

TEXAS WOMAN'S UNIVERSITY

Faculty Senate General Session
February 9, 2024
Library 101 and Zoom

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

Roll Call

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

TCFS Representative: Brian Fehler

Parliamentarian: Karen Dunlap

Substitutes: Ginger Garza representing TWU Libraries (vacancy); Dr. Sandra Gates for Dr. Mahesh Raisinghani; Dr. Chanam Shin representing College of Nursing, Denton (vacancy)

Recognition of Guests

Faculty: Dr. Vivian Casper, Dr. Ellina Grigorieva, Dr. Linda Rubin

Staff: Scott Martin, Sarah Caldwell

Approval of Minutes

Motion to Approve, Norton; second, Burke, M.

Elkins abstained; motion passed.

Approval of Agenda

Motion to Approve, Bender; second, Burke, M.

Motion passed unanimously.

Forum for Interim Provost

Equity

Using the Hazlewood money to address equity issues; reimbursement from the state should continue going forward. Once the merit adjustments are completed, will be looking to address remaining equity issues; refining spreadsheet data now so Deans can more easily complete intra/inter-rank comparisons, should have information by April at the earliest. This is not CUPA comparison, only looking at internal inequities with a focus on inversion

Compensation Committee

Priority is developing a plan to regularize addressing merit and get closer to current CUPA data; future budgets set aside some money to establish a floor. Task payments don't go to base, better to have that money as part of salary; Compensation committee will ask departments to look at potential peer groups maybe by end of spring semester.

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Task payments

Looking at data on how much is being spent on task payments; task payments don't go to base salary and so faculty lose the compounding effect of having that money added to salary.

ACA Policy

Gathering feedback to regularize policy for ACA retreat process. Some concerns about the retreat policy were shared: to continue earning a higher salary, faculty may feel compelled to work summer; how will the faculty non-ACA salary be calculated to reflect merit increases during their time as ACA; how will this policy affect the length of terms of service (i.e. will ACA be more inclined to try and stay in the position); what protections are offered to ACA who retreat to faculty; who exactly does this policy affect since the definition of ACA is so variable across the institution?

Hiring

Many applications for Provost position; not many applications for Dean of Nursing, salary and the position being in the state of Texas are discouraging factors. Likely will not attempt to hire for Dean of Health Sciences this year since it is late in the cycle, a search firm is selected but focusing on ground work for right now. Not much information to offer yet on the Human Resources or CIO positions.

Forum for Interim Vice Provost Faculty Success

Policy review process

Working to regularize the policy review process and create a more sequential flow of review and prevent issues with policies becoming 'stuck' at a particular review stage; some policies that have already been reviewed by Faculty Senate may return for review to 'close the loop' and there should be something to review next meeting.

Thanksgiving holiday

The Wednesday before Thanksgiving will be a 'reading day' for faculty and students but not for staff; staff get vacation time unlike faculty, and there are state laws that affect the institution's ability to give time off.

Credentialing new hires

Working with OGC, IT, and HR to disambiguate what is required by state law and what is being done for tradition.

Sedona and PPR

Working with Hanover Research to find a new system that can merge the functions of Sedona and PPR; currently only one person in IT who supports the PPR system. Potentially for next year or the year after; established calendar to plan review dates and notifications. Working to provide more extensive examples of 'good' PPR materials in diverse disciplines and at different ranks (i.e. promotion to associate and promotion to full).

Badging

Working with new badging system for faculty who complete trainings; trainings may be curricular or applied; one year pilot program, working on process piece; stacking micro-credentials.

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AI workgroup

Chancellor approved an AI workgroup, planning to include representation from Faculty Senate, IT, academic discipline groups, and staff; people at any level of comfort with AI are welcome to join; hoping to have language for syllabi for summer, but definitely by fall semester.

Discontinuing professional development

NCFDD is being dropped; usage was not on par with the cost. Weekly Writing challenge for 30 minutes a day, working on better promoting other existing resources.

Speaker Report

No report

Speaker Pro Tem Report

Faculty Senate is officially added to the policy review process policy; please solicit feedback from constituents before second readings; policies are available to share with constituents in the shared drive. Working to approve amendments on officer roles and election procedures before next election.

Secretary Report

No report

Report from TCFS Representative

Meeting upcoming, report next time.

Standing Committee Chair Reports

Academic Freedom and Responsibility: no report

Academic Standards Committee: no report

Administrator Evaluations: Provost office reviewed list of ACA, surveys should be out February 15.

Budget and Planning: no report

Committee Selection Committee: no report

Constitution and Bylaws: no report

Elections: Working on apportionment once the faculty list has been received.

Equity, Inclusion, and Anti-Racism: Next meeting on February 14 on zoom; discussing with Maintaining Motherhood in Academia affinity group to discuss parental leave; family leave policy uses sick leave; if we can work to get policy in strategic plan it will happen.

Faculty Handbook: no report

University Committee Liaison Reports

Athletic Council: Exceptional basketball performance, TWU ranked in top 10; wrestling tournament February 25, hope to qualify for nationals; student athletes have an average GPA of 3.46 and are sixth in the nation for the number of community service hours.

Curriculum Committee: Meeting later this afternoon.

Distance Education Advisory Committee: no report

Faculty Evaluation & Development Committee: no report

Graduate Council: Looking at how many faculty were denied Graduate Faculty status; 66 approved and seven denied; four of the seven were missing documentation, three did not meet the requirements for the status for which they applied.

Undergraduate Council: no report

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Ad Hoc Committees

Ad Hoc Committee for Student Success: no report

New Concerns:

Adjournment

Motion to Adjourn, Bender.

Meeting was adjourned at 11:34 am

Aaron J. Elkins, Secretary