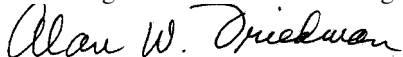


DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of November 11, 2019.



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
DECEMBER 9, 2019**

The fourth regular meeting of the Faculty Council for the academic year 2019-20 was held in the Main Building, Room 212 on Monday, December 9, 2019, at 2:15 PM.

ATTENDANCE

Present: Phillip J. Barrish, Christina L. Baze, Darrell L. Bazzell, Amy M. Beebe, Marc Bizer, Anthony L. Brown, Ethan R. Burris, Charlotte Canning, Sandra A. Catlett, Lee R. Chesney, Gail Chovan, James H. Cox, Jim E. Davis, John N. Doggett, Glenn P. Downing, Brian L. Evans, Rowena Fong, Norma L. Fowler, Luisa F. Gil Fandino, Denise L. Gilman, Antonio Gonzalez, Camron I. Goodman, Andrea C. Gore, Karen Grumberg, Lauren E. Gulbas, Amanda Hager, Kristin E Harvey, D. Eric Hirst, Kathleen Holloway, Elena Ivanova, Brent L. Iverson, Amie C. Jean, Karen Johnson, Steven J. Kachelmeier, Sarfraz Khurshid, Cynthia A. Labrake, Kristie J. Loescher, Martin (Marty) J. Luby, Alberto A. Martinez, Maurie D. McInnis, Marc A. Musick, Natalie S. Poulos, Stephen D. Reese, Stuart A. Reichler, Donna Lynn Rew, Lorenzo A. Sadun, Cesar A. Salgado, Jonathan L. Sessler, Geoffrey Smith, Mark J. T. Smith, Spencer Smith, Elissa C. Steglich, Gwendolyn M. Stovall, Circe D. Sturm, Maria D. Wade, Miguel V. Wasielewski, Alexandra K. Wettlaufer.

Absent: Michelle Addington, Germine H. Awad, Jamie C Barner (excused), Alex A. Beasley (excused), Jay M. Bernhardt, Stephen Boyles (excused), Shannon E. Cavanagh, Lydia Maria Contreras (excused), Ricky A. Cooks, M. Lynn Crismon (excused), Douglas J. Dempster, Angela M. Evans, Ward Farnsworth, Gregory L. Fenves (excused), Alan W. Friedman (excused), Paul Goldbart, Lorraine J. Haricombe, Rasika M. Harshey (excused), Jay C. Hartzell, Teresa Hubbard (excused), Trice Humpert (excused), Thomas M. Hunt (excused), Daniel T. Jaffe, Junfeng Jiao, Joel Peterson Johnson (excused), S. Claiborne "Clay" Johnston, David S. Junker (excused), Lynn E. Katz, Charles Kerans, Katherine (Katie) C. Lee, Ayelet H. Lushkov (excused), Charles Robert Martinez, Martha Menchaca (excused), Eric T. Meyer, Leonard N. Moore, Sharon Mosher, Thomas G. Palaima (excused), Ami Pedahzur, Mary Potet (excused), Scott A. Rabenold, Soncia Reagins-Lilly, Brenda A. Schumann, Timothy Michael Shanahan (excused), Mark Simpson, Christen Smith (excused), Ann Huff Stevens, Alexa M. Stuijbergen, Catherine E. Weaver (excused), Sharon L. Wood, John A. Yancey, Luis H. Zayas, Yan Zhang (excused).

Voting Members:	49 present,	28 absent,	77 total
Non-Voting Members:	8 present,	25 absent,	33 total
Total Members:	57 present,	53 absent,	110 total

I. REPORT OF THE SECRETARY (D 17829-17834).

Charlotte Canning (Past Chair, Faculty Council and Professor, Theatre and Dance) read the Secretary's Report in place of Alan Friedman (Secretary of the General Faculty and Faculty Council, and Professor, English), who is on leave for the academic year.

President Fenves has appointed a Memorial Resolution Committee for William McCormick (Professor Emeritus, Physics). Memorial Resolutions were completed and submitted for Albert D. Sellstrom (Professor Emeritus, French and Italian); Don Graham (Professor, English); Thomas D. Oakland (Professor, Educational Psychology); and Gideon J. Sjoberg (Professor Emeritus, Sociology).

Effective November 25, 2019, Karen Grumberg (Associate Professor, Middle Eastern Studies) replaced Jossianna Arroyo Martinez (Professor; Chair, Spanish and Portuguese) on Faculty Council as a College of Liberal Arts representative. Effective November 25, 2019, John Doggett (Senior Lecturer, Management) replaced Carlos M. Carvalho (Professor, Information, Risk, and Operations Management) on Faculty Council as a McCombs School of Business representative.

A full list of items completed since the last report, including the proposed University definition of plagiarism, changes to the approval process for transcript-recognized undergraduate academic certificate programs, and changes in the *Undergraduate Catalog, 2020-2022* from the McCombs School of Business as well as the School of Architecture, can be viewed in the Report of the Secretary¹ (D 17829-17834). Items under review by the Texas Higher Education Coordinating Board (THECB) include changes to the *Undergraduate Catalog, 2020-2022* from the College of Liberal Arts and the McCombs School of Business, and proposed changes concerning core curriculum course lists. Items under review by the Office of the Chancellor include the creation of a Race, Indigeneity, and Migration major in the College of Liberal Arts, and the creation of a Bachelor of Science degree program and a Bachelor of Arts degree program in Informatics in the School of Information.

Items currently under review in the Provost's office include College of Liberal Arts proposals to delete the Islamic Studies minor and the Iberian and Latin American Literatures, Cultures, and Linguistics minor, and create a Spanish minor. Executive Vice President and Provost Maurie McInnis is also reviewing the creation of a Quantum Information Science certificate and changes to the Bachelor of Science in Nutrition degree in the College of Natural Sciences.

The revised proposal to change the International Business major in the McCombs School of Business is under review by Faculty Council.

II. APPROVAL OF MINUTES.

Professor Canning said the minutes for the November 11 regular Faculty Council meeting (D 17530-17538) had been posted online. One amendment had been made December 3, 2019. When no further corrections or additions were proposed, she announced the minutes approved as amended.

III. COMMUNICATION WITH THE PRESIDENT.

Provost McInnis presented on behalf of President Greg Fenves, who was on planned travel to the ceremony in Stockholm where Professor John Goodenough (Mechanical Engineering; Electrical and Computer Engineering) received the Nobel Prize in Chemistry.

Provost McInnis announced that the Misconduct Working Group would begin its active work Wednesday, December 11, 2019. The group, composed of undergraduate and graduate students, faculty, and administrators, was formed in response to student protests and focuses on Title IX and faculty misconduct issues. The group will work with Husch Blackwell, an external firm with extensive experience in Title IX higher education issues hired by UT Austin. The group's first topic of discussion will be the forum students have called for, which will take place in January 2020. Individuals can submit feedback, join a listserv, and receive updates on the group's official website.²

The call for applications to the second cohort of the Provost's Authors Fellowship will go out before winter break and be due in February 2020. The program, which is for those in book-writing fields, combines additional class buyout time, summer support, research and writing support, and structured faculty writing groups. The second annual faculty authors reception will be held January 16, 2020. More than fifty-five faculty submitted over sixty-five books to be celebrated at the reception.

There were no questions previously submitted or from the floor.

¹ <https://utexas.box.com/shared/static/bhlkq1vtfpzpnqiqa0oq6wtx4jykepny.pdf>

² <https://misconductworkinggroup.utexas.edu/>

IV. REPORT OF THE CHAIR.

Chair Brian Evans (Professor, Electrical and Computer Engineering) reminded the Council of the standing invitation to join him for coffee at Caffé Medici, 2222B Guadalupe Street, Tuesdays from noon to 2 PM.

V. REPORT OF THE CHAIR ELECT.

Chair Elect Anthony Brown (Professor, Curriculum and Instruction) said the subcommittees of the Task Force on Difficult Dialogues and Trauma-Informed Pedagogy in the Classroom have convened, and the task force has established its deliverable goals. As Chair of the C-3 Undergraduate Curriculum Changes Committee, Professor Brown will meet with David Platt (Vice Provost for Undergraduate Academic Affairs), Brian Evans, and staff to clarify some concerns about process. Chair Elect Brown also encouraged Council members to send suggestions to him and Brian Evans of faculty with leadership experience who might be interested in standing for election to the Faculty Council Executive Committee.

VI. UNFINISHED BUSINESS—None.**VII. REPORTS OF THE GENERAL FACULTY, COLLEGES, SCHOOLS, AND COMMITTEES—None.****VIII. NEW BUSINESS.**

A. Revisions to the Proposed Changes to the International Business Major in the McCombs School of Business (D 17526-17529).

D. Eric Hirst (Senior Associate Dean for Academic Affairs, McCombs School of Business) introduced the School of Business's revised proposal to change the International Business [IB] major. The original proposal, which was designed to revitalize the low-producing major, was voted down at the Faculty Council meeting on November 11, 2019, after faculty from the College of Liberal Arts opposed the replacement of the language and area studies requirement with new business courses and free electives for students. The revised proposal gives students in the major the option of taking either the global business skills track or the language skills track. Language and area studies will be required for students taking the language track but not for students in the global business track, which focuses on specific skills in areas such as international finance, international transfer pricing, and global supply chain management.

Professor Canning announced that Richard Flores (Associate Dean for Academic Affairs, College of Liberal Arts) wrote to Secretary Friedman in support of this revised proposal.

Maria Wade (Associate Professor, Anthropology) asked what would happen if students did not enroll in the track with languages? Professor Hirst said that the School of Business has been essentially "running an experiment where we've been offering [the language skills] track, and unfortunately no one's been getting involved...So, in some sense, not much is likely to change." Professor Wade asked whether the School of Business tracked the number of students without language courses but with fluency in a different language who are getting work in their particular areas? Professor Hirst answered no.

Andrea Gore (Professor, Pharmacy) noted Professor Hirst's previous statement that the School of Business allowed flexibility in the "international experience" requirement for people with visa issues. She asked whether that flexibility would also be afforded for people who have other reasons for not traveling? Professor Hirst said he was confident the answer was yes. Professor Hirst clarified that the language skills track called for one course, or three credit hours, during the international experience, while the global business skills track called for two, or six credit hours.

Marc Bizer (Professor, French and Italian) said that since "it was never clear...that the language requirement...was the reason why employers showed so little interest in the IB program," "it seems like...we're just going to [randomly] remove the language requirement and see if businesses hire more of [these majors]." Professor Hirst said there was "a thoughtful process of asking what sorts of skills would be highly valued by employers," and that employers had asked

for “more job skill rather than language skill background in the students.” When Professor Bizer said he recalled that a representative of students in the business school said they had no objection to the language requirement, Steven Ding (Senate of College Councils) replied that he had been that student. He clarified that students valued having the option to pursue either language skills or the global business skills. Responding to Professor Bizer, Professor Hirst said courses required during the international experience would be taught in English, and that such an international experience was “better than not having left the country” even though it would be “significantly less [of an international experience] than spending three of four years studying abroad full-time in a fully immersed experience.” Professor Bizer said “it would be great if we as faculty could agree on the kinds of learning experiences our undergraduates should have before leaving this institution to change the world.”

John Doggett (Senior Lecturer, Management) noted his credentials in international business, including having clients in thirty countries, and said that he had no issue with only speaking English fluently since “English is the language of business everywhere.” He said that business schools and companies have found that “students...can be very successful [in international business] without having a foreign language.” Jonathan Sessler (Professor, Chemistry) agreed, emphasizing that, while learning a foreign language can be fun and useful, students who have a good grasp of written English can succeed.

Karen Grumberg (Associate Professor, Middle Eastern Studies) noted that concerned faculty in the College of Liberal Arts were worried more about precedent than the number of students directly affected. Along with other members of the group that had initially expressed disapproval of the proposal, Professor Grumberg met with faculty from the School of Business. She said that she and her colleagues were grateful for the Business School’s efforts, and they agree that the two-track structure of the revised proposal is a good compromise.

The revised proposal passed.

B. Workday Solutions.

Dana Chapman (Associate Vice President for Enterprise Business Information and Technology Solutions, Financial and Administrative Services) updated the Council on Workday improvements. Impressed by Workday’s mobile-friendliness and continuous improvement model, the University selected it in 2013 to modernize human resources and payroll systems.

The University prepared for the fall 2019 hiring by making over 400 system improvements, hosting I-9 sessions, and embedding Workday experts in every college and school. Continuing problems include I-9 processing and hiring slowdowns from the additional volume of work. Responding to a question from Andrea Gore (Professor, Pharmacy), Dana Chapman clarified that Workday requires 62% more documents to complete work; the work volume is partly due to Workday’s lack of a mass-hiring feature. By September, however, colleges and schools were at the same workload in terms of documents processed for student hires as they had been during the previous two years in the legacy system. The University paid out 17.3% more hours on time for student workers than in the last two years of the old system. Also, once documents were in Workday, the average time to process them was 3.87 days, almost a day faster than the previous average time.

Workday is beginning to release mass features, including mass hirings, extensions, and transfers in September 2020. This improvement will be too late to affect fall hiring, so the University will institute a local solution. Additionally, Dana Chapman said, in spring 2020, colleges and schools will be able to see in-process transactions, and soon Workday will enable the University to rescind transactions after they are finally approved. Chair Evans added that student employee I-9 processing would be “staggered” to prevent long lines.

Professor Gore asked whether the University would hire more staff to help deal with hiring in fall 2020? Dana Chapman said the University is working on automated solutions to handle more mass transactions instead of increasing staff.

Dr. Reichler said he was troubled that Workday had proven to be so problematic and worried that the administration was not “thinking deeply about how these decisions got made and how we can avoid something like this happening again.” Dana Chapman replied that there was “a great deal to be learned,” and that crucial conversations are happening.

Elissa Steglich (Clinical Professor, Law) asked whether mass hirings were part of the initial contract and, if so, why Workday was not available to assist with fall 2020 hiring? Dana

Chapman said that mass hiring and mass transactions were part of the original requirements, but, in keeping with common practice, “no stipulations regarding specific features are written into the contract.” She added that Workday sent their Vice President for Product and three members of her team to meet with the University: “I feel sure they will deliver.”

C. BeVocal.

Brittany O’Malley (Assistant Director for Prevention and Wellness, University Health Services [UHS] and the Counseling and Mental Health Center [CMHC]) introduced BeVocal, the UT Austin initiative to promote bystander intervention on campus. Started in 2012 as a grassroots committee of faculty, staff, and students, BeVocal has evolved into a multilevel, evidence-informed, infusion-model initiative. BeVocal’s mission is “to envision a community that engages and invests in everyone’s safety and well-being and to enhance bystander confidence and motivation to intervene when they spot harm.” The initiative’s model for bystander intervention is: recognize, choose, and take action.

Steve Lundy (Lecturer, Classics and Faculty Advisory Board Member, BeVocal) shared the accomplishments and projects of the BeVocal Faculty Advisory Board. The board arranged a collaboration with the Jack S. Blanton Museum of Art to infuse museum tours with bystander intervention work. Additionally, the board piloted a workshop targeted specifically at faculty and academic environments at the inclusive teaching and learning symposium sponsored by the Faculty Innovation Center. Finally, the board is creating an online resource that calls academic affairs to encourage bystander intervention. Dr. Lundy asked for volunteers to offer feedback on the resource and urged faculty to reach out to BeVocal to learn more about engagement with bystander intervention on campus.

D. Senate Bill 212 Implementation.

Adriana Alicea-Rodriguez (Associate Vice President, Title IX Coordinator) shared information about the implementation of Senate Bill 212 at UT Austin, which was passed by the 2019 Texas legislature. All employees of the University will be required to report incidents of sexual harassment, sexual assault, dating violence, and stalking to the Title IX office. Failure to report will result in termination of employment as well as either a class B or a class A misdemeanor. Prior to the passing of SB 212, faculty and staff classified as mandatory reporters were already required to make reports. SB 212 adds the penalties associated with the requirement; those penalties will take effect January 1, 2020.

The THECB drafted rules pertaining to the law and published the draft in *The Texas Review*. UT Austin was invited to provide comments by December 8, 2019, which the University did. The draft rules pertaining to the law offer guidance to institutions impacted. For instance, faculty and staff are required by the bill to report an incident if they learn about it in the “course and scope” of their employment. The THECB defines “course and scope of employment” as “an employee performing duties in furtherance of the institution’s interests.” The University is seeking further clarification on the precise point where “performing duties in the furtherance of the institution’s interests” ends so that faculty and staff can understand whether or not they would be obligated to file a report. There is no deadline for THECB to provide a final draft of the rules. The hope is UT will receive them soon.

Student employees will not be penalized under SB 212 if they fail to report an incident under Title IX, but they are still required to make the report if they are mandated reporters. Phillip Barrish (Professor, English) urged everyone involved in Teaching Assistant supervision or training to ensure student employees are aware of SB 212 and its implications.

Reports can be submitted by calling the Title IX office, filing a report online, or sending an email to the Title IX office. In response to questions, Ms. Alicea-Rodriguez clarified several points about reporting. Reporters are required to provide information only to the extent of their knowledge and even if the individual involved in the incident requests privacy. Complainants will have the option to have the matter dismissed or not to participate in an investigation, but it is important that the Title IX office provides them with services and accommodations. Additionally, individuals must submit reports even if they hear them “fourth-hand,” or through a long chain of hearsay. Incidents involving students in internships who experience a Title IX-related issue at their workplace should also be reported. Title IX reports should be submitted even if they do not involve any students. For example, an incident involving only staff members must be reported.

Individuals acting in a context that requires confidentiality to maintain a license, such as attorneys consulting on legal matters, are not required to report under SB 212.

Professor Wade requested access to the Title IX office's PowerPoint slides. They are available on the Faculty Council website.³

Professor Canning asked why "pregnancy, nursing, and parenting" appeared on the PowerPoint under "Federal" policies? Ms. Alicea-Rodriguez clarified that pregnancy, nursing, and parenting are some of the matters protected under Title IX.

Professor Barrish asked what the University is doing to spread information about SB 212? Ms. Alicea-Rodriguez said that, in addition to providing presentations on request for colleges and departments, the Title IX office will send out an email communication. The UT Title IX website will feature an FAQ (frequently asked questions) page, and online training modules will be updated. The Title IX office has also partnered with the Faculty Council and the Staff Council to ensure the information is disseminated.

Steven Ding said the Senate of College Council was concerned about students disclosing Title IX-related information to faculty without being aware of the reporting requirements, and then being distressed by unwanted contact from a University office. In response to this comment and to questions from Professor Gore, Mr. Doggett, and Lauren Gulbas (Assistant Professor, Social Work), Ms. Alicea-Rodriguez said that faculty can attend a Title IX workshop or request Title IX representatives visit their department to talk about best practices for disclosing to students their mandatory reporter status. Chair Evans said that the Faculty Innovations Center has recommended language to include in the course syllabi, and Brent Iverson (Dean, School of Undergraduate Studies) added that he thought such language should be required. He said that many faculty were concerned about students revealing Title IX issues in assignments and that faculty need to be upfront about their status as mandatory reporters. The University will be gathering data to monitor the potential "chilling effect" SB 212 might have on students' willingness to seek counseling.

Additionally, students should be made aware that UT Austin has confidential and private spaces on campus for students to go that will not trigger reporting, such as the Student Ombuds and the CMHC. A committee is being created to identify these confidential spaces based on student input. Amy Beebe noted that students often must wait an unfortunately long time before they can meet with a confidential resource. Kathleen Holloway (Vice President, Graduate Student Assembly) said that a committee working with President Fenves is requesting more private advocates on campus. Camron Goodman (President, Student Government) asked whether faculty can be appointed as private advocates, but they cannot.

IX. ANNOUNCEMENTS AND COMMENTS

- A. The next Faculty Council meeting will be on January 27th at 2 PM in MAI 212.
- B. Nominations for the General Faculty Standing Committees open January 13 and close January 31, 2020.

X. QUESTIONS TO THE CHAIR—None.

XI. ADJOURNMENT

Chair Evans adjourned the meeting at 3:42 PM.

³ <https://facultycouncil.utexas.edu/december-9-2019-faculty-council-meeting>