**Faculty Advisory Council Meeting**

**UTS Administration Building, 210 West 7th Street, Austin, TX  
2nd Floor Multi-Purpose Conference Room**

**October 6, 2022 – Day 1**

Pre-meeting starts at 8:30am

**8:30am – 9:30am New FAC Members Workshop / Continental Breakfast**

Chair Dr. D. Coursey provides an overview of the tasks and charges of the Faculty Advisory Council. He presents a slide deck that has also been provided to the representatives by email. The hour continues with a question and answer session.

**9:30am- 10:00am Chair’s Update**

The meeting is called to order at 9:51 am

D. Coursey opens the meeting and after taking a roll call states that a quorum has been reached. He lays out agenda the agenda of today’s meeting. He reminds the attendants of ongoing FAC efforts:

He provides background information about endowments and reports about the use of endowments for salaries, effectively freeing up money for the institution and not benefiting the endowed faculty in the intended sense. He mentions the possible negative impact on donors and reminds the audience that checks and balances were promised to be enforced by UT System. A new regent’s rule will lead to endowment use reports starting in 2022. He asks the audience for experiences and possible other cases with similar problems.

N. Vasilakis states that UTMB has a history of taking endowments for salary support and a short discussion ensues.

**10:00am- 10:30am Laura Hartmann, Associate Vice Chancellor for Governmental Relations – Legislative Session - canceled**

D. Coursey announces an agenda change. Laura Hartmann cannot attend, and he adjusts the schedule of the meeting accordingly and the open discussion continues.

D. Coursey reports about FAC’s reaction to the incendiary comments made about Academic Freedom and Tenure in the past and how FAC and UTS worked out a response that avoided pitfalls in politics and a further escalation. He reminds the attendants about the role of FAC and the ability to take questions to system when necessary. He offers site visits by FAC chair and/or officers to UT system campuses to talk to faculty governance bodies if needed.

He continues by bringing up other topics for FAC:

* Faculty mental health. Student mental health is already taken seriously, faculty needs help too.
* ACUE training.
* Diversity – currently mostly a blame game, but not enough is done to push diversity. Everybody is doing the same. He continues laying out various problems for diversity hires.

He opens the floor for questions.

B. Williams asks about a supreme court case about racial based hiring. D. Coursey responds that that is a question for UTS’s legal department.

D. Coursey expands about the parental leave issue with tax treatment and time donations. He thanks the legal department and EVC Dr. Zerwas for the ongoing help in getting answers for the parental leave implementation problems.

**10:30am – 11:30am Dr. John Zerwas, Executive Vice Chancellor for Health Affairs- General Discussion**

10:28am Dr. Zerwas takes the floor. He introduces himself and his background as a doctor and 7 term representative in the Texas house of representatives. His philosophy is to remove barriers to participate in higher education and to provide more opportunities.

He praises the medical schools in Texas and talks about lessons from 2020 to now. Telehealth turned out to be extremely important, but he also points out problems with the supply chain and the inherent problem of many goods coming from China.

He talks about the next budget cycle coming up, formula funding, line items vs. general funding and the growing need among the universities for stronger coordination. He mentions research funding and the Texas Research Incentive Program (TRIP) where private funding can be matched by the state.

D. Coursey: Asks if the STARS program is being decentralized? Dr. Zerwas confirms it is moved to the institutions.

C. Packham asks how FAC help with TRIP or research funding? Dr. Zerwas says to advocate programs, and also to hear what students need.

J. Hadjicostandi asks about faculty funding and mentions raises have been rare. Dr. Zerwas points out that the individual salaries are up to the institutions.

Dr. Zerwas states that the funding situation is further complicated by different population and target areas. For example urban areas, boom-and bust oil areas. This is what makes applying formula funding so hard.

J. Fay suggests regular compensation market studies. Doesn’t mean the campuses need to follow it, but transparency would help. Dr. Zerwas responds that UTS like to percolate issues up, not push them down.

Several members reiterate the issue of financial strain for faculty.

N. v. Oers asks for clarification about the tax for donated Maternity leave. Dr. Zerwas defers to UTS legal department.

A. Milson states that the pandemic has taught us to adapt and be faster and asks what FAC can we do to help to disseminate the message that UT system institutions are helpful and valued? Dr. Zerwas points to remote learning or telehealth as examples.

D. Coursey asks for updates on Burnout task force. Dr. Zerwas confirms that he sat in during the last meeting and states the task force is .doing good work. He confirms the problem is real, but to fix it, it needs to be measured.

Dr. Zerwas thanks the audience for the discussion.

**12:00pm – 1:00pm Lunch with Dr. Archie Holmes, Executive Vice Chancellor for Academic Affairs**

The lunch discussion continues around formula funding.

12:00 pm D. Coursey introduces EVC Dr. Holmes, .

Dr. Holmes introduces Lydia Riley his chief of staff and asks everyone in the room to introduce themselves and report about the most pressing issue.

Issues mentioned are: Dependent tuition support, Postdoc Crisis, FMLA, Conflicts of legislation with implementation, for example trans treatment on medical campuses, Burnout, Institutional support for research, Graduate student support, Salaries/cost of living, Remote work policies.

Dr. Holmes states that UTS has three priorities where help is needed:

* Faculty well being
* Increase diversity – postdoc to faculty transition. We got funded for a support grant for this
* 2023 legislative session - funding for universities needs to be pushed. Texas currently has money
* 4th priority. Make research cross-disciplinary, inclusion of non-STEM in research activities.

D. Coursey asks Dr. Holmes to comment on ACUE. Dr. Holmes states it should probably be extended. Some health institutions have participated. Questions?

B. Williams asks about childcare, and parental support and Dr. Holmes states there are no UTS mandates to the institutions. It is important, but a local issue.

N. v. Oers makes the point that parental leave is a big issue for postdocs or incoming professors and Dr. Holmes confirms attracting and converting postdocs to faculty is important. UTS works with a California institution as part of a NSF grant to learn from them.

C. Packham states that it is good to hear that UTS has that many R1 universities and asks if FAC or the research committee can help or participate in the upcoming VC research search? Dr. Holmes responds that UTS is currently thinking about the position and the charges for the position. He states they need to discuss this and ask for input.

Dr. Holmes closes the session by promising to stay in contact with FAC and to attend all meetings.

**1:00pm – 3:00 pm Committee Meetings, UTS 2.206A, 1.102, and 1.104**

D. Coursey opens the committee section by stating that the committee charges are given by Dr. Holmes requests. He lays out the timeline to scope out the issues and define the projects today. Look at what has been accomplished. For the reports during this meeting, report on the scope and a meaningful division of labor in and between the committees.

The charge for the upcoming January meeting is to solidify recommendations and in April produce a near final document, have a general discussion, firm up the document and vote.

D. Coursey presents a slide with topic previews:

* Academic Affairs: ACUE, diversity in hiring, GA benefits, compensation studies
* Governance: COVID legacy / faculty mental health, parental leave tax issue, student success, dependent tuition
* Health Affairs: Burnout and related task force, faculty mental health

C. Packham ads for the Research Committee: Symposium, research topics, start with CHIPS. $1b projects. Later more/different topics.

1:24pm Break for committees

**3:00pm – 4:00 pm Committee Reports**

3:18pm Committee reports start

**Academic Affairs**

Members: Derek Catsam (Co-Chair), Jenn Moon (Co-Chair), Chad Mahood, Penelope Espinoza, Amentahru Wahlrab

Charges:

* Initial plans for ACUE/QM, making sure faculty are not forced
* Diversity, look at what is admissible according to state law.
* GA benefits, institution stay below 20h to avoid benefits.
* COVID legacy. Send it out to everyone again. It’s ready.
* Get info from everybody about HOP/HOOP processes, more tomorrow.
* Inquire into hiring of consultants.
* Motion/suggestion: Ask our presidents on thoughts on tenure. In closed session.

**Governance**

Members: Harrison Ndetan (Co Chair), Jacqueline Fay (Co Chair), Ravi Prakash, Karin Lewis, Bethany Williams, Joana Hadjicostandi

Charges:

* Scope is hard. Approach: Meet with Dr. Holmes to better define scope.
* 2nd: Read chronicle of higher ed to get more info.
* For COVID legacy, get up to speed with AA previous work.
* Faculty mental health, look at burnout document, adapt for accordingly. Meet with health affairs to get better understanding.
* Parental leave tax: Ask D. Coursey for additional input.
* Dependent tuition: Look at history. Look at other Texas universities.
* Student success: Look at data.

**Health Affairs**

Members: Shannan Rossi (UTMB) (Co-Chair), Nicolai van Oers (UT Southwestern) (Co-Chair), Paul Carrola (UTEP)

Charges:

* Approach: Encourage bonus programs
* Look at whitepaper & data.
* Talk to UTS burnout group, FAC governance.
* Gather data post COVID.

**Research Subcommittee**

Members: Chris Packham (Chair), Volker Quetschke (Associate Chair), Danet Lapiz Bluhm, Daniel Harrington, Andy Milson

Charges:

* UTS symposium – cross campus, cross disciplinary. Initiate with A Holmes
* Search committee – AVC research participation. At least advocate for it. Ensure diversity, interdisciplinary.
* Graduate student and postdoc hiring. It is hard to be competitive because of compensation and benefits. Form a UTS task force to look into this
* Support employee dependent tuition support
* Become a full committee – motion tomorrow.

**4:00pm - 5:00 pm Campus Reports**

4:15pm UT Arlington reports.

4:21pm UT Southwestern

4:26pm UT Austin reports.

4:34pm UTMB reports.

4:38pm UTD reports.

4:44pm UT Health Houston

4:50pm D. Coursey suspends the meeting.

**Friday, October 7– Day 2**

**8:30am – 9:00 am Breakfast**

9:14am D. Coursey resumes the meeting.

D. Coursey shows prior recommendations from FAC concerning full-time faculty at UT System Academic Institution. (Sent to members by email). Additionally he shows a UTA document - Evaluation of teaching effectiveness implementation task force 2018-2019 (Also sent to members by email.).

He states that FAC will reestablish relations with UTS employee advisory council and also will reach out to the UTS student advisory council.

He reminds everyone that after changing the Regents rule about workload policy it is now time to initiate a review of the implementation of the workload policy.

R. Prakash mentions a possible change of UTS retirement procedures and benefits and suggests to ask UTS HR to clarify.

J. Greves reminds D. Courseythat Marlena Creusere was canceled from the agenda.

**11:00am – 11:30am Marlena Creusere, Associate Vice Chancellor for IRA ad interim – Introduction to FAC - Introduction to FAC - canceled**

9:42am D. Coursey decides to listen to campus reports.

9:42am UTEP reports.

10:07am UT Health San Antonio

10:16am UT Permian Basin

10:39am MD Anderson – not present

10:40am UTRGV reports.

10:47am UTSA reports.

11:07am UT Tyler reports.

11:16am End of campus reports and begin of general discussion. D. Coursey talks about system analytics and highlights two data sources:

* UTS data <http://data.utsystem.edu/>
* Student information: <http://seekut.utsystem.edu/>

**11:30am – 12:00 pm Committee Reports – Part II**

11:34am C. Packham, proposes amendment of the bylaws to make the research committee a full committee. Seconded by Danet.

D. Coursey points out because there was no 30 days notice given in the agenda and that the committee needs a charge, as required by the bylaws.

C. Packham proposes the charge: The Research Committee makes recommendations on the research enterprise of institutions supporting research across the UT system.

The motion passes unanimously. The official confirmation will happen at the January meeting.

12:01pm D. Coursey adjourns.