Interfaculty Council Meeting Minutes  
FY 2016 – January 20, 2016 – UCT-1505C

Present: Dr. Anne Sereno, Dr. Gurur Bilciler-Denktas, Dr. Bindu Akkanti, Dr. Joan Bull, Dr. Jake Chen, Dr. Marie-Francoise Doursout, Dr. Daniel Freet, Dr. Anil Kulkarni, Dr. Jessica Lee, Dr. Donald Molony, Dr. George Williams, Dr. Lanny Ling, Dr. Amy Franklin, Dr. James Langabeer II, Dr. Dean Sittig, Dr. Cameron Jeter, Dr. Kurtis Kasper, Dr. Elizabeth Scott, Dr. Martina Gallagher, Dr. Rebecca Helmreich, Dr. Rebecca Tsusaki, Dr. Linda Highfield, Dr. Dejian Lai, Dr. Ross Shegog, Dr. Momiao Xiong, Mr. Julio Charles, Ms. Margaret Wang.

Absent: Dr. Jeffrey Actor, Dr. Davide Cattano, Dr. Trevor Cohen, Dr. Jennifer Sanner, Dr. Ryan Quock, Mr. Eric Solberg, Ms. Kathy Rodgers

Ex-Officio Attendees: Dr. George Stancel, Dr. David Marshak, Ms. Deanne Hernandez

Guests: Dr. Syed Hashmi

Administrative Personnel: Ms. Terrie Schade-Lugo

I. CALL TO ORDER

Dr. Anne Sereno, 2015-2016 IFC Chair, called the meeting to order at 11:33 AM.

II. APPROVAL OF THE MINUTES

Dr. Sereno polled the members for any objections or corrections required to the minutes for December 16, 2015. Upon motion made and seconded, the minutes were unanimously approved, as written.

III. NEW BUSINESS

Chair Update

Dr. Sereno

- The current Faculty Status, Rights, and Responsibilities Chair, Dr. Jeffrey Actor, has requested to step down. This subcommittee can discuss who is able to volunteer.

- The Executive Compliance Committee adopted new by-laws for the establishment and operation of a new committee. The Conflict of Interest Committee is a separate committee from the Research Conflict of Interest Committee and would include a representative from the Interfaculty Council. Dr. Sereno advised she is willing to serve on this new Committee; however, she is willing to discuss with any other IFC member, should anyone be interested.
III. NEW BUSINESS – Continued

- The topic of possible tuition coverage by some schools was brought to Dr. Sereno’s attention by Dr. Davide Cattano. Dr. George Williams addressed the IFC attendees on Dr. Cattano’s behalf. As background, there was request for discussion regarding the tuition benefit at UT Austin for students that exists for certain faculty members in the health science center. On the UT Austin Registrar’s website, there is information about a tuition exemption available to children of any school of nursing faculty or contract member, for any school of nursing across the State of Texas. This appears to be codified by Texas Education Code 54.355. The question raised is whether there is a way to make this available to the rest of the faculty in the health science center. A new senate bill 1210 added a grade point requirement to the exemption as well as a limit to hours of enrollment. There are other tuition exemptions available, examples are for children of prisoners of war, children who are wards of the state, foster adopted children, etc. However, the nursing school exemption appears to be the only exemption carved out for the health science center.

Brief discussion concerned:
- University Classified Staff Council raises money and provides scholarships to the children of classified staff members of the university.
- The Hazlewood Act, administered by the Texas Veterans Commission, provides qualified Veterans, spouses, and dependent children with up to 150 hours of tuition exemption.
- The effect of tuition exemptions involves not receiving any state formula funding for these students while they are enrolled in these types of programs.
- School of Nursing viewed this exemption as a workforce incentive for the faculty and children of faculty.
- Would it require legislative action to effect a tuition exemption or is it just a school decision? Dr. Stancel advised that when tuition is involved, UT System’s Board of Regents would be the first to be contacted for endorsement.

**ACTION ITEM:**
School of Nursing representatives will obtain information from their student affairs office and bring it back to the IFC for further discussion at the February 17, 2016 meeting.

- Intellectual Property Survey will be closed on Friday, January 22, 2016 at 5 PM. Dr. Sereno requested that the school governances assist by making an announcement at their schools soliciting their faculty to respond by January 22.

**UTFAC Update**

Dr. David Marshak

- Dr. Marshak advised that the Executive Committee met and the following items were discussed:
  - Dual Credit Courses: This is primarily an issue for the academic campuses.
  - A survey is being circulated to all campuses for response regarding their faculty governance and post-tenure review survey.
III. NEW BUSINESS – Continued

- Additional Support for Research discussion indicates that the most effective way to solicit support is to align it with one of the Chancellor initiatives. More discussions will occur.
  - Question was raised concerning whether anything was being discussed for young faculty within five-years? Dr. Marshak also advised that there are some limitations with UT System providing grants beyond the UT Austin campus.

**ACTION ITEM:**
Dr. Marshak offered to gather more details and bring the information back to another IFC meeting.

- Dr. Stancel explained that there is a program, the *FreshAir* initiative, that is a program run by UT System and Dr. Beena Koshy manages the program. She contacts pharmaceutical, medical device, and medical education, companies to find groups that would be interested in collaborative research interactions with faculty within UT System. Each year, they hold conferences focused on specific topics, for example, a cancer drug and devices conference was held last year and the next meeting is to be held in San Antonio regarding big-data, informatics, and medical records. This is not a grant program but rather a program to assist in identifying faculty members who industry might be interested in; however, it is up to the faculty member to move the process forward, once identified.

**Resolution Discussion**

Dr. Joan Bull

Dr. Bull explained the resolution where the IFC was voicing their approval regarding President Colasuordo’s commitment to providing equal opportunity for all within the university community. After discussion and corrections suggested, upon motion made and seconded, the Resolution was unanimously approved with corrections.

**Student Evaluations of Female Instructors**

Dr. Syed S. Hashmi  
*Associate Professor, Pediatrics-Research*

Dr. Sereno introduced Dr. Hashmi and advised that he had supplied a paper entitled “*Student Evaluations of Teaching (Mostly) Do Not Measure Teaching Effectiveness.*” A copy was furnished in the meeting materials packet. Dr. Hashmi advised that numerous studies have been conducted and statistics show that student evaluations of faculty are biased on many fronts causing questions regarding the validity of the assessment tool. Students tend to give lower scores to female instructors rather than male instructors. He explained that personally, he finds the student evaluations helpful and of value. The concern would be that the evaluations might have an unfavorable effect on the female faculty and promotions and tenure processes. From a scientific point of view, if there are biases in the student evaluations, there might be biases in peer evaluations. Peer evaluations are important
III. NEW BUSINESS – Continued

because someone with ‘classroom expertise’ is evaluating as opposed to someone who is being taught. Dr. Sereno suggested and encouraged the IFC subcommittees to use this information in their final reports. Dr. Hashmi commented that studies have shown how these evaluations can end up being popularity contests. If these are tools that we will be using, then we need to be cognizant of the fact that they are not perfect.

- Subcommittee Updates:

  Faculty Status, Rights, and Responsibilities  
  Dr. Sereno for Dr. Jeffrey Actor, Chair
  Dr. Sereno suggested that this subcommittee elect a new Chair during the subcommittee breakout at the end of the meeting.

  Faculty Governance and Academic Affairs  
  Dr. George Williams, Chair
  Dr. Williams advised that they are formalizing the final report. This report will be a template of five things that should be evaluated and have a suggested format through which they can be evaluated and adapted for use at all schools. He mentioned that they did make it a point to include adaptability for bedside teaching versus traditional classroom style teaching versus PBL type teaching. It is a very flexible evaluation tool.

  Administrative Affairs  
  Dr. Ross Shegog, Chair
  Dr. Sereno stated that the survey would be closing out on January 22 and currently, there are 195 responses. Dr. Shegog shared some of the known details concerning 155 respondents. Dr. Sereno mentioned that right now 20% of the faculty respondents are approaching technology management regarding commercialization. Dr. Molony commented that the UT System IP Task Force is working on where the blocking points are in the process, to make it easier for everyone, and once identified, that there may need to be more resources allocated. Dr. Biliciler-Denktas commented that the preference of faculty is to have UT System make a decision concerning a product because without that decision, the product is idle. Dr. Shegog will provide a preliminary report in February 2016.

III. OLD BUSINESS

None

IV. ANNOUNCEMENTS  
  Dr. George Stancel, EVP for Academic & Research Affairs

- Intellectual Property

  Dr. Patti Hurn contacted Dr. Stancel advising that the UT Board of Regents commissioned a task force to review intellectual property across all UT System campuses last year, and that review produced a report. The task force made a number of very specific recommendations. Dr. Stancel quoted one of the recommendations, as follows: “...commercialization and creation of IP are well-recognized as integral parts of discovery at our universities, and as
V. ANNOUNCEMENTS – Continued

such they should be considered as a factor in assessing research impact in institutional processes to determine promotion and tenure...” The Regents requested Dr. Hurn to find out what the campuses are doing to respond to the task force regarding this recommendation. Dr. Stancel discussed this with our schools’ associate deans for research. He asked if any of their school guidelines for promotion and tenure mention intellectual property and commercialization as a criteria to be considered for promotion and tenure. IP and commercialization are not included in their formal guidelines for promotion and tenure. Some did report that when the individual is being discussed, it is not uncommon for someone to mention their patents or commercialization. The associate deans for research agreed that we should broaden input by gathering all the schools’ promotion and tenure committees together. Another meeting was scheduled of the associate deans for research and representatives from all schools’ appointment, promotion, and tenure committees. After discussion, the attendees unanimously suggested that intellectual property and commercialization should be included as one factor for consideration in promotion and tenure reviews. For anyone who has it, this inclusion would be a positive - and at the same time will not be viewed negatively if no intellectual property or commercialization are noted. Dr. Stancel solicited the opinion of the IFC representatives. After discussion, Dr. Stancel advised that he will pull together a small group to draft language to provide it to the schools to administer as they decide.

Motion was made by Dr. Molony for the IFC to endorse writing language to enable promotion and tenure committees to include IP as one of the criteria considerations. Further, that the language clearly state that this is only one of many considerations and is not a requirement for promotion and tenure. The Motion was seconded by Dr. Williams. The Motion passed with one abstention. Dr. Shegog will assist in drafting the Motion language.

VI. MISCELLANEOUS DISCUSSION

None

VII. ADJOURNMENT

A motion was made and seconded to adjourn the meeting. The meeting adjourned at 12:56 PM. The next IFC meeting is scheduled for Wednesday, February 17, 2016.

Respectfully submitted by Terrie Schade-Lugo on 02/11/2016.
Approved by Interfaculty Council on 03/16/2016.