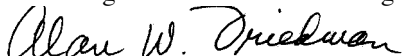


DOCUMENTS OF THE GENERAL FACULTY

Following are the minutes of the regular Faculty Council meeting of January 27, 2020.



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
JANUARY 27, 2020**

The fifth regular meeting of the Faculty Council for the academic year 2019-20 was held in the Main Building, Room 212 on January 27, 2020, at 2:15 PM.

ATTENDANCE

Present: Germine H. Awad, Jamie C Barner, Phillip J. Barrish, Darrell L. Bazzell, Alex A. Beasley, Amy M. Beebe, Marc Bizer, Stephen Boyles, Anthony L. Brown, Sandra A. Catlett, Shannon E. Cavanagh, Lee R. Chesney, James H. Cox, Jim E. Davis, John N. Doggett, Glenn P. Downing, Brian L. Evans, Gregory L. Fenves, Rowena Fong, Norma L. Fowler, Denise L. Gilman, Antonio Gonzalez, Andrea C. Gore, Amanda Hager, Lorraine J. Haricombe, Kristin E Harvey, Kathleen Holloway, Trice Humpert, Elena Ivanova, Brent L. Iverson, Joel Peterson Johnson, Karen Johnson, Steven J. Kachelmeier, Katherine (Katie) C. Lee, Michael William Lee, Kristie J. Loescher, Martin (Marty) J. Luby, Ayelet H. Lushkov, Alberto A. Martinez, Maurie D. McInnis, Martha Menchaca, Marc A. Musick, Thomas G. Palaima, Mary Poteet, Soncia Reagins-Lilly, Stephen D. Reese, Stuart A. Reichler, Donna Lynn Rew, Lorenzo A. Sadun, Timothy Michael Shanahan, Christen Smith, Geoffrey Smith, Mark J. T. Smith, Gwendolyn M. Stovall, Maria D. Wade, Miguel V. Wasielewski, Catherine E. Weaver, Alexandra K. Wettlaufer, John A. Yancey, Yan Zhang.

Absent: Michelle Addington, Christina L. Baze (excused), Jay M. Bernhardt, Ethan R. Burris (excused), Charlotte Canning (excused), Gail Chovan (excused), Lydia Maria Contreras, Ricky A. Cooks, M. Lynn Crismon, Douglas J. Dempster, Angela M. Evans, Ward Farnsworth, Alan W. Friedman (excused), Luisa F. Gil Fandino (excused), Paul Goldbart, Camron I. Goodman, Karen Grumberg (excused), Lauren E. Gulbas (excused), Rasika M. Harshey, Jay C. Hartzell, D. Eric Hirst (excused), Hans Hofmann (excused), Teresa Hubbard, Thomas M. Hunt (excused), Daniel T. Jaffe, Amie C. Jean, Junfeng Jiao, S. Claiborne "Clay" Johnston, David S. Junker, Lynn E. Katz, Charles Kerans, Sarfraz Khurshid (excused), Cynthia A. Labrake (excused), Charles Robert Martinez, Eric T. Meyer, Leonard N. Moore, Sharon Mosher, Ami Pedahzur, Scott A. Rabenold, César A. Salgado (excused), Brenda A. Schumann, Jonathan L. Sessler (excused), Mark Simpson, Spencer Smith (excused), Elissa C. Steglich (excused), Ann Huff Stevens, Alexa M. Stuijbergen, Circe D. Sturm (excused), Sharon L. Wood, Luis H. Zayas.

Voting Members:	48 present,	29 absent,	77 total
Non-Voting Members:	12 present,	21 absent,	33 total
Total Members:	60 present,	50 absent,	110 total

I. REPORT OF THE SECRETARY (D 18084-18095).

Amanda Hager (Parliamentarian, Faculty Council Executive Committee Member, and Associate Professor of Instruction, Mathematics) 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.

Memorial Resolutions were completed and submitted for Claire Ellen Weinstein, Professor Emeritus, Educational Psychology; Norman K. Wagner, Associate Professor Emeritus, Civil, Architectural, and Environmental Engineering; Evan P. Kyba, Professor, Chemistry; and Frank N. Speller, Professor Emeritus, Music.

Effective January 1, 2020, Johann Hofmann (Professor, Integrative Biology) replaced Natalie S. Poulos (Assistant Professor of Instruction, Nutritional Sciences) on Faculty Council as a College of Natural Sciences representative.

A full list of items completed since the last report, including changes in the *Undergraduate Catalog, 2020-2022* from multiple colleges and schools, can be viewed in the Report of the Secretary¹ (D 18084-18095). 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 Moody College of Communication, 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 changing the names of two degree programs in the College of Fine arts and changes to the Bachelor of Science in Nutrition degree in the College of Natural Sciences.

The Resolution on the Support of Principles for Advancing Openness Through Journal Negotiations from The University of Texas Libraries Committee and the Resolution to Develop Community Standards for Faculty are under review by Faculty Council.

II. APPROVAL OF MINUTES.

Chair Brian Evans (Professor, Electrical and Computer Engineering) said the minutes for the December 9 regular Faculty Council meeting (D 17976-17981) had been posted online. When no corrections or additions were proposed, he announced the minutes approved as submitted.

III. COMMUNICATION WITH THE PRESIDENT.

President Greg Fenves thanked Provost Maurie McInnis for planning and hosting the second annual Faculty Authors Reception. The event celebrated sixty-six faulty authors from twelve colleges who published books in 2019.

He invited Council members to attend or livestream the January 27th Open Dialogue with UT Leadership about Sexual Misconduct Policies and Practices. At the forum, President Fenves, Provost McInnis, and Dean of Students and Vice President for Student Affairs Soncia Reagins-Lilly answered questions from the audience and from the Misconduct Working Group, which organized the student-focused forum. The group is charged with identifying and examining opportunities for the University to improve how we review and communicate about sexual misconduct and related issues. Undergraduate and graduate students, faculty, staff, and University leaders comprise the working group. President Fenves said the livestream link is available on the Misconduct Working Group website.

He then gave an update on campus safety. Since the tragic murders of UT Austin students Haruka Weiser, in 2016, and Harrison Brown, in 2017, the Department of Public Safety has done a comprehensive review of campus security and safety. UT Austin has made substantial improvements, but recent concerns have prompted leadership to "take a fresh look at campus safety just off the campus boundaries, especially west campus." Campus safety officials, Chief Carter of The University of Texas at Austin Police Department, the City of Austin Police Department, and Mayor Steve Adler are working together on campus safety.

Stuart Reichler (Associate Professor of Practice, College of Natural Sciences) asked the President: "Do you support having official goals for reducing greenhouse gas emissions by the

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

University, and what is the timeline you envision for achieving these goals?" President Fenves said he would refer the question to the President's Sustainability Steering Committee for their February meeting. He also noted that Jim Walker (Director of Sustainability, Campus Planning and Project Management) released a 2019 greenhouse gas inventory update. UT Austin Utilities and Energy Management, which generates its own power, has made great strides on power generation efficiency, but optimizing power utilization presents unique obstacles given the size of the campus and the role of local users.

IV. REPORT OF THE CHAIR.

Chair Brian Evans reminded the Council of the standing invitation to join him for coffee at Caffé Medici, 2222B Guadalupe Street, Tuesdays from noon to 2:00 PM. He asked the UT Austin community to "support the wellness and well-being of our students," and drew attention to available services such as the Well-Being in Learning Environments Project and the Counselors in Academic Residence Program (CARE), and the President's authorization of eighteen new full-time positions in the Counseling and Mental Health Center. Chair Evans also urged faculty and staff to practice wellness and wellbeing using resources such as the Employee Assistance Program, which has added two-and-a-half full-time counselors.

After the names of faculty and staff members who had been found in violation of UT Austin sexual misconduct policies were released on January 9th, Chair Evans reached out to the President, the Provost, and several faculty members on the list to make sure all the individuals involved were being considered. He applauded University leadership efforts to reach out to the survivors before the release happened. Chair Evans met with Noel Busch-Armentariz (Professor, School of Social Work) to discuss how her restorative justice work could be used for healing in our University setting.

V. REPORT OF THE CHAIR ELECT.

Chair Elect Anthony Brown (Professor, Curriculum and Instruction) said the Task Force on Difficult Dialogues and Trauma-Informed Pedagogy in the Classroom is drafting their report on best practices. The report will include information on the opportunities UT Austin currently offers to learn about trauma-informed pedagogy and difficult dialogues, what other peer institutions offer, and how UT Austin can do more. The C-3 Undergraduate Curriculum Changes Committee, which Professor Brown chairs, completed their review of curriculum changes for the next *Undergraduate Catalog*. He continues to work with the Committee on the process and protocol for examining proposals and would like to create resources that will help the Committee during the next catalog cycle. Professor Brown has been serving on the Misconduct Working Group, and he is working with the Faculty Senate at Texas A&M for the March 2nd Joint Meeting.

VI. UNFINISHED BUSINESS—None.

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

- A. Resolution on the Support of Principles for Advancing Openness through Journal Negotiations from The University of Texas at Austin Libraries Committee (D 18081-18083).²

Sara Sweitzer (C-7 Committee Chair, and Associate Professor of Instruction, Nutritional Sciences) presented a resolution from the UT Libraries Committee. The committee argues that "in pursuit of sustainable scholarship...it's critical to address related issues of subscription pricing, open access, publication cost, copyright, and embargo." Other universities have begun to strengthen their stances in negotiation with journal publishers, and the committee "urges UT to consider negotiation practices of sustainable scholarship." The resolution "endorses the library contract negotiation principles of scholarship being openly accessible to readers and journal subscription fees decreasing to sustainable levels." It also says UT Austin "will support and/or join the Texas Coalition of Academic Research Libraries (CARL)."

In response to requests for clarification from Professor Hager and Professor Lorenzo Sadun (Mathematics), Professor Sweitzer and Lorraine Haricombe (Vice Provost and Director, UT Libraries) specified that CARL focuses on helping its members renegotiate their contracts with

² <https://utexas.box.com/s/yc09m50ek9xn7i7wax8h2gpsn1h3foul>

Elsevier. Since the UT System's Elsevier contract does not expire until December 2021, UT Austin has no reason to join CARL now even while the University supports the group's efforts.

John Doggett (Senior Lecturer, Management) commented that the resolution's phrases "substantial profits," and "exorbitant fees" were imprecise, and he suggested adding the profit margin and the amount of fees being charged.

Andrea Gore (Professor, Pharmacy) said she was concerned that the resolution's use of the University of California as an example implied that UT Austin was willing to "pull out of Elsevier." Maria Wade (Associate Professor, Anthropology) responded that the resolution says the UC System's leaving Elsevier was a trigger for the current, broader conversation about the relationship between libraries and publishers. Professor Sweitzer said that the resolution was not intended to suggest that UT Austin was going to walk away from Elsevier and that UC System is merely an example of what one large university system has already done concerning open access. She added, in response to a request for more context from Steven Kachelmeier (Professor, Accounting), that the UC System's decision took years of working with faculty: "this is not a unilateral decision made by just those libraries or the administration. It was a joint endeavor that the faculty was on board with." Professor Kachelmeier asked how UC System faculty publish in non-open-access journals; Professor Sweitzer said she did not know.

Professor Gore said she could not support the resolution as written and asked the committee "to consider separating out the spirit of open access" from "how that should be supported." If the committee did craft a resolution on how open access at UT Austin should be supported, the conversation needs to include what faculty scholarship looks like and how faculty depend upon publishers that are not gold open access. Thomas Palaima (Professor, Classics) agreed with criticisms of the resolution and requested a revision that "enunciates general principles" and "gives us more information, such as the cost of open access journals." Norma Fowler (Professor, Integrative Biology) suggested editing the resolution to make it clear that "open access" means "that the public and other researchers can easily have access" and not "author paid."

Professor Doggett made a motion to table the resolution, which carried.

B. Resolution to Develop Community Standards for Faculty (D18097-18098).³

Chair Evans, on behalf of the Faculty Council Executive Committee, presented the Resolution to Develop Community Standards for Faculty. He said that as working groups and task forces strive to develop procedures and policies to address pressing issues such as sexual misconduct, graduate student compensation, and equitable treatment on campus, another task force could consider what UT Austin "could become" by creating aspirational community standards for faculty. The task force would work for one year to produce a report and present it to Faculty Council. The group would include staff, students, and faculty members, and would serve as a model for other campus communities, such as undergraduate students, graduate students, and staff to create their own community standards.

Philip Barrish (Professor, English) encouraged anyone with criticism to offer productive suggestions respectfully.

The resolution passed.

VIII. NEW BUSINESS.

A. LGBTQ+ Access, Equity, and Inclusion.

Lisa Moore (Professor, English and Women's and Gender Studies; Co-Chair, LGBTQ+ Access, Equity, and Inclusion Council) and Stephen Russell (Professor and Chair, Human Development and Family Sciences; Co-Chair, LGBTQ+ Access, Equity, and Inclusion Council) presented the ongoing work of the LGBTQ+ Access, Equity, and Inclusion Council, which started at the end of spring 2019. The group, which was formed to investigate the climate for and condition of LGBTQ+ faculty at UT Austin, has focused on three areas: understanding the climate for LGBTQ+ faculty, data about LGBTQ+ faculty, and strategies at peer institutions.

Problems with the climate became apparent as Professors Moore and Russell had difficulty finding an LGBTQ+ faculty member from each college and school. They heard that some people did not feel safe being out at work. Reprisal, fear of homophobia, and stigma are live

³ <https://utexas.box.com/s/v8jvazhx9x2jyh4ynvxqhj4ccll0ackvsenate>

issues at UT Austin for some faculty. They also discovered that contingent faculty are overrepresented among LGBTQ+ faculty on campus; about a third of the faculty on their Council are lecturers.

Gathering data on LGBTQ+ faculty requires creative strategies. The group has to decide how to address representation, participation, recruitment, retention, and promotion for LGBTQ+ faculty when concerns about privacy, protection, and safety keep the data on LGBTQ+ faculty incomplete. The 2017 Collaborative on Academic Careers in Higher Education (COACHE) survey did ask faculty whether they considered themselves part of the LGBTQ community. Thanks to Tasha Beretvas (Senior Vice Provost for Faculty Affairs), the Access, Equity, and Inclusion Council received statistics drawn from the survey indicating that people who identify as LGBTQ on the faculty say they are less satisfied with the balance of their teaching, research, and service activities; feel less satisfied with their tenure standards; and are more likely to report discriminatory behavior based on sexual orientation.

Few peer institutions have been proactive about considering climate and data for LGBTQ+ faculty.

The group will create a report on their 2017 COACHE findings, and the 2020 COACHE survey will have further questions concerning LGBTQ+ faculty. The group will ultimately make recommendations to Provost McInnis, including that Women's and Gender Studies, currently a center in the College of Liberal Arts, be made a department. Departmentalizing Women's and Gender Studies would provide institutional security while underscoring and supporting the work on the LGBTQ+ community carried on by the Center's faculty. Women's and Gender Studies, and LGBTQ+ Studies, do "a lot of the diversity work that benefits the University as a whole." Women's and Gender Studies has also provided research and concepts crucial to the campus today such as "sexual harassment," "sexual assault," "gender-based discrimination," and "gender-identity discrimination." This crucial scholarship should be drawn upon and recognized with the same level of institutional support and capacity as any other field.

Catherine Weaver (Chair, Graduate Assembly, and Associate Professor, School of Public Affairs) endorsed the work of the Access, Equity, and Inclusion Council, praised the training offered by the Gender/Sexuality Center, and encouraged UT Austin to offer more training on bystander intervention, on implicit bias, and on intersectionality.

B. Undergraduate Admissions, Acceptances, and Enrollments.

Miguel Wasielewski (Executive Director of Admissions) reported on the state's admissions requirements for UT Austin, and on the University's policies and procedures for setting expectations for admission and enrollment. By law, students in the top 10 percent of their class are automatically admitted to a public institution. Senate Bill 175 provided relief for UT Austin by limiting the number of students enrolled through automatic admission to 75 percent of an in-state freshman admitted to UT Austin. To set these numbers, the University must determine two years in advance how many students within the top 10 percent of their high school class will apply. Then, the University determines the high school class rank that caps automatic admission students at 75 percent of that class. For example, last year students needed to be in the top 6 percent of their high school class to qualify for automatic admission. Additionally, at least 90 percent of students enrolled at UT Austin must be Texas residents. The University has roughly 144 different targets to hit every year since meeting the Senate Bill 175 rules requires managing admission by college and, in some cases, by major within college. UT Austin determines University class size as well as class size for colleges based on how many students available resources and services can support.

The University received 57,000 applications for the past academic year; each one was read at least once. Even automatic admission applications are read to determine if that student can be admitted to the college of their choice. For non-automatic-admission resident students, the holistic review process determines whether they will be admitted to UT Austin. If they are not admitted, they could be offered the Coordinated Admissions Program (CAP) or the Pathway to Admissions through Co-Enrollment (PACE). These programs allow students to work toward UT Austin admission. Non-resident students are simply admitted or denied admission.

Admission applications are up from 53,000 last year to 57,000. Those applications are for 16,000 spots. Controlling for automatic admission, 24,000 applicants competed for 3,600 spots, making the selectivity 15 percent, comparable to peer institutions such as Harvard and the

University of California, Los Angeles. Application numbers have been steadily increasing since students sometimes apply to twenty-plus schools. This process can generate “false applicants” who do not enroll when admitted.

Mr. Wasielewski shared a UT Austin admissions video⁴ developed by the Office of Admissions in collaboration with University Communications. The video explains what makes the University so selective. After the video, he invited people to share it with anyone who has questions about admissions. He also encouraged Faculty Council members to examine the annual Senate Bill 175 report,⁵ which provides detailed information on the year’s admission numbers. The Office of Admissions supports campus diversity through calculated community outreach, initiatives to support transfer students, and the Texas Student Recruiters. Mr. Wasielewski emphasized the importance of reaching out to high school students early. Many states, though not Texas, are seeing a decrease in high school graduation rates, which means their universities are recruiting outside their states in places like Texas for recruitment. Such competition for students may be exacerbated by federal intervention that now allows schools to pursue students who have committed to other institutions.

Responding to a question, Mr. Wasielewski said there is a slightly lower yield rate for students who are automatically admitted. He also clarified that 90 percent of enrolled students have to be Texas residents and that the remaining 10 percent can be more Texas residents, non-residents, or a combination of the two. Mr. Wasielewski referred all audience members curious about specific admission numbers to the Senate Bill 175 annual report.

Joel P. Johnson (Associate Professor, Geological Sciences) said programs such as On-Ramps are an effective way to encourage students to come to UT Austin. He said while around 50 percent of Texas high school students identify as Hispanic, only 25 percent of incoming classes identify as Hispanic. He asked what was being done to address that? Mr. Wasielewski replied that Admissions has staff in centers around the state to work directly in communities and high schools. His office also has a number of initiatives partnering with Division of Diversity and Community Engagement (DDCE). The Texas Advance Commitment will also help encourage diversity. Professor Doggett noted that, after the Hopwood decision, the number of Black and Hispanic applicants to UT Austin “declined precipitously” and added that the number of Hispanic applicants has recovered but not the number of African-American applicants. He asked if the University had specific data on that? Mr. Wasielewski said yes, Institutional Reporting, Research, and Information Systems (IRRIS) has that data.

Professor Palaima asked how UT Austin could help transfer students from community colleges feel less “like second-class citizens?” Mr. Wasielewski said the University has new outreach initiatives aimed at potential transfer students even as they strive to respect those students’ institutions. They are also working on transition initiatives to help transfer students “feel more like Longhorns.”

- C. Calling all Faculty to Participate in the Upcoming COACHE Survey for Faculty Recruitment, Development, and Retention.

Tasha Beretvas (Senior Vice Provost for Faculty Affairs) urged faculty to fill out the COACHE survey when they receive it in February. Hosted by Harvard, the COACHE survey goes out to roughly 250 universities, giving UT Austin comparison data with peer institutions as well as with itself from the 2017 COACHE survey results. COACHE results allow University leadership to invest resources in matters important to faculty. For example, the 2017 survey revealed that faculty wanted more interdisciplinary research opportunities, inspiring the growth of Bridging Barriers and an increase of cluster hires.

The 2017 response rate was 37 percent, which Professor Beretvas seeks to double. Faculty (tenured, tenure-track, and professional faculty with at least 50 percent time) will receive the survey electronically from Harvard, along with reminders. Harvard will send their data set to IRRIS for de-identification and analysis, so the survey results will be anonymous.

⁴ <https://www.youtube.com/watch?v=gFOZAO3WoQQ>

⁵ <https://provost.utexas.edu/enrollment-management/admissions-research/admission-reports>

IX. ANNOUNCEMENTS AND COMMENTS MADE AT MEETING

- A. The next Faculty Council meeting will be on February 17th at 2:15 PM in MAI 212.
- B. Nominations for the General Faculty Standing Committees are open through January 31st.
- C. Nominations for election to Faculty Council are open February 10th through February 28th.
- D. Joint Meeting of the UT Austin and Texas A&M Faculty Councils will be March 2nd at Texas A&M.
- E. Honor Texas Discussion Group January 28th, 10-11:00 AM, Thompson Conference Center. Register through UTLearn: <https://utexas.csod.com/>.
- F. Open Dialogue with UT Leadership About Sexual Misconduct Policies and Practices January 27th, 5-6:30 PM. Livestream at <https://misconductworkinggroup.utexas.edu/forum>.

X. QUESTIONS TO THE CHAIR—None.**XI. ADJOURNMENT**

Chair Evans adjourned the meeting at 3:52 PM.