

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
NOVEMBER 11, 2019**

The third regular meeting of the Faculty Council for the academic year 2019-20 was held in the Main Building, Room 212 on Monday, November 11, 2019, at 2:15 PM.

ATTENDANCE

Present: Michelle Addington, Jamie C Barner, Phillip J. Barrish, Christina L. Baze, Amy M. Beebe, Marc Bizer, Stephen Boyles, Anthony L. Brown, Ethan R. Burris, Charlotte Canning, Sandra A. Catlett, Shannon E. Cavanagh, Lee R. Chesney, James H. Cox, Jim E. Davis, Brian L. Evans, Gregory L. Fenves, Rowena Fong, Norma L. Fowler, Luisa F. Gil Fandino, Denise L. Gilman, Camron I. Goodman, Andrea C. Gore, Lorraine J. Haricombe, Kristin E Harvey, D. Eric Hirst, Kathleen Holloway, Thomas M. Hunt, Elena Ivanova, Brent L. Iverson, Amie C. Jean, Junfeng Jiao, Joel Peterson Johnson, Karen Johnson, David S. Junker, Steven J. Kachelmeier, Lynn E. Katz, Sarfraz Khurshid, Cynthia A. Labrake, Katherine (Katie) C. Lee, Michael William Lee, Kristie J. Loescher, Martin (Marty) J. Luby, Alberto A. Martinez, Maurie D. McInnis, Marc A. Musick, Natalie S. Poulos, Soncia Reagins-Lilly, Stephen D. Reese, Stuart A. Reichler, Donna Lynn Rew, Lorenzo A. Sadun, Cesar A. Salgado, Jonathan L. Sessler, Timothy Michael Shanahan, Mark J. T. Smith, Spencer Smith, Elissa C. Steglich, Gwendolyn M. Stovall, Maria D. Wade, Miguel V. Wasielewski.

Absent: Jossianna Arroyo Martinez, Germiné H. Awad, Darrell L. Bazzell (excused), Alex A. Beasley (excused), Jay M. Bernhardt, Carlos M. Carvalho, Gail Chovan (excused), Lydia Maria Contreras (excused), Ricky A. Cooks, M. Lynn Crismon, Douglas J. Dempster, Glenn P. Downing, Angela M. Evans, Ward Farnsworth, Alan W. Friedman (excused), Paul Goldbart, Antonio Gonzalez (excused), Lauren E. Gulbas (excused), Amanda Hager (excused), Rasika M. Harshey, Jay C. Hartzell, Teresa Hubbard (excused), Trice Humpert (excused), Daniel T. Jaffe, S. Claiborne "Clay" Johnston, Charles Kerans, 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 Poteet (excused), Scott A. Rabenold, Brenda A. Schumann, Mark Simpson, Christen Smith (excused), Geoffrey Smith, Ann Huff Stevens, Alexa M. Stuijbergen, Circe D. Sturm (excused), Catherine E. Weaver, Alexandra K. Wettlaufer (excused), Sharon L. Wood, John A. Yancey, Luis H. Zayas, Yan Zhang (excused).

Voting Members:	50 present,	27 absent,	77 total
Non-Voting Members:	11 present,	22 absent,	33 total
Total Members:	61 present,	49 absent,	110 total

I. REPORT OF THE SECRETARY (D 17507-17512).

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 Evan Kyba, Professor, Chemistry. A Memorial Resolution was completed and submitted for Ralph W. Cain, Associate Professor Emeritus, Curriculum and Instruction.

Effective October 24, 2019, Amy M. Beebe, representing the Staff Council, filled a vacant seat previously occupied by Kimberly Sullivan, who left UT Austin prior to fall 2019.

A full list of items completed since the last report, including proposed changes in the *Undergraduate Catalog, 2020-2022* from the College of Natural Sciences, the McCombs School of Business, and the School of Nursing, can be viewed in the Report of the Secretary¹ (D 17507-17512). The Provost has approved the proposal to create a Bachelor of Arts degree program and a Bachelor of Science degree program in Informatics in the School of Information and will transmit the proposal to UT System by the first of February 2020. Items currently under review in the Provost's office include College of Liberal Arts proposals to: create a Race, Indigeneity, and Migration major in the Bachelor of Arts, Plan I degree program; consolidate the Middle Eastern Languages and Cultures major, the Islamic Studies major, and the Middle Eastern Studies major; separate the Iberian and Latin American Languages and Cultures major into a Portuguese major and a Spanish major; delete the Iberian and Latin American Literatures, Cultures, and Linguistics minor; delete the Islamic Studies minor; and create a Spanish minor. The Provost is also reviewing proposals from the McCombs School of Business to create multiple minors and delete multiple certificates.

Legislation under review by Faculty Council includes the update to the core curriculum course lists, the proposed University definition of plagiarism, the proposal to change the International Business major in the Bachelor of Business Administration degree program, the proposal to create a Quantum Information Science certificate, and the proposal to make changes to the Bachelor of Science in Nutrition.

II. APPROVAL OF MINUTES.

Professor Canning said the minutes for the October 14 regular Faculty Council meeting (D 17349-17353) had been posted online. When no corrections or additions were proposed, she announced the minutes approved as submitted.

III. COMMUNICATION WITH THE PRESIDENT.

President Greg Fenves praised Professor John Goodenough (Department of Mechanical Engineering, Department of Electrical and Computer Engineering), who received the 2019 Nobel Prize for Chemistry for his work on the lithium ion battery. At age ninety-seven, Professor Goodenough is the oldest person ever to receive the Nobel Prize.

President Fenves said the Moody Foundation's donation of \$130 million would help build a new arena and event center for basketball. The center will also be used for Austin community events. Once the center is completed, the Frank Erwin Center will be removed to make room for phase two of the expansion of the Dell Medical School.

President Fenves spoke at the request of Faculty Chair Brian Evans on the tuition-setting process, the diversity statement for the University, the student protests related to Title IX cases, and Latinx faculty concerns.

The Texas state legislature gave the Board of Regents the authority to set tuition for UT Austin in 2003. Prior to spring of 2018, UT Austin employed a tuition-setting process. Every two years, the University would form a tuition policy advisory committee (TPAC) involving administration, faculty, and staff. Public forums would be scheduled to get feedback from the community, and the President would formally submit the resulting tuition proposal to the Board of Regents which would then vote on tuition at a meeting. In spring 2018, the Board of Regents changed the process so that they would set the tuition. UT Austin continues to provide financial information, but the Board of Regents "wanted to reserve [to itself the] decision-making about what the tuition

¹ <https://utexas.box.com/shared/static/jq5nn5r66jols1j2et0gqqqmu6ky52cy.pdf>

should be for the next two years.” President Fenves said that he expects the Board will set tuition for the next two years at UT Austin at their November meeting. He made it clear that the expansion of the Texas Advance Commitment would include any tuition increases.

As a prelude to talking about the University’s new diversity statement (see Appendix 1), President Fenves shared the story of Colonel Leon Holland, a recipient of the 2019 Distinguished Alumnus Award who was in the first class of African American undergraduate students admitted to The University of Texas in 1956. During his acceptance speech for the award, Colonel Holland shared his experiences as an undergraduate in a University that admitted African American students but still segregated them. Because they could not live in University residences, the African American male students had to live in a barracks that had formerly housed soldiers during World War II. The Alumni Center at UT Austin now stands on the site of those barracks.

President Fenves emphasized the importance of recognizing that the University was segregated for more than seventy years of its 136-year history. Consequently, UT Austin has a “special responsibility” to uphold “diversity and inclusion.” The diversity statement answers a legal call since the 2016 Supreme Court ruling in favor of UT placed on the University “and any other institution that uses race and ethnicity as a factor in admission an obligation to show that...there’s a continuing need to do that.” The statement concretely describes “why diversity is important to the University.”

President Fenves addressed the student protests concerning the handling of Title IX cases, specifically those involving alleged faculty sexual misconduct. He recognized that sexual misconduct on campus “has been a significant problem for a very long time,” and referenced the findings of the 2017 CLASE [Cultivating Learning and Safe Environments] report. President Fenves identified several factors to consider concerning faculty sexual misconduct under Title IX:

1. What are the University policies on sexual misconduct and how does the University conduct investigations?
2. What are the right disciplinary actions for the University to take given a finding of sexual misconduct?
3. How should the University communicate the violations?

Given the student protests, the passing of Senate Bill 212, and anticipated changes in United States Department of Education Title IX rules and regulations, the University will be examining all of these issues. President Fenves said that an announcement for working groups led by the Vice President for Legal affairs and by the Provost, respectively, could be expected within “a week or so.” These working groups will include student leadership, and President Fenves emphasized that solving these problems will “require all of us to work together.” He also noted that faculty sexual misconduct is “unacceptable” and that UT Austin needs to face it at every level: in departments, in colleges/schools, and in the University.

Norma Fowler (Professor, Integrative Biology) said that open records requests were cost-prohibitive and should not be considered a viable way for UT Austin stakeholders to acquire information about instructors who have been found to have violated sexual misconduct rules and regulations. She also emphasized the importance of communicating openly with the students, acting “more like victim services than we do like a law firm.” President Fenves responded that the University would act within its legal obligations, including respecting the privacy rights of those involved in misconduct cases. He said that the University also needs to know the “faculty expectations” for misconduct cases, policy, discipline, and communication. Ultimately, the stakeholders involved “have to calibrate the appropriate level of discipline when there is a finding of policy violation.”

Jonathan Sessler (Professor, Chemistry) commented that involving student protest leaders in policy alteration or construction could give the community a sense that they are being heard. Provost Maurie McInnis responded that she had met with the students who organized the first protests along with representatives from the Office of Inclusion and Equity (OIE), the Office of the Vice President for Legal Affairs, Faculty Council, and Student Government. Further meetings are planned to discuss the path moving forward. Provost McInnis said the administration is not engaged with the student protestors “stepping across a line of appropriate calls for what they are asking for,” but that they would remain in close collaboration with “Student Government leadership and with the people who organized the first protest.” President Fenves thanked Camron Goodman (President, Student Government, President) and Amie Jean (Vice President, Student Government) for their thoughtful work throughout the process.

President Fenves addressed Latinx faculty concerns, citing the Hispanic Equity Report compiled by “our faculty and others not affiliated with the University.” The report points out “inequities among Latinx faculty in salary, compensation, endowment appointments, and leadership positions.” The Council for Racial and Ethnic Equity and Diversity [CREED] recently completed the first-phase of a study on Latinx faculty, with similar findings as the independent report. Despite several differences in the CREED report and the independent report, President Fenves emphasized that “there clearly are inequity issues.” Those issues are being examined by the administration and by CREED.

Alberto Martinez (Professor, History; Chair of the Independent Equity Committee that produced the Hispanic Equity Report) said that the editors of the *Austin-American Statesman*² urged UT Austin to remedy “the woeful” underrepresentation of Hispanic faculty, their lack of equal pay, and the “stunningly low numbers” of Hispanic deans and department chairs. Professor Martinez asked President Fenves to make a public statement in writing about the importance of equity for Hispanic faculty. President Fenves replied that they would “certainly work on that.”³

Lorenzo Sadun (Professor, Mathematics) had submitted a question for the President in advance on whether UT Austin has “any plans to introduce composting across campus?” The University estimates that about forty percent of its landfill and recycling is compostable material. Housing and Dining, the largest source of compostable waste, has been composting for many years, diverting hundreds of tons a year. University Unions has been moving toward composting, and Athletics shifted their vendors to compostable and recyclable materials years ago: “at a typical football game...5,300 pounds of food go to non-profits in Austin,” and “fifty tons of composting material [are diverted] every home football game.”

IV. REPORT OF THE CHAIR.

Chair Brian Evans (Professor, Electrical and Computer Engineering) reported that the Texas Higher Education Coordinating Board was crafting policies to implement Senate Bill 212. A draft of those policies was released on November first, starting a thirty-day comment period. Adriana Alicea-Rodriguez (Associate Vice President, Title IX) coordinates a committee of students, staff, faculty, and administrators reviewing those policies. Because Title IX reporting has increased, the University will hire three new full-time investigators for the Office of Inclusion and Equity to investigate faculty and staff violations. If faculty members are accused of criminal misconduct, the University refers those matters to the UT Austin Police Department. Termination proceedings will be initiated for faculty members who are proven to be a threat in the classroom. Since 2018, eleven faculty members have been found in violation of the University’s sexual misconduct policies, resulting in two terminations of tenured faculty, three non-renewals of non-tenure-track faculty, and sanctions on the remaining six.

Professor Evans met with the organizers of Underpaid at UT, a graduate student compensation equity group. Faculty Council passed a resolution in February 2010 supporting a living wage for teaching assistants, research assistants, and assistant instructors. In May 2019, the executive committees of Faculty Council and Graduate Assembly issued a joint statement in support of graduate student compensation (D 17075).

Chief Financial Officer Darrell Bazzell and Associate Vice President Dana Chapman have produced a document outlining the improvements for Workday for both spring and for fall. Mass hiring will be implemented.

Professor Evans shared a handout on events involving “LGBTQ access, equity, and inclusion” seventy-five years ago at UT Austin. He also urged Council members to read the Hispanic Equity Report.

V. REPORT OF THE CHAIR ELECT.

Chair Elect Brown introduced a curriculum change proposal for a Faculty Council vote. The proposal was sent to Faculty Council by the C-3 Undergraduate Curriculum Changes Committee. Proposals are sent to Faculty Council if they meet one or more of four criteria: C-3 cannot come to a consensus for the proposal, the proposal creates a new degree program, the proposal requires Provost approval, and/or the proposal requires UT System or Coordinating Board approval. The proposal

² <https://www.statesman.com/opinion/20191103/editorial-ut-must-show-hispanic-faculty-are-valued-needed>

³ Paragraph emended December 4, 2019.

submitted by the McCombs School of Business for a change in the International Business degree program did not receive a consensus from the C-3 committee.

The Task Force on Difficult Dialogues and Trauma-Informed Pedagogy in the Classroom has been split into two subcommittees; they will eventually come together to produce a single set of findings.

VI. UNFINISHED BUSINESS—None.

VII. REPORTS OF THE GENERAL FACULTY, COLLEGES, SCHOOLS, AND COMMITTEES.

A. University Definition of Plagiarism (D 17338-17339).

Sharon Horner (Professor and Associate Dean for Research, Nursing and Chair, Research Policy Committee) presented the Research Policy Committee's proposal for a University-wide definition of plagiarism (see Appendix 2). Professor Sadun said he was "a little confused by the definition [that] plagiarism is presenting somebody's work as your own without proper attribution" since he did not know what it would mean "to present somebody else's work as your own *with* proper attribution." D. Lynn Rew (Professor, Nursing) expressed concern that a school might hold a student to a certain citation standard only for the University to ultimately take the side of the student. She asked if the committee had addressed the fact that "proper attribution" differs from field to field within the University? Professor Horner said the committee did recognize that. Marc Bizer (Professor, French and Italian) initially asked why "represents" had been chosen as the main verb and, when no answer was supplied, asked if the committee would consider changing it? Chair Evans said that, since the definition had been approved by many offices, those who thought "represents" was inappropriate could vote the definition down. He then called a vote. The motion passed with three votes against.

B. Update to the Core Curriculum Course Lists in the *General Information Catalog* of 2020-2021 and Changes to the School of Undergraduate Studies Chapter in the *Undergraduate Catalog* for 2020-2022 (D 17329-17337).

Professor Sadun, on behalf of the Undergraduate Students Advisory Committee [UGSAC] and the Educational Policy Committee [EPC], said there were a number of uncontroversial course additions to the core. One change, however, sparked substantial research and discussion. Current academic requirements state that students must take three courses in natural science and technology; two of these three courses must be paired in one subject, and the third has to be in a different subject. The requirement has been in place since 1955 and was apparently designed to encourage "both breadth and depth," but it has been ineffective in practice. While courses designed for majors are often paired, courses designed for non-majors are usually not, resulting in a lack of natural pairings for students. UGSAC and EPC propose keeping the requirement that students take three courses in natural science and technology while removing the requirement that students take paired courses in a single subject. Brent Iverson (Dean, Undergraduate Studies) emphasized that this change would give both students and departments more flexibility. He also proposed an amendment to add Electrical Engineering 302H to make up for the course being left off the list of changes inadvertently. The amendment passed unanimously. Chair Evans called for a vote on the update, which also passed unanimously.

VIII. NEW BUSINESS.

A. Proposed Changes to the International Business Major in the McCombs School of Business (D 17342-17345).

D. Eric Hirst (Senior Associate Dean for Academic Affairs, McCombs School of Business) introduced the School of Business' proposal to change the International Business [IB] major. These changes were designed to revitalize the low-producing major. Over the past five years, the School has graduated an average of twelve students with an IB major, meaning the changes to the major would have a small impact. IB recently moved from the Department of Marketing to the Department of Business, Government, and Society [BGS]. The BGS faculty reviewed the major's enrollments, discussed the program with students and with the Bachelor of Business Administration career services group, and developed a proposal to revise the major, increase student interest, and meet employer needs. The proposal keeps the same number of hours but "[shifts] them into different buckets" and adds new courses. The proposal also drops the

language and area studies requirement in favor of additional new courses and free electives for students. Faculty from the College of Liberal Arts opposed those removals before the Undergraduate Curriculum Changes Committee. Professor Hirst said that the next steps, should the proposal be accepted, would be monitoring the success of the major in terms of attracting students and employment outcomes and, if necessary, revisiting the need for language and area studies.

Professor Bizer commented on behalf of himself, Na'ama Pat-el (Professor and Chair, Middle Eastern Studies), Alexandra Wettlaufer (Professor, French and Italian, and Plan II), and Karen Grumberg (Professor, Middle Eastern Studies). He granted it may be true that, as the proposal states, "English has become the default language for business around the world," but he cited a 2019 study by the American Council on the Teaching of Foreign Languages that concluded "there's an urgent and growing demand for language skills in the workplace," including in business areas. He said the proposal's assertion that "most IB students have traditionally studied Spanish, though most jobs in the global market place are in east Asia, south Asia, and Europe" was not an argument against studying languages. He also took issue with the proposal's statement, "students satisfy language requirements outside UT in non-rigorous courses," saying such a problem was based in "advising and the requirements of the program itself." Professor Bizer also noted that "foreign language education is being slowly weakened across the University" even as UT Austin claims "it has an international mission and...announces global initiatives."

Maria Wade (Professor, Anthropology) asked what arguments against the proposal C-3 had heard? Chair Elect Brown said the committee heard arguments from the School of Business and from the College of Liberal Arts. Given the competing data and the competing philosophies of the different units, the committee brought the proposal to the Faculty Council.

Professor Hirst said that, given his experiences growing up in in Montreal such as, for example, attending an all-French kindergarten as an English-speaking child, he has "[learned] the importance of being multilingual, bilingual, [and] how that impacts one's perspective on culture, on how that allows one to conduct business, [and] just to be a good citizen of the world." However, the proposal represents the School's perspective on how the major can be improved. Professor Hirst commented that he found it "a little troubling" that a proposal heavily vetted by the School of Business for "a major with less than twelve people" should "have a controversial vote."

Gwen Stovall (Assistant Professor of Practice, College of Natural Sciences) asked whether the School of Business had considered access to the study abroad requirement for international students, students with less financial support, or students with undocumented status? Kristie Loescher (Senior Lecturer, Management) responded that scholarships exist to help students pay for study abroad. Elissa Steglich (Clinical Professor, School of Law) voiced concern that some students still might be barred from study abroad opportunities due to immigration status. She also wondered if the IB major was simply "a dying degree," since the School of Business's position seemed to be that it has no market demand. Professor Hirst responded that the business school would "continue to have international business courses. The question is how we can have a major that's more successful."

Phillip Barrish (Professor, English) asked what data led to the conclusion that the major is failing because of the foreign language requirement? Professor Hirst said the language and area studies requirements were removed to use those credit hours for more skill-related and "function-specific courses [that] would be more attractive to employers."

Steven Ding (Senate of College Councils Academic Policy Committee) said that, while many students in the IB major appreciate the foreign language work, they think they need more business elective courses.

The proposal failed to pass with fourteen/fifteen ayes, fifteen nays, and one abstention. An improperly filled out ballot could be tallied to bring the count of ayes from fourteen to fifteen, which would not change the outcome.

B. State of the University Libraries.

Michelle Addington (Dean, School of Architecture) said the task force charged with examining the future of the UT Libraries had concluded its work and put forth its recommendations. The task force began with "getting a clear, comprehensive, and collective picture of just how the University sees its library." Getting that picture and moving forward

involved organizing the steering committee and three subcommittees: one on collections, one on digital scholarship, and one on library space. Dean Addington thanked the subcommittee members for their work. These subcommittees were composed for “expertise” instead of a more representative makeup. They did, however, ensure “a variety of different methods and different modes to fully engage the complete campus community,” ranging from “large town halls” to “panel discussions.” The task force ultimately concluded that “libraries are not a service,” but “the heart of the University...the core or the hub for scholarship.”

Lorraine Haricome (Vice Provost and Director, UT Libraries) said the task force’s shared recommendations focus on the following themes: “evolve and sustain the core identity of the Libraries as a first-class global library,” “democratize library spaces for equitable access by our diverse community of users,” “expand and enhance the Libraries digital platform to catalyze innovative scholarship,” and “leverage partnerships to anchor and align the Libraries’ mission with UT’s priorities.” Following a recommendation from the task force, Provost McInnis and University leadership decided that University Libraries would receive the 2.7 million dollars of funding necessary to meet the inflationary cost of the information resources budget. The task force also recommends launching a faculty task force on sustainable scholarship, particularly after the University of California system’s decision to break with Elsevier in February 2019. Additionally, they recommend the University address library staff shortages. Director Haricome shared several other specific recommendations. The exhaustive catalog of recommendations can be found in the full report, which can be viewed online.⁴

Steven Kachelmeier (Professor, Accounting; Chair, Faculty Advisory Committee on Budgets) voiced support for the changes to the UT Libraries budget but noted that he had not been aware of them before they were made public. He requested that the Faculty Advisory Committee on Budgets be included in budget discussions in the future. Provost McInnis said she was amenable to this suggestion.

Sarah Sweitzer (Associate Professor of Instruction, Nutritional Sciences; Chair, University Libraries Committee) said C-7, the University of Texas Libraries Committee, “strongly supports the creation of a faculty-led task force to examine and evaluate the impact and University-wide support for strategies to develop sustainable and open-access scholarship at UT.” Andrea Gore (Professor, Pharmacy) commented that she was “a little nervous” about the possibility that UT Austin or the UT System might break with Elsevier since she is concerned about diminished access to journals in her discipline. Director Haricome responded that no decision had been made and that a task force could look more closely at the question of sustainable scholarship, potentially including but not limited to UT Austin’s relationship with Elsevier. Michelle Addington added that a task force could help create a “clear picture” of the needs of various disciplines across campus.

Tanya Clement (Associate Professor, English) voiced her support for addressing the shortage of staff in the Libraries since the field of digital humanities relies on staff services to help with interdisciplinary work.

C. Enrollment Management and Faculty Engagement.

This presentation was postponed due to time constraints.

IX. ANNOUNCEMENTS AND COMMENTS

- A. The next Faculty Council meeting will be on December 9th at 2:15 PM in MAI 212

X. QUESTIONS TO THE CHAIR—None.

XI. ADJOURNMENT

Chair Evans adjourned the meeting at 4:06 PM.

⁴ <https://utexas.app.box.com/v/future-of-ut-libraries-report>

Appendix 1

Diversity Statement⁵

As The University of Texas at Austin strives to meet its mission of unlocking potential and preparing future leaders of the state, it embraces diversity in many forms. The University is dedicated to attracting highly-qualified students, faculty and staff with a wide range of backgrounds, ideas and viewpoints. This includes those from all races and ethnicities; first-generation college students; women; and others who have been historically underrepresented on campus.

As a university with a past history of denying equitable access to qualified students, UT recognizes the profound benefits of creating an inclusive environment in which students can learn from one another. All students are better prepared to succeed in an increasingly diverse state and interconnected society when they receive the educational benefits of learning on a diverse campus.

⁵ Taken from <https://www.utexas.edu/about/diversity> on November 15, 2019.

Appendix 2 Proposed University Definition of Plagiarism

Preamble

In fall 2018, Provost McInnis presented two charges to the Research Policy Committee: The first charge was to discuss the lack of an official University definition of plagiarism. The proposed definition is the result of the committee's work from September 2018-September 2019 and included reviews by various stakeholders on campus.

The lack of an official University-wide definition of plagiarism has contributed to difficulties in enforcement or resolving complaints related to student plagiarism.

Recommended: Official Definition of Plagiarism – September 2019

Definition

Plagiarism occurs when a person represents another's material¹ as their own work without proper attribution.⁶⁷⁸⁹¹⁰¹¹

⁶ Materials include a person's work being offered for: (a) credit or in conjunction with a program course or degree requirement; (b) dissemination in publications or other media; (c) development of products; or (d) acquisition of funds or goods (e.g., Office of Research Integrity, <https://ori.hhs.gov/federal-research-misconduct-policy>). Materials obtained by any means (e.g., appropriation, purchasing, receiving as a gift) and then presented in whole or in part as one's own scholarly work without any indication of the original source is plagiarism.

⁷ Proper attribution" means that the person must enable the reader (for written works), viewer or auditor (for other materials produced) to clearly identify which ideas, text, images, data, methods, or other materials originated from other sources by (a) clearly acknowledging the sources of any borrowed passages, images, or other types of materials, and (b) enclosing any verbatim excerpts with quotation marks or by using block indentation for longer passages. Plagiarism that is done with the intent to gain an unfair academic advantage or to purposefully deceive represents academic dishonesty. Care must be taken to follow disciplinary-specific standards and practices when using one's own prior work in a new work. Students, in particular, should avoid using their own prior graded work as new original work without the receiving instructor's express permission.

⁸The Office of the Vice President for Research (VPRO) is responsible for administering and facilitating the scientific misconduct process and may further operationalize the University's official definition of plagiarism in this context (See <https://research.utexas.edu/>). Similarly, the Dean of Students (DoS) is responsible for administering and facilitating the student conduct and academic integrity process and will further operationalize the University's official definition of plagiarism (See <http://deanofstudents.utexas.edu>).

⁹The University's plagiarism definition is expected to be widely and routinely used in educational, training, and mentoring settings.

¹⁰ The committee considered national resources on plagiarism including the federal Office of Research Integrity, the federal Public Health Service, National Science Foundation, National Institutes of Health, and peer institutions (e.g., University of Indiana, Johns Hopkins University, University of Wisconsin-Madison, and UCLA).

¹¹Some allegations of plagiarism may involve disputes between former collaborators who participated jointly in the development or conduct of a research project, but who subsequently went their separate ways and made independent use of the jointly developed concepts, methods, descriptive language, or other product of the joint effort. In many such situations, the intent of the collaborators is seldom clear, and the collaborative history often supports a presumption of implied consent to use the products of the collaboration by any of the former collaborators. This implied consent should be discussed among collaborators in advance. Absent a prior agreement among the collaborators or evidence to the contrary, the University will presume such works to be jointly developed and will consider disputes involving these works to be issues of credit, acknowledgment or authorship (which do not constitute scientific misconduct under University policy), rather than plagiarism.