

TEXAS WOMAN'S UNIVERSITY

Faculty Senate Retreat
December 1, 2023
OMB 257 and Zoom

The meeting was called to order at 10:02am.

Roll Call

| | | | | |
|---------------|----------------|--------------|---------------|-------------|
| Acho ✓ | Beatty ✓ | Bender ✓ | Burke, A. ✓ | Burke, M. ✓ |
| Darwish ✓ | DelloStritto ✓ | Dillon ✓ | Dunlap ✓ | Elkins ✓ |
| Goh ✓ | Hynds ✓ | Keele | Landrum ✓ | Miketinas ✓ |
| Night ✓ | Norton | Petersen ✓ | Raisinghani ✓ | Richmond ✓ |
| Rosa-Dávila ✓ | Sen | Sit ✓ | Smith ✓ | Sourdoot ✓ |
| Terrizzi ✓ | Thomas ✓ | Washington ✓ | Whitmer ✓ | Woods ✓ |

TCFS Representative: Brian Fehler
Parliamentarian: Karen Dunlap
Substitute: Dr. Chanam Shin for Dr. Becky Keele

Recognition of Guests

Faculty: Dr. Vivian Casper, Dr. Rebecca Fredrickson, and Dr. Ellina Grigorieva

Approval of Minutes

Motion to approve with attendance correction, Bender; second, DelloStritto
DelloStritto abstained; motion passed.

Approval of Agenda

Motion to approve, Dillon; second, Burke
Motion passed unanimously

Presentation of Resolution of Appreciation to Dr. Christopher Ray

Presentation was well attended by in person guests from the College of Health Sciences. The resolution was presented by Speaker Terrizzi, who read the resolution. Dr. Ray, previous Dean for the TWU College of Health Sciences, has recently named deputy provost at the University of North Texas Health Science Center in Fort Worth. Dr. Ray stated his appreciation, stating that the resolution was his highest honor and discussed how his time at TWU shaped his idea of leadership, leading to his embracing of values-based leadership.

Chancellor Forum – Dr. Carine Feyten

Dr. Feyten began her address by thanking the Senate and faculty for the important work they do, noting that it was a difficult Fall and that faculty are special. She proceeded to provide an update moving TWU toward a system, stating the system was proposed for the main purpose of providing an identity for the Dallas and Houston campuses that need autonomy to better integrate into their communities and provide better philanthropic opportunities. When she arrived at TWU, the state had 6 systems and 4 independent universities. There is now only one independent university left (Texas Southern University).

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This trend made TWU vulnerable. TWU resisted being absorbed into an existing Texas system as in this case, the Board of Regents does not change and TWU has unique requirements for our Board members (5 of the 9 members must be women). The timing of the system request was also right as it allowed legislators to give something back to their constituents. TWU requested institutional transformation funds in the last legislative session and received \$3 million.

The system is currently a system in name only and Dallas and Houston are not independent yet. These campuses need to grow big enough to be self-sustaining. The first phase of becoming a system is to increase visibility and grow institutional presence locally. This requires leaders at Dallas and Houston to accomplish. The titles for these leaders are still being discussed as the title "President" has specific attributes with which it is associated. Leaders at each campus need to be local and will not go through a national search. Rather, they will be recommended by faculty. These leaders will be sought and named quickly and will sit on TWU's academic cabinet. Several senators asked questions:

1. Timing for phase 1?
Not known, but maybe 3-5 years with yearly reports
2. Space utilization at campuses for downward expansion?
Also unknown but TWU may request funding similar to University of Houston (received funds for adding levels 1 and 2), followed by formula funding. Space is uncertain and will require guidance from leaders. Research space may be achieved through collaborations or renting. There is not a need to build more facilities. We will need to think creatively and appoint leaders who will be builders.
3. Challenges/opportunities for Dallas and Houston.
Both cities are large, but even a small piece of a huge market is large. TWU will need to identify gaps (e.g., Women's Health) and determine how these can be filled. Research and program expansion is a goal. There is a lot of competition in the areas, but also a lot of opportunity and TWU has a brand and highly ranked quality programs.
4. Concern for lack of faculty input for interim positions and leaders.
The leaders will need to fit and faculty are the primary stakeholders. A senator commented on having a leader title equivalent to those used in hospitals and is compiling recommendations from Houston.

Next, Dr. Feyten commented on adding member to the TWU cabinet. She has looked at cabinet composition at other institutions, including the University of Houston, and stated TWU wants to set up cabinet for the future. In addition to adding the leaders from Dallas and Houston when named, she announced that the Speaker of the Senate would have a seat on cabinet.

Commenting on ongoing searches for Provost, CIO, and a People and Talent officer in Human Resources, the Chancellor stated that the strong feedback from the search firm (Anthem) identified consistent themes from information gathered from the Deans, including frustration with items such as a lack of communication. Reporting lines and cabinet composition are being considered. Communication comes from several levels, and the breakdown will be assessed in the Spring.

Speaker Terrizzi expressed gratitude for university leadership and the appointment of a seat on cabinet and for the Board of Regents approving the request for a faculty salary increase. Dr. Feyten commented that she briefs the Board on challenges in closed session, an aspect of which faculty may not be aware. As a result, the Chair of the Board felt it was important to express gratitude for faculty publically in a statement that was well thought-out and beyond just a couple sentences.

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A senator asked about other planned searches, which was addressed by Interim Provost Graves in his forum. Interim Provost Graves commented on the many interim positions and search for Dean for the College of Health Sciences, indicating that there is a desire to involve the new Provost, but it was decided to initiate the search for the Dean. Dr. Miloch will organize a meeting of Health Sciences to announce this and the plan moving forward. If an appropriate candidate is not identified, the search can continue into the next year. A senator inquired about the search committee, which is chaired by Dr. Carolyn Kapinus and includes Dr. Holly Hansen-Thomas. The request to identify a search firm is out and the committee will meet before Fall Commencement.

Guest Speakers

Canvas Observer Access – Madison Seaver and Lizabeth Spoons

Presenters provided a short overview of TWU Athletics and the roles of presenters. They provided information on the Campus Observer Program where they would like to have Madison Seaver have guest access to Canvas courses that have student athletes enrolled to allow earlier intervention if any of the student athletes are at risk. Of all the student athletes, only about 30 are at risk each semester. The program is permitted according to FERPA and will eliminate student athlete progress reports. Several questions were posed by senators, including the frequency of observations, which is 3 times each semester. Speaker Terrizzi commented that faculty will be able to remove the observer if they so desire. When asked about discrepancies with the way Canvas reports grades, the presenter responded that they are aware of this. For courses with more assessments toward the end of the semester, more observations will be scheduled at those times. Lizbeth Spoons stated the program is very good for FTIC students, as it allows earlier and more frequent check-ins with student athletes, and Madison Seaver is required to answer to NCAA on student progress. In response to other questions, the observer would be added to course automatically, would generally include all student athletes, regardless of level (there is currently only 1 graduate student athlete). Presenters stated that the program will also intervene in “avoidance” behaviors. When asked about support for injured athletes, presenters indicated that additional support could be provided.

Interim Provost Forum – Dr. Finley Graves

Dr. Graves commented that he had been in large institutions with extensive football programs, and NCAA compliance officers there would enter classes unannounced. He also commented on how he enjoys Senate meetings.

On the search for Dean of the College of Health Sciences, the final decision to go ahead with the search this year has been made. There is a desire to meet with faculty on all three campuses, but logistics may require that this happen remotely rather than in person.

On the Compensation Committee, the committee is charged with assessing compensation holistically, looking at all forms of compensation (9 month salaries, summer salary, stipends, task payments). The committee is formed, and includes Speaker Terrizzi, Bridgette Vittrup, Kim Miloch, Nila Ricks, Sandra Cesario, and Rana Askins. The committee was waiting for implementation of Oracle Cloud, so that Rana Askins could participate. The initial meeting of the committee occurred and discussion included how the committee would assess the different buckets of compensation and what the committee wanted to accomplish. The desire is to set the university on a consistent course to get 9 month faculty salaries closer to market without depending on other buckets of compensation. This will be a process as there is not always funds to address the data. A goal is to regularize all sources of compensation to make merit compensation predictable. Since merit depends on state funding, it may vary but regularization will ensure that merit is applied when funds are available. According to the plan to regularize merit pay with

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an emphasis on 9 month salaries, strategies to implement include having units update their peer institutions regularly (e.g., biennially), potentially adjusting benchmarks to look at DFW and Houston areas rather than CUPA data, assessing task payments that should be for work-related activities (currently used for a broad array of activities including awards), benchmarking use of stipends and creating standardization guidelines, benchmarking the administrator returning to faculty policy, and benchmarking 12 month faculty compensation to standardize practices.

Senate statements and questions followed. Speaker Terrizzi stated the Senate also has an ongoing compensation committee that is working on definition, and process collaboratively with the Provost's committee to ensure consistency. In response to a question about last year's compensation analysis and peers, it was stated that the university has identified peer institutions, but that units each have their own set of peers. On the question of an end date, it was stated that there is never an end to compensation issues, but the Provost will not be here to uphold a committee past Spring. Speaker Terrizzi asked whether the compensation committee would also be regularized as there is an ongoing need to assess compensation and acknowledged the use of Hazelwood funds for merit pay being defined in the next week to appear in the February 1 paycheck. A senator inquired about the Interim Vice Provost, who is Shannon Scott. Dr. Scott will be assisted by Dr. Karen Dunlap starting in January, 2024.

Dr. Feyten interjected with an announcement that \$11 million from the city of Denton had been secured and the contract establishing the Bezos Academy had been signed. The construction is moving forward with some continuing negotiations including the color of the sign.

Interim Vice Provost Forum – Dr. Shannon Scott

Dr. Scott is currently still performing two jobs but is excited to be in the role of the Interim Vice Provost. She has an appointment with the Office of General Council to discuss the policy procedure and how to allow sufficient input from faculty. Her priorities include building the Vice Provost office to expedite data distribution, changing the credentialing process to be less onerous, and streamlining hiring practices. For credentialing, a mapping form is being created that includes terminal degrees in specific disciplines, and allows checking off. There is still a justification area for true exceptions, but most applicants will not require this. For streamlining searches, the goal is reduce the number of steps and remove delays from onboarding process, including instructor access to Canvas and email prior to hire date. Another goal is to expand the Center for Faculty Excellence (CFE) to reduce overlap with the Teaching and Learning Center, having the CFE concentrate on broader training beyond pedagogy (e.g., promotion and tenure; periodic peer review; aligning teaching, research, and service agendas; support for pre-tenure faculty on when to say yes and no). Dr. Scott plans to evaluate all systems supported by the Vice Provost office (e.g., costs increases for low enrollment programs). Senators asked about discipline-specific training, homegrown training, and negotiation with program providers, all of which received positive responses. Dr. Scott will take suggestions starting in January 2024.

Speaker Report – John Terrizzi

Speaker Terrizzi started by discussing irregularities. For instance, the smallest college, the College of Business, organizing to win the Dean's Cup this year (the team also won the basketball game). He stated that senators should feel good about the place where the Senate is currently, stating accolades from the statements from the Chair of the Board of Regents and the appointment to a seat on the cabinet, which is a pivotal moment. He encouraged senators to think about the implications of this appointment. A senator expressed thanks to Speaker Terrizzi for his success in these efforts who acknowledge the momentum starting with the previous Senate leadership. Speaker Terrizzi commented on the increased

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regularization of administrator meetings with Senate Leadership, also stating that senator responsibilities have increased.

In regard to the policy process that was started earlier, successes include a meeting with the Office of General Counsel (OGC) to discuss concerns with implementation of Senate Bill 17 and recommendations on policy development that will be discussed in the Senate Executive Committee in January and transmitted to the policy owner (OGC). In general, the process is not tidy and needs to be clarified to allow faculty to see policy revisions with proposed changes. For policy revision and approval, OGC has a posted schedule, but Senate does not get versions with recommendations as discussed in Academic Council and the timing does not allow the Senate to perform its prescribed role in policy development (e.g., first and second readings). The situation is complicated by the many administrators currently in interim positions as people do not know where to go for answers. The desire is to have a set procedure that does not change when administrators or officers change, which requires institution of policy and procedures. It is recognized that this is hard to do when there is not an initial desire.

A senator asked about peer institutions for administrators. Speaker Terrizzi stated that components use CIP codes and CUPA comparisons from their defined peers. Programs have changed and need to re-evaluate their peers. The Speaker is in conversations with the Interim Provost regarding salaries for administrators moving back to faculty or to lower administrative positions. This all points to a need for regularizing compensation policy and procedure.

For other initiatives, the Senate Executive Committee is working on changes to the Constitution and Bylaws, including adding 2 senators as approved by Senate. This will be brought to Senate in the February meeting. For policy review, upcoming first readings will include the accreditation, assignments or exams during dead week, faculty ranks, and importer/exporter policies. These policies are posted on the Senate Drive site in a poster labeled "Policy Review." In discussing the policy on policy development, shared governance is clearly stated, but the role of Senate is not.

The Speaker brought up discussions in Academic Council and the Council of Chairs to establish a TWU working group on the use of artificial intelligence (AI), a topic on which he and Chris Hart have presented at national conferences.

The topic of potential conflicts of interest for senators was brought to senate leadership, who have discussed this with the Executive Committee and will continue discussions in February. Resolution is not decided, but potential approaches include instituting a disclosure process or form.

There have been two applications for University Ombudsperson that the Executive Committee will assess and discuss to provide recommendations to the Provost.

Speaker Pro Tem Report – Emarely Rosa Dávila
No Report

Secretary Report – Aaron Elkins
No report.

Report from TCFS Representative – Brian Fehler
No report

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Standing Committee Chair Reports

Academic Freedom and Responsibility:

DiAnna Hynds presented committee recommendations on URP 02.440, Authorship in Scholarly or Scientific Publications to include removing the policy, leaving the policy unchanged, or recommending specific policy changes. Discussion indicated that the last option was desired, and the recommended wording changes were discussed. Discussed recommendations included discipline-specific concerns brought up by faculty, addition of a statement regarding the use of AI, issues of defining lead author, and specific wording change recommendation including a change to the title. Most recommended changes were agreed on, and specific wording as recommended by senators reviewing the policy were summarized for an ensuring Senate vote.

Senator Bender moved to recommend the policy be revised as approved by Senate, second Senator Dillon. Vote passed unanimously

Academic Standards Committee:

Written report submitted.

Administrator Evaluations: No report

Budget and Planning: No report

Committee Selection Committee: No report

Constitution and Bylaws: No report

Elections: No report

Equity, Inclusion, and Anti-Racism: No report

Faculty Handbook: No report

University Committee Liaison Reports

Athletic Council: Senator Whitmer reported that the Holiday Spectacular will occur on Sunday at 1:00 PM and that it will be cold, except for Artistic Swim. Santa will visit at 3:30 PM. Senator Whitmer is retiring and Ginger Garza will fit her seat as substitute. She requested volunteers to serve on Athletic Council which has minimal meetings. Senator Dillon volunteered. Written report submitted.

Curriculum Committee: No report

Distance Education Advisory Committee: No report

Faculty Evaluation & Development Committee: No report

Graduate Council: No report

Undergraduate Council: Senator Landrum reported on a discussion on student teaching, which may start in the junior year. Guest Kevin Cruser, TWU Legislative Affairs, indicated the importance of voting in the primary election.

Ad Hoc Committees

Ad Hoc Committee for Student Success: No report.

New Concerns

None raised

Adjournment

Meeting was adjourned at 12:33 pm

DiAnna Hynds, Stand-In Secretary

TWU Faculty Senate
Academic Freedom and Responsibility Committee Report
December 1, 2023

The Faculty Senate Committee for Academic Freedom and Responsibility was tasked with collecting information on TWU URP 02.440, Authorship in Scholarly or Scientific Publications (available here:), following the first reading of the policy as part of its regularly scheduled periodic review (as determined by TWU Office of General Counsel) at the November Senate General Session. The committee has received comments and suggestions on the URP from faculty constituents, Senators, and members of the committee. The committee recommends one of the following options:

- Removal of the policy
 - It is unclear why TWU has a policy on authorship. A survey of our peer institutions as listed on the THECB site indicates that none of them, or UNT, have a policy on authorship (TAMU schools have recommended guidelines published through the research office). In addition, scholarly journals generally provide this guidance.
- Revision or rewriting of the current policy to more accurately reflect universal practices.
 - Suggestions are detailed in the Word document of the policy located here: . A summary of the suggestions is attached to this report.

The second reading of the policy with discussion will occur at the Senate Retreat on December 1, 2023. At this time, the Senate will decide which suggestions to forward to the policy owner (Academic Affairs).

Chair: DiAnna Hynds
Amy Burke
Hui-Ting Goh
Shelli Petersen
Emarely Rosa-Davila
Gayle Night
Susan Whitmer

Summary of Suggested Revisions to URP 02.440, Authorship in Scholarly or Scientific Publications

- Remove “or Scientific” from the title of the URP
- Consider restructuring to make definitions only be definitions and have regulatory parts of the policy in the section on Regulation and Procedure.
- Add a statement regarding the use of AI in manuscript preparation.
- Change wording in Definition 2a to be succinct, e.g, "Substantial contributions including but not limited to, conception....."
- Change the wording in the last paragraph of Definition 2 to read "On the other hand, a student whose work made substantive use of materials, data, or other contributions provided by a faculty member must obtain explicit permission to publish these data in cases where that faculty member is not included as an author on the study."
- Fix the spacing issue after definition 4.
- Change the wording in Definition 6 to indicate that ghost authorship is not allowed.
- Definition 7 needs to be rewritten or removed. As it is stated it is incorrect for some fields.
- Rewrite Definition 8 to state something more like “Persons who have contributed to the work who do not meet the criteria for authorship should be acknowledged but not included as authors.” Examples should be removed.
- It is unclear what the “Guidelines” that are referred to in Procedure 1D mean. This should be clarified.

Athletic Council Report

November 8, 2023

Susan Whitmer

The Athletic Council met on November 8, 2023 in Pioneer Hall. During this meeting we began by discussing ideas to get students involved in attending athletic events: Adding athletic events to the TWU calendar, partnering with student organizations, and using the new electronic billboards. We already offer swag at some events that are sponsored by local businesses.

1. TWU sport teams updates

- Fall sports:
 - **Soccer** - We've had a great season and we're contenders for the NCAA tournament
 - **Volleyball** - Currently ranked 4th in the Lone Star Conference
 - **Basketball** -
 - Nov 16 - Pack the House/Dean's Cup (Business Dept won the Dean's Cup)
 - TWU v. Colorado School of the Mines (TWU won 72-66)
 - **Wrestling** - TWU Wrestling is in the Rocky Mountain Athletic Conference which reaches from Canada to Mexico.
- Holiday Spectacular, Dec 4 in Pioneer Hall: Artistic swim, stunt, dance, gymnastics, and Santa Claus at 3:30.

2. Free passes to TWU athletic events

- Faculty and staff receive 4 free passes to athletic events at www.twuathletics.com/tickets

3. Pioneer Club

- The Pioneer Club is the booster club for TWU Athletics, they fund scholarships, facility expansion and renovation, and special initiatives. This year their focus is to provide mental health counseling for the student athletes. The counselors are UNT PhD sports psychology students. Interested in becoming a booster? Contact the Associate Director of Development for Student Life and Athletics La'Bradford Harold at lharold2@twu.edu.