

Minutes of the
Ad hoc Student, Faculty, and Staff Campus Life Committee
U. T. Board of Regents
The University of Texas System
October 9, 2002

Attendance:

Chairman Miller
Vice-Chairman Clements
Vice-Chairman Hunt
Vice-Chairman Riter
Regent Craven
Regent Estrada
Regent Krier
Counsel and Secretary Frederick
Chancellor Yudof
Vice Chancellor Brown
Executive Vice Chancellor Sullivan
Executive Vice Chancellor Kennedy
Acting Executive Vice Chancellor Guckian
Vice Chancellor Perry
Dr. Barbara Breier
Mr. Eric Opiela, Chair, Student Advisory Council (SAC)
Dr. Robert Nelsen, Chair, Faculty Advisory Council (FAC)
Dr. Terese Verklan, Chair-Elect, Faculty Advisory Council
Mr. Walter Tenery, Chair, Employee Advisory Council (EAC)

Committee Chairman Craven convened the meeting of the Student, Faculty, and Staff Campus Life Committee at 2:05 p.m. on October 9, 2002, in the Board Meeting Room, 9th Floor, Ashbel Smith Hall, 201 West Seventh Street, Austin, Texas. Dr. Craven asked participants to introduce themselves and then asked Chancellor Yudof to make comments.

Discussion of Work Plan for Committee

Chancellor Yudof said that, when it comes to quality of life on campus, he wants an adequate institutional arrangement within the Board of Regents where people can raise concerns. He noted that, while not all issues are suitable for this committee, matters of interest to the committee might include sufficient residence halls, access to classes, life and health insurance, campus climate, diversity, and extracurricular activities. Chancellor Yudof said the Board will need to assess how well the ad hoc committee works and assess if changes are needed. He emphasized that he wants to be clear on the scope of the committee, saying the Board of Regents is not here to hear complaints from a campus or individual grievances but to look at issues such as adequate residence halls and health insurance issues on a System-wide level.

Remarking that liaison with the Student, Faculty, and Employee Advisory Councils is important to the U. T. System to be attentive to campus life, Chancellor Yudof introduced Vice Chancellor Brown, administrative liaison to the committee, saying she has the expertise necessary to be an advantage to the committee. He mentioned specifically her background experience as an admissions officer. Vice Chancellor Brown recognized the importance of having the Council Chairs at the table and said she is excited to be a part of the process.

Chairman Miller thanked the Council Chairs for taking the time to serve on the committee.

Committee Chairman Craven said the committee wants to work collaboratively with other Board Committees to enhance issues, avoiding duplication as appropriate. She mentioned the news release on the establishment of the committee and referred to the work plans as distributed for the SAC, FAC, EAC, and former Special Committee on Minorities and Women (Regental composition of this new ad hoc committee is the same as the former special committee).

SAC

Mr. Eric Opiela discussed issues under consideration by the SAC (Attachment 1). He noted the Council has 6 committees, much along the lines of the Regents' committees including a new Campus Life committee. He remarked that the following student concerns are basically legislative issues:

- **Tuition assistance programs** for Teaching/Administrative/Research Assistants were discussed with the Board last year. It is not a flat-out tuition waiver as many peer institutions have, as students pay tuition and then get paid but the payment is taxable.
- **New Law School proposal**, discussed at the July 2002 meeting. He said students in the Valley and El Paso are particularly supportive of this proposal because of the large Hispanic communities underrepresented in the law profession and at the Law School.

Mr. Opiela mentioned several issues are mainly component matters but could be coordinated at the U. T. System level:

- **Air quality** in school buildings particularly in light of the recent mold at U. T. San Antonio.
- **Combined degree programs** and **transfer credits** at the graduate/professional level (Mr. Opiela mentioned this streamlining could be coordinated at the System level because there are a number of schools that work together, especially in the medical branches).

- **Campus security.** There is concern that persons unassociated with a campus can freely roam on campus. He reported thefts and other security concerns and asked that campus security be increased.

Mr. Opiela said that up until 5 years ago, **fellowships** were not taxable under federal income tax guidelines. He said there is a bill in Congress where they would work with other schools across the county to see that ruling changed back.

Regarding **insurance and benefits**, Mr. Opiela referenced discussion with the Board in May 2001 and stated Fellowship holders lose their status as a University employee and thus are not eligible for benefits. Therefore, he said, students are hesitant to compete for these opportunities.

In response to a question from Regent Estrada regarding the item on campus construction planning, Mr. Opiela said students would like advance notification of upcoming construction on their campuses.

He said the Academic Affairs Committee is interested in each component's policy on **academic integrity** and how it is implemented. He recommended a standardized statement of some type of honor code like only some U. T. institutions have but all peer institutions have.

Mr. Opiela said some **course-instructor evaluations** are on the Web, some are on paper, and suggested there be consistency System-wide, preferably on-line. Vice-Chairman Clements asked if all campuses have such evaluations and Dr. Nelsen responded in the affirmative.

Mr. Opiela said the Campus Life Committee is looking at the inconsistent use of **social security numbers** as personal identifiers amongst U. T. institutions. He said the committee is looking at **sharing information** amongst campuses on student organizations, the student Ombudsmen for grievances, and databases on internships. He said not all campuses provide **support groups** for alcohol addiction but that is one item of discussion for the Campus Life Committee.

Regarding the **U. T. System deregulation agenda**, Chair Opiela said the SAC expressed support to help the System to accomplish these goals in information technology and human resources, and would continue discussions with the Office of Governmental Relations. He said the issue of a student Regent would be one of many ways that students would have of participating in decisions of the University but wanted to ensure this issue is not overshadowing other efforts to gain student input. He said students are also concerned about budget cuts and want to ensure the burden is not shifted to students.

FAC

Dr. Robert Nelsen briefly reviewed issues under consideration by the FAC (Attachment 2) and said not all issues on the handout pertain to the committee. Regarding **accountability and assessment** of curriculum, Dr. Nelsen said they are making tremendous progress. He said the material is in for the writing courses. He said it is working better at some campuses than others in that at some campuses the material did not stay blind and at some campuses the material may have been over-reviewed. He said the FAC is getting close to establishing math evaluations at each campus and is now stepping back to assess. He referenced constructive meetings with Ms. Geri Malandra and welcomed the idea of bringing the chairs of the SAC and EAC to their meetings to address matters of common interest. He encouraged working together to open up the decision-making process.

Dr. Nelsen expressed reservation about the scope of work for the Board's Campus Life Committee, saying it has a lot on its plate. He questioned the validity of abandoning the Special Committee on Minorities and Women, questioning who will handle issues related specifically to minorities and women, hiring and retention, and problems with charges of racism on campuses.

Dr. Nelsen reported that a recommendation of the Special Committee on Minorities and Women was that the **third-year review of faculty** would allow the faculty to see what the criteria for tenure would be and be able to have input and rebut that. He reported that this is not happening at some campuses and vowed to keep working to see that this happens at each campus.

He said discussion is still needed on the matter of **honorariums**. Should it be returned to the University? Should it stay in faculty's pocket? Dr. Guckian spoke, indicating there is a clear policy approved by the Board for the health components that fees collected by clinical faculty in the medical components must be deposited in the practice plan, with the exception of honoraria that may be retained by the faculty member.

Despite being included in the Regents' Rules and Regulations, Dr. Nelsen said in some cases there are no **faculty development leaves and awards**.

He said the faculty is trying to find out how to communicate on issues of **campus growth** in terms of the budget and how to get proper input.

In reference to **background checks** and concerned about false information, Dr. Nelsen stated there needs to be a notification procedure to ensure due process.

To ensure accountability, Dr. Nelsen encourages development of **hiring and review procedures** for non-tenure track faculty and full-time lecturers that is now performed on an ad hoc basis.

Regarding **promotion and tenure criteria for clinical faculty**, Dr. Nelsen questioned if there should be tenure-track for part-timers (he noted part-time employment is allowed under the Regents' Rules). Should there be **tenure** for those components that do not have?

To open the decision-making process, the FAC encourages communication between faculty at executive levels via leadership councils with Executive Committees and Dean's Councils where faculty, and perhaps students and staff, can speak openly with administrators.

In summary, Dr. Nelsen said the FAC wants to assure the best faculty and the best possible instruction.

In response to a question on audit and compliance by Regent Estrada, Dr. Nelsen said the FAC has a campus report that includes changes in compliance. He indicated System Audit Director Chaffin had visited with the Health Affairs Committee of the FAC particularly about notification with regard to billing procedures.

To address Dr. Nelsen's stated concern about overextension of this Committee, Vice-Chairman Hunt reiterated the need for more interaction with the Councils. He suggested some of the issues be directed to other Board committees. Regent Craven agreed that there are other avenues to address some of the issues. Chancellor Yudof said it might be a judgment call about what comes to this committee, and what matters go to another committee and suggested Committee Chairman Craven consult with other Board Committee chairmen and Chairman Miller to make those judgment calls.

Chairman Miller said, "we don't try to draw perfect lines" and indicated there could be some overlap and repetition between committees if productive. He said that over time, a structure for the committee would evolve and that the Chancellor's calling for an ad hoc committee allows this flexibility. Regent Craven indicated overlap on issues related to student programs, for instance, had occurred between the Minorities and Women Committee and the Task Force on Collaboration. It was decided that this could be a broad committee, handling interrelated matters, and the specific work plan for the committee could be honed in later.

EAC

Mr. Tenery outlined the committees of the EAC and reviewed the handout (Attachment 3) on items in process for research and evaluation. He explained that the Council often solved a broad array of issues by doing research and some homework that often was sufficient to answer questions from components. Mr. Tenery said that the best practices depository provides a resource for campuses to exchange ideas such as employee benefits and retention, and that ideas can be tailored to the needs of an individual institution.

Regarding staff development and retention, Mr. Tenery noted work is being done in areas of:

- Educational access for employees including tuition reimbursement and assistance and possible extension to family members,
- Continuing education and recruitment of quality staff,
- Referral incentives to refer valued employees to associated jobs,
- Child care, which, he mentioned, also affects students and faculty,
- Transportation issues such as parking, which is now provided further and further out as campuses grow
- Wellness programs that will improve employee attitudes, and
- Flexible work hours.

Minorities and Women

Vice Chancellor Perry then reviewed the past areas of focus and interest of the Special Committee on Minorities and Women as on the handout (see Attachment 4). Regent Craven said that the Special Committee kept abreast of issues on other Board committee agendas that would affect all students, faculty, and staff, to ensure there is fairness and equity in all processes. Dr. Craven mentioned that, as data was collected on various campus initiatives, an ongoing analysis examined whether or not initiatives were indeed recruiting and retaining women and minorities. Regarding the K-16 initiative, Regent Craven said that was brought to the Special Committee on Minorities and Women to look at students in the pipeline: for instance, if well-prepared individuals could be recruited and then ensure fair and equal opportunities. Likewise, the leadership initiative was to ensure that processes were fair and allowed equal access. It started at the U. T. System Administration level; fostered and mentored at the top.

Committee Chairman Craven commended the speakers for their participation. She said it is clear that some issues will go to the Standing Committees of the Board and suggested these issues be summarized and brought back to the next meeting. She then summarized the consistent themes of the meeting as:

- **Best practices**
- **Sharing of information**
- **Communication** (and how it is done)/**access to information**

Mr. Estrada said the **U. T. System Web site** might offer a place for an excellent repository for, or a link to, best practices. Regent Krier suggested the Web site developed by Vice Chancellor Scott for collaboration might be used as a model for best practices.

In response to a comment by Vice-Chairman Clements regarding a possible missing component named "Administration," Dr. Nelsen responded that in the planning stages, strategic planning should be an element and encouraged the sharing of information amongst the SAC, FAC, and EAC and also with the administration. He suggested finding avenues of best practices to open up processes so all sides can communicate with the administration.

Chancellor Yudof mentioned a few issues for the Committee that he thought are clearly "down the middle" of campus life and which may have a System role:

- **Tuition reimbursement** for employees is costly, especially when involving family members but he said it does have a positive impact on retaining good employees.
- Associate Vice Chancellor Lewis Wright has been working on **campus security** issues, clearly a campus quality of life issue.
- **Air quality**
- **Ombudsmen** organization.
- Perhaps **health issues** such as insurance although he expressed some reservation.

Other issues on the Council agendas might fit better in another committee structure. He suggested Vice Chancellor Brown develop a set of workable initiatives for the Committee's review.

Regent Estrada hoped the 3 Councils are communicating on issues of common interest. Committee Chairman Craven emphasized that fairness and equity are a top priority for this Committee. Vice-Chairman Hunt summarized that the Committee charge is to reach for better decision-making through better communications. He noted that communications that would perhaps have taken place between the advisory committees and staff or administration are now communicating at the Board level. He remarked on the need to ensure that better communication leads to better decision-making and that will help prioritize the items that come to the Board. He said this would be important given the Board's limited time resources and yet said it is important not lose communication with the administration. Mr. Opiela said some of the SAC issues can be solved with System Administration, and only major issues would be brought to the Board.

Management and Leadership Development Program

Executive Vice Chancellor Kennedy reviewed the handout (Attachment 5) and Regent Craven noted this quality program includes elements of inclusiveness in terms of women and minorities in both design and implementation, which will serve as a role model for how things should be done. Participants Art Martinez, Amy Shaw Thomas, and Ed Baldwin spoke of their appreciation for the elements of the program including teamwork, and building of relationships and support networks.

The meeting adjourned at 3:30 p.m. on October 9, 2002.

Drafted by Carol Felkel and Francie Frederick, Office of the Board of Regents, 10/14/02