

**THE UNIVERSITY OF TEXAS AT SAN ANTONIO
DOCUMENTS AND PROCEEDINGS OF THE GRADUATE COUNCIL
ACTION MINUTES
ORDER OF BUSINESS**

May 5, 2009

**John Peace Library 4.03.08
3:30 p.m.**

Present: Gabriel Acevedo, John Alexander, Stuart Birnbaum (for Lance Lambert); Norma Cantu, Michael Cepek, Andrey Chabanov, Mari Cortez, Astrid Dewath, James Dykes, Roger Enriquez, Walter Ermler; Karl Eschbach, Dorothy Flannagan, Palani-Rajan Kadapakkam, Kim Kline, William McCrary, Gregg Michel, Seyed Moussa Mirehei, Renee Nank, Emeka Nwaeze, Malgorzata Oleszkiewicz-Peralba, David Romero, Mark Saenz, Can (John) Saygin, Scott Sherer, Lila Truett, John Warren, Raj Wilson, Yinlong (Allen) Zhang

Absent: Shereen Bhalla, John Garza, Christopher Gonzalez, David Jaffe, Alastair Olive, Jose Weissmann, Weining Zhang

Excused: Sos Agaian, Rena Bizios, Bill Cooke, Larry Golden, Mary Kay Houston-Vega, Lance Lambert, Angelica Nanez, Maricela Oliva, Howard Smith, Eugene Stone-Romero, Ram Tripathi

Visitors: Francis Hult, Assistant Professor Bicultural- Bilingual Studies
Peter Sayer, Assistant Professor Bicultural- Bilingual Studies
Dennis Haynes, Dean College of Public Policy
Chris Reddick, Chair Department of Public Administration
Diane Walz, Associate Dean College of Business
Ken Weiher, Chair Department of Economics
Hamid Baladi, Professor Department of Economics
A.T. Papagiannakis, Chair Department of Civil Engineering
Sandy Norman, Chair Dept of Mathematics
Monica Rodriguez, Manager Graduate Admissions

- I. Call to order and taking of attendance.**
Dr. William McCrary called the May 5, 2009 meeting of the Graduate Council to order at 3:36 pm.
- II. Approval of Minutes (William McCrary)**
The Minutes of the April 7, 2009 meeting were approved.
- III. Reports**
 - A. Council Chair (William McCrary)**
Dr. McCrary reported that the Faculty Senate had approved the list of officers for the 2009 / 2010 Graduate Council.
 - B. Dean of Graduate School (Dorothy Flannagan)**
No Report

C. Secretary (Jim Dykes)

Referring to the updated list of Graduate Council members for September 2009 (distributed as Attachment A of the Agenda), Dr. Jim Dykes noted that the results of only two elections were still outstanding despite the busy time of the semester.

D. Committee on Graduate Programs and Courses (Gabriel Acevedo)

Dr. McCrary moved that the Graduate Council vote to suspend our Bylaws in order to allow our invited visitors to discuss their program proposals and evaluations. His motion was unanimously approved.

Dr. Gabriel Acevedo summarized the Certificate in Teaching English as a Second Language proposal (CertTESL), which was distributed as Attachment B of the Agenda. He explained that the proposal addressed a real need: there is no standard certification or licensing body for TESL and, while there are certificate programs in Texas at UT Arlington, Texas A&M-Commerce, and University of North Texas, there are no such graduate certificate programs in South Texas. He suggested that staying at the cutting edge of the ELT field would help UTSA move toward Tier 1 status while also meeting the needs of the community. He also noted that no additional resources were required for implementation. There were no questions. The proposal passed unanimously.

Dr. Acevedo recognized Dr. Chris Reddick (Chair, Department of Public Administration) and Dr. Renee Nank (Graduate Council representative for Public Administration). Dr. Nank also serves on his Graduate Programs and Courses Committee, but stepped aside during review of the proposed Certificate in Nonprofit Leadership and Administration (summary distributed as Attachment C of the Agenda). Dr. Acevedo also reported that the questions asked by the Committee had been well addressed. His PowerPoint presentation indicated evidence of need at both the national and state level as well as an imminent leadership gap by 2016. He suggested that this proposal is a step in the right direction and should be of interest to students in a number of departments. The 15- credit hour curriculum consists of 12 required credit hours from a list of five courses and a 3- credit hour elective. No new courses, administration, or equipment are needed for implementation and the admission requirements are the same as for any graduate certificate. He noted that the current MPA student population is diverse: 48% Hispanic, 13% African American, and 50% women. Enrollment is expected to grow from 10 in 2009 to 30 in 2012. The Committee unanimously recommended approval. A number of Graduate Council members (including Drs. Scott Sherer, Norma Cantu, and Palani-Rajan Kadapakkam) asked about student access and placement needs. Dr. Nank explained that Our Lady of the Lake has a nonprofit management program in their School of Business and Leadership, but this program would offer students a public option and would provide the more specialized expertise requested by employers. She further noted that 50% of the current MPA students had expressed an interest in this certificate as a focus of concentration in their coursework and advancement for their career. Dr. Dean Dennis Haynes added that the certificate would also attract other students in his College, especially students in Social Work. Drs. Nank and Reddick explained that courses are currently offered in the evening, but that additional courses could be taught on Saturday to help students who work while taking course work. Further, internships are an important component. As an example of student interest, Dr. Nank reported that one of

her nonprofit Summer courses closed after an hour of registration and had a long waiting list. The proposal passed unanimously.

Dr. Acevedo thanked the visitors from the College of Business for their gracious meetings and discussions with the Committee regarding the proposed PhD in Economics. He summarized the proposal in a PowerPoint presentation. The proposal is designed to support two of the strategic threads of the College of Business: 1) globalization / cultural pluralism and 2) capital markets. The coursework in each of the two proposed fields (International Economics and Financial Economics) would prepare students for either of two tracks: an academic position or a business professional. Those two tracks are a distinctive aspect of the proposal, especially the internships for the professional track. Dr. Acevedo reported that the Committee asked how this proposal compared to other PhD in Economics programs. It would be the only economics doctoral program in San Antonio and South Texas. While housing economics doctoral program in the College of Business is common in major U.S. universities is common (24 AACSB accredited Business Schools with economics programs were listed), this would be unique in Texas. In terms of need, Dr. Acevedo noted that there are over 2500 doctoral job openings each year between the academic and professional tracks, but less than 1000 new PhDs are earned each year. The curriculum would require a minimum of 81 credit hours. In addition to research colloquia, doctoral research, and dissertation hours, the course work includes 21 required credit hours; 15 prescribed, elective credit hours; 12 free elective credit hours; and a 3-credit hour doctoral teaching seminar. Building on the current MA in Economics program, six of the 7XXX Economics courses are already being taught. Additional courses are already being taught in Statistics and in Finance. Further, electives may be taken in other College of Business programs or outside the College of Business. Dr. Acevedo reported that the program would continue to build on its current minority recruiting and retention efforts: 1) working with the American Economic Association (Summer Training Program, Pipeline Project, and Listserve); 2) and outreach to Texas universities, academic meetings, and prospect lists; and 3) the PhD Project in Business. Of the 18 students enrolled in the MA in Economics program in Fall 2008, 17% were Hispanic and 6% were Native Americans. Across the last seven years, 52% of the students admitted into the PhD in Business Administration program have been female and 52% have been Asian / Pacific Islander, Black, or Hispanic. Further, 20 of the 23 program graduates have been placed in academic positions. The Committee recommended approval of the proposal. The floor was opened to discussion.

Dr. Raj Wilson asked how this proposal compared to the program at UT Austin. Dr. Ken Weiher explained that having the program housed in our College of Business (compared to Public Policy) should help professional placement in businesses. Dr. Emeka Nwaeze asked about the lower numbers of minority students recruited in some areas and about the commitment to funding of initiatives. Dr. Diane Walz focused on two successful initiatives implemented since 2002: the PhD Project that helps recruit and retain minority doctoral students and the American Economic Association's Summer Training Program and conference. She commended Dr. John Warren's work on both of those initiatives. She recognized a lack of funding for a table last year, but noted that the funding was fully in place for next year. Dr. Warren noted that there was only the single funding limit since 2003. Drs Wilson, Stuart Birnbaum, Norma Cantu, and Gregg Michel asked about number of faculty, number of courses, and student funding. Dr. Weiher explained that

there are currently two assistant professors and about 10 associate or full professors actively teaching in the College of Business graduate programs. Four of them are econometricians. Also Finance faculty teach some of the currently offered courses in the proposed curriculum. Dr. Walz noted that the proposed new courses (about four) would not be offered every semester, so no additional faculty would be necessary. Economics faculty could shift their teaching from the PhD in Business program and doctoral students could pick up some courses. There might be an increase of 1 or 2 non-tenure track faculty during the first year of implementation, but then the load would stabilize. The College provides a \$16,000 stipend to each student (plus tuition and fees) for the first four years. Full time students should complete the program in 4.5 to 5 years. In their fifth year, ABD instructors would earn more money and help make the program profitable for the University. In addition, the Dean's Advisory Panel (which includes the World Savings Bank and IBC) provides support. Hiring additional senior students and interns will really help the students. The proposal was approved with 18 ayes and 1 nay.

E. Membership Committee (Scott Sherer)

Dr. Scott Sherer presented the list of six applicants that his committee recommended to be Special Members of the Graduate Faculty (Attachment D in the Agenda). He noted that four hold PhDs, one holds an MD, and one (at the UTHSCSA) holds an MS in Physics. In response to questions by Drs. Wilson and John Alexander, Drs. Sherer and Flannagan explained that all were seeking to serve on Master's thesis committees (not dissertations) and none were adjoint. The entire list was unanimously approved.

F. Committee on Graduate Program Evaluation (Norma Cantú)

Dr. Norma Cantú thanked her Committee for their work and explained that Dr. Kim Kline had coordinated and would present the final report for the PhD in Environmental Science and Engineering program (Attachment A). Dr. Kline introduced Dr. A.T. Papagiannakis. Her report concurred with the outside reviewers that the program faculty and student body are diverse. In the future, there may be two departments: Civil Engineering and Environmental. In the interim, there are recommendations to integrate the faculty, adopt consistent teaching and training for the students, and increase mentorship of new faculty. The program was praised for having about 65% full-time students who are fully funded and for the successful placement of graduates in academia and in managerial government positions. Despite some faculty loss, two new faculty have been hired and interpersonal relationships have improved. Increasing external funding is important, but faculty grants have increased recently. Also, new graduate student space and research lab space in the BSE building have been dedicated to the program. Dr. Kline's report was unanimously accepted into our record.

G. Committee on Academic Policy and Requirements (David Romero)

Dr. David Romero reported on the results of his GAR survey. He referred to two graphs distributed at the meeting (Attachment B). His survey focused on GAR compensation (including Summer) and what the GAR is expected to do. He noted that there are about 50 programs, that many have no GAR (e.g. College of Business), and there was about a 50% response rate. The results shown in the two figures are only for masters' programs. A single GAR resource factor combined course releases, monetary compensation, and staff help in order to accommodate different compensation models (e.g.; more financial compensation was generally paid to a GAR with a single course release than a GAR with

two course releases). Figure 1 shows the regression of the GAR resource factor on $\ln(\#$ of active MA students) and Figure 2 shows the regression of the GAR resource factor on $\ln(\#$ of MA students graduated). Both are statistically significant ($p=0.05$ and 0.03 , respectively). The story makes sense, but the relationships are not particularly strong (22.6% and 27.2% of the variance accounted for, respectively). The remaining error variance could either represent inequities or measurement error. Dr. Kline asked if it were possible that all GARs were undercompensated. Dr. Romero explained that the nature of the GAR resource factor does not preclude that possibility. He also noted that his survey only found three GARs receiving Summer pay. He agreed with an observation by Dr. Karl Eschbach that deviations from the regression line may represent inequities in resources and that those GARs falling below the regression line may need more resources. Dr. McCrary suggested that a follow up report might be brought to the Graduate Council to consider providing advice to the Faculty Senate. Dr. Romero indicated a willingness to help. Possible suggestions might include formally including the GAR position in the Handbook of Operating Procedures and developing a resource formula based on responsibility to students.

Dr. Romero introduced a member of his Committee: Dr. Sandy Norman. Dr. Norman reported the case of a graduate applicant from another country. The student had not completed the BA, but had worked professionally. While perhaps rare, Dr. Norman suggested that the Graduate Council might consider adopting a mechanism to allow the consideration of students who might be prepared for graduate work without having completed a BA evaluation by Transcript Services. He cited Bill Gates as a person who did not complete an undergraduate degree. He noted that, in this specific case, the student had done well in three graduate courses taken as a Special Student. Dean Flannagan introduced Monica Rodriguez who reported that there are equivalences required for SACS accreditation. When in doubt, she checks with colleagues at UT Austin and Texas Tech in order to make the process at UTSA compatible with UT System and THECB policy. A number of Graduate Council members discussed both sides of the issue: concerns about the reliability of Transcript Services evaluations in technical fields and the differences between US and European education practices as well as concerns about opening the door to US students without a BA and the perceived need of a BA in both arts and sciences. As out-going Graduate Council Chair, Dr. McCrary suggested that the Academic Policy and Requirements Committee might want to review the question next year. As Graduate Council Chair-elect, Dr. Cantu indicated the Committee might want to review the UTSA policy as it relates to UT System policy.

IV. Unfinished Business

None.

V. New Business

Dr. McCrary thanked the Graduate Council for their time and their collegiality in promoting graduate education at UTSA. He gratefully noted the work of the committees and the officers. He especially thanked Dean Flannagan for her service and for providing the refreshments for the end-of-year meeting. The Graduate Council thanked Dr. McCrary for his outstanding service and presented him with an award of appreciation.

VI. Adjournment

The meeting adjourned at 5:12.

Attachment A
The University of Texas at San Antonio
Evaluation of the Environmental Science and Engineering Ph.D. Program
April 5, 2009

The GPEC has reviewed the Ph.D. in Environmental Science and Engineering program. The following report is based on the Graduate Program Evaluation Self-study for Environmental Science & Engineering Fall 2003-Summer 2008 and the May 2009 report by external reviewers: Dr. Philip Bedient (Rice University), Dr. Stephen Wellinghoff (Southwest Research Institute) and Dr. Kimberley Kline (representative for the UTSA Graduate Council). The external reviewers met with the following individuals: Dr. Johnson, VP of Academic Affairs; Dr. Wei-Ming Lin, COE Associate Dean; Dr. Papagiannakis, Department Chair and Graduate Advisor of Record, Dr. George Perry, COS Dean; and members of the ESE faculty and students/alumni.

According to the external reviewers, "the Environmental Science and Engineering Ph.D. program at UTSA appears to be making progress under the leadership of Dr. Papagiannakis after transfer of the program to the College of Engineering and the Civil and Environmental Engineering Department."

Upon review, the CGPE determined that the external reviewers correctly assessed the strengths and weaknesses of the program.

STUDENT ISSUES

Strengths

According to the self-study, "the program has been supporting a relatively steady number of students that in general complete the program in a reasonable length of time. Since the program began in 2003, enrollment has ranged between 15 and 32 students; approximately 65% are full-time and all are funded. Eleven students have been awarded degrees. The self-study noted that program alumni are employed primarily in at the Assistant Professor or lecturer level in academia or in managerial governmental positions. In addition, the self-study reports that graduate students "seem to generate a sufficient number of scholarly publications as co-authors with their supervisors."

Weaknesses and Recommendations

[None Reported]

CURRICULUM

Strengths

[None Reported]

Weaknesses and Recommendations

The external reviewers remarked that the "ESE is an interdisciplinary program with highly diverse student population that requires a more consistent approach to teaching." The external reviewer suggestions included breaking a 3-credit core course into three, one hour modules that allowed graduate students with different backgrounds to take the most relevant module, though all students would take a final exam that tested over all modules; "making sure all course materials are up to date and course overlap is minimized"; and establishing student training opportunities in communication techniques for diverse audiences.

FACULTY AND STAFF ISSUES

Strengths

According to the Self-Study, "two new CEE environmental faculty were hired starting on August 2007." The external reviewers noted that despite some loss of faculty in the department, the interpersonal relationships in the program have improved, which they indicated was particularly important in the "modern, team based research atmosphere." Also, review committee felt that the "considerable work would be required to integrate the civil engineering faculty with the environmental faculty (courses, research, etc)"; Dr. Papagiannakis explained that these would later become two departments.

Weaknesses and Recommendations

One serious issue is the lack of senior faculty to help mentor some of the newer and younger recently hired faculty. The external reviewers recommended hiring a more senior faculty to "help create an atmosphere more conducive to exchange and mentorship." The external reviewers also suggested that the department host mentoring workshops by local experts and outside faculty.

FACILITIES/EQUIPMENT and RELATED SUPPORT**Strengths**

As reported in the Self-Study, "in the last two years, core program faculty began to generate competitive external funding" (\$505.85k in AY 2006 and \$1.23m in AY 2007). In 2006 the CEE Department was housed in the BSE building which included two dedicated graduate student office area and two new labs dedicated to environmental engineering to be used for undergraduate and graduate teaching.

Weaknesses and Recommendations

The external reviewers note that "The committee feels that a considerably larger effort should be made to obtain external funding through networking within UTSA internally and with outside collaborators." More specifically, they pointed out that "there are a considerable number of ESE and associated faculty members; however the amount of external funding generated is quite low and thus significant numbers of full time graduate students and post-docs can't be supported." Likewise, in the self-study concurs that "the remaining challenge is transitioning the support of full-time students from internal UTSA funding sources...to external funding." The external reviewers gave a number of suggestions for increasing research funding.

Kimberly N. Kline, liaison
Committee Graduate Program Evaluation

Attachment B

Fig 1: Total GAR Resources by Active MA Students

(Resources: Course Release, Admin Salary, Staff Help)

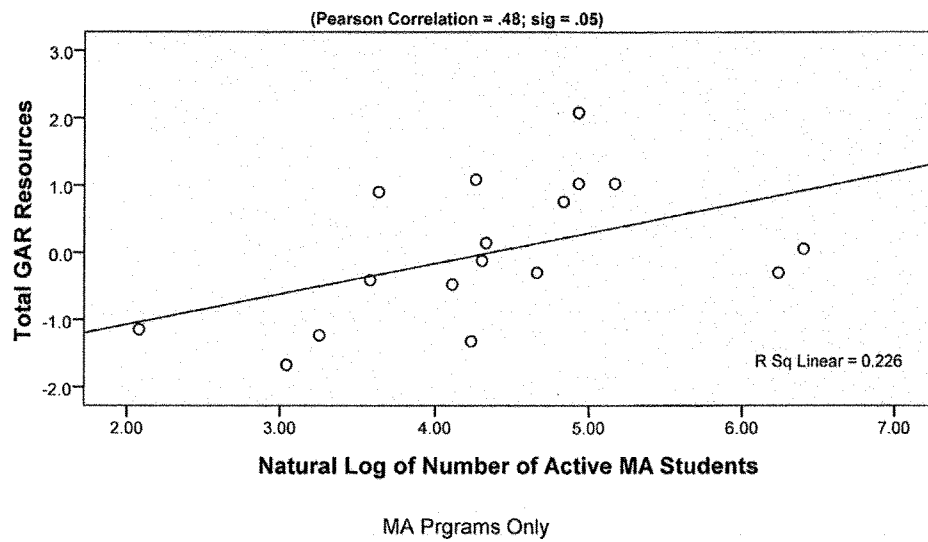


Fig 2: Total GAR Resources by MA Graduates

(Resources: Course Release, Admin Salary, Staff Help)

