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 December 14, 1999, 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 DECEMBER 14, 1999

The second regular meeting of the University Assembly for the academic year 1999-2000 was held in room 4.03.08, John Peace Library Building, on December 14, 1999, at 3:30 p.m. with Dr. Ricardo Romo presiding.

I. ATTENDANCE


ABSENT: Diana Allan, Guy Bailey (excused), Mark Blizard, Robert Burdick, Eugene Dowdy, Jahan Eftekhar, James Gaertner, Emily Gaston, Patricia Harris (excused) Daniel Kahl, Lea Leite, F. A. (Sandy) Norman, Leila Slimane (excused), Corina Vargas, Xochitl Yanez

Total members present: 33
Total members absent: 15

II. Minutes of the October 12, 1999, meeting were approved.

III. Reports

A. President - Dr. Ricardo Romo

   Dr. Romo introduced Dr. Bambi Cardenas, Chair of the Committee on Restructuring, to give an update on the work of the Committee.

   Dr. Cardenas thanked the members of the Committee on Restructuring for their contributions to the Report on Restructuring which would be submitted to the President on December 15, 1999. The members are: Donde Ashmos and Ronald Ayers, College of Business; Louis Mendoza and Steve Levitt, College of Fine Arts and Humanities; Deborah Armstrong and George Negrete, College of Sciences and Engineering; Patricia Harris and Thomas Ricento, College of Social and Behavioral Sciences; and, ex officio members David Johnson, Office of the Provost and Rudy Sandoval, Office of the President. She reported that the charge to the Committee was to solicit wide faculty input and make recommendations as to whether or not a reorganization of the University academic structure is essential or desirable. If the answer was in the affirmative, the Committee was charged with examining the academic structure and identifying necessary
practical restructuring solutions. The Committee was further charged with identifying management and organizational problems at the division, college, and University levels and to make recommendations for practical restructuring solutions. Dr. Cardenas noted that the Appendices to the Report would include 30 different documents that had been submitted by the faculty. These documents will be available for review in the Office of the Provost. Dr. Cardenas reported on the Recommendations and the Implementation of those Recommendations as developed by the Committee on Restructuring. (Executive Summary attached and made a part of the record.) She explained that restructuring was only the first step and that issues of leadership and creating ways to work together better remain.

Dr. Romo thanked Dr. Cardenas and the Committee for the excellent report, which is viewed as an exciting prospect.

Dr. Romo reported that House Bill 1016 University Planning Committee, chaired by Dr. Richard Wadsworth, had begun work and would have a report by June 2000.

He said that administrator searches were underway for deans of the College of Business and the College of Sciences and Engineering and would begin in Spring 2000 for the Vice President for Development and the Vice President for Student Affairs.

Dr. Romo reported that a Tri-Campus Committee had been appointed with Mr. Bob Burdick as Chair. The Committee is charged to review issues such as transportation, parking and cost effective management relating to all three UTSA campuses.

Dr. Romo reported that The University of Texas System has become very focused on K-12 initiatives and what each component is doing in outreach and activities to ensure effective K-12 interactions.

Dr. Romo announced that the Texas Folklife Festival would be held in June instead of August.

B. Secretary - Dr. Betty S. Travis

Dr. Travis reported that the University of Texas System Faculty Advisory Council's Governance Committee continues to review Regents' Rule 6.35 that deals with termination and non-renewal of faculty. The phrase, "termination for good cause" has been of special interest. The Office of General Counsel informed the Committee that good cause is anything you can convince a faculty panel constitutes a good reason for termination. Even tenured faculty can be terminated for good cause.

She reported that the Governance Committee passed a resolution on the appointment of academic administrators. The resolution was passed by the entire SYS FAC and forwarded to the Chancellor. It reads that, "University System component academic administrator hires (academic officers from chairs through president) should be conducted in an open manner inclusive of the opinions of affected faculty and administrative members, and should include consultation from external professional sources."

Dr. Travis said that letters of appointment in use across the system vary considerably. The SYS FAC has recommended to the UT Systems that all letters should be sent out at the earliest possible date after the August Board of Regents' meeting, that the letters contain the exact dates of employment and that a phrase stating "by accepting this document, I am not waiving my rights to grieve contractual matters" be included in the letter.

Dr. Travis reported that the Governance Committee has begun an in-depth analysis of summer compensation of faculty at component institutions where faculty have nine-month appointments. They will then make recommendations to the Chancellor's Office.

She said that members of the Texas Higher Education Coordinating Board had met with the Academic Affairs Committee of the SYS FAC concerning the status of the "fields of studies" issue. So far the Coordinating Board has appointed committees for Business, Music and Multidisciplinary Studies for
teacher certification. The current thinking now is to set a limit for an 18-hour rollover that students can bring from the two-year colleges into a four-year institution. It is feared that this will essentially add additional lower division hours to a degree program for a student once he or she enters the University. The field of study bill mandated that if a community college student takes undergraduate courses required in a major at that community college and then transferred to a university, the university cannot put additional lower division course requirements in that major on that student.

Dr. Travis reported that the SYS FAC had been asked to review a new UT System policy that was written to respond to the expert witness law passed by the State Legislature during the last session. The law requires that the president of each institution of higher education must file an annual report with the Texas Higher Education Coordinating Board which lists members of the faculty or professional staff who received compensation for serving as consulting or testifying expert witnesses in which the State was a party. Specifically, the report must contain the number of hours each faculty or staff member spent consulting or testifying, as well as other information. Only aggregate data would be reported and names of individual employees would not be listed.

C. Committees

None

D. Other

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

Dr. Schneider reported that the Faculty Senate was in the process of electing three ad hoc committees: 1) Committee on Evaluation of Administrators; 2) Committee on Course Evaluation Instrument; 3) Committee on Faculty Salary Compression.

Dr. Arturo Vega asked the status of the UTSA Faculty Grievance Policy. Dr. Schneider responded that he had heard nothing about that issue.

Dr. Schneider reported that the SACS Self-Study Steering Committee has reviewed the Self-study Compliance Report and that the Thematic Self-Study Report was in the process of being assembled. Both reports will be made available for review by the University community. Dr. Schneider thanked everyone who had contributed to the work of the Self-Study.

IV. Consent Calendar: Faculty Senate

Recommend approval of Proposal to Change Eligibility Requirements for Summa Cum Laude - Recommendation APPROVED.

V. Unfinished Business

None.

VI. New Business

Mr. David Larson reported that the Salary Compression Study for Staff had been completed and a commitment was made to expend two million dollars over the next four years to upgrade staff salaries. He said that in August 1999, a 24-member committee had been appointed by the President. The Committee, co-chaired by Dr. Guy Bailey and Mr. Larson, was made up of both faculty and staff who spent a lot of time looking at a variety of options before developing a model for distribution of funds. Roughly half of the 506 eligible staff employees will share $485,000 in salary increases. The funds will be distributed retroactive to September 1, 1999. Details of the process have been posted on the UTSA Web Page and each employee will receive a letter regardless of whether he or she received a raise or not. Dr. Romo thanked the entire committee and especially noted the tremendous amount of work done by Peter Baughman, Human Resources, Patti Cutler, Budget Office and Alven.
VII. Questions to the President

Dr. Walter Richardson expressed concern that courses that have historically been taught by the Division of Mathematics and Statistics were now being taught in the College of Business. He said that communication between the two disciplines appears to be breaking down and that all disciplines need to communicate more closely. Dr. Romo said that he would ask the Provost to review the issue.

VIII. Meeting Adjourned

Comments or questions to spottorff@utsa.edu
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