

# THE UNIVERSITY OF TEXAS AT SAN ANTONIO

## DOCUMENTS AND PROCEEDINGS OF THE GENERAL FACULTY AND DOCUMENT and PROCEEDINGS OF THE UNIVERSITY ASSEMBLY

The minutes of the University Assembly meeting of May 2, 2000, published below have been prepared for the immediate use of the members of the University Assembly and are included in its Documents and Proceedings. They are also included in the Documents and Minutes of the General Faculty for the information of the members.

Betty S. Travis, Secretary  
The General Faculty

### SUMMARY MINUTES OF THE UNIVERSITY ASSEMBLY MEETING OF MAY 2, 2000

The fourth regular meeting of the University Assembly for the academic year 1999-2000 was held in room 4.03.08, John Peace Library Building, on May 2, 2000, at 3:30 p.m. with Dr. Ricardo Romo presiding.

#### I. ATTENDANCE

**PRESENT:** Ron Ayers, Russell Briner, John Brown, Alan Craven, Jacquelyn Crinion, Patti Cutler, Eugene Dowdy, Keith Fairchild, Emily Gaston, Patricia Graham, Weldon Hammond, Patricia Harris, Dwight Henderson, Kellye Jones, Michael Kelly, Juliet Langman, Louis Mendoza, George Negrete, Walter Richardson, Jr., Ricardo Romo, James Schneider, Betty Travis, Raydel Tullous, Jude Valdez, Sandra Welch, Xochitl Yanez

**ABSENT:** Ron Alexander, Diana Allan (excused), Raul Aranovich, Deborah Armstrong, Guy Bailey, Mark Blizard, Jahan Eftekhari, Jane Findling, James Gaertner, Wanda Hedrick, Robert Hiromoto, Daniel Kahl, David Larson, Lea Leite, Constance Lowe, F. A. (Sandy) Norman, Leila Slimane, R. K. Smith, Anthony Van Reusen, Corina Vargas, Arturo Vega

**Total members present: 26**

**Total members absent: 21**

#### II. Reports

##### A. President - Dr. Ricardo Romo

Dr. Romo reported that the Southern Association of Colleges and Schools Site Visit was extremely successful. He thanked the following people for their outstanding work on behalf of the preparation and the visit: James Schneider, Director; Marian Martinello, Chair, Thematic Self-study; Terri Leal, Chair, Compliance Self-study; Sandy Pottorff and Lynda Lewis, staff support; Frank Segura, Publications; Charlotte Colbert, Information Technology; and Bill Hamilton, University Police. Dr. Romo estimated that approximately 200 people directly contributed to the report. He particularly noted the work of the Self-study Steering Committee. Dr. Romo thanked Dr. Guy Bailey for his outstanding work in preparation of the reports and meeting with the committees. Dr. Romo reported that although the University received only 12 recommendations from the Site Visit Team, the recommendations must be taken very seriously.

Dr. Romo reported that the work of the Restructuring Committee was continuing and had moved into Phase III. Phase I was the Restructuring Committee, Phase II was the Implementation Committee and Phase III will involve each college working on implementing its own program.

Dr. Romo informed the Assembly that the deans' searches for the Colleges of Business and Sciences and Engineering were almost complete.

B. Secretary - Dr. Betty S. Travis

Dr. Travis said that her report would be the last report she would present as Secretary of the University Assembly and Secretary of the General Faculty. She said that numerous issues had been addressed during her term of office. She reported that the Periodic Performance Evaluation, the grievance policy which might be approved soon, Faculty Senate Bylaws and the evaluation of administrators were a few of the key issues for faculty over the past few years.

Dr. Travis reported that recently faculty had been able to be heard as professionals whose educated opinion was respected. She stated her appreciation of the leadership of President Romo, who had assured faculty of his trust and respect. She said that faculty and staff, as the lifeline of the University, are the ones who have to actually build the programs and get the work done. The responsibility of administrators is to facilitate the workings of the faculty and staff for the betterment of the students. Dr. Travis thanked the members of the University assembly for their support over the past four years. She said she looked forward to serving UTSA and representing all 15 campuses of the UT System as Chair of the UT System Faculty Advisory Council. She issued best wishes to President Romo, his staff, and the new Secretary of the University Assembly and General Faculty. Dr. Travis introduced Dr. Keith Fairchild, representative of the Faculty Senate Nominating and Elections Committee.

Dr. Fairchild expressed appreciation for the effort that Dr. Travis had put into her position. He reported that the Faculty Senate Nominating and Elections Committee counted the ballots submitted during the recent election to choose the Secretary of the General Faculty/University Assembly. The results were 233 ballots submitted, two disqualified because they were not eligible as voting faculty, and one sent without a name could not be validated. Of the 230 eligible votes, there were one abstention, 124 votes for Dr. Mansour El-Kikhia and 105 votes for Dr. Ray Garza. Dr. Mansour El-Kikhia was elected as the next Secretary of the General Faculty/University Assembly.

C. Committees

Human Resources Committee - Dr. Eugene Dowdy, Chair

Dr. Dowdy began his report by noting a minor correction on the handout: Item One should state that Dr. Stephen Werling actually conducts a professional survey with Werling and Associates. The Committee has asked Dr. Werling to assist them to formulate a question that could be added to the student survey conducted by Human Resources students. Dr. Dowdy reported that the Committee felt that the best way to proceed would be with a comprehensive survey of Texas educational institutions and corporations that would provide insight into what type of domestic partner benefits are being offered in private industry. The Committee found that the issue of domestic partner benefits was extremely complex, with many legal, financial and tax consequences. Preliminary studies seem to show that even when domestic partner benefits are offered, few take advantage of the program. Furthermore, this issue will require a coordinated investigation by the various UT System institutions because of the legislative implications in Texas. Dr. Dowdy reported the Human Resources Committee also recommends that the life insurance policies offered to all UTSA employees, specifically those dealing with term and whole life, be evaluated for possible additional offerings.

D. Other

1. Report from the Chair of the Faculty Senate - Dr. James Schneider

Dr. Schneider thanked Dr. Travis for her service through the years and wished her success with the UT System Faculty Advisory Council. He reported that the Faculty Senate had met on April 11, 2000. The report to the Senate from Dr. Bailey included notification of the favorable reception the

Board of Regents gave to the proposed restructuring of the University. Senators were pleased to learn that heavy faculty involvement in the development and implementation of the restructuring effort was envisioned. Dr. Bailey had also reported on the upcoming changes in how advising would be done at the college level. The Senate also received with great interest an expanded response to its Report on the Status of Women. The idea of a Core campus Committee was welcomed, although the Senate suggested that the committee's membership be elected, at least in part, rather than being entirely an appointed body. The Provost endorsed that idea. The Senate also approved of having an Administrative Coordinator to further the effort to review various issues involving women and ensure that they will be addressed in a timely fashion. The senate anticipates seeing the results of these efforts next Fall.

The Senate also received a preliminary report on the results of Periodic Performance Evaluation for 1999-2000. Dr. Schneider reported that the Senate would develop a policy to deal with those instances in which a faculty member did not receive a fully satisfactory rating in his or her review. In the event a faculty member should receive a less than satisfactory rating prior to the adoption of the new policy, the Senate requested that the administration handle the situation by working with the faculty member to improve his or her areas of weakness.

The Senate received a report on the evaluation of administrators from the committee working on that important task. Similarly, the Teaching Effectiveness and Development Committee was evaluating the results of its survey of the faculty on how the various components used in the evaluations system should be weighed.

Dr. Schneider said that he looked forward to working with Dr. Patricia Harris, incoming Chair of the Faculty Senate, over the summer to effect a smooth transition. He wished everyone success during the next year. He said that the SACS Site Visit was remarkably successful due to the efforts of an enormous number of people and expressed his appreciation for those efforts.

2. Report from the President of the Student Government - Ms.Xochitl Yanez

Ms. Yanez reported that election of the officer of Student Government has been completed. The executive officers for next year include: President Shane Foley, Vice President Leo Gonzalez, Recording Secretary Marco Marroquin, Corresponding Secretary Stephanie Concha, Treasurer Keith Krobot. Ms. Yanez announced that Student Government would conduct town hall meetings next year. She reported that the UT System Student Advisory Council forwarded several recommendations to the Board of Regents. These recommendations include faculty evaluation, health insurance and multicultural affairs. Ms. Yanez said that she was proud to report that UTSA was number one in the UT System as far as the type of services provided for international students.

Ms. Yanez invited all members of the University Assembly to attend the induction ceremony of the Student Government executive officers. She reported that concerns related to graduation ceremonies has been presented to the Graduation Committee. These include trying to ensure that more parents and guests could attend, keeping the ceremonies on campus, and increasing the involvement of faculty. Ms. Yanez thanked Drs. Ricardo Romo, Patricia Graham, and Felix Almaraz for their efforts in addressing these issues.

Ms. Yanez thanked the Assembly for the opportunity to work with its members.

III. Consent Calendar: Faculty Senate

IV. Unfinished Business

None

V. New Business

None

## VI. Questions to the President

Dr. Walter Richardson, Jr. expressed concern about a matter that he considers an invasion of privacy. He stated that photographs of faculty members in the Division of Mathematics and Statistics has been requested by the University Police Department without the knowledge of the faculty members involved. He said he believes such an incident points out the need to develop a privacy policy at UTSA. Secondly, Dr. Richardson asked if the recently announced salary increases for faculty would be in addition to any merit pay raises that were already budgeted. He recommended that the University consider an across-the-board pay raise because of problems with the current merit system.

In response to the privacy issue, Dr. Romo said that the action of the photographs being taken was the result of two incidences on the fourth floor. The first incident was an attempt by a faculty member of a particular department to intimidate a staff member. The campus police were called and it was decided to post a guard in the President's office. After a month it was determined that there really was no good reason to continue since everyone felt comfortable. Dr. Romo stated that he would take the action again, if he felt that his staff were threatened or intimidated in any way. The second incident involved a violation of law. It was an isolated incident and no one feels threatened any longer.

Dr. Richardson asked why the five photographs were taken. Dr. Romo responded that the photographs of the other faculty were taken because of their connection to one of their colleagues. Based on that information the staff wanted to know who might want to come to the President's office. Dr. Romo stated that he feels no personal danger or intimidation but, unfortunately, it did happen to a staff member, although no one feels intimidated at this time.

Dr. Richardson stated that he and a colleague had met with the Police Chief after he learned of the photographs being requested. The Chief had promised that he would write a letter to members of the division, indicating that the five did not have police records, contrary to rumors. The Chief would also let the division members know that it was all an unfortunate mistake. Dr. Richardson was concerned because the letter had not been written. Dr. Romo stated that the Police Chief is a professional and perhaps he felt that this could not be productive.

Dr. Romo stated that although it was an unfortunate incident, it did happen and people felt that they must do something. They did something and sought professional help through the campus police.

Dr. Richardson stated that he did not feel that this was an appropriate response.

## VII. Meeting Adjourned

Comments or questions to [spottorff@utsa.edu](mailto:spottorff@utsa.edu)

Last updated: Sept. 1, 2005