

# Minutes of the Meeting of the Faculty Senate November 8, 2006

In Attendance: Drs. Baruch-Bienen, Brackley, Geelhoed, Krolick, Meltz, Morgan, Norling, Parsons, Plastino, Sorenson, Tekmal, Verrett, Vines.

Absent: Drs. Amaechi, Clarke, Evans, Kahlenberg, Lam, Nolan, Robichaux, Ruzicka, Vargas, Wright, Yew.

Guests: Dr. Theresa Chiang  
Vice President for Academic Administration

Mr. Jerry York  
Vice President and Chief Information Officer

Convened: 4:00 PM

## **University Updates**

Dr. Theresa Chiang  
Vice President for Academic Administration

## **Promotion & Tenure Workshops**

Dr. Chiang announced that plans for the 2007 Faculty P & T workshops are nearly complete. The two workshops are scheduled for 12:00-2:00 PM on Thursday, January 25, 2007 (emphasizing issues of importance to non-tenure-track faculty) and 12:00-2:00 PM on Friday, February 2, 2007 (emphasizing issues of importance to tenure-track faculty). Similar to last year, a coalition of faculty organizations, together with the office of the Vice President for Academic Administration, are organizing these workshops so as to give opportunities for some of our senior faculty to provide guidance and mentorship to our junior faculty regarding strategies for successfully seeking promotion and/or tenure. Last year's workshops were a great success (as judged by the brisk attendance and positive responses received from participants via evaluations implemented by the organizers). The contribution to be made this year by the Faculty Senate will come by way of the Faculty Welfare subcommittee (Dr. Ben Amaechi, chair).

Based on feedback received from participants at last year's workshops, this year's program will be expanded slightly to include an additional meeting among the department chairs, the departmental/school PTAC chairs, and a group of key players on the institutional PTAC with broad representation of the different schools. This would serve two important purposes: First, it would provide the workshop organizers with a more comprehensive body of information regarding the needs of the faculty-at-large so that even more effective workshops may be designed in the future. And

second, a meeting among departmental/school PTAC chairs, department chairs, and institutional PTAC committee members should foster a more clear, seamless promotion and tenure process across the university.

Further information can be obtained from Connie Hamilton Morris: ([HAMILTONC@uthscsa.edu](mailto:HAMILTONC@uthscsa.edu)).

### **Retention of tenure for full-time faculty going part-time**

A question has recently been raised by the Faculty Senate concerning policy having to do with the tenure status of a full-time faculty member, usually someone nearing retirement, who chooses to go part-time. Certain ambiguities in the language in the UTHSCSA HOP, Regent's Rules, and certain documents provided by the UT System, has resulted in some confusion over this matter. The essence of the confusion concerns the question of whether a full-time tenured member of the faculty must resign the full-time position prior to being re-appointed part-time. If this were the case, Regent's Rules are clear: No individual appointed to a part-time position can be considered for tenure. Therefore, in light of concerns voiced by the Faculty Senate, at Dr. Chiang's request, Jack Park (UTHSCSA attorney) met with Barry Burgdorf (Vice Chancellor and UT System General Counsel) to discuss this matter. Mr. Burgdorf has agreed that there is no language that explicitly provides a mechanism by which a tenured faculty member under certain circumstances, going from full-time to part-time, can retain his/her tenure. Further, his initial response indicated that such language should be provided, and he has agreed to look into this matter and will be offering clarification in the near future.

### **Graduate School News**

John Hart, Ph.D., Professor, Department of Biochemistry, has been awarded the Ewing Halsell President's Council Distinguished Chair in Biochemistry. This endowed chair was presented to Dr. Hart for his extraordinary research contributions in areas of neuroscience.

### **International Emergency Service**

The UT System has joined an international emergency service, called International SOS, that provides aide to UT employees, traveling on business in foreign countries. Taken straight off their website (<http://www.internationalsos.com/>): "International SOS is the world's leading provider of medical assistance, international healthcare, security services and outsourced customer care. With over 4,400 professionals operating in 65 countries, we help organizations manage the health and safety risks facing their travelers, global workforce and customers."

Our group membership number is 11BSGC000037; you can log in on the left side of the screen, then click go; our particular UT page should show up with the pertinent information. This service is available to all faculty/staff/students.

## **Nursing News (from Dr. Froman)**

American Academy of Nursing inductees - Two of our faculty, Dr. Norma Martinez Rogers and Dr. Jane Dimmit Champion, will be inducted into the American Academy of Nursing next week. The honor of being designated a Fellow in the Academy is Nursing's version of being deemed a member of the National Academy of Science.

New Student Health Center - Student Health Services is currently being offered in the temporary quarters of the Student Health Center in the old building of the SoN. In the next few months, new permanent quarters for the Center will open in the new building of the SoN. All are welcome to stop by and see the current, active service as well as the construction for the new, permanent Center.

## **Information Security Update – BPM-75**

Mr. Jerry York

Vice President and Chief Information Officer

Mr. York visited the Faculty Senate to offer clarification concerning the BPM 75-triggered release of the email from the President's office that numerous faculty members have perceived as suggesting that mandatory centralization of back-up research data may be on the horizon.

Over the past year or two, there has been brisk debate at the UT System over how to protect sensitive digitized data. This was triggered by the well publicized security problems on the UT Austin campus, as well as others around the System. Interactions between the Board of Regents and top UT System administration over how to not let these things happen again lead to the appointment of "security experts" charged with creating policy that would prevent future security breaches. As one result, Business Procedures Memorandum (BPM, <http://www.utsystem.edu/bpm/75.htm>) 75 was created, basically requiring that all UT campuses comply with certain security standards. Part of what is written in the President's email is excerpts from BPM-75.

In addition, Lewis Watkins, a long-time member of the UT System Information Technology Strategic Leadership Council, has been named as Chief Security Officer for the UT System, and will lead efforts to create a system-wide Security Action Plan that will affect all UT campuses, including our own.

Currently, there is UTHSCSA policy that requires that "sensitive" data must be secured, as defined and guided by policies in our HOP Chapter 2.2 (<http://www.uthscsa.edu/hop2000/word/2.2.2.doc>) and Chapter 5.8 (<http://www.uthscsa.edu/hop2000/word/5-toc.html>) which were written based, in part, on BPM 75... how data is to be secured is not clearly specified. Meanwhile, in anticipation of future UT System requirements, a subcommittee of the institutional Computing Resources Committee, chaired by Dr. Steve Inscore (Associate Professor, Dept. of Pediatrics), has been created to discuss security weaknesses, needs and strategies on

campus. Their goal, according to Dr. John Olson (Professor, Dept. of Pathology, and chair of the CRC), is to evaluate and offer strategies, from the faculty's perspective, to improve information security. This will be an opportunity for a group of faculty to have some input into a process that may be under significant UT System pressures.

Further, Mr. York stated that, contrary to rumors circulating around the institution, no immediate and comprehensive requirements are imminent for all departmental servers to be put into a central Computing Resources facility. Mr. York has agreed to meet again with the Faculty Senate to provide updates on these activities as they evolve.

## **Overview: Oct 12-13 Meeting of UT-System Faculty Advisory Council**

Dr. Baruch-Bienen, Chair, UTHSCSA Faculty Senate described some of the discussions at the recent meeting of the UT-FAC. Minutes of this and past meetings of the FAC, as well as other useful information, can be found on the UT-FAC website: [www.utsystem.edu/utfac/](http://www.utsystem.edu/utfac/)

Discussions concerned the development of Leadership Conferences for the training of department chairs who are often recruited out of purely academic positions and are unprepared when first appointed to effectively manage their administrative responsibilities. It also was noted that it may be beneficial if these training conferences are not to be restricted to new chairs, as current chairs and higher administrators may benefit as well in some cases.

Discussions concerned the development of a UT system-wide searchable data base for research faculty and graduate students to find each other. There is a need to inter-connect such data bases already on some UT campuses, and to get more faculty interested in listing their research interests, projects, and expertise.

Circumstances surrounding UTMB regarding tenure-salary issues associated with complex and confusing actions recently taken at their campus were discussed at great length. Salaries of some faculty were cut significantly as part of the UTMB response to an audit suggesting that they were in severe financial difficulty. There was a clear lack of transparency in the process leading to these decisions, which resulted in much distress on both the faculty and administrative sides. Conclusions coming from these discussions were 1) There needs to be a renewal of discussions, both at the UT FAC and at local campuses, about issues that have an impact on salary security, including what part of a faculty member's salary is considered "base" and therefore protected from the fluctuations associated with funding streams dependent on the availability of research grant funding and of clinical revenues; and 2) There is concern that if definitions and guidelines associated with faculty salaries are not made more clear, including relationships to tenure status, similar circumstances could potentially develop on other campuses.

**The Office of Governmental Relations**, reported on the State budget in relation to the needs of the UT System and higher education in general. Apparently, there is a current state budget surplus, perhaps as high as \$6 billion. This is the largest surplus since the 1970's, but there are considerable demands being made upon it: Funding of property tax cuts, Medicaid costs increases, a short-fall in the teacher retirement system (TRS), building more prisons, pay for increases in public education enrollment, Texas Parks system funding. These equate to a \$7-8 billion increase in budget demands. So, despite the surplus, the legislature may be asking state agencies to make 10% cuts.

As far as, the higher education budget-needs, these will include \$175 million for enrollment growth, and \$300 million (over the biennium) for debt service on tuition revenue bonds, \$200 million for group health insurance, \$175 million for the Higher Education Fund (HEF), coming to a total of \$900-950 million. Additionally the Coordinating Board has asked for funding beyond enrollment growth, coming to \$1.5 billion.

UT System priorities are as follows:

1. Restore the 10% cut (\$90 billion).
2. Fund the tuition revenue bonds.
3. Obtain our share of coordinating board requests, which we put at \$578 million.
4. Obtain funding for exceptional items and special items for individual campuses (these total about \$1.2 billion)

Other budget-related issues under discussion include: the top 10% law (perhaps pushing for a moratorium on this law), the financing of "closing the gaps" initiatives, research and technology and technology transfer, increasing graduate medical education (residencies) in Texas, addressing the nursing shortage, and addressing the problem at UTMB in light of inadequate compensation for indigent care and treatment of prisoners.

**The Office of Employee Benefits** reported that health-insurance expenses have been outstripping revenues for 3.5 years. The System does not expect the legislature to fund our programs at 9-11% increases per year. In light of this situation, the System will be looking for ways in which increasing costs can be "shared" with employees. The current HMO program is not viable and it is doubtful that it will be offered next fall. With regard to retirees, it is not clear how long the System can sustain free health insurance for life.

The System has approved the development of a System-wide wellness program, and a coordinator has been hired. There is a System wellness web site.

#### **From the Offices of the Chancellor and the Vice Chancellor for Health Affairs:**

The STARS program, that awards seed money to outstanding research faculty at UT System institutions is up and running.

Discussions are beginning regarding teaching assistant support which is perceived as being inadequate; a committee to address this issue will be formed with some members being from the faculty.

Legislative priorities will include changing the 10% rule, gaining appropriations for tuition revenue bonds (TRBs), strengthening formula funding (to fund in accordance with need at the health institutions), obtaining support for graduate medical education, nursing, and public health. Finally, System is seeking support for the program of “joint admissions” to medical schools. Begun four years ago, the program identifies high school seniors interested in medicine and puts them through a three year undergraduate program. Upon completion of that program, the students gain automatic admission to any medical school in Texas. The program has worked to improve diversity in medical education, but it is underfunded.

### **Additional Discussion**

A brief discussion concerned efforts by the Faculty Governance committee to create language that describes mechanisms allowing Faculty Senate input into faculty-relevant changes to the HOP prior to EC approval.

A brief discussion involved concern over inconsistencies noted between departments with regard to their establishing formal handbooks of operating procedures.

The meeting was adjourned at 5:30 PM.