

University of Texas Faculty Advisory Council  
June 2-3, 2005

**Present:**

James Bartlett - Chair	Gregory Rocha	Angela Shoup
Terese Verklan – Past Chair	Bernd Budelmann	Mark Winter
Lona Sandon – Secr.	Ala Qubbaj	Paul Mansfield*
Barry Norling – Chair Elect	Cynthia Brown	Jack Lee
Dennis Reinhartz	Doug Hale	Usha Pendurthi
Linda Reichl	Kay Ketzenberger	Barry Rittman
Marvin Hackert	Mansour El Kikhia	Keith Krolick
Murray Leaf	James Hatfield	Steve Johnson
Thomas Welther	Daniel Formanowicz	Margaret Brackley
Robert Nelsen		

Thu., Jun 2, 2005	
<b>Jim Bartlett</b>	<p><b>Chair's Report</b></p> <p>There will be an honors programs conference coming up on June 30th in San Antonio. Three seats will be reserved for FAC members. Travel cost will be covered by UT System. Nominees to attend must be submitted by June 10<sup>th</sup>. Honors programs can be used to help attract quality undergraduate students.</p> <p>There will be a conference on graduation rates on Sept. 30<sup>th</sup>. FAC has not yet been invited to attend.</p> <p>Terrie Sullivan is interested in having a conference on mentoring possibly sometime in the fall.</p> <p>A new law has established Constitution Day on Sept. 17<sup>th</sup>. All Universities receiving federal funding will be required to provide education regarding the Constitution on that day. It is unclear what format or delivery method of education will be adequate or acceptable.</p> <p>Graduate Education Advisory Committee (GEAC) report by Robert Nelsen</p> <p>See handout – Proposed Preliminary Authority for Doctoral Programs regarding criteria specific to doctoral requests:</p> <ul style="list-style-type: none"> <li>• Must demonstrate a need or national unmet need</li> <li>• Evidence that an existing doctoral program cannot accommodate additional students</li> <li>• Must be appropriate to it's mission</li> <li>• Has the demonstrated capacity or uniquely suited to offer</li> </ul>

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	<p>the program and achieve excellence</p> <ul style="list-style-type: none"><li>• Will demonstrate how Closing the Gaps will be addressed</li><li>• Demonstrate identified resources to develop and sustain a high quality programs</li><li>• Peer review will be required and may take up to 3 years</li></ul> <p>Quality</p> <ul style="list-style-type: none"><li>• All “old” PhD programs will be reviewed to determine whether or not to close them. Items that will be considered include the number of degrees awarded, attrition rates, average time to degree, where are graduates working, is the institution supporting the program or just trying to increase enrollment to support the institution, teaching loads, publications of faculty, grants, percent of doctoral students enrolled full-time, and others.</li></ul> <p>FAC members expressed interest in acting as a reference or being able to provide guidance on policies for developing PhD programs. There was also concern for professional licensing degree programs that are different than traditional types of PhD’s. The FAC would like for the CB to distinguish academic PhDs (i.e., arts and sciences) from PhDs that are actually professional degrees or upgraded Masters' programs in response to pressure for further credentials from professional associations.</p> <p>Women and Minorities – concerns were discussed about whether or not campuses continue to focus on bringing in women and minorities. Appropriate data may not be collected on employee recruitment and retention in relation to women and minorities.</p> <p>Legislation</p> <ul style="list-style-type: none"><li>• Tuition revenue bonds to allow for construction/expansion on campuses were not approved</li><li>• Tuition deregulation survived.</li><li>• There will be a student regent.</li></ul> <p>On March 10<sup>th</sup> there was a BOR meeting. There was a change in Regents Rules regarding appointment of new presidents. The advisory committee no longer is required to come up with a minimum list of names, maximum number remains at 10. Only one member of the BOR will be required to be on the committee. The BOR will be able to review candidates before a final pool of applicants is decided. These changes are a result of problems</p>
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	<p>that occurred with the search for the most recent UTD presidential search. A more flexible process is needed. The BOR still has the authority to appoint a president if the committee does not provide an acceptable list or a new committee may be appointed.</p> <p>May 11 &amp; 12 BOR meeting. The Student advisory council submitted a document with 9 recommendations to the BOR. Recommendations included:</p> <ul style="list-style-type: none"><li>• expanding collaborative academic and certificate programs,</li><li>• amend rules to require all campuses to keep a copy of course materials and required textbooks on reserve in the main library</li><li>• develop an honor code</li><li>• study effectiveness of institutional compliance and professionalism</li><li>• conduct study of impact of tuition increases on students that do not qualify for financial aid</li><li>• make information relating to mental health care more readily available on campuses</li></ul> <p>Students expressed to the BOR an exception to the cookie cutter approach of closing the gaps.</p> <p>Los Alamos, Sandia – UT System is interested in establishing a relationship with major research labs. UT System would not be involved in the management process, interested in research collaborations. Several other states are interested in the opportunity as well.</p> <p>A new accountability measure on strategic planning is being implemented. “we are all accountable, all the time”</p> <p>Geri Malandra has been promoted to Associate Vice Chancellor for Institutional Planning and Accountability</p> <p>Graduation rate continues to be of big concern. Senator Shapely visited the BOR and pointed out that the poor graduation rate at El Paso needs to be addressed. Terry Sullivan discussed how graduation rates are not a good indicator of the quality of education. Terry has proposed a measure of input:output rate (freshman coming in vs. seniors graduating) not accounting for time it takes to graduate.</p> <p>Report of the future of public health in the state of Texas. See</p>
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	<p>the BOR agenda book online for the full report.</p> <p>Nominations for Chair Murray Leaf Marv Hackert Mansour El Kikhia Cindy Brown – declined nomination Dennis Reinhertz</p> <p>Nominations for Secretary Angela Shoup</p>
<p><b>Helen Bright, Senior Attorney, UT System Council</b> <b>Teresa Sullivan, Executive Vice Chancellor for Academic Affairs</b> <b>Geri Malandra, Associate Vice Chancellor for Institutional Planning and Accountability</b></p>	<p>Policies and Procedures for access to quantitative data and written comments from teaching evaluation surveys.</p> <p>Texas Public Information Act – state law allowing the public access to our records. General rule of thumb is that all information/records generated at public university are open to the public unless there are exceptions. Financial interests exceptions, third party exceptions, or when a federal law impacts the record.</p> <p>FERPA is a federal law providing for the availability of student records. We are prohibited from releasing records with student identifying information. Only certain individuals are allowed access. Faculty members do not have access unless it is under their job description.</p> <p>The department of education and attorney general says the students' course/instructor evaluation becomes part of a student record when it contains personally identifiable information in it. It is then no longer public information. Hand written comments can be identified and can not be provided under the open records act. Also style of expression or incidence related may identify the student.</p> <p>Any evaluation of faculty is not protected.</p> <p>Faculty should not be reviewing hand written comments unless student has consented. A statement indicating that a student consents should be added to the evaluations if faculty are going to have direct access to the originals.</p> <p>Personnel file exceptions – SSN, banking info, retirement info, 99% of personnel records are open.</p>

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	Consider inviting Helen Bright back to talk about protecting your personnel file.
<b>Carlos Martinez</b>	<p>Legislature</p> <p>Texas Revenue Bonds – no agreement on where to spend the money, however, there was agreement on the amount to spend: \$1.8 billion. There may be a special session this summer to hash this out.</p> <p>Tuition flexibility – deregulation will continue to hold and allow campuses to make decisions on tuition rates for a variety of purposes. However there is still a future danger that the state will go back to regulating tuition.</p> <p>There was an attempt to tie tuition increases to accountability. If institutions fail to meet certain measurements, they may lose the ability to set their own tuition. This idea failed.</p> <p>SB 1716 requiring universities to develop textbooks lists that will be available to all textbook vendors. Bill was defeated.</p> <p>Bill by Senator Lucio – adopt a policy for faculty to take personal instead of sick leave. Bill was defeated.</p> <p>HB 310 required BOR to bring salaries of tenure and non-tenure faculty up to national standards. Bill was defeated.</p> <p>Increased the number of hours a student must take for financial aid/state grants. 24 credit hours in an academic year and maintain a GPA of 2.5.</p> <p>Reduced the number of hours a student takes before they have to pay a premium. 30 down from 45 hours. Or total 120 hours for bachelors degree.</p> <p>Student regent. Each campus will recommend 5 students. The chancellor will review applications and recommend at least 2 candidates.</p> <p>Enrollment caps on UTD were removed.</p> <p>HB 1765 Governors emerging technology fund was funded at \$100 Million for applied research.</p> <p>Adopted a tuition incentive program for UT System allowing universities to charge in-state tuition for improving commercial</p>

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	<p>relationships.</p> <p>Public school finance and TRB's were left undecided. Most likely a special session will be required.</p>
<b>Fri. Jun 3, 2005</b>	
<b>9AM-10AM</b> <b>Dan Stewart</b> <b>Assistant Vice</b> <b>Chancellor for</b> <b>Employee Services</b>	<p style="text-align: center;"><b><i>Issues Concerning Health Insurance</i></b></p> <p>700 bills were filed that were tracked by Mr. Stewart's office due to potential effects on benefits and human resources. Of these, 250 proved beneficial to track. These primarily dealt with generally restricting eligibility, state funding, and benefits to be provided. In general, the legislature's approach to changing benefits due to insufficient funds is to discard completely, refuse appropriations or limit eligibility. Since funds are limited, the state is tapering off on what the new employees will get – such changes are not retroactive. Currently, Medicaid has priority for funding.</p> <p>Good news: PPO: Benefits will remain the same and the premium will increase 9.4%. This is below the nationwide average of 18-19%.</p> <p>Dental program: Enhancement in benefit with no premium increase.</p> <p>An RFP was circulated to determine options for the HMO. Rates will be fairly high, ranging from no increase to a 12% increase in some areas. UT System has no control over HMO rates. All system components but UTMB will have an HMO. The HMO will no longer be available at UTMB due to the high cost of providing care and the utilization of care at UTMB; if the HMO was provided, 20-25% increase in rates would be required. It is likely that the HMO will no longer be available to any components next year.</p> <p>Coverage after retirement: If employed prior to Sept 1 of 2003, an individual can reach retirement if 55 years of age with only 5 years of service, 3 of which with UT, and keep benefits for life. Those hired after Sept 1 of 2003 have to be 65 with at least 10 years of service or reach the rule of 80. Many companies are pulling out of offering insurance to retired employees. Now under TRS, compensation is determined as the average of the best 5 years of service X years of service X 2.3 (used to be highest 3 years). Anyone hired after Sept.1, 2006 who selects TRS will have a reduction factor if they retire before 65 years of age and do not have 10 years of service.</p> <p>Preventive HMOs: UT System components have several</p>

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	<p>different disease management/health awareness programs in place on many campuses. UT Systems does sponsor health promotion programs, but some become too expensive to continue.</p> <p>TMA meeting: TMA does not want UT system to manage disease management programs. Therefore, UT System challenged the TMA to do so. A program has now started in San Antonio for UT &amp; HEB grocery employees.</p> <p>On the horizon: Data is currently being gathered on outcomes for physicians and hospitals. In the next 5 years, it is anticipated that UT System will be able to determine based on outcomes where patients should be referred for specific problems. This information may be provided to employees. In addition, UT System may negotiate financial arrangements with the best outcome physicians.</p> <p>Starting in September, a 24/7 nurse hotline will be available.</p> <p>Bad news: The 90 day wait for benefits after hire will remain. This is standard in the public as well. This saves about 16 million dollars. Insurance is not a vested right – it is a privilege. Many private companies no longer provide insurance to employees.</p>
<p><b>10AM-11AM</b> <b>Teresa Sullivan,</b> <b>Executive Vice</b> <b>Chancellor for</b> <b>Academic Affairs &amp;</b> <b>Geri Malandra,</b> <b>Associate Vice</b> <b>Chancellor for</b> <b>Institutional Planning</b> <b>&amp; Accountability</b></p>	<p><b><i>Teaching Effectiveness Issues Arising from the Accountability Report</i></b></p> <p>Dr. Sullivan reported there is a lot of variability on campuses re: evaluations. There are concerns about teaching evaluations. Teaching evaluations are helpful to most faculty members in improving teaching. Dr. Sullivan stated faculty should play a principle role in designing evaluations. Consideration must be given to FERPA regulations, and technology may be useful in obtaining evaluations in compliance with FERPA guidelines. There should also be guidelines for fair use of evaluations by administration.</p> <p>Geri Malandra reported that the Board of Regents is looking at how to improve the accountability process. They have been looking for ways to evaluate teaching effectiveness. At the meeting in April, there was a discussion of prioritizing accountability measures. Evaluation of teaching effectiveness was determined to be a top priority. Survey of institutions revealed that this is very inconsistent. More research is needed. The Board of Regents may send a questionnaire to each Provost to determine what is being done on each campus.</p>

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	<p>There are concerns about collection of information and use of the information, especially in regards to Promotion and Tenure. Other concerns include who gets access to the evaluation? How is it processed? How is it put in context? How is it used in peer review?</p> <p>The Board of Regents is also interested in finding out whether universities are using this information in preparation for SACS or other evaluations.</p> <p>Teaching effectiveness centers: The Board of Regents will collect data on the number of campuses that have teaching effectiveness centers that assist with improving teaching rather than just helping with drawings, etc.</p> <p>There is recognition that the skills for teaching undergraduates differ from those for graduate students.</p> <p>The University of Kansas has a center for research and information on teaching evaluations, etc. NEA has a series of books about teaching effectiveness, teaching assessment, etc.</p>
<b>11:00-12:00</b> <b>James Bartlett</b>	<p style="text-align: center;"><i><b>Election</b></i></p> <p>Minutes for the March meeting were approved with the addition of the report from the University of Houston Health Science Center.</p> <p>Elections:      Chair-Elect: Dennis Reinhartz                               Secretary-Elect: Angela Shoup</p>
<b>12:00-1:00</b>	<u><i><b>Campus Reports</b></i></u>
<b>1:00-2:00</b>	<i><b>Committee Reports</b></i>