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 October 13, 1998 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 OCTOBER 13, 1998

The first regular meeting of the University Assembly for the academic year 1998-99 was held in room 4.03.08, John Peace Library Building, on October 13, 1998, at 3:30 p.m. with President Samuel A. Kirkpatrick presiding.

I. ATTENDANCE

PRESENT: Ron Alexander, Diana Allan, Deborah Armstrong, Guy Bailey, Monica Berry, John Brown, Eric Denton, Eugene Dowdy, Rey Elizondo, Jane Findling, Andrea Hall, Christina Hanson, Patricia Harris, Robert Hiromoto, Kymberly Holmes, Sheila Johnson, Michael Kelly, Samuel Kirkpatrick, David Larson, Monica Lumley, James McDonald, Lalatendu Misra, Susan Nordhauser, F. Alexander Norman, Ted Peck, Tom Ricento, Walter B. Richardson, Jr., James Schneider, Betty Travis, Raydel Tullous, Maggie Valentine, Anthony Van Reusen, Arturo Vega, Bobbie Walker, Matthew Wayner, Karen Whitney

ABSENT: Donde Ashmos, Ron Ayers (excused), Alan Craven, Mansour El-Kikhia, James Gaertner, Dwight Henderson, Ann Howell, Constance Lowe, Clemencia Rodriguez (excused), R. K. Smith, Jude Valdez (excused), Sandra Welch (excused)

Total members present: 36
Total members absent: 12

Dr. Kirkpatrick introduced and welcomed new and reelected members to the University Assembly:

College of Business
Ron Ayers
Kimbely Holmes, Student
Sandra Welch

College of Fine Arts and Humanities
Diana Allen
Eugene Dowdy
Andrea Hall, Student
Constance Lowe

College of Sciences and Engineering
Deborah Armstrong
II. Minutes of the May 5, 1998, meeting were approved.

III. Reports

A. Secretary – Dr. Betty S. Travis

Dr. Betty Travis reported that the UT System Faculty Advisory Council (SYS FAC) met with the UT Board of Regents at the August meeting to discuss faculty concerns. They will meet annually, which will provide an opportunity to discuss areas of concern to all faculty in the UT System.

Dr. Travis reported that the first area of faculty concern dealt with distance education and faculty control of the curriculum. Historically faculty have exercised the responsibility for the design, implementation and control of curriculum. The SYS FAC believes that faculty must continue that responsibility no matter what the mode of delivery. The SYS FAC will develop draft policy related to distance education for presentation to the Board of Regents and the UT System. Dr. Travis requested faculty input related to the issue.

Dr. Travis reported that the UT SYS FAC reminded the Regents’ that they had promised to oversee the periodic performance evaluation and its implementation.

Dr. Travis informed the Assembly that the role of the UT SYS FAC was discussed at the August meeting. She said that the feeling of SYS FAC members is that an aspect of their role is to report potential leadership problems to the Chancellor and to the Board of Regents since faculty may be aware of problems first and can give a trench-level perspective.

Dr. Travis reported that the Texas Faculty Association has questioned the legality of Regents’ Rule 6.35. This Rule essentially says that faculty who are dismissed are not given any reason for that dismissal. Dr. Travis said that the SYS FAC informed the Regents that this has become an issue of concern since the Rule is being used not only for dismissal of probationary faculty, but also against senior faculty. A representative from the Office of General Counsel is scheduled to meet with the SYS FAC at the December meeting to respond to the question of legality raised by the Texas Faculty Association.

Dr. Travis reported that the SYS FAC is attempting to obtain regular tenure for faculty at UT M.D. Anderson Cancer Center and UT Health Science Center-Tyler. M.D. Anderson currently has term tenure and Tyler has no tenure structure at all.

Dr. Travis said that another issue is two bills passed by the Texas Legislature in 1997. Senate Bill 148
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dealt with the core curriculum and fields of study. Bill 961 set the upper limit on doctoral hours at an institution. This type of legislation troubles members of SYS FAC since so much of the authority of the UT System is being taken over by the legislature and given to the Coordinating Board. Members of SYS FAC met with staff from the Texas Higher Education Coordinating Board to discuss the changes to the core curriculum guidelines, which originally provided for a core curriculum not to exceed 42 hours. Any additional hours would have to be approved by the Coordinating Board. The Coordinating Board’s new recommendations indicate that an institution can adopt a core curriculum in excess of 42 but not more than 48 semester credit hours. The additional hours must be within the five components of communication, math, natural sciences, humanities and visual arts, and social and behavioral sciences.

Dr. Travis explained that there was also a provision within Bill 148 in which the Legislature directed the Coordinating Board to develop the field of study curricula. That curriculum was defined in the statute as being a set of courses that will satisfy lower division requirements for a bachelor’s degree in a specific academic area at a general academic teaching institution. The two areas proposed for initial development are criminal justice and child and family studies and child development. The intent is to describe a lower-division curriculum for all majors as defined by the Coordinating Board and developed with the assistance of comprehensive faculty advisory committees. Dr. Travis requested that faculty interested in serving on the committees contact her so their names could be forwarded to the appropriate officials.

Dr. Travis reported that the overall uniform grievance policy of UT System was also discussed by the SYS FAC.

Dr. Travis reported on four resolutions submitted by the SYS FAC:

1. The UT System Faculty Advisory Council requests that all academic policies initiated by the UT System be sent to the Chairperson of each Faculty Senate as early as possible in their developmental stage and that all policies sent to the Chief Academic Officer or the President be copied to the Chairperson of the Faculty Senates.
2. The UT System Faculty Advisory Council requests that a copy of every system initiated academic policy be forwarded to each Faculty Senate and that each Faculty Senate be given 90 days from the receipt of the policy to respond back to the System before implementation.
3. The UT System Faculty Advisory Council requests that each Faculty Senate at institution and system levels work with the presidents and chief academic officer to facilitate direct communication with the Office of General Counsel in seeking opinions or non-binding advice with regard to campus policy development.
4. The UT System Faculty Advisory Council passed the following resolution: "The UT System Faculty Advisory Council has evaluated the April 1998 template grievance policy recommended by the Office of General Counsel and believes it would not adequately serve the stated purpose to encourage fair, efficient, equitable solutions arising out of the employment relationship and to meet the requirements of state and federal law. Therefore, the UT SYS FAC recommends that the UT faculty organizations on each campus not endorse or adopt the template grievance policy recommended by OGC and that the faculty governance organizations and OGC should cooperate in appropriate modifications or rewriting of the policy."

The resolutions have sent to the Chancellor of the University of Texas System.

B. President – Dr. Samuel A. Kirkpatrick

Dr. Kirkpatrick requested that the Faculty Senate provide him with specific recommendations, arguments or reasons for their objections to the language in the controversial sentences in the Grievance Policy. He said that an item by item response to the letter from the Office of General Counsel would provide him with rationale that could be turned into an argument to be taken to the Office of General Counsel.

Dr. Kirkpatrick thanked the faculty, staff and students for their hard work related to the Enrollment Management and Student Success Initiatives. Response to freshmen telecounseling and the new student
tracking software systems has been very positive. In addition to enrollment gains there have been retention gains. Recently, UTSA was the recipient of one of five national awards from the National Conference of Student Retention, due to the five-point risk intervention program in place in various forms for the past 18 months. Dr. Kirkpatrick reported a 9% decrease in freshmen on probation during Spring 1998 and a 5% increase in freshmen retention in Fall 1998. He said that the faculty led component of supplemental instruction in basic courses was an important factor in these gains and continued improvement is expected.

Dr. Kirkpatrick reported that UTSA’s enrollment increase in Fall 1998 was the highest in the state, with a gain of 900 students, for a total enrollment of 18,400. There are 2,500 graduate students, which is a 6.3% increase. He explained that initiatives such as telecounseling and the new EMAS Tracking System have helped to reshape the student body. Additional enrollment data showed a 14% increase in the freshman class, a 10% increase in Hispanic enrollment and a 9% increase in African-American enrollment, with the largest enrollment gains by number and percent in the College of Business.

Dr. Kirkpatrick said that the UTSA Downtown Campus has a 57% increase in graduate students, which is attributed to work done in the community, with corporate and city and country government partners, to enhance the graduate student enrollment. There was a 22% increase in new transfers at the Downtown Campus. Because there were fewer scholarships available for first-time freshmen at the Downtown Campus, there was a slight decline in that enrollment. Hispanic enrollment downtown was up 53% and black enrollment increased by 46%.

Dr. Kirkpatrick reported that currently 67% of UTSA’s students are from Bexar County, reflecting an increase of students coming from other Texas counties, particularly from the border areas. The number of international students has also increased. In terms of first-time freshmen, the largest enrollment was in the College of Sciences and Engineering. Biology has the most declared with computer science, psychology, interdisciplinary studies, communication, architecture, criminal justice and music following.

Dr. Kirkpatrick presented the following data for first-time freshmen: 55% minority, 54% from Bexar County, 43% from other Texas counties, and 94% of first time freshmen are enrolled full-time. The largest number of first-time freshmen enrollments are not coming from the San Antonio area but from the Rio Grande Valley, Corpus Christi, Austin and Central Texas.

Dr. Kirkpatrick reported the following gains: 16.6% increase in applications, 15.8% in admissions, and 14+% increase in student registrations. Transfer students came primarily from Alamo Community College District colleges, Southwest Texas Junior College in Uvalde, Laredo Junior College and Austin Community College.

Dr. Kirkpatrick reported that there are 2500 graduate students enrolled, with almost half of them enrolled in the College of Social and Behavioral Sciences. Five hundred seventy of the graduate students are new students, 38% are minority, and 81% are from Bexar County.

Dr. Kirkpatrick explained changes in methods of registration with data showing that currently 48% of students register by telephone, 11% register in person and 41% register over the World Wide Web using the ASAP system.

Dr. Kirkpatrick reminded the Assembly that space needs studies had recently been conducted by a space planning consultant team. This team produced a report that was used to prepare a charge to the committee that will do the planning for Academic Building III. The project is viewed as a $50 million complex to be built in stages. The initial phase is funded at $15 million, which will be used partly for architectural fees to plan the conceptual scheme for the entire complex, and architectural detail design and engineering for the first building. The committee, chaired by Dr. James Groff, was charged to plan a building that will house the divisions of education and computer sciences, addressing their space needs as well as their neighbors where there are space shortages in other areas. The design will include additional library space including room for library-oriented technology, student study areas, and state-of-the-art technology classrooms and
teaching labs.

C. Provost and Vice President for Academic Affairs – Dr. Guy Bailey

Dr. Bailey reported that the Task Force on Faculty Salary Compression, appointed by President Kirkpatrick, had completed its work by developing a model for compression studies, discrimination tests have been performed on the model, and a report is being finalized. Notices to faculty who will receive salary adjustment should be sent out within the next several days. Dr. Bailey reported that he plans to sponsor an open forum on the salary compression issue where he and the members of the Task Force will be available to explain the process and to answer questions.

Dr. Bailey notified the Assembly that the Graduate Council Bylaws were revised to separate policy from procedure, as requested by Dr. Kirkpatrick. The revised bylaws have been reviewed by Dr. Kirkpatrick and returned to the Graduate Council for minor additional revision.

Dr. Bailey said that the 1997 State Legislature had instructed the Texas Higher Education Coordinating Board to set workload goals for faculty at all Texas institutions. The Legislature had originally planned to develop workload goals that carried financial penalties if the goals were not met, however, the financial penalties were not implemented. He reported that the Coordinating Board was instructed to develop a series of workload goals according to institutional type. By using Carnegie Classifications, the Coordinating Board recognized institutions as research, doctoral granting, or comprehensive masters and bachelors. Workload goals for organized sections per faculty member per semester were put into place as follows: research – 2.0 sections, doctoral granting – 2.5 sections, comprehensive masters and bachelors – 3.5 sections.

Dr. Bailey said that the Coordinating Board’s initial review of the goals showed that UTSA faculty had 2.4 organized sections per faculty per semester. To bring UTSA into compliance with the workload goals, the Office of the Provost initiated a two-prong approach. First, they prepared a series of arguments showing that UTSA is an emerging doctoral institution and should use the same standards as other doctoral institutions. Dr. Bailey said they were able to show how the Coordinating Board goals penalized all of South Texas. The other prong of the approach was to review the procedures used for reporting workloads to the Coordinating Board. UTSA was shown to be 38% out of compliance, which raised questions of the reporting procedures. Staff members from the Coordinating Board and UT System worked with the Office of Institutional Analysis and a revised report was prepared. This report shows that UTSA is within 5% of the Coordinating Board’s workload goals, which is within the Coordinating Board’s variance allowance of 10%.

Dr. Walter Richardson, Jr. asked if the guidelines from the Coordinating Board were not specific enough.

Dr. Bailey replied that there had been some changes in the categories in which certain workloads were reported and UTSA was not reporting workloads in the same manner as other institutions. This reporting was primarily related to reassigned time for administration and research. Dr. Bailey said that the workload issues may have to be revisited since the Coordinating Board could again change some of the reporting procedures. He explained that the Office of the Provost has initiated a tracking system for course releases in order to know exactly where those releases are given.

Dr. Bailey reported that UTSA is not far from achieving doctoral status with the Ed.D. being the third doctoral program. The fourth doctoral program, Ph.D. in Culture, Literacy and Language, is currently under review by the Coordinating Board and other doctoral programs are in various stages of completion.

Dr. Kirkpatrick said that the Coordinating Board workload guidelines were actually worse than the Legislature originally intended because the Coordinating Board collapsed the bottom two categories and put the baccalaureate institutions together with the comprehensive institutions who have many masters’ programs and limited doctoral programs. He said the Carnegie Classifications are not appropriate for Texas because Texas has a higher proportion of limited doctoral granting comprehensive institutions.
D. Committees

Nominating – Dr. Thomas Ricento, Chairman
Dr. Ricento conducted the annual elections for the University Assembly Committees: Human Resources Committee, Student Life and Activities Committee, and the Nominating Committee. He explained that the Nominating Committee does not slate the ballot for the Administrative and Agenda Committee. The practice is, instead, to slate the ballot with the newly elected members of the Assembly from the college for which there is a vacancy on the committee. In the case of a student member, all the newly elected students are placed on the ballot.

Elections were conducted and ballots collected for post-meeting tabulation.

Administrative and Agenda Committee
President - Samuel A. Kirkpatrick
Secretary - Betty Travis
CoB - Sandra Welch
CoFAH - Clemencia Rodriguez
CoSBS - James Schneider
CoSE - Deborah Armstrong
Staff - Jane Finding, CoFAH
Student - Eric Denton, President, Student Government

Nominating Committee
andrea Hall - CoFAH Student Representative
Christina Hanson - Library
Tom Ricento - CoSBS
Oscar Van Auken - CoSE

Human Resources Committee
Donde Ashmos - CoB
Eugene Dowdy - CoFAH
Dorothy Flannagan - CoSBS
James McDonald - CoSBS
Clemencia Rodriguez - CoFAH
Betty Travis - CoSE
andrew Tsin - CoSE

Student Life and Activities Committee
Monica Berry - CoSBS Student Representative
Eric Denton - President, Student Government
Mansour El-Kikhia - CoSBS
andrew Hall - CoFAH Student Representative
Sheila Johnson - CoFAH
Constance Lowe - CoFAH
Richard Utecht - CoB

E. Chair of the Faculty Senate – Dr. Arturo Vega

Dr. Vega reported that the Faculty Senate met three times so far during the Fall 1998 semester – September 8th Regular Meeting, September 17th Planning Session, and September 22nd Special Meeting on the Grievance Policy and Revisions of Faculty Senate Bylaws. He said that the Senate’s work on issues such as the grievance policy, faculty salary equity and compression, and bylaws revisions is continuing.

Dr. Vega said that the members of the University Assembly had received correspondence from Dr. Kirkpatrick relevant to shared governance and the University Assembly Ad Hoc Committee is currently
working on their recommendations to the President.

Dr. Vega reported on new issues being reviewed by the Faculty Senate:

1. The University Curriculum Committee is examining the common core curriculum mandated by the Texas Higher Education Coordinating Board. The Curriculum Committee is also reviewing the Coordinating Board’s fields of study issue.
2. The Faculty Senate Academic Policy and Requirements Committee is studying the academic restructuring of departments versus divisions.
3. An ad hoc Committee on Evaluation of Administrators is examining the process for the evaluations.
4. The Teaching Effectiveness and Development Committee will study the teaching evaluation instrument.

IV. Consent Calendar: Faculty Senate
   1. The Resolutions passed by Graduate Council May 7, 1998 and Faculty Senate September 8, 1998 were approved
   2. Revisions to 1999-2001 Graduate Catalog were approved.

V. Unfinished Business

None

VI. New Business

Dr. Kirkpatrick asked for nomination from the floor for the Parliamentarian
Dr. Michael Kelly was nominated and elected to serve as the Parliamentarian.

VII. Questions to the President

None

VIII. Meeting Adjourned

Comments or questions to spottorf@utsa.edu
Last updated: Sept. 1, 2005