The University of Texas System Faculty Advisory Council

Ashbel Smith Hall, 2001 West 7th Street, 2nd Floor

Austin, TX

January 21-22, 2016

**Meeting Minutes**

**Thursday, January 21 – ASH 208**

Dr. Ann Killary, Chair called the meeting to order at approximately 10:00am.

The following members were in attendance:

Alton, Suzanne Cheng, Jonathan Cordell, David Cox, Marc

Dass, Karen Deschenes, Beth Eldridge, James Elliott, Ray

Gore, Andrea Griffith, David Hart, Hillary Heise, Elizabeth

Hernandez, Jill Ingram, Tom Izzo, Julie Jensen, Jody

Killary, Ann Koukl, Jim Kovalik, Gae Leaf, Murray

Marshak, David Molony, Don Morgan, Bobbette Pounds, Lori

Ross, Catherine Saavedra, Dora Sereno, Anne Sol, Antoinette

Walker, David

**Review ofNovember BOR Meeting and Brief Synopsis of Progress on FAC Initiatives**

Chair Killary gave a summary of Chancellor McRaven’s vision and Quantum Leaps for the UT System. She encouraged the representatives to read the plan if they have not yet done so:

Summary: <https://www.utsystem.edu/offices/chancellor/leading-complex-world>

Video: <http://www.utsystem.edu/offices/chancellor/video>

Slides: <https://www.utsystem.edu/sites/utsfiles/offices/chancellor/assets/2015/Chancellor-McRaven-Leading-in-a-Complex-World.pdf>

Chair Killary proceeded with an update on progress of UTFAC’s priorities (Shared Governance, Assessment of Dual Credit, System Support for Faculty Research) for this year since the UTFAC November meeting. Work is well underway on our proposal to work with System on FAC initiatives:

1. Shared Governance– The committee has finished the shared governance survey of participating campuses (two did not yet respond). The committee will begin analysis of the collected data and form a writing group. Associate Vice Chancellor for Leadership Development and Veterans Affairs Tony Cuculo (System Liaison to UTFAC) will work with committee to compose a white paper outlining best practices or minimum campus expectations for Chancellor McRaven.

2. Core Curriculum and Dual Credit- The committee has been holding weekly meetings with David Troutman and Stephanie Huie’s participation. The committee learned that there was little reliable research on dual credit programs. The first step will be the collection of reliable and correct data. This UTFAC priority fits in and works toward accomplishing one of the Chancellor’s Quantum Leap Initiatives and system is collaborating with UTFAC on the project. Deputy Chancellor Daniel met with group. Dr. Leslie is interested and brought in Wanda Mercer to collaborate on the student end of issue. The group will have the help of professional research statisticians.

3. Faculty Research Support- The committee will study how to support existing faculty (grants and collaborative initiatives across the system). Working within the framework of the chancellor’s initiatives (Quantum Leaps) will benefit all campuses and the system. One possible link is to the Brain Initiative. UTFAC representatives are invited to join the board and the chair charged Health Affairs to figure out our role. National Security is second area where we might collaborate—Dr. Michelle Atchison reached out to David Walker to work in defense area. Health side is to pick a focus and work on that with respect to national defense. There are plans to expand the Defense Advisory Group that already exists.

**Other Progress**:

RR 90101- Vice Chancellor for Research and Innovation, Dr. Hurn convened a committee to draft UTS 125 to support the rule. The task force was in agreement with the FAC in many areas. The committee needs to examine the role of the creator and figure out the most effective process to aid the creator when not covered under the rule. FAC has a strong voice on the committee. RR 90101 is an initiative spearheaded by Regent Hall. Of particular concern are faculty/creator notifications, timelines and resources. Dr. Hurn promised UTFAC not to rush to get this through. It will be a challenge to represent all stakeholders across the institutions. There is a huge bottleneck and more additional resources as well as planning are needed to speed up the process. Tony Cucolo pointed out that different institutions have different needs and capabilities. One size doesn’t fit all and this complicates a more unified policy.

UTFAC’s response to the proposed revisions to the Regents Rule on Annual and Comprehensive Review was well received by System. UTFAC read the proposed changes as a step backward. Dr. Leslie would determine whether the proposed policy will move forward or need to be revised.

A discussion was held on the ongoing System Organizational Assessment Study currently being carried out on all the campuses. Recommendations will be forthcoming soon. In answer to a question about whom to contact if there are particular issues in the meantime, Vice Chancellor Cucolo stated that the issue should be brought to the attention of Susan Franzen’s team or him.

UTS 187- with regard to hiring: Chancellor McRaven intends to ensure fair hiring and one of his goals is to reduce the gender pay gap within five years. Although the situation is not as bad at the assistant and associate levels, women at the full professor level are making substantially less in comparison to their male counterparts, for example. UTFAC recently received the revised policy to review. When questioned on where the funds were to be found, Tony Cucolo responded that the chancellor “does not want to hear excuses. He wants to hear solutions.”

***Dr. Patti Hurn*, Vice Chancellor came to speak to the UTFAC on Quantum Leaps/Regent Rules for IP\UTS 125 Task Force and the results of the regental task force on intellectual property.**

The committee rewrote the guidelines (see handout of make up and charges of sub-committees). There is much concern from the campuses and many issues relating to IP that have not yet been examined. These areas relate to the role of the creator, questions as to the stats of data as intellectual property and commercialization. Dr. Hurn pointed out that an all institutions encompassing rule will be difficult as different campuses have different needs and commercialization goals. However, the three mission elements of a commercialization office are to serve to the faculty, to serve the good of society, and lastly, to make money. The task force meets via teleconference and chairs drive work of committee on a local basis. The time frame will be determined by each group and business is usual until the rule is determined.

Dr. Hurn presented Julie Goonewardene, Associate Vice Chancellor for Innovation and Strategic Investment, who presented preliminary findings on how IP process works currently on campuses. Under Dr. Hurn’s leadership, a taskforce formed and outcome was a campus wide assessment was needed. A list of questions was distributed prior to the visit. Faculty, students, staff, community members and investors were surveyed through a free form or numerical questionnaire to get an idea of how ecosystem functioned. Our recommendations were

1. UT presidents needed to clearly articulate what mission of commercialization is on that particular campus and to analyze their service model: Is it geared to move innovation to the market? Is their model one oriented to generate funds for institution? Then they need to generate the metrics.

2. At the System level: A Commercialization fund should be established to support campus’s efforts toward commercialization in line with commercialization mission.

3. With regard to commercialization and discovery, a concept fund needs to be established to help move ideas out of lab and into the market place and to fill the gap between research and market (**proof of concept**, for example, can be expensive and needs to be funded). We need to have a series of stage funding. This will improve the performance of the Horizon Fund as well.

4. Brain Health was a priority request from most institutions. UT SYS patent budgets are thin. The ability to nationalize a patent is limited. Support is needed for this and a fund could be created to help with this. In addition, there needs to be an oversight procedure or mechanism to verify that companies are paying royalties as agreed upon and to provide support in collecting the revenue

5. Entrepreneur in Residence/Mentor program. UT System is working with the MIT model to see how this can be done.

A lively discussion was held on the current bottleneck situation where many INDs (invention disclosure) are filed but little comes out the other end of the process. There is a boondoggle in the process that needs to be identified. It was proposed that a faculty led committee could look at inventions and help those projects along that are not quite ready to prevent something being sidelined. Associate Vice Chancellor Goonewardene responded that there are ways to facilitate communications and make the process flow more easily. But it is a challenge and the task force would welcome suggestions. This issue ties back to the commercialization mission. Things that need or require a long-term horizon may not make the cut depending on the commercialization mission of a particular campus. One representative noted that output of the process has been the focus up until now, but the input process needed to be looked at and become a priority. Direction from system on the working of the pipeline beyond the particular institution’s commercialization mission was needed. Dr Hurn stated that System will not dictate to the presidents what the purpose of the Commercialization Office is and who can participate in the development of the mission and procedures. A question was asked about what happened to projects that were not commercialized. Dr. Hurn replied, “if it isn’t viable for the university, it should be released back to the faculty.” To which Julie Goonewardene lamented that this was not happening and added, “unfortunately, the scientific worth of an invention or discovery doesn’t necessarily correlate with its commercial market value.” Another representative suggested that an automatic notification to the researcher should be part of the process and if something is rejected, it should be released to the researcher.

Moving on to another topic, Dr. Hurn requested names of people that should be included to advise on the Texas Brain Health Initiative.

**Associate Vice Chancellor and Special Council for Government RelationsSteve Collins presented on Campus Carry.**

See the presentation slides that were shared with UTFAC.

**Director of Strategic Initiatives and FAC/UTS collaboration on Dual Credit and Team of Teams Approach Dr. David Troutman** made a presentation on the progress to support the project and to submit a request for funding for the study (See the presentation slides that were shared with UTFAC). UTFAC recently established a UTFAC committee to provide guidance to the Office of Strategic Initiatives on various projects, the first being the dual credit FAC initiative. Its goal is to establish the scope of the project, discern critical issues, and devise questions to ask and to write up or present the findings. Briefly, Dual credit is offered online, on campus, in the High Schools, etc. The majority of students are getting an A or a B for dual credit. Many students opt for dual credit because AP credit requires them to take an exam. The task force intends to find out if students feel like it was advantageous taking a dual credit course in High School, are students prepared to tackle the level of work in a dual credit class, are most students high achieving when they sign up for dual credit, and if students take all 42 core hours at the high school level, are they really prepared when they get to actual college classes? Empirical research shows that what happens in the first two years of college is very important for students’ progress and future success. All types of incoming credit should be looked at AP credit, competency based credit, transfer credit, dual credit, etc. Decreased time to degree and decreased amount of debt is claim of Dual Credit. Is it effective in reaching these goals and at what cost (socially, financially and pedagogically) to the student?

**Chief Information Security Officer Ed Mattison made a presentation on Cybersecurity to UTFAC.**

System contracted with Deloitte & Touche to survey and assess cyber security across all campuses and came back with recommendations and improvements. Most of the concerns are not with Faculty Research but with federal mandates concerning FERPA, HIPA, etc. These mandates are the reason for encrypted hard drives and Duo (2 factor authentication). See the presentation slides that were shared with UTFAC.

**Regent Sara Martinez Tucker came to speak with UTFAC.**

Chair Killary and the chairs of Academic Affairs, Health Affairs, and Governancepresented our three priorities for this year. Regent Martinez Tucker commented that System has a specific role for institutions that is very different than running a campus. As a regent with a six-year term in front of her, she would like to bring a broader view of what we as regents and as a system do. Of particular interest to Regent Martinez Tucker is the identification of best practices in other systems as well as ours and using them to guide improvements and move all UT campuses forward. Innovation is important and she stated that in addition to recuiting star talent from outside Texas, we need to nurture homegrown talents as well. She is interested in the study UTFAC and System is doing on Dual Credits and effectiveness. A conversation was held on the state of student preparedness and the importance of preparation if we expect our children to attend four year institutions and succeed. Critical thinking and self motivational skills are essential to success. With respect to shared governance, Regent Martine Tucker reminded us that one size does not fit all but that transparency is essential across the board. We need to foster leadership by inspiration. She added that she has six years to work with us on fixing the basics.

**UTFAC broke into committee meetings** Academic Affairs and Faculty Quality, Health Affairs, and Governance, (Tony Cucolo and David Troutman in attendance)

**Friday, January 22 – ASH 208**

Dr. Ann Killary, Chair, called the meeting to order at approximately 8:30am.

The following members were in attendance:

Alton, Suzanne Brown, Jubilee Cheng, Jonathan Cordell, David

Cox, Marc Dass, Karen Deschenes, Beth Eldridge, James

Elliott, Ray Gore, Andrea Griffith, David Hart, Hillary

Heise, Elizabeth Hernandez, Jill Ingram, Tom Izzo, Julie

Jensen, Jody Killary, Ann Koukl, Jim Kovalik, Gae

Leaf, Murray Marshak, David Molony, Don Morgan, Bobbette

Pounds, Lori Ross, Catherine Saavedra, Dora Sereno, Anne

Sol, Antoinette Walker, David Whitman, Gary

**Working Breakfast/Strategic Planning for Committees**

Discussion was held on yesterday’s work. The representatives from Academic Affairs requested to sit in on Health Affairs Discussion.

There was concern expressed with the IP Taskforce’s “working group” campus visits and that UTFAC has not yet seen the data and analysis. This group was not aware of the visits and UTFAC should have been included. Lack of communication is an ongoing issue. Chair Killary pointed out that with the Quantum Leap Initiative communication (up, down and sideways) is even more important. A request was made to Anne Sereno to forward the survey on Commercialization carried out by faculty governance at MD Anderson to UTFAC.

The session broke into committee meetings: Academic Affairs and Faculty Quality, Health Affairs, and Governance.

**Minutes approved for the April and September 2015 UTFAC meetings.**

**Committee Reports**

I. Governance-

Governance reported that the survey was complete with the exception of two campuses that did not respond. They have devised an outline for the Governance White paper and have assigned sections. The committee expects to have a draft completed by the April UTFAC meeting.

Rooney (UTS 187)- the committee recommends a change to section 2.4 to include a minimum of two faculty reps selected by faculty governance organization. Section III, word changes from “encouraged to comply” to “need to comply.” The committee also wants to include deans and department chairs under UTS 187.

**Motion to approve recommendations to UTS 187 approved, 10:16 am.**

A suggestion was made to form an ad hoc committee to look at communication at all levels and how lines of communication up and down the line can be improved (Tom Ingram, Dora Saavedra, and someone from Health Sciences).

II. Health Affairs

The committee proposed a resolution that was motivated by recent changes in UT Southwestern Health Exchange. The plan was changed in such a way as to create an access issue for longstanding patients. MD Anderson experienced the same access issue in several PPO plans.

Resolution:

“Whereas the UT System endeavors to develop a collaborative Health Care Enterprise that will leverage its size and expertise and connect its regional capabilities to improve the health of Texas, the nation, and the world, be it resolved that UT System health campuses should begin by collaborating to maximize their negotiating power and secure optimized Payer contracts by pooling their individual strengths.  Be it also resolved that UT System should encourage employees to seek care at System health campuses by maximizing access and incentives.”

Vote: approved unanimously

Addressed to:

Chancellor McRaven

Dr. Daniel, UT System Deputy Chancellor

Dr. Greenberg, Executive Vice Chancellor for Health Affairs

Dr. Leslie, Executive Vice Chancellor for Academic Affairs

III. Academic Affairs

The committee continued work in the Dual Credit Initiative and how to assist in the data collection. The debated the risk factors of doing the study. They worked on defining the role of the new Standing Committee Taskforce that would work on projects as needed on a rotation basis. In future, as the projects change, the composition of the committee would depend on the needs of the project.

Resolution:

"The SYSFAC Academic Affairs Committee requests authorization of a standing Task Force, to work on research-related projects with System administration; Membership will be determined by faculty expertise and Task Force charge."

Motion to approve

Unanimous approval

Addressed to:

Dr. Daniel, UT System Deputy Chancellor

Dr. Greenberg, Executive Vice Chancellor for Health Affairs

Dr. Leslie, Executive Vice Chancellor for Academic Affairs

Dr. Huie, Vice Chancellor for the Office of Strategic Initiatives

Dr. Troutman, Director of Strategic Initiatives

Mr. Tony Cucolo, Associate Vice Chancellor for Leadership Development and Veterans Affairs

**Tony Cucolo, Associate Vice Chancellor for Leadership Development and Veterans Affairs, presented on the chancellor’s initiatives** (See the presentation slides that were shared with UTFAC).

**UT SYSTEM MISSION STATEMENT**

*The mission of The University of Texas System is to improve the human condition in Texas, our nation and our world.*

*The System will use its size, diversity, and quality to advance education, push the bounds of discovery, enhance population health, build stronger communities, and shape public policy for the common good. Producing high quality human capital with a sense of service and the ability to lead, we will pursue solutions to the problems of our state, our nation and our world.*

*We are a state university with global impact.*

He updated UTFAC about the American Leadership Program and the need to assess all the courses that remotely deal with leadership (Ethics for example) across the campuses. System wants to create an inventory of faculty teaching those courses as well as an inventory of them. The goal is to incentivize these professors to teach in a future leadership program.

A UT Literacy Institute is in the planning stages.

**Dr. Steven Leslie, Executive Vice Chancellor, Academic Affairs**

Dr. Leslie expressed his appreciation for UTFAC’s role and sees it as having a larger role going forward. UT System needs to serve campuses by identifying the needs of each unit and create a supportive environment for faculty and students. He would like to eliminate “busy work” and enhance productivity. He has met with the presidents and requested a bullet list of highest priorities to the lowest over the next five years with a plan on how they plan to address them.

System wants to work with faculty and UTFAC on the chancellor’s initiatives and examine the role faculty governance plays in the advancement of these goals. Dr. Leslie stated that the curriculum of leadership needs faculty buy-in for it to happen, for example. Student expectations should include leadership. Dr. Leslie pointed to the core importance of UTFAC at the center of a structure that connects System and campuses. Innovation and new partnerships will grow and enhance campuses.

Dr. Leslie spoke about the Dual Credit study underway and the new UTFAC standing committee that will work on initiatives with System. System is trying to link up Academic Affairs and Health Affairs better and build partnerships between them. This will be accomplished through the Quantum Leap framework.

Representative Leaf pointed out that one priority is to reinsert faculty (UTFAC) in the creation and writing of policy from which, too often, we have been excluded.

**The Honorable Dr. John Zerwas,Chair, House Higher Education Committee** spoke to UTFAC and answered questions. Dr. Zerwas assured the UTFAC that higher education was of utmost importance to Governor Abbott and one of his highest priorities. He told us that the economic success of Texas was dependent of the integrity of our higher education system. The task of preparing high school students for higher education was a challenge. We have a large number of students that need to have marketable skills. Writing, for example, is one of those skills. He then went on to discuss the cost of higher education and the affordability of college, grants and university expansion (University of Houston). The legislature increased funding to higher education and it was long overdue. The situation is now complicated by the fall in oil prices. He spoke about the advancement of graduate medical education and the importance of post-graduate training.

Questions were asked by UTFAC representatives about an eventual bill allowing open carry of arms on campus, the role of a regent, the quality of an education, research funding, and the new chancellor. To the latter subject, Dr. Zerwas responded that bold strategies resonate with the legislature and that the chancellor will challenge us, and demand that we step up our game. He is committed to it and given the plan a lot of thought. The system will benefit greatly from it. He is a terrific asset to the university system.

**A Resolution was proposed by Dr. Leaf and passed:**

The University of Texas System Faculty Advisory Council requests the University of Texas System to make available a section of the University of Texas System Website to be used for an “electronic binder” of academic policies.

This section will have a page for each U T System component that contains links to the academic policies of each campus that pertain to the areas of faculty governance authority as delineated in Regents’ Rule 40101.

These policies should include but not be limited to rules establishing the faculty governance organization and policies on promotion and tenure, grievance, curriculum development, research, consulting and dual employment, academic titles, employment of non-tenure-track faculty, information security, faculty leave, and intellectual property.  The website should allow the links to be updated from each campus.

Vote: Passed unanimously

Addressed to:

Associate Vice Chancellor for Leadership Development and Veterans Affairs Tony Cucolo

**Meeting adjourned: 2:12**