

TEXAS WOMAN'S UNIVERSITY

Faculty Senate Meeting
Friday, February 14, 2025
LIB 101 and Zoom

The meeting was called to order at 10:03 AM.

Roll Call

Abbott SUB	Acho X	Barnett X	Burke, A. X	Burke, M. X
DelloStritto X	Dice --	Dillon X	Du X	Dunlap X
Elkins X	Ernst X	Gates X	Gullion X	Hynds X
Lambert SUB	Landrum --	Lucero Jones X	Miketinas X	Morgan SUB
Petersen X	Richmond X	Rosa-Dávila X	Sen X	Sit X
Smith X	Talleff X	Terrizzi --	Trujillo-Jenks X	Van Erve X
Woods X				

TCFS Representative: Shawnda Smith

Parliamentarian: Jacob Blosser

Senate Substitutes:

Prof. Sarah Gamblin

Substitute for Dr. Ilana Morgan, Division of Dance

Dr. Gilbert Werema

Substitute for Dr. Jason Lambert, MAK College of Business and
Entrepreneurship

Faculty Guests:

Dr. Rebecca Fredrickson

School of Education

Dr. Ellina Grigorieva

School of the Sciences / Mathematics

Dr. Catherine Mbango

College of Nursing / HOU

Dr. Junalyn Navarra-Madsen

School of the Sciences / Mathematics

Dr. Linda Rubin

Faculty Ombudsperson / Professor, Division of Psychology &
Philosophy

Staff Guests:

Ms. Stephany Compton

Academic Outreach – TWU Libraries

Mr. Scott Martin

Manager of Curriculum, Catalogs, & Academic Communications

Approval of Minutes

January 17, 2025, Meeting Minutes

Motion to approve, M. Burke, second, S. Gates

Motion passed unanimously.

Approval of Agenda

Motion to approve, W. Van Erve; second, D. Hynds

Motion passed unanimously.

Provost Forum – Dr. Angela Bauer

- Good News Shared
 - TWU has officially been awarded R2 Carnegie status. Also, Chancellor's comments at Texas Legislature were well received.
- Town Hall Forums
 - Town hall forums will be held to address current higher education issues including the GA55 Executive Order, state level bills, funding changes, immigration-related issues, and audience questions. Provost and Chancellor to host two in Denton. Provost will also host one in Dallas, and one in Houston with the campus presidents. Holly Hanson-Thomas and Kevin Cruzar will also be a part of the forums. Dates for Denton have been set, March 3, 4pm; March 20, 3pm. Houston and Dallas dates and time forthcoming.
- Board of Regents Meeting
 - Academic Affairs presented the proposal for new undergraduate degree in Spanish-translation and interpretation, along with retention effort plans including learning communities and first year experiences. Drs. Smith and Hoermann-Elliott to serve as co-directors of first-year experience.
 - Forming an advisory committee on general education core and look at the faculty oversight on the courses, changes that might be needed, perhaps expand 1-credit UNIV first year course into a 3-credit course, etc. Dr. Aimee Myers will lead these efforts.
- Workload Policy
 - Consistent with Faculty Senate request, discussions are ongoing regarding the workload policy. As a part of that discussion, a recommendation for tenure track lines designated as tenure track - research and tenure track teaching arose. Hanover is leading a study to examine this possibility in consultation with Dr. Shannon Scott. The findings of the study will be brought back to the Provost and Faculty Senate for discussion.
 - Discussion of how the performance evaluation would be handled with these changes. Provost indicated that if the new designations were put in place, they would require updates to the tenure and promotion structure. Discussion of potential need for additional tenure lines to accommodate changes in job responsibilities. Discussion of timeline for Hanover study. Dr. Scott projected to meet with Hanson to approve study design mid-spring, followed by a 6–8-week data collection period, and then by presentation of the findings. Likely, discussions within Academic Affairs may begin later this spring and be brought to Faculty Senate in the fall. Discussion of Boyer's Model of Scholarship and how that will impact the decisions made at the departmental/unit level. Concerns about a) what level of shared governance will be deployed in this conversation, and b) in making these decisions were shared. Discussion regarding already tenured faculty and what options they would have if these two tracks were introduced. Dr. Scott indicated that other universities often implement these two tracks post-tenure (initial tenure process could remain the same).
- Competency-Based Education
 - TWU considering, particularly within the College of Education, a competency-based education program (or course) that is self-paced rather than semester bound. For example, paraeducators in the PK-12 setting to complete the CBE program and complete teacher certification program (see University of Tennessee for example of this model). Provost will be hosting a discussion about this with CBEN (Competency Based Education Network).

- Searches
 - Searches are progressing with CHS and COPE as well as the Executive Director for the Center for Faculty Success and the Vice Provost for Faculty Affairs. The bid for the Dean of the College of Arts and Sciences has not been finalized as of yet.
- Faculty Grievance Policy
 - The Faculty Grievance Policy will be discussed at the Cabinet meeting on March 4, 2025, inclusive of all of the Faculty Senate feedback from the January Faculty Senate meeting.
- Faculty Senate Inquiries to the Provost
 - Discussion of potential university-led presentation to make students aware of their rights regarding immigration. It was noted that there will be a student organization hosting an event for students. Information should be sent out to the TWU community this spring.

Interim Vice Provost for Faculty Success - Dr. Shannon Scott

- Dr. Scott noted that the Center for Faculty Success in Academic Affairs has been quite busy. Provided details on the following trainings.
 - Ally Accessibility Trainings are on-going with final session this spring. However, Dr. Terisa O'Dowd can and will come to department or program meetings to do more individualized accessibility trainings, if needed. Dr. Scott noted that all promotion and tenure materials are being updated so that they are also accessible. Noted no content will change, just format.
 - Faculty Appreciate Days are being rolled out. On February 24th Dr Scott will be in Dallas for faculty appreciation. Lunch will be provided along with a talk from 12-2 pm, followed by 2-3 pm drop-in session. Faculty appreciation in Houston will be on February 25th from 12-1:30 pm, with 3-4 pm set aside for faculty drop-in. March 4th, come and go with a snack drop in.
 - On March 5th from 9 am – 1 pm, the massage chairs in Fitness and Recreation have been reserved for faculty for 10-min massages.
 - On March 5th or 6th, surprises to be delivered from the students.
 - On April 17th, from 3-5 pm, Faculty and Staff Awards Ceremony will be held on Denton campus.
 - On April 30th from 2 - 4 pm will be the Celebration of Excellence to acknowledge faculty who have engaged in faculty development through the center.
 - P&T trainings for faculty in years 1, 2, and 3 have been held. On February 28th, both virtual and in-person option will be available for 4th and 5th year faculty from 1-2:30 pm followed by a training from 3-4:30 pm for associate professors who are interested in promotion to full professor. Finally, on March 4th from 11:30 am -12:30 pm a promotion session will be held for non-tenure track faculty.
- Watermark integration and roll out is being planned. Sedona files are being downloaded and backed up so faculty can continue to update their work. Dr. Scott will notify faculty when they should stop updating Sedona/begin process of inputting into Watermark. Watermark will include additional supports for faculty who are in the tenure process.
- Faculty Senate Inquires and Discussion:
 - Discussion of PRC materials and concerns that not all the review training materials are available. Discussion of observations and faculty concerns about a lack of clarity on what is required regarding observations during the review process. Dr. Scott will follow up on this matter. Dr. Scott noted that in 2018, the PRC criteria were updated and who would serve as the representatives on the PRC. However, several colleges and units have restructured since then, which has led to some concerns and questions about whether faculty are being evaluated by someone from their discipline. Academic Affairs is aware, and it is a priority to address as the performance review process is examined over the next year or so. Discussion on the trainings for ACAs. Dr. Scott indicated there are monthly

ACA trainings that include discussion of PRCs, however, not all ACAs have attended the trainings.

Speaker Report - Dr. Emarely Rosa-Dávila

- Cabinet Meeting Updates:
 - Cabinet meeting from early February included discussion of travel. Speaker advised that, per the Cabinet meeting discussion, there is a state travel ban to China, North Korea, Iran, Cuba, Russia, and Venezuela. There is also a need for faculty to notify the University if they are traveling for personal reasons. Faculty Senate discussion of why the University or the State would need to know where faculty are going on vacation? Speaker indicated she would bring in a guest speaker to address this with the Faculty Senate.
 - Discussion of the Executive Orders and FERPA. Faculty do not have to share any information with ICE about students or personnel; instead, faculty should refer ICE to DPS. It was also noted that the only private spaces on campus are the dorms. Faculty offices, labs, and classrooms are considered public spaces. No discussion of what might be considered “limited spaces.” Speaker indicated she will continue to seek guidance to share with Faculty Senate.
- Faculty Pay and Inversion and Compression Issues
 - Mark Hamner was asked to come to Faculty Senate in March, but he would prefer to come in May as he is working to provide the provost with data. As such, he will have more complete data and be able to better address questions in May. Provost noted that in February, Mark is completing an analysis of inversion and compression, with meetings with the Deans to discuss the analysis. In March, this information will be shared with the provost with feedback from the Deans. Addressing the Faculty Senate in May would allow Mark and the provost to hear Faculty Senate concerns before the provost operationalizes the findings over the summer. Faculty salary adjustments, if any, would begin next year.
- The slate for the Academic Affairs Budget Advisory Committee (AABAC) is complete and will be sent out for vote.

Unfinished Business:

- Graduate Program Review Policy/Guidelines
 - Graduate Program Review Policy/Guidelines concerns were brought forward as the process is not consistent with the undergraduate program review and is devoid of faculty feedback before reviews are out for external review (no intentional faculty input before report was being sent to external reviewers). Speaker met with Dr. Kapinus to make her aware of faculty concerns. Speaker asked Dr. Kapinus look at the undergraduate self-study review process. Dr. Kapinus appreciated this feedback and noted that the graduate policy is under review. On February 19, the graduate council will meet for a 1st reading on the policy. As a part of this reading and review, the Faculty Senate concerns regarding faculty involvement in the process will be included in that discussion.

New Business

- Administrator Evaluations
 - The Deans have asked that the reviews for administrators be moved to the fall, rather than the spring semester. As such, selected administrators will be evaluated this spring and then not again until fall of 2026. The process for the Dean of Libraries will need to be reviewed as they are only evaluated by staff so questions will need to be reviewed for appropriateness. Similarly, the Dean of the Graduate School evaluation needs to be reviewed as they are evaluated by faculty and staff. Additionally, the Dean of the Graduate School evaluation needs to ensure that all faculty have access to the evaluation

- Faculty Senate Identified Technology Concerns
 - Zoom issues regarding notifications on chat policy at log-in: In response to the Zoom bombing issues, Zoom put in some filtering process and constraints to protect themselves and TWU. Henry Torres noted that with the exception of the threat of bodily harm, which is indicated with the prompt that unwanted words are limited, all the other protections and filters have been removed. If faculty continue to experience the pop-up about the chat being monitored, let Henry Torres know.
 - Risk management clearance every semester for software: Henry Torres indicated that TWU has staff dedicated to risk assessment; however, there is a Texas policy that requires the software be investigated regularly. Discussion of whether State schools could share risk assessments (e.g., if UNT determined software was safe, TWU could use) but the Texas policy does not allow for that shared approval. That said, IT/university CIOs are looking for ways that they can streamline the process so that there is less of a burden on faculty and staff. Henry Torres hopes that there will be an improved risk assessment process by the fall that is easier for faculty but also protects our data and systems.
 - Classroom Computers: Discussion of sign-in prompts on computers and messages regarding computer storage being full. Henry Torres will investigate.
- Program Fees Account:
 - Following up on previous Faculty Senate discussion of whether monies from program fees account can be used to purchase food for events, Speaker indicated that it has been confirmed that these funds can be used to purchase food for students at events.
- Committee Selection Committee
 - Jennifer Talleff requested volunteers to serve on the Nominating Committee for electing the 2025-26 Faculty Senate officers. Please contact her if interested in serving on this committee. Note that individuals who plan to run for Speaker, Speaker Pro Tem, and Secretary cannot serve on this Selection Committee per the bylaws.

Speaker Pro Tem - P. Landrum	No report
Secretary - S. Dillon	No report
Speaker Ex Officio - J. Terrizzi	No report
TCFS Representative	S. Smith - next meeting is next week in Austin.

- Academic Freedom and Responsibility – D. Hynds
 - The Academic Freedom and Responsibility Committee is working with the Academic Standards Committee to create a document of best practices for faculty governance.
- Academic Standards Committee – W. van Erve See above.
- Administrator Evaluations – C. Acho
 - Administrator evaluations will go out to faculty Monday and be open for two weeks. Please encourage your colleagues to complete the evaluations.
- Budget and Planning – M. Burke No report.
- Committee Selection Committee – J. Talleff See above.
- Constitution and Bylaws – A. Elkins

- Academic Affairs Budget Advisory Committee – M. Burke
 - Committee not yet formed. No report.
- Athletics Council – S. Dillon
 - TWU has a new Assistant Athletic Director for Compliance and Academics - Dr. Darlene Moore. Contact her if there are students who may be at risk.
 - Points of pride for TWU Athletics:
 - For 88 semesters in a row, all TWU athletes have had a 3.0 GPA or higher; this fall it was a 3.5 GPA or higher.
 - Daisy Woodring (who graduated in December with her master's degree) received 1 of the 10 *NCAA Top 10 Awards* that are given across all three NCAA Divisions and sports.
 - Last fall, 78 of our 203 athletes had a 4.0 GPA. Additionally, 102 of 128 of our Lone Star Conference (LSC) athletes were on the LSC honor roll. Note not all sports are a part of the LSC.
 - Student Athletic Council (SAC) will host their Easter egg hunt on soccer field in April 15 PM. SAC also held a canned food drive with athletes collecting food for Minerva's market. In January, SAC raised over \$3000 from one fundraiser, and over \$4000 from another (with TWU SAC able to keep 50%) that go to make a wish foundation (NCAA Division II charity of choice). TWU named a finalist for D2 Program of Excellence.
 - The Oakleys, Athletics' Awards Ceremony, will be held April 21st, with a Queen of Hearts theme. Note, that to be eligible to attend, athletes must complete a minimum number of service hours.
 - On February 22nd, TWU will host the Regionals for wrestling (final year that wrestling is outside of NCAA). All teams from Texas north to North Dakota and west to the Pacific will be here at TWU for competition. This event will be free to faculty, staff, and students since we're hosting - your athletics pass will allow admission.
 - The February 27th basketball game against UT Tyler is a critical game for TWU. So, we are trying to "pack the house" for the game. As an incentive, any student who attends that game will be eligible for a student scholarship (~\$500).
- Curriculum Committee – M. Richmond
 - Committee meeting today. Will report in March.
- Distance Education Advisory Committee – J. Dunlap

- Committee plans to meet in March. Will report in March.
- Faculty Evaluation & Development Committee – J. Lambert No report.
- Graduate Council – A. Woods
 - Council is meeting next week. Will report in March.
- Honorary Degree Committee – A. Burke No report.
- Undergraduate Council – P. Landrum No report.
- Ad hoc Committee for Student Success – L. Trujillo-Jenks No report.

New Concerns:

- Faculty Issues and Concerns
 - TWU's strategies for addressing research funding shortfalls and the effects on faculty workload: Dr. Hanson-Thomas has been invited to the Executive Committee meeting in March, and if need be, will join us for the March Faculty Senate meeting. Faculty Senate expressed need for R2 status as well as the changing landscape of federal funding (e.g., IDC reductions) to be discussed. Recommended discussions with TWU Development staff to bring in funds to support research. Recommendation to invite them to Executive Committee meeting.
 - Ways for faculty to advocate for students and self: Discussion of faculty and student fears about executive orders, news, bills, etc. that are coming out, and that reassurances from the University are needed. Faculty Senate expressed need for explicit instructions about what to do (beyond send ICE to the police) should officials approach them on campus. Faculty Senate inquired about what they should do if ICE stayed at classroom rather than heading to DPS as requested. Provost noted to call DPS. Faculty Senate inquired whether a button could be added to the classroom touch screens that would call DPS to the room. Faculty Senate requested that the information available at TWU website be more accessible and links be shared with the TWU community. Given the fluid nature of this situation, it was requested that this topic be maintained as an agenda item for the spring semester meetings. Additional concerns about student anxiety and fears expressed to the provost. Faculty Senate inquired about what the recourse would be if a faculty member called ICE and reported students. Provost indicated she would follow up.
 - Faculty Senate shared concerns about Department or Division heads being on University Promotion and Tenure Committee to the provost and Dr. Scott.

Adjournment

Motion to adjourn, S. Gates; second, R. DelloStritto.

Meeting adjourned at 12:47 PM.

Submitted Suzanna Dillon, Secretary

February 14, 2025