

TEXAS WOMAN'S UNIVERSITY

Faculty Senate Meeting
Friday, January 17, 2025
LIB 101 and Zoom

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

Roll Call

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

TCFS Representative: Shawnda Smith
Parliamentarian: Jacob Blosser

Guest Speakers:

- Dr. Stephanie Brown, Student Life, Associate Vice President for Student Enrichment, Health and Support
- Ms. Wonny Lervisit, Interim General Counsel
- Dr. Linda Rubin, Faculty Ombudsperson

Senate Substitutes:

- Dr. Adesola Akinleye - Substitute for Dr. Ilana Morgan, Dance
- Dr. Rebecca Fredrickson - Substitute for Dr. Laura Trujillo-Jenks, School of Education
- Dr. Tushar Shah - Substitute for Dr. Jason Lambert, MAK College of Business and Entrepreneurship

Faculty Guests:

- Dr. Vivian Casper
- Dr. Catherine Mbango
- Dr. Alicia Ramirez

Staff Guests:

- Ms. Kristin Clark
- Ms. Stephany Compton
- Ms. Adrian Shapiro

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Approval of Minutes

December 6, 2024, Retreat Minutes

Motion to approve, M. Burke., second, A. Elkins

Three abstentions. Motion passed.

Approval of Agenda

Motion to approve, M. Burke; second, A. Elkins

Motion passed unanimously.

Dr. Stephanie Brown (Student Life) and Ms. Wonny Lervisit (Interim General Counsel)

URP 06.120 Student Religious Holy Day Observance Policy

Change in policy from an accommodation policy to an observation of religious holy day policy that aligns with Texas Education Code §51.911. IHEs are required to excuse students for absences to observe the holy day as well as travel days for the holy day. Make up work must be allowed for these days. This is consistent with the excused absence policy. Policy does not apply to days that would impact patient care (e.g., clinical internships). The Dean of Students should be advised in situations where there is disagreement on the policy. Faculty notification is encouraged as early in the term as possible, but there is no deadline. Faculty Senate asked for clarification on clinical placements. If the request interferes with patient care, the request can be denied. Faculty Senate asked about requests from students for release from class for 15-20 minutes to observe a prayer period. Noted that the policy only applies to religious holy days. Seek guidance for religious accommodation from the Dean for those types of situations. Faculty Senate inquired if the request must be reported to a particular office. Indicated that the paperwork just needs to be completed.

Dr. Linda Rubin - Ombudsperson Report

Four principles guiding practice

- Confidentiality - Conversations are confidential unless faculty have provided a release for the information to be shared.
- Neutrality - Advocate for the faculty but work to be neutral.
- Independence - Not part of the traditional hierarchy of the University structure. Not in any chain of command.
- Informality - Visit to the ombudsperson is voluntary - no one can be required to meet with the ombudsperson.

All that said, Linda is a direct report to the provost. Routine issues are reported to the provost as a type of issue (spreadsheet of types of support provided). Used to identify trends in concerns or issues to that they can be addressed systematically. Process is similar to research - data is recorded but deidentified before being reported to the provost. Cases are recorded, regardless of the number of people involved, and reported to the provost. The number of faculty, rank, and type of issues are also recorded and reported. If the ombudsperson receives a request but cannot work with the person (e.g., student, staff), the issue is reported as a referral as the individuals are referred to a different TWU office. Two patterns in the data include more cases on the Denton campus than the other two; and more cases from Houston than Dallas.

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Provost Forum – Dr. Angela Bauer

National Council on Undergraduate Research

- TWU has 26 undergraduate research proposals accepted this year for the conference, which is a record number. This success reflects the impact and importance of the faculty mentors.

MAK College of Business

- Provost recently met with the architects and engineers; GRB building is currently undergoing deconstruction in preparation for the new building to be constructed. The prominent opening for the building will face Oakland Ave. Building will include dedicated spaces for interdisciplinary and interactive collaboration and for faculty and students to gather along with classroom and faculty office space.

First Year Experiences/Initiatives

- The pilot study for the supplemental instruction is underway. Feedback thus far has been quite positive.
- Paired course learning opportunities (FTIC students are put in cohorts and enrolled in at least two of the same courses to increase connection and engagement) are being considered in addition to the living-learning communities.
- Where possible, full-time faculty are being assigned into the first-year courses instead of adjunct faculty.
- An external learning community expert will be brought to TWU to lead a workshop for faculty teaching the paired courses as well as other interested faculty. More information is forthcoming, but it will likely be in the first week of April.
- Co-directors will be appointed by the provost to oversee the First Year Initiatives. They will focus on student activities, while the provost will focus on additional faculty training.

General Education Advisory Committee

- A General Education Advisory Committee (may be named something else), comprised of faculty, will be convened to revisit the university's core classes. This work is beyond the scope of the General Education Committee. Updates forthcoming.

Enrollment Reports

- Provost has worked with the Graduate School and the Office of Institutional Research and Data Management to develop a five-year enrollment report. Plans to make a regular annual report to help guide programmatic changes and considerations related to fluctuations in enrollment.
- The Deans will be working closely with the ACAs to review the data and to consider the next steps for individual programs to revise, adjust, or better support the program. Reports will be made to the provost so that the Provost's Office can proactively support programs.
- Faculty Senate inquired about how the reporting of faculty conversations will be addressed. Provost indicated she hoped this would generate health conversations and that faculty should be driving the process of addressing the enrollment concerns. The provost was clear that this process is about generating a vision for programs rather than targeting smaller programs for elimination.

AI Survey

- The Office of Institutional Research and Data Management is working with the provost to disseminate a survey (created by Hanover) that addresses the use of AI by faculty and their needs as well as preferences on the use of AI by students. Provost requested high faculty completion of the survey.

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Engineering Program Consultant

- The consultant has made a report to the Provost's Office and noted a positive outlook for adding an engineering program, noting that TWU would be well positioned to provide a unique engineering program. A steering committee will be convened to further this initiative, which is consistent with the University's strategic plan to grow STEM initiatives. Faculty Senate inquired about the composition of the steering committee and the provost indicated that it would likely be comprised of multiple offices that would be involved in launching the program (e.g., Provost Office, facilities, Undergraduate Committee, etc.).

Process Engineer Updates

- The process engineer contract has been finalized. Once hired, the first process that will be addressed will be the hiring process. If the process goes well, the consultant will move onto contracts and procurements.

Searches

- Dean of COPE ad was delayed in posting in the Chronicle of Higher Education so that search is still on-going.
- CHS Dean search is underway with a solid pool of candidates.
- Executive Director for the Center for Faculty Success pool of applicants has been reviewed
- Not using a search firm for the ED and VP but TWU is using a firm for dean positions.
- Delay in part because TWU to put out a bid for the search for the Dean for AS.

Capital Planning Committee

- Meets later in January and their decisions will be shared in next Faculty Senate meeting.

Equity Funds

- Provost noted that she will be revisiting the faculty equity study that was completed last year with assistance from the Office of Research and Data Management to examine if additional equity funds can be allocated from the remaining pot of funds.

Grievance Policy

- Provost took a moment to acknowledge Shannon Scott and Wonny Lervisit for their assistance with the faculty grievance policy changes.

Faculty Senate Inquiries

- Faculty Senate inquired about flexibility in workload. Provost indicated that there is flexibility in how the workload is determined. Faculty Senate indicated that there may be pushback on faculty input on workload differentials, and faculty and selected programs are experiencing significant difficulties, particularly as it relates to credit for research and service. Provost heard multiple examples from members of Faculty Senate on how workloads are being determined and that 12 units of teaching leaves little time for research and service.

Interim Vice Provost for Faculty Success - Dr. Shannon Scott

- Noted that after the AI study is completed that differential workload will be examined.
- AI initiative for the spring:
 - Lee Brown and Daniel Ernst will lead the AI community of practice in the spring. The community will meet bimonthly and share discussions with the TWU faculty. Monthly drop-sessions will also be made available for faculty, which will inform.
 - Ethics panel discussion around AI also planned. AI Lunch and Learn session will also be sponsored for faculty in the spring.
- PPR Trainings:
 - First Year, second year, and third year PPR trainings done in the fall. This spring year, Four and Five trainings will be completed,

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- Post-promotion and post-tenure session for faculty being held Friday, January 17.
- For faculty who are preparing tenure and promotion materials, a session is planned with Zoom option for Feb 28 .
- Dr. Scott asked that faculty be sure to acknowledge each step in the review process when they are notified. If faculty don't acknowledge the review online, the process does not advance. Also, if there are changes needed in the review process, it must be done manually, so please contact Jillian Morales in the Provost's Office.
- Watermark:
 - Delays in contract processing have delayed implementation but it is still planned for launch in the last week of January. Watermark is still being set up for migration from Sedona, with follow-up edits needed by faculty rather than fully entering all content.
 - Noted that Watermark will be the CV system as well as the performance review system but individuals who are going up for promotion and/or tenure this year will need to use the current system throughout this academic year.
- Canvas
 - Faculty should see Ally scores in their Canvas shells. Faculty should look for training options in the email updates if they need additional assistance with making online materials/content compliant.
- Teaching and Learning Guides
 - Teaching and learning guides are being developed to support mentoring, interacting and working with students including working with AI.

Speaker Report - Dr. Emarely Rosa-Dávila

- Speaker met with Dr. Mendez-Grant about student housing, and she noted that the new housing options may include small business spaces as well as dedicated housing for faculty (e.g., new hires living on campus until they can find housing locally). Speaker has invited a group of faculty to participate in a focus group with the housing consultant next week.
- Faculty Senate noted that PT office space is a concern on the Denton Campus. Asked that the Speaker note that in the focus group. Faculty Senate asked to share feedback to the Speaker to be shared in the focus group.
- Honors Program Anniversary will occur in March and will be supported by celebrations. More information forthcoming.
- April 21 and 22 are the dates for the TWU Research Symposium. Mark your calendars.
- The Office of Research and Data Management will be sharing post equity updates later in the spring.
- The policies updated in December went to the Council of Chairs and are being held in the OGC office until the new General Council is hired.

Unfinished Business

Faculty Grievance and Appeal Process Policy URP 02.350

- Delays in communication outside the Faculty Senate control have delayed the feedback to the Faculty Senate so it could not be discussed today.
 - Motion to table the second reading by M. Burke; second, P. Landrum
 - Motion passed unanimously.

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- eFaculty Senate Leadership asked if senators had enough time to intentionally read through the policy in order to have a discussion. Noted that Faculty Senate got the policy back on Tuesday (1/14/25). Wonny said OGC needed additional time to add definitions, etc., to make the document legally sufficient. Faculty Senate asked a procedural question – if the Faculty Senate was voting given that there was insufficient time to get this out to faculty? Faculty Senate completed a second reading.
Motion: J. Terrizzi made a motion to approve on the second reading; M. Burke seconded the motion.
- Faculty Senate noted concern with the phrase “moral turpitude” as there is no legal definition - courts have determined that it is ambiguous. Additionally, general definitions of moral turpitude are already covered by the other phrases in the policy. The phrase has been used to disenfranchise marginalized communities. Dr. Bauer indicated “moral turpitude” is in SB 18 and we need to be aligned with that SB 18. Additionally, removal of the term would make the policy not at legally sufficient. Faculty senate would like to put the policy forward noting that the term “moral turpitude” should be removed.
- Faculty Senate questioned who defines “unprofessional conduct”.
- Faculty Senate questioned the use of probable cause as it is defined as a reasonable expectation that a violation of policy has occurred. Yet, in the policy it is used in the opposite way of how it is defined.
- Faculty Senate noted that Items I and M are repetitive (page 30).
- Faculty Senate noted concerns that the complaint goes to the secretary of the board, who is usually the OGC who was in these hearings and has more information than the board. Requested a change policy so that it goes to the chair of the board instead of the secretary. OGC is likely a conflict of interest.
Motion: D. Hynds made a motion to amend policy to include a definition of moral turpitude, to edit probable cause, and to change the recipient from the secretary to the chair. Seconded by M. Richmond.
- Discuss the revised version including moral turpitude, request that policy indicate that a faculty should be convicted of, not just accused of, something for it to move forward to hearing. Common examples of moral turpitude discussed along with concern that mentioning some, but not others, in law can cause serious consequences.
M. Richmond moved to vote on the motion as proposed.
Motion: Recommend that within the policy, TWU define or strike moral turpitude; address issue related to probable cause; and send complaint to chair rather than secretary. We have reservations and these are our recommendations for those areas.
Call for the question by D. Hynds, followed by vote.
Motion passed unanimously.

New Business

IT Concerns:

Faculty Senate noted faculty complaints specific to technology and permission for faculty (e.g., software updates, apps, screensharing, browser updates). Faculty end up losing productivity time troubleshooting issues and/or waiting for IT to provide the support. Additional issues noted for Mac/Apple users. Faculty Senate shared an example of word usage warning message for content in chats, noting that their chats are being monitored and blocked. Faculty Senate expressed concerns that the administrator privileges may be too restrictive and are negatively impacting faculty productivity. The Speaker indicated she would follow up with Dr. Torres and report back to the Faculty Senate.

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Reports

Speaker Pro Tem - P. Landrum

Secretary - S. Dillon

Expressed thanks to M. Burke for assisting with the minutes taken during the discussion of Faculty Grievance and Appeal Process Policy URP 02.350.

Speaker Ex Officio - J. Terrizzi

TCFS Representative - S. Smith no report but next meeting is in February

Standing Committees:

1. Academic Freedom and Responsibility – D. Hynds
2. Academic Standards Committee – W. van Erve
3. Administrator Evaluations – C. Acho
Data from the Chancellor's evaluation positively supports Dr. Feyten's work. The ACA evaluations will go out to faculty in February and be open for two weeks.
4. Budget and Planning – M. Burke
5. Committee Selection Committee – J. Talleff
6. Constitution and Bylaws – A. Elkins
7. Elections – R. DelloStritto
Call for College representatives for the AABAC are out. After the College representatives are selected, the call for at-large members will be sent out to faculty on the Dallas and Houston campuses.
8. Equity, Inclusion and Anti-Racism – J. Lambert
9. Faculty Handbook – J. Dunlap
10. Ad hoc Committee for Student Success – L. Trujillo-Jenks

Adjournment

Motion to adjourn, M. Burke; second, W. Van Erve.

Meeting adjourned at 1:03 PM.

Submitted Suzanna Dillon, Secretary

January 24, 2025

Texas Woman's University University Regulation and Procedure

Regulation and Procedure Name: Student Religious Holy Day Observance Policy

Regulation and Procedure Number: URP: 06.120

Policy Owner: Student Life

POLICY STATEMENT

Texas Woman's University ("TWU" or University") respects the religious observances of students even though they may conflict with University class meetings, assignments, or examinations. Texas State and Federal law and University policy prohibit discrimination on the basis of religious belief.

APPLICABILITY

This policy is applicable to TWU Students and Faculty.

DEFINITIONS

1. "Faculty" means a person who teaches a course offered for academic credit by TWU, teaching assistants, instructors, lab assistants, research assistants, lecturers, adjuncts, assistant professors, associate professors, and full professors. This also includes clinical faculty, visiting faculty, and adjunct faculty.
2. "Religious Holy Day" means a holy day observed by a religion whose places of worship are exempt from property taxation under Texas Tax Code Section 11.20. Religious Organizations.
3. "Student" means a person taking courses at TWU, a person who is not currently enrolled in courses but who has a continuing academic relationship with TWU, or a person who has been admitted or readmitted to TWU.

REGULATION AND PROCEDURE

- I. Religious Holy Days

Texas Woman's University is committed to providing an academic and work environment that is respectful of the religious beliefs of its students.

II. Student Religious Holy Day Observance Procedure

- A. In accordance with state law, Texas Woman's University shall excuse a student from classes or other required activities, including examinations, for the observance of a religious holy day, including travel for that purpose.
- B. To request an excused absence to observe a religious holy day under this policy, students should submit the Request to Observe Religious Holy Day Form to their course faculty as early in the term as possible. A separate form must be submitted for each course. Students are encouraged to inform their course faculty about religious holy days early in the term to enable better planning and coordination of work assignments and examinations.
- C. Students whose degree plans require offsite clinical and experiential learning components should submit the Request to Observe Religious Holy Day Form to their academic component administrator as early in the term as possible. Students are encouraged to inform their academic component administrator about religious holy days prior to the beginning of their internship, practicum, or clinical assignment and no later than the first day of class to enable better planning and coordination of internship, practicum, or clinical assignments. A request for an excused absence to observe a religious holy day under this policy may be denied if the requested absence interferes with patient care.
- D. A student whose absence is excused under this section shall be treated in accordance with TWU URP 06.160: Excused Absence Policy. Faculty are encouraged to announce reasonable time periods for make-up work and examinations in the course syllabus and to make clear the consequences of a student's failure to meet such deadlines for make-up work and examinations.
- E. If a student and their course faculty disagree about whether the absence is for the observance of a religious holy day, or if they disagree about whether the student has been given a reasonable time to complete any missed assignments or examinations, either the student or the faculty may appeal to the Dean of Students Office. All parties must abide by the decision of that office.

- F. A student who is excused under this policy may not be penalized for the absence; however, faculty may respond appropriately if the student fails to complete the assignment or examination satisfactorily.
- G. Any student who believes that they have been discriminated against as a result of making a request to observe a religious holy day under this policy may report these concerns by following the procedures outlined in URP 06.230: Student Grievance.

REVIEW

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, Board of Regents policies, or internal processes or procedures.

REFERENCES

[Texas Tax Code Section 11.20 – Religious Organizations](#)

[Texas Administrative Code, Title 19, Part 1, Chapter 4, Subchapter A, Rule 4.4—Student Absences on Religious Holy Days](#)

[Texas Education Code Section 51.911—Religious Holy Days](#)

[URP 06.160: Excused Absence Policy](#)

[URP 06.230: Student Grievance](#)

FORMS AND TOOLS

[Request to Observe Religious Holy Day Form](#)

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TWU Faculty Ombudsperson Data: Frequency of Cases, Faculty Members, and Issues																	
Year	Semester	Total Number of Cases/Issues			Number of Faculty by Tenure and Rank									Rank			
		# Cases	# Faculty	# Issues	Tenure Status				Rank				Assistant	Associate	Full	NA	
					Untenured	Tenured	Clinical	Staff	Student	Prof Libr	Adj/Lec/Vis	Other					
2014	Fall	12	13	14													
2015	Spring	17	21	27													
2015	Summer	11	13	16													
Totals for 2014-2015		40	47	57													
2015	Fall	32	39	47	12	22	4	0					12	20	6	1	
2016	Spring	36	37	40	5	31	1	1					5	18	12	2	
2016	Summer	12	12	15	3	6	1	2					3	3	4	2	
Totals for 2015-2016		80	88	102	20	59	6	3					20	41	22	5	
2016	Fall	43	58	56	12	19	10	2					18	13	9	3	
2017	Spring	45	62	49	19	30	9	3	1				24	20	14	4	
2017	Summer	20	24	27	7	9	7	0	1				9	7	6	2	
Totals for 2016-2017		108	144	132	41	63	33	5	2				54	50	31	9	
2017	Fall	43	44	58	7	21	7	3	0	4	2		10	18	7	9	
2018	Spring	54	63	66	14	24	11	2	1	7	4		16	16	15	16	
2018	Summer	23	24	30	6	10	5	0	0	1	1		6	10	5	2	
Totals for 2017-2018		120	131	154	28	55	23	5	1	12	7		33	44	27	27	
2018	Fall	39	41	54	9	24	4	2	1	1	0		10	13	14	4	
2019	Spring	35	39	45	7	21	6	0	2	2	1		9	11	15	4	
2019	Summer	21	24	25	4	7	7	2	1	3	0		4	7	7	6	
Totals for 2018-2019		95	104	124	20	52	17	4	4	6	1		23	31	36	14	
2019	Fall	41	45	52	8	27	4	3	1	2	0		10	11	18	6	
2020	Spring	30	30	41	5	16	5	2	1	1	0		6	6	14	4	
2020	Summer	19	19	26	6	11	2	0	0	0	0		6	5	8	0	
Totals for 2019-2020		90	94	119	19	54	11	5	2	3	0		22	22	40	10	
2020	Fall	26	26	32	14	4	3	2	0	2	0	1	5	4	12	5	
2021	Spring	35	39	41	20	3	8	0	1	2	5	0	6	16	11	6	
2021	Summer	15	27	18	7	16	1	0	0	2	1	0	5	10	9	3	
Totals for 2020-2021		76	92	91	23	41	12	2	1	6	6	1	16	30	32	14	
2021	Fall	35	50	46	8	22	9	3	0	2	6	0	14	9	16	11	
2022	Spring	35	36	40	6	20	8	1	0	0	1	0	10	10	14	2	
2022	Summer	19	22	20	0	16	4	0	0	2	0	0	1	4	15	2	
Totals for 2021-2022		89	108	106	14	58	21	4	0	4	7	0	25	23	45	15	
2022	Fall	33	34	38	6	20	3	2	1	1	0	0	8	6	15	4	
2023	Spring	31	33	38	6	18	5	0	0	2	0	0	8	8	13	2	
2023	Summer	22	22	23	3	6	9	0	1	3	0	0	7	5	6	4	
Totals for 2022-2023		86	89	99	15	44	17	2	2	6	0	0	23	19	34	10	
2023	Fall	32	35	37	10	18	4	1	0	1	1	0	14	3	16	2	
2024	Spring	32	33	36	7	18	3	1	0	3	1	0	8	12	8	5	
2024	Summer	18	18	20	4	9	3	0	0	1	1	0	4	5	7	2	
Totals for 2023-2024		82	86	93	21	45	10	2	0	5	3	0	26	20	31	9	

TWU Faculty Ombudsperson Data: Presenting Issues (page 1 of 2)

Year	Semester	Number of Presenting Issues																		
		Lack of trust	Intra-departmental conflict	Annual evaluations	Tenure and promotion	Post-tenure review	Grievance	Workload	Research	Salary	Space/Facilities	Policy Exceptions	Information	Referral	Job Search	Schedule	Travel	Eval of Administrator	Privacy	Discrimination/DEI/Title IX
2014	Fall	0	5	0	2	1	1	1	0	0	0	0	0	4						
2015	Spring	9	4	3	3	0	1	3	0	0	0	1	1	2						
2015	Summer	2	6	1	0	0	0	1	1	2	1	0	1	1						
Totals by Issue		11	15	4	5	1	2	5	1	2	1	1	2	7						
2015	Fall	6	14	6	4	0	0	3	1	1	0	0	4	1	2	4	1	0	0	
2016	Spring	3	18	3	4	0	0	1	0	0	0	0	3	4	1	1	0	1	1	
2016	Summer	2	7	0	0	0	0	2	0	1	0	0	0	1	0	2	0	0	0	
Totals by Issue		11	39	9	8	0	0	6	1	2	0	0	7	6	3	7	1	1	1	
2016	Fall	11	18	3	7	0	1	1	1	0	0	0	5	3	1	2	0	0	0	2
2017	Spring	9	17	2	3	2	2	1	0	1	0	0	5	2	2	1	0	0	0	0
2017	Summer	3	11	0	0	0	2	1	1	2	0	0	2	2	1	0	0	0	0	1
Totals by Issue		23	46	5	10	2	5	3	2	3	0	0	12	7	4	3	0	0	0	3
2017	Fall	14	14	2	1	1	3	1	1	2	2	0	3	4	2	1	0	0	0	0
2018	Spring	13	16	4	3	1	1	0	1	2	0	0	6	4	2	0	0	0	0	0
2018	Summer	4	7	1	3	0	2	1	0	4	0	0	1	0	1	1	0	0	0	0
Totals by Issue		31	37	7	7	2	6	2	2	8	2	0	10	8	5	2	0	0	0	0
2018	Fall	8	13	3	3	0	1	3	1	5	0	0	7	2	0	0	0	0	0	2
2019	Spring	1	12	5	7	0	2	3	2	3	0	0	1	0	2	0	1	0	0	3
2019	Summer	1	9	4	2	1	2	0	0	0	0	0	2	1	2	0	0	0	0	1
Totals by Issue		10	34	12	12	1	5	6	3	8	0	0	10	3	4	0	1	0	0	6
2019	Fall	4	19	3	4	0	0	4	3	4	0	0	2	0	2	1	0	0	0	1
2020	Spring	2	11	1	3	0	1	2	1	1	0	0	4	1	2	0	1	0	0	2
2020	Summer	1	8	0	4	0	0	4	1	0	0	0	0	0	0	1	0	0	0	0
Totals by Issue		7	38	4	11	0	1	10	5	5	0	0	6	1	4	2	1	0	0	3
2020	Fall	3	7	1	1	0	3	4	0	0	0	0	4	2	0	1	0	0	0	0
2021	Spring	4	7	9	1	0	2	3	1	0	0	1	3	2	0	1	0	0	0	1
2021	Summer	0	2	1	0	0	1	1	0	1	0	0	1	1	2	0	0	0	0	1
Totals for 2020-2021		7	16	11	2	0	6	8	1	1	0	1	8	5	2	2	0	0	0	2
2021	Fall	3	17	1	2	0	1	2	2	1	0	0	2	2	0	3	0	0	1	1
2022	Spring	6	13	1	0	0	3	2	1	0	0	0	3	1	1	1	0	0	0	5
2022	Summer	6	6	0	0	0	1	0	0	0	0	0	2	2	0	1	0	0	0	0
Totals for 2021-2022		15	36	2	2	0	5	4	3	1	0	0	7	5	1	5	0	0	1	6
2022	Fall	2	14	4	1	0	1	1	1	0	1	0	7	2	0	0	0	0	0	1
2023	Spring	9	12	1	1	0	0	1	3	0	2	0	1	0	1	2	0	0	0	1
2023	Summer	8	6	1	0	0	0	2	0	1	0	0	1	1	1	2	0	0	0	0
Totals for 2022-2023		19	32	6	2	0	1	4	4	1	3	0	9	3	2	4	0	0	0	2
2023	Fall	5	10	1	5	1	1	1	1	1	1	0	4	0	0	2	0	0	0	0
2024	Spring	4	7	4	4	0	2	0	1	1	0	0	4	0	1	0	0	0	0	4
2024	Summer	1	5	0	1	0	5	0	2	0	0	0	0	0	3	0	0	0	0	2
Totals for 2023-2024		10	22	5	10	1	8	1	4	2	1	0	8	0	4	2	0	0	0	6

Year		Number of Presenting Issues																				Totals by Semester	
Year	Semester	Graduate Faculty Status	Physical Aggression	Leave, Vacation, Sick Time	HIPAA	Curriculum	Budget	Emeritus Status	IT/Canvas	Academic Freedom	Recycling	Suicide, Mental Illness	Contract Renewal and Retirement	COVID-19/Pandemic	Course Evaluations	Plagiarism	Presentations and Programming	CAS Restructuring	Professional Development	Safety/Security	Human Resources	Graduate School	Totals by Semester
2014	Fall																						14
2015	Spring																						27
2015	Summer																						16
Totals by Issue																							57
2015	Fall																						47
2016	Spring																						40
2016	Summer																						15
Totals by Issue																							102
2016	Fall	1	0	0	0																		56
2017	Spring	0	1	1	0																		49
2017	Summer	0	0	0	1																		27
Totals by Issue		1	1	1	1																		132
2017	Fall	0	1	1	0	4	1	0	0	0	0	0	0	0									58
2018	Spring	0	0	1	0	0	1	5	1	2	1	2	0										66
2018	Summer	0	0	0	0	0	0	1	0	0	0	0	4										30
Totals by Issue		0	1	2	0	4	2	6	1	2	1	2	4										154
2018	Fall	0	1	2	0	2	0	0	0	0	0	0	1										54
2019	Spring	0	2	0	0	0	0	1	0	0	0	0	0										45
2019	Summer	0	0	0	0	0	0	0	0	0	0	0	0										25
Totals by Issue		0	3	2	0	2	0	1	0	0	0	0	1										124
2019	Fall	0	0	0	0	0	0	0	0	0	0	1	2	0	1	1							52
2020	Spring	0	1	3	0	0	0	0	0	0	0	0	1	4	0	0							41
2020	Summer	0	0	1	0	0	0	0	0	0	0	0	0	6	0	0							26
Totals by Issue		0	1	4	0	0	0	0	0	0	0	1	3	10	1	1							119
2020	Fall	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	1	0					32
2021	Spring	0	0	1	0	0	0	0	0	0	0	0	2	2	0	0	0	1					41
2021	Summer	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0	0	3					18
Totals for 2020-2021		0	0	1	0	0	0	0	0	0	0	1	4	8	0	0	1	4					91
2021	Fall	0	0	1	0	0	0	0	0	0	0	1	1	5	0	0	0	0	0				46
2022	Spring	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	1				40
2022	Summer	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1				20
Totals for 2021-2022		0	0	1	0	1	0	0	0	0	0	2	1	6	0	0	0	0	2				106
2022	Fall	0	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0			38
2023	Spring	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1			38
2023	Summer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			23
Totals for 2022-2023		0	0	0	0	1	1	0	1	0	0	2	1	0	0	0	0	0	0	1			99
2023	Fall	0	1	1	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	37
2024	Spring	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	36
2024	Summer	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	20
Totals for 2023-2024		0	1	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0	0	1	1	93

TWU Faculty Ombudsperson Data: Cases by Campus				
		Denton	Dallas	Houston
Year	Semester			
2014	Fall	11	0	1
2015	Spring	5	3	9
2015	Summer	9	0	2
Totals for 2014-2015		25	3	12
2015	Fall	24	0	8
2016	Spring	28	3	5
2016	Summer	9	0	3
Totals for 2015-2016		61	3	16
2016	Fall	29	6	8
2017	Spring	30	2	13
2017	Summer	15	0	5
Totals for 2016-2017		74	8	26
2017	Fall	27	3	13
2018	Spring	37	4	13
2018	Summer	14	3	6
Totals for 2017-2018		78	10	32
2018	Fall	30	2	7
2019	Spring	22	4	9
2019	Summer	14	4	3
Totals for 2018-2019		66	10	19
2019	Fall	32	2	7
2020	Spring	20	4	6
2020	Summer	14	2	3
Totals for 2019-2020		66	8	16
2020	Fall	19	3	4
2021	Spring	26	2	7
2021	Summer	11	2	2
Totals for 2020-2021		56	7	13
2021	Fall	27	2	6
2022	Spring	27	3	5
2022	Summer	14	1	4
Totals for 2021-2022		68	6	15
2022	Fall	21	2	10
2023	Spring	18	2	11
2023	Summer	10	7	5
Totals for 2022-2023		49	11	26
2023	Fall	24	2	6
2024	Spring	25	2	5
2024	Summer	12	3	3
Totals for 2023-2024		61	7	14