

THE UNIVERSITY OF TEXAS AT SAN ANTONIO

DOCUMENTS AND PROCEEDINGS OF THE GENERAL FACULTY AND

DOCUMENTS and PROCEEDINGS OF THE UNIVERSITY ASSEMBLY

The minutes of the University Assembly meeting of January 16, 2001, 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.

Mansour El-Kikhia, Secretary
The General Faculty

SUMMARY MINUTES OF THE UNIVERSITY ASSEMBLY MEETING OF JANUARY 16, 2001

The second regular meeting of the University Assembly for the academic year 2000-2001 was held in room 4.03.08, John Peace Library Building, on January 16, 2001, at 3:30 p.m. with Dr. Ricardo Romo presiding.

I. ATTENDANCE

PRESENT: Sos Agaian, William Angrove, Raul Aranovich, Paula Avena, Ron Ayers, John Balog, Gerard Barloco, Mark Blizard, Blandina Cardenas, Alan Craven, Mansour El-Kikhia, Keith Fairchild, Patricia Graham, Patricia Harris, Dwight Henderson, Cynthia Katz, Michael F. Kelly, David Larson, Louis Mendoza, George Negrete, F.A. (Sandy) Norman, Thomas Ricento, Ricardo Romo, Kent Rush, William Scouten, C. S. Shih, Powell Trotti, III, Gilberta Turner, Jude Valdez, Anthony Van Resuen, Diane Walz, Jesse Zapata

ABSENT: Christine Alvear, Deborah Armstrong, Guy Bailey, John Barnett (excused), John Bretting (excused), Russell Briner, Bruce Bublitz (excused), Ruben Cordova, Shane Foley, Wanda Hedrick, Robert Hiromoto, Kellye Jones, James McDonald, Christina Pigott, Walter D. Richardson, Jr., A. C. Rogers, Deborah Schwartz-Kates, R. K. Smith, Sandy Speed (excused), Maria Elizabeth Stone, Raydel Tullous (excused), Arturo Vega

Total members present: 33

Total members absent: 22

II. Minutes of the [October 10, 2000](#) Meeting were approved.

III. Reports

A. President - Dr. Ricardo Romo

Dr. Romo reported that the Search Committee for the Vice President for Student Affairs, chaired by Dr. Rosalie Ambrosino, had narrowed the number of candidates to three, out of a field of 57. Of the three candidates brought in for campus interviews, two individuals, Dr. Mike Lopez and Dr. Sonny Barrera, were selected. Dr. Lopez, Vice Chancellor for Student Affairs, Minnesota State Colleges, has a Ph.D. in Psychology from the University of Texas at Austin. He is a native of San Antonio who would like to move back to the area. Dr. Barrera is currently employed at Southwest Texas University in San Marcos. The search committee will conduct site visits at the candidates' places of employment in order to interview people who have worked with these individuals.

Dr. Romo reported that a rendering of what the University would look like in 2020 had been completed by

Boone Powell of Ford, Powell and Carson. The master plan will be presented to the campus community on January 19, 2001. The plan shows that 11 new academic buildings will be added to the 1604 campus in the next 20 years. This would mean adding at least one new building every two years. The plan calls for two or three parking structures, a new recreation building, and a new facility for athletics. Currently there is a request to move physical plant away from the center of the campus. Demographic patterns show that much of the campus will open up from the south side with the majority of the vehicles coming in from that direction. The downtown portion of the plan predicts the addition of several buildings. Consideration has been given to the possibility of housing at the Downtown Campus, as well as partnerships with the City of San Antonio and retail merchants. It is anticipated that enrollment in 2010 will be 7,500 students at the Downtown Campus and 23,000 at the 1604 Campus.

Dr. Romo said that UTSA should think about becoming a flagship campus by 2010 and should position itself in the near future to be a top institution in the state. Now is the time to ask what will have to be done to ensure being ready for flagship status. He said that the academic programs must be expanded to ensure that the Master's and Ph.D. programs are comprehensive and not just in a few areas. The number of Ph.D. programs needs to expand significantly, and the number of Master's programs must double. The doctoral-granting status and the research position must also expand. In order to accomplish these objectives, UTSA will have to be very aggressive in recruiting top faculty, recognizing of course, that recruiting top faculty will require offering endowed and competitive positions with the kind of research opportunities that are available at other institutions. Dr. Romo further stated that UTSA could not be a flagship institution if it only graduates 25% of its students in a six-year period. Graduation rates will have to be comparable to other top institutions whose graduation rates are in the 80% range. To improve graduation rates, student services and programs must improve so that students will remain at UTSA and graduate in a timely fashion.

Dr. Romo reported that the UT System Board of Regents had approved funding of a new biotechnology building in the amount \$35 million, with the contingency that UTSA raise matching funds of \$5 million as a minimum. An extraordinary fundraising team has been assembled, including the new dean of the College of Sciences, Dr. William Scouten who is very assertive and creative. Funds for other purposes have been raised during this effort as some companies and individuals have not been willing to donate monies for buildings but rather for other items, such as faculty endowments and scholarships.

Dr. Romo invited the members of the Assembly to a reception for Dr. Francisco Cigarroa, President of the UT Health Science Center at San Antonio, which would begin after the meeting. Dr. Romo reported that UTSA and UTHSC-SA are heading in the direction of partnership and joint programs. Although UT System has no plans to merge the two institutions, joint programs at the graduate level are anticipated.

Dr. Romo provided his e-mail address and asked that Assembly members provide input about any concerns or ideas.

B. Secretary - Dr. Mansour El-Kikhia

Dr. El-Kikhia reported that, at the most recent UT System Faculty Advisory Council meeting, he had been made aware that money for education was going to be even tighter in the next biennium. At that meeting, Dr. Tom Scott, Vice Chancellor for Governmental Relations, reported that UT System's funding requests to the State Legislature had been approximately \$250 million. The System had also requested that university employees be treated the same as other state employees for salary increase purposes. Another request made by UT System was an increase in the general formula funding. UTSA currently receives \$77.5 million in formula funding. With the increase, the amount estimated for 2003 is \$82.1 million, a difference of \$4.6 million. The total amount of the formula funding increase for UT System would be \$94 million. Dr. El-Kikhia reported that the Legislature was concerned about the shortage of schoolteachers in the state. There is currently an annual shortage of between 15,000 to 20,000, teachers and the legislature wants to make up the difference. One way of doing this will be to increase funding for the K-16 program. Another method, and perhaps the most innovative one, has been referred to as flexible tuition, which

means that students are given a break in tuition for anything above 12 credits.

Dr. El-Kikhia further reported that another area of concern was the phenomenal rate of increase in health care costs. In addition to the funds allocated for health care, the System spent \$30 million in reserve funds for the increased costs. The request to the Legislature totaled \$300 million to retain the same level of coverage. Any shortfall from this request will result in increased premiums for employees.

Dr. El-Kikhia said that the Legislature was studying the issue of assessment of faculty and students and has requested input from higher education institutions. The Legislature would like recommendations from the institutions on how administrators, faculty and students should be assessed. Dr. El-Kikhia asked that Assembly members send him any suggestions as to some ways to deal with the issue of assessment.

Dr. El-Kikhia stated that the members need to think seriously about the function of the University Assembly in light of the restructuring of the academic units. The current apportionment of faculty seats on the Assembly is no longer valid and when the divisions become departments the issue of representation will become even more difficult. He said that he will continue to work on this issue with Dr. Patricia Harris, Chair of the Faculty Senate and Dr. Sandy Norman, Chair of the Senate's Academic Freedom and Tenure Committee.

Dr. El-Kikhia notified the Assembly that Dr. Tony Van Reusen was Chair of the Nominating Committee and Dr. Andrew Tsing was chair of the Human Resources Committee. To date no one had been selected as chair of the Student Activities Committee. He requested that one of the committee members assume that responsibility, or he would have to appoint someone.

Dr. El-Kikhia reported that he was asked by faculty members if an audit should be conducted when an academic unit is dissolved. He said he thought the suggestion was worthwhile and should be considered.

Dr. El-Kikhia further stated that the Office of Catalogs is currently responsible for many different areas but only has two employees. He suggested that appropriate staff be added to support the volume of work.

C. Committees

None

D. Other

- A. Report from the Chair of the Faculty Senate - Dr. Patricia Harris Dr. Harris reported that the Faculty Senate met twice since the last meeting of the University Assembly. There was a special meeting on October 24, 2000, in addition to the regularly scheduled meeting in November.

The Senate has accomplished the following activities since the Chair's last report to this body:

1. The Academic Policy and Requirements Committee of the UTSA Faculty Senate met to discuss the implications of University restructuring for faculty governance. Recommendations from the Committee included the following:
 - That the Senate begin a dialogue with President Romo to discuss the future of the University Assembly and its relation to the Senate. A meeting between President Romo, Sandy Norman and myself should hopefully occur in the next two weeks or so.
 - That the Senate propose revisions to the Handbook of Operating Procedures that legitimize the existence, purpose, and goals of the Senate.
 - That the Senate propose to President Romo a plan for revising the University Charter with the aim of providing a flexible process for the development of bylaws at departmental and college levels.
 - That the Senate affirm that local faculty should have primary responsibility for creating bylaws at the departmental and college levels, and reaffirm the substance of the proposed Faculty Senate bylaws.

- That the Senate carry out a revision of the Faculty Senate bylaws to bring them in line with changes in University structures, focusing in particular on issues of equitable representation.
 - That the Senate consider and discuss the possibility of creating a mechanism for monitoring and/or ensuring compliance with bylaws - an ombudsman role, perhaps.
2. A Senate appointed Ad Hoc Committee developed recommendations for the composition of a new Committee on the Advancement of Women. The Ad Hoc Committee delivered the following recommendations, which were approved by the Senate at its special meeting in October:
- The Committee on the Advancement of Women shall be made of seven members, to include six faculty members and one representative from University Staff Council. The President of the University shall appoint three representatives; the Chair of the Faculty Senate shall appoint three representatives, with the advice of the Senate Executive Committee; and the Staff Council shall elect one member.
 - The Chair of the Committee on the Advancement of Women shall be selected by vote of the entire Committee.
 - Among the appointed faculty representatives, one representative shall be from each of three academic ranks. It is desirable that the appointed representatives reflect the breadth of diversity of faculty members from across the University.<
 - Appointments shall be for two-year terms, with the possibility for reappointment. Terms should be staggered by lot at the initial meeting of the Committee. Three individuals should serve one-year appointments; the remaining members of the Committee should serve a full two-year term.
 - The Ad Hoc Committee made other recommendations as well. These included the following resolutions: That upon creation of the Committee, its members communicate with other UT System school Committees on the Advancement of Women to examine their respective activities and reports; that the scope of the Committee be broadened to include gender issues; that the Committee issue an annual report to the Faculty Senate, the Provost, and the President of the University; that the Chair of the Faculty Senate charge the Committee to create a formal and inclusive process that explores a variety of topical issues with specific interest groups from across the campus; and that the full Committee be encouraged to create and assign subcommittees and form focus groups to study topical issues in preparation of its report and recommendations.

The Senate awaits the president's response to these resolutions.

3. The Senate Ad Hoc Committee on the Course Evaluation Instrument met and agreed to review alternate course/instructor survey instruments with the intention of delivering recommendations by the end of the Spring semester regarding whether a new instrument should be implemented. The Committee also agreed to propose recommendations regarding:
- The training of administrative personnel in the interpretation and use of the evaluation instrument.
 - An overall evaluation package to include, but not be limited to, the evaluation instrument.
 - The frequency of instructor evaluation.
4. The Ad Hoc Committee on Evaluation of Administrators reported on the evaluation of Chris Borman, and proposed recommendations regarding the evaluation of additional administrators. These recommendations appear on the consent calendar for this meeting.
5. Charges were given to several other committees and reports from those committees are pending.
- The Curriculum Committee is charged with examining issues related to the duplication of course offerings across disciplines, and curriculum-related problems arising from the dissolution of multi-discipline divisions into single discipline academic units.
 - The Academic Freedom and Tenure Committee is charged with examining the problem

of serious intra-disciplinary conflict. Particularly, the Committee will address the following questions:

- What constructive remedies should be implemented in response to serious intra-disciplinary conflict, short of receivership?
- At what point should receivership be implemented? Should faculty be given notice of pending receivership?
- If a department is subjected to receivership, what safeguards should be implemented to ensure the representation of affected faculty members' interests?
- The Academic Freedom and Tenure Committee also distributed a survey on criteria for tenure and promotion to the general faculty at the start of the Fall semester, and the Senate awaits a report on the findings.
- The Senate initiated an Ad Hoc Committee on International Programs to address faculty concerns about the handling of issues related to international students and faculty in the wake of the dissolution of the University's Office of International Programs.
- The Senate Committee on Teaching Effectiveness is charged with reviewing the recommendations of the SACS Task Force on Faculty Performance, Rewards, and Incentives, and arriving at recommendations for how the Senate can facilitate execution of the improvements suggested by the Task Force related to the evaluation of instructor effectiveness.
- At the start of the school year, a charge was issued to the Academic Policy and Requirements Committee to review the SACS Task Force on Faculty Performance, Rewards, and Incentives and propose changes to the faculty appraisal process based on the Task Force Report; however, the Academic Policy and Requirements Committee is busy with bylaws matters, and this task may fall to a new ad hoc committee of the Senate.

B. Report from the President of Student Government - Mr. Shane Foley

None

C. Report from the Chair of the Staff Council - Mr. John Poindexter Mr. Poindexter thanked President Romo and the members of the University Assembly for allowing him to present a report on the newly formed UTSA Staff Council. He reported that the Council met on November 30, 2000 and elected the executive committee. New officers are John Poindexter, Chair, Terry Reynolds, Chair-Elect, Janice Kramer, Secretary/Historian, and Brenda Barron, Parliamentarian. The Council set December 6, 2000 as the date for the next regularly scheduled meeting.

Mr. Poindexter reported that the Staff Council at its December 6, 2000 meeting:

- Identified and created three standing committee and appointed a chair for each- Elections/Membership Committee, Patti Cutler, Chair; Communications Committee, Fred Hample, Chair; Web Site/Homepage Development Committee, Cristina Pena-Walls
- Identified and created two special committees - Bylaws Committee, Alven Stewart, Chair; Employee Educational Benefits Committee, Paula Vernick, Chair
- Discussed methods of positive communication with all staff members
- Voted to change the membership status of Jane Armstrong from interim to full council member.
- Voted to ask David Larson for the continuing services of Sandy Pottorff to assist the Staff Council in handling scheduling of meetings and meeting places and to assist in taking minutes and copying materials for use in the meetings.
- Established a regular schedule to hold Council meetings on the fourth Thursday of each month at 3:00 p.m., in the JPL Assembly Room.

IV. Consent Calendar: Faculty Senate

1. Recommend approval of the Recommendations of the Ad Hoc Committee on Evaluation of Administrators - APPROVED.

2. Recommend approval of an Instructional Technology concentration in the Master of Education degree - APPROVED

3. Recommend approval of a Kinesiology and Health Promotion concentration in the Master of Education degree - APPROVED

V. Unfinished Business

None

VI. New Business

None

VII. Questions to the President

1. Dr. El-Kikhia asked if the deans were involved in the budget process. Mr. David Larson responded that budget planning is done through the Administrative Planning Council and the Budget Council. The deans are members of the Administrative Planning Council and have input into budget planning. Funds are allocated to each of the Vice Presidents who then make the budget decisions for their area. In the academic affairs area, the Provost, in cooperation with the deans, allocates funds for each college.

2. Dr. C.S. Shih asked for information on the latest Faculty Salary Compression Study. Mr. Larson responded that faculty compression was handled through the Office of the Provost. Since Dr. Bailey was not present, Dr. Romo suggested that the question could be asked at the next Assembly meeting or Dr. Shih could send Dr. Bailey an e-mail.

VIII. Meeting Adjourned.

Comments or questions to spottorff@utsa.edu

Last updated: Sept. 1, 2005