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**Committee Meeting:** 8/13/2008  
Austin, Texas

*James D. Dannenbaum, Chairman*  
*John W. Barnhill, Jr.*  
*Printice L. Gary*  
*James R. Huffines*  
*Michael Swindle, Chair, Employee Advisory Council*  
*Mansour El-Kikhia, Chair, Faculty Advisory Council*  
*Aaron Rosas, Vice Chair, Student Advisory Council*

	<b>Committee Meeting</b>	<b>Page</b>
<b>Convene</b>	11:00 a.m. <i>Chairman</i> <i>Dannenbaum</i>	
<b>U. T. System: Annual Meeting with Officers of the U. T. System Faculty Advisory Council</b>	11:00 a.m. <b>Report</b> <i>Dr. Mansour El-Kikhia</i> <i>Dr. Dora Saavedra</i> <i>Dr. Francis (Sandy) Norman</i>	<b>253</b>
<b>Adjourn</b>	12:00 p.m.	

**U. T. System Board of Regents: Annual Meeting with Officers of the U. T. System Faculty Advisory Council**

**REPORT**

The U. T. System Faculty Advisory Council will meet with the Board to discuss accomplishments of the Council and plans for the future following the agenda below. Attached on Pages 255 – 258 is a chart showing the status of prior recommendations from the Council.

Council members scheduled to attend are:

**Chair:** Mansour El-Kikhia, Ph.D., Political Science & Geography, U. T. San Antonio

**Former Chair:** Ted Pate, Ph.D., Integrative Biology and Pharmacy, U. T. Health Science Center - Houston

**Governance Committee Co-Chair:** Dora Saavedra, Ph.D., Communications, U. T. Pan American

**Academic Affairs Committee Co-Chair:** Francis (Sandy) Norman, Ph.D., Mathematics, U. T. San Antonio

**AGENDA**

1. Introductions
2. Chairperson's report and overview

**Supplemental Materials: Dr. El-Kikhia's PowerPoint presentation on Pages 115 - 128 of Volume 2.**

3. Standing Committee presentations

Diversity, Quality and Access: The Promise of the U. T. System

**Supplemental Materials: Dr. Saavedra's PowerPoint presentation on Pages 129 - 136 of Volume 2.**

Impact of SACS Reaffirmation on U. T. System Campuses

**Supplemental Materials: Dr. Norman's PowerPoint presentation on Pages 137 - 143 of Volume 2.**

## BACKGROUND INFORMATION

The University of Texas System Faculty Advisory Council was established in 1989 to provide a forum for communicating ideas and information between faculty, the Board of Regents, and the Executive Officers of U. T. System. Council guidelines require that recommendations have a multi-institutional focus and that the Council explore individual campus issues with institutional administrators prior to any consideration. The Faculty Advisory Council consists of two faculty representatives from each U. T. System institution and meets quarterly, usually in Austin. The Standing Committees of the Council are: Academic Affairs, Faculty Quality, Governance, and Health Affairs.

**Faculty Advisory Council Recommendations  
Cumulative List/Update**

Subject	Recommendation	System Administration Response
<p><b>Faculty Travel</b> <b>November 12, 2002 Board Meeting</b> Recommendation #1</p>	<p>Encourage institutions to set aside funds for travel related to professional development.</p>	<p><b>Status: Faculty concerns on this issue were shared with the presidents.</b></p>
<p><b>Long-term contracts for non-tenure track faculty</b> <b>February 4, 2004 Board Meeting</b> Recommendation #1</p>	<p>Develop multiyear contracts for nontenure track faculty</p>	<p>In many cases it makes sense for institutions to develop multiyear contracts for nontenure track faculty, and a number of campuses currently do this. Nothing in the Regents' <i>Rules and Regulations</i> forbids this practice. <b>Status: Acknowledged and shared with presidents</b></p>
<p><b>Tenure for faculty who are temporarily part-time</b> <b>February 4, 2004 Board Meeting</b> Recommendation #2</p>	<p>Permit tenured faculty to maintain tenure while temporarily on leave or part-time leave</p>	<p>Nothing in the Regents' <i>Rules and Regulations</i> prohibits maintenance of tenure when a faculty member is temporarily on approved leave or part-time leave. <b>Status: Acknowledged and shared with presidents</b></p>
<p><b>Peer Reviews in annual merit assessments</b> <b>February 4, 2004 Board Meeting</b> Recommendation #3</p>	<p>Require peer review for merit assessments</p>	<p>Peer review is critical to any promotion or tenure decision, including post tenure reviews. It is also wise to include peer review whenever possible in merit reviews. <b>Status: Acknowledged and shared with presidents</b></p>
<p><b>Diversity Accountability Measures</b> <b>February 4, 2004 Board Meeting</b> Recommendation #4</p>	<p>Develop an accountability measure that tracks minority and women faculty applicants through all stages of the hiring process. These data should be published as part of the Annual Accountability Report.</p>	<p>The information necessary to track this process is available in various forms on U. T. System campuses but is not reported consistently or systematically to federal agencies, the Texas Higher Education Coordinating Board, or System Administration. Since this initiative would require tracking individuals, there are issues related to privacy, especially if these data are classified by the department, college, or field. <b>Status: Completed</b></p>

<p><b>Alternative Dispute Resolutions</b></p> <p><b>Letter to the Chancellor from FAC 11/02/04</b> Recommendation #1</p>	<p>Use mediation as a method of alternative dispute resolution</p>	<p>The Office of General Counsel explored the use of mediation as a method of alternative dispute resolution on U. T. System campuses. <b>Status: Completed</b></p>
<p><b>Ombudsman Position</b></p> <p><b>Letter to the Chancellor from FAC 11/02/04</b> Recommendation #2</p>	<p>Create an ombudsman position at each campus to resolve disputes involving faculty.</p>	<p>The Office of Academic Affairs would support such a position, if requested by the president of an institution. <b>Status: Acknowledged and shared with presidents</b></p>
<p><b>U. T. TeleCampus</b></p> <p><b>Letter to the Chancellor from FAC 11/02/04</b> Recommendation #3</p>	<p>Assure that all new hires and new U. T. TeleCampus courses are subject to the same kind and level of faculty review as are traditional hires and courses.</p>	<p>The Office of Academic Affairs concurs with this recommendation for courses that are offered for credit. <b>Status: acknowledged and shared with presidents</b></p>
<p><b>Designated Tuition for child or spouse of a U. T. System faculty</b></p> <p><b>Letter to the Chancellor from FAC 11/02/04</b> Recommendation #4</p>	<p>Waive Designated Tuition to attract and retain faculty</p>	<p>The Office of Human Resources has been asked to study the cost of such waivers. The issue of tuition and fees, however, is a matter for each campus to consider, within the constraints of budget. <b>Status: Needs statutory approval</b></p>
<p><b>Prospective Graduate Student Data base</b></p> <p><b>February 10, 2005 Board Meeting</b> Recommendation #1</p>	<p>Develop a data base that will allow potential graduate students to register for information from U. T. System schools that offer graduate degrees</p>	<p>The Office of Academic Affairs with the help of the Office of Technology and Information Services (OTIS), developed a data base designed to allow juniors, seniors, and post-baccalaureates the opportunity to request information on graduate programs in the U. T. System. <b>Status: Completed</b></p>

<p><b>Faculty discussions portal and research data base</b></p> <p><b>February 10, 2005 Board Meeting</b> Recommendation #2</p>	<p>Encourage collaboration among faculty members at U. T. member institutions by creating a System-wide discussions portal and searchable research data base.</p>	<p>The Office of Academic Affairs, with the assistance of the OTIS, developed a discussions portal for use by all faculty members in the U. T. System. <b>Status: Completed</b></p>
<p><b>University Governance</b></p> <p><b>Letter to the Chancellor from FAC 05/30/05</b> Recommendation #1</p>	<p>Changes in U. T. System institutions' Handbook of Operating Procedures that pertain to topics in which Regents' <i>Rules</i> provide that the faculty shall have a major role in the governance of their respective institutions should be approved by the faculty of that governing body before implementation.</p>	<p>Regents' <i>Rules and Regulations</i>, Rule 20201, Section 4.9, which deals with the establishment of the Handbook of Operating Procedures, would be a place where this change could be articulated. <b>Status: Completed</b></p>
<p><b>Search Policy for Administrative Positions</b></p> <p><b>Letter to the Chancellor from FAC 05/30/05</b> Recommendation #2</p>	<p>Each campus should have a written policy for filling academic or health-related, upper level, administrative positions. This policy should be developed jointly by the administration and faculty governance body. This document should identify those administrative positions on the campus that are governed by this search policy, define what constitutes an open search to fill the position, specify the size and composition of each committee, specified house search committee members are nominated and appointed, and provide a set of general procedures for committee operation.</p>	<p>Regents' <i>Rules and Regulations</i>, Rule 20102, Section 3 could be amended to affect this change.</p> <p>NOTE: Regents' <i>Rules and Regulations</i>, Rule 20102 was amended at Section 3 to require consultation as appropriate and to reference institutional policy. <b>Status: Completed</b></p>
<p><b>Faculty governance, health related institutions</b></p> <p><b>Letter to the Chancellor from FAC 05/30/05</b> Recommendation #3</p>	<p>The faculty governance organization and its leadership at each of the health institutions should include appropriate representation from both clinical and basic science/research faculty.</p>	<p>The Office of Health Affairs will work with the Faculty Advisory Council to ensure that each of the U. T. System health-related institutions include the appropriate level of representation from both clinical and basic science/research faculty in faculty governance and leadership. <b>Status: Completed</b></p>

<p><b>Faculty Leadership Development</b> <b>August 10, 2006 Board Meeting</b> Recommendation #1</p>	<p>Co-sponsor a faculty leadership development program with Academic Affairs</p>	<p>The Office of Academic Affairs will work with the Faculty Advisory Council to develop leaders at the department chair level by providing them with tools to become more efficient and effective academic managers.  <b>Status: Completed</b></p>
<p><b>Textbook Study Group</b> <b>May 14, 2008 Board Meeting</b> Recommendation #1</p>	<p>Faculty Advisory Council recognizes the rising costs of textbooks and supports minimizing those costs while maintaining the academic freedom of faculty.</p>	<p><b>Status: Underway</b></p>
<p><b>Non-Compete Clauses</b> <b>May 14, 2008 Board Meeting</b> Recommendation #2</p>	<p>Non-compete clauses should not be included in U. T. System institution faculty employment contracts.</p>	<p><b>Status: To be reviewed</b></p>