9:00 am: New member orientation, comments:
- The Faculty Advisory Council meets at the UT System’s building in Austin to address issues of shared governance, through collegial, cooperative and trust-based organizational leadership that enables meaningful participation by the administration and the faculty in the management of the institutions’ operations. The standing elected FAC government organization is recognized as the voice of the faculty across the UT System. There are 14 institutions represented at the FAC, 8 academic universities and 6 medical campuses with 2 voting members each. There are 9 regents appointed by the governor and personnel hired to work at System level on financial, programmatic, and degree programs.
- Faculty Governance bylaws need to be considered a fluid document and be updated regularly as needed.
- Voice and voting power to non-tenure track faculty
- Have faculty representation on institutional budget process
- Ideas for faculty engagement: faculty town hall meeting adopted at UT Medical Branch. A town hall meeting without administrators’ attending where open communication is possible among faculty.

10:00 am: Chair’s welcome, Dr. Gurur Biliciler-Denktas, FAC Chair
- FAC members’ introductions
- General meeting guidelines for FAC meetings
- Discussion of FAC charges, duties:
  - Identify issues of faculty concerns
  - Respond to issues raised by Regents
  - Conduct fact-finding, background exploration, exposition, analysis, deliberation of issues, recommendations, and action plans
  - Disseminating information to the FAC, Regents, and institutional faculty
- Introduction of the three FAC committees
  - Academic Affairs and Faculty Quality committee
  - Governance committee
  - Health Affairs committee
- FAC gave presentation to Board of Regents in August
  - Explanation of what FAC is, who the FAC members are, and what our colleagues at other institutions are doing to address governance issues.
  - FAC initiatives presented:
    - Governance committee:
      - Tasked to address family leave policies across the UT System
      - Grievance policies across the UT System
        - Only about 3-4 UT institutions have ombuds person (advocate for faculty, neutral person). At other institution, the Senate selects the ombuds person.
        - FAC wants to propose to have ombuds person at all UT institutions
- **Academic Affairs:**
  - Report on ACUE
  - FAC feedback to Texas Higher Education Coordinating Board
  - Addressing holistic approaches to faculty teaching performance evaluations beyond student evaluations

- **Health Affairs:**
  - Physicians’ burnout
  - Student success and quality of teaching at medical campuses
    - Example #1: UT Houston Medical School had 600 faculty leave in past 5 years. Each new faculty hire cost $500K to $1.5M, so roughly $600M was spent to replace those faculty, just at that single institution, just in past 5 years.
    - Example #2: UT San Antonio Health Science Center: 49% faculty turnover rate for past 5 years, cost $8.5M per year.
    - In comparison, UTEP had 111 faculty departures in past 4 years. On an annual basis we have about 25 to 40 tenured and tenure-track faculty departures, which is about 5% to 7%, this is lower than the national average of about 10%.
  - Use of institutional endowments: at some institutions endowments are being used to supplement faculty salaries without reducing faculty effort. Discussion about endowments being used to pay for faculty base salary is taking place, rather than the use of endowments to supplement salaries and support workload reduction.
  - There’s concern of the misuse of endowments at other UT universities:
    - UTMB lost some endowments due to institutional policy that the institution can use the endowments whichever way they want, despite the specific conditions of the endowments. Institutions try to plug financial holes by taking away 50% of endowments as administrative cost.

- **Upcoming work for current year:**
  - Faculty recognition for the creation and use of Open Educational Resources
  - Student success
  - Physician burnout
  - Faculty recruitment and retention
    - Sick leave and parental leave, ways to “free up” sick time that can be pooled for faculty to share without financial penalties/taxes
    - Non tenured faculty stability
    - Faculty turnover
    - Exit interviews: currently no system-wide practice for exit interviews, FAC encourages routine exit interviews and also “Why do you stay at UT?” interviews with current faculty
    - Some faculty senates are doing their own exit surveys and protect faculty identities to understand key reasons faculty leave their campuses
    - Best practices for addressing salary compression concerns

- **Recommendations for future action:**
  - Write one sheet reports on what our faculty senates accomplished on a yearly basis
- Emphasize the importance of reporting out to our faculty while recognizing communication overload. Consider faculty town halls to report out in person.
- Create “white paper” of best practices and ideas to keep advocating for faculty
- Consider new forms of inclusion, engagement and use of social media to communicate with faculty in the form of bullet forms and executive briefs.
- Emphasize collaboration “we all work together for the betterment of our institutions and want things to improve to retain our faculty”
- We need to know what we are doing to retain our faculty at our institutions

11:30 am: Dr. Kevin Lemoine, FAC Liaison, Associate Vice Chancellor for Academic Affairs
- He is the go to person for new PhD program approvals. When institutions propose new programs, he reviews at the UT System level, before the proposal is forwarded to the TX Coordinating Board. He has 100% success rate with TX Coordinating Board approval.
- Field of study program: new commissioner for Coordinating Board may help with problems associated with field of study problems. There are some concerns that some community colleges violate the law by sending students with 60 credit hours of core curriculum transfers, plus additional credit hours for field of study. This is unlawful and creates burdens for students when their credits do not count towards degree plans.
- Quality of student preparation at community colleges: at some institutions transfer students are inadequately prepared for 4-year institutional standards. The Coordinating Board is expected to look into this.
- SB 212: Regents will discuss in November meeting if a System-wide policy clarification is needed. FAC will discuss this further and see what actions are needed.

1:00 pm: Campus reports:
- Austin: tuition free program for students whose family income is below $65K per year, it is entirely tuition free education.
- Dallas: international student OPT program may be challenged by federal legislature, which must be challenged. International student attendance would drop significantly.
- Rio Grande Valley: fighting for faculty involvement in budgetary decisions; they also got an Ombudsperson; new initiative is that external grant funding leads to 0.05% of the funded amount allocated toward the PI’s base salary raise up to $5,000. For example, $1M grant results in $5K base salary raise for PI.
- San Antonio: adopted new budget model with more faculty involvement. Also, there has been an unreasonable increase in administrative hires/appointments (Vice Presidents, Assistant Presidents, Associate Provosts, etc.). What exactly do these members do and how are their positions paid for?
- Tyler: have faculty senate representation on university budget committee. They have a monthly closed door senate meeting with faculty representatives only to serve as a forum for problems and learn about campus issues: in addition to the normal monthly open records and publically attended Faculty Senate meeting. They have a second monthly meeting, which is for the senators only, no minutes taken, for the purpose of listening to problems, issues, and concerns.
2:00 pm: Krista Anderson, UT System Title IX Coordinator
- SB 212 requires institutional changes in reporting
- UT System model policy has been updated to reflect new SB
- Main components of new model:
  o Confidential employees: even these employees are held responsible for reporting, however, they can report anonymously. For example, counselors, medical practitioners, health license professionals, institutional legal officers, etc.
  o Title IX coordinators at each campus should develop training for campus community on how to handle Title IX cases, what employee responsibilities are, etc.

2:30 pm: Dr. Rebecca Karoff, Associate Vice Chancellor for Academic Affairs
- ACUE: Chancellor is pushing to find funding for additional funding
- Goal is to offer course also at health institutions, in addition to academic institutions
- Those who complete the course get an ACUE certification, which has increasing value nationwide.
- All feedback on the course and the benefits of the course have been positive. However, there is a cost involved, plus the course is a substantial amount of work, which may not be feasible for all faculty to take on.
- UT System is also looking at ways to reduce textbook expenses for students through the Open Education Resources system.

4:00 pm: FAC Committee Meetings: Governance Committee
- Recommending changes to Regents Rules 20201, Presidential Selection. Recommended changes: FAC Governance Committee recommends that rule 2.1.1 (d) and 2.1.3 be changed to read as:
  o Section 1.1 Presidential Search Advisory Committee. When there is to be a vacancy in the office of a president, an Advisory Committee shall be established to recommend candidates to the Board. No person who elects to be a candidate for the vacancy may serve on the Advisory Committee. The Chancellor, the Executive Vice Chancellor for Health Affairs, or the Executive Vice Chancellor for Academic Affairs shall serve as Chairman of the Advisory Committee unless the Chairman of the Board makes another appointment. Committee membership is as follows:
    ▪ (d) Three faculty members from the institution involved. At least two of the members shall have the rank of associate professor or higher. The method of selection and the selection of faculty members shall be determined by the faculty governance body of the campus.
  o 1.3 Selection criteria for the president shall be developed by the Presidential Search Advisory Committee and reviewed and supported by each institution’s elected governance bodies (faculty, staff, and student) prior to the finalization and posting of the job description. The criteria shall relate to the needs of the individual institution and reflect its vision, mission, and values.
September 27, 2019:

10:00 am: FAC Committee Meetings: Governance Committee
- Continued discussion on Presidential hire process
- Discussion on faculty grievance process. Currently there’s only Regents Rule 30602 Employee Grievance, but there’s no grievance process outlined specifically for faculty.
- Committee will follow through with a survey to find out what grievance process looks like at the different institutions. We’ll try to identify best practices and then make recommendations for a UT System level faculty grievance policy.

Academic Affairs committee:
  o Development of a faculty administered exit survey to collect confidential information about exiting faculty’s reasons for departure.
  o Faculty compression. Collecting system-wide data on salary trends and salary compression issues.
  o Faculty leave: collect campus data on leave types, system-wide analysis on leave policies, faculty responsibilities during leaves, etc.

11:00 am: Dr. Rebecca Karoff, Associate Vice Chancellor for Academic Affairs
SB25, transfer bill
- Institutions have to report on credits that are not accepted for transfer
- New requirements for degree plan filing
- Needs to be documentation of course sequencing on the 4-year degree plans
- Study committee from TX Coordinating Board on meta majors, analyzing core curriculum as a potential replacement of fields of study. Smaller group of core curriculum courses that would be transferable from Community College to 4-year universities. Field of studies might be phased out and might be replaced with new regulations.
- Need to listen to what Community colleges are doing and what they are asking for to work in closer collaboration with our local community colleges

12:00 pm: Dr. Steve Leslie, Executive Vice Chancellor for Academic Affairs
Endowments
- Historic review of how endowments have been authorized to be used for merit salary increases
- New language in endowment rules: “subject to donor criteria, distribution from the endowment may be used for a reasonable amount of salary support as determined by institutional policy, salary supplementation and for other professional support.”
- Some UT institutions have further HOoP policies governing endowments, but others don’t have much clarification.
- Generally endowment money is being used for research, RAs, postdocs, etc., and should not be used for base salary for the faculty. Base salary should be paid out of the general institutional budget.
- At health institutions this is a major concern, along with patient case, as faculty typically have a low base salary, which they need to supplement through patient care, which consequently drives faculty away from teaching and research.
1:00 pm: David Troutman, Director of Institutional Research and Advanced Analytics
Salary compression
- Salary compression dashboard sought faculty input on how to mine data, what criteria to use, how to look at the system-wide large amount of data. He does not do policy-work per se, though he can run analytics based on suggested questions related to:
  o Gender differences in salary compression
  o Different academic disciplines/fields/colleges
  o Rank salary differences
  o Time since hire
  o Hire with tenure