consortium of Institutions across TX Tech, A&M, Texas State, plus other institutions decided to negotiate together with Elsevier. UT System is on the "wait and see" mode, as our contract is active until end of 2021 as opposed to the other institutions'. There's no immediate threat to faculty access to Elsevier journals and publication abilities. UT System is much more research intensive than the other TX institutions, thus may have a stronger negotiation position than the other institutions.

Kevin Lemoine indicated there will be a LGBTQIA conference in Austin on May 29th to address student concerns and institutional support for students. He reported a recent suicide at a campus dorm in one of our UT campuses. UT Campuses students and staff will be invited to represent.

2:00 pm: Ravi Prakash (UT Dallas) and Niko Vasilakis (UTMB) – Affordable Learning Task Force

- The Task Force aims to guide Affordable learning and instructional resources important for student success
- Open Educational Resources: a cost effective mechanism for student learning. Awareness of this initiative needs to be improved. OER and other digital and online content can:
 - o Alleviate student financial burden
 - o Increase college affordability
 - o Increase student sense of belonging and success at UT System universities
- Task force aims to:

- o Conduct a system-wide environmental scan pertaining to existing affordable and other instructional and learning resources and infrastructure, among them OER.
- o Review existing national environment
- o Develop recommendations for increased engagement
- o Identify licensing and contracting efficiencies and opportunities with publishing companies, including the development of guiding principles, bargaining points, and templates or boiler plate language, to benefit affordability and student financial well-being.
- Evaluate the development of a UT System platform for collecting OER and other low-cost resources to serve as repository of materials
- Task force has been meeting since April 2019 every other month
- By end of current academic year the work of task force is to be finished
- Three Work Groups are within the Task Force:
 - o WG 1: OER (Survey OER usage, metric, policy guidelines and recommendations)
 - o WG2: Affordability of the business and next generation strategies (survey existing resources and strategies)
 - o WG3: relevance to faculty tenure, promotion and workload (guidelines for recognition and incentives for faculty using OER)
- Plan is to produce a report to include an executive summary and reports on key topics and main recommendations.

ACUE:

- Is being continued and each institution should receive funding for 32 faculty to be supported for the ACUE course.
- The goal is to continue obtaining funding so the program can continue.

3:00 pm: Committee meetings:

- Governance Committee: worked on developing a UT System policy recommendation for grievance process.

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9:00 am: Committee meetings breakout sessions.

- Data requests will be generated for UT campuses to respond on Tenure and TT vs. non-tenure track positions, and recommended grievance policies.

10:00 am: Brian Evans, UT Austin Faculty Representative – Elsevier.

- Ann Killary from MD Anderson recommends faculty senates enact the power of their committees to forward changes to policies and procedures.

11:00 am: Krista Anderson, Title IX Coordinator

- Will have Power Point slides of her presentation to share with faculty.

12:00 pm: Campus reports continued

1:00 pm: Alberto Martinez, Hispanic Equity Committee Chair, UT Austin

- In TX 39.1% Hispanics (about 11 million people)
- 44.6% of 18-24 population in TX are Hispanics
- At UT Austin only 23% of students are Hispanics
- AT UT Austin not a single Hispanic female Assoc. Dean or higher administrator
- Hispanic faculty are also underrepresented at UT Austin
- Retention of faculty: only 40% of Hispanic faculty are retained at UT Austin, 60% of Hispanic faculty have left UT Austin
- Out of 98 departments at UT Austin only 6 chairs are Hispanics; only 8 Centers and Institutes out of 220 are Hispanics. Numbers are much higher for all other ethnicities
- Institute of Latin American Studies in 80 years of existence never had a Hispanic director
- UT Austin 2017 median salary for White faculty \$63,461, Hispanics median salary \$42,638
- Hispanic male full professors make 11% less than White male full professors. Among women this is 15% difference
- Recommendation: UT system should review equity for minority faculty, not only about compensation, but also about inclusion in leadership.
- Address the unconscious bias, cultural and structural patterns of inequity and exclusion at their own institutions.

Future meeting will address Finish at UT initiative and the UT online consortium. Stephanie Shelby will be reporting on this.