

TEXAS WOMAN'S UNIVERSITY

Faculty Senate General Session
March 8, 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 ✓	Woods		

TCFS Representative: Brian Fehler

Parliamentarian: Karen Dunlap

Substitutes: Ginger Garza representing TWU Libraries (vacancy); Professor Lizabeth Spoons for Dr. Alisa Woods

Recognition of Guests

Faculty: Dr. Christina Bickley, Dr. Vivian Casper, Dr. Ellina Grigorieva, Dr. Sarah McMahan, Prof. Rachel Poland, Dr. Linda Rubin, Dr. Tao Zhipeng

Staff: Stephany Compton

Approval of Minutes

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

Motion passed unanimously

Approval of Agenda

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

Motion passed unanimously

Guest Speakers

Monica Christopher, Dallas Campus President

Met with a variety of stakeholders, beginning the strategic planning process for Dallas Campus, working on efforts to raise the profile of the Dallas Campus, engaging with the local philanthropic community.

Jorge Figueroa Flores, Vice Provost for Curriculum and Strategic Initiatives

Micro-credentials are targeted education to facilitate swift adoption of skills; a badge is the digital symbol to represent their attainment. Working to build a culture for micro-credentialing; aligned with THECB's Building a Talent Strong Texas plan. Pilot will launch in Fall 2024 (soft launch in Spring 2024). Non-credit curricular and co-curricular micro-credentials available for undergraduate and graduate students; co-curricular micro-credentials are embedded in coursework, non-credit may be offered through student organizations and activities; no plan to add either to student transcripts at this time. Submit proposals for establishing a micro-credential through CIM system, minimum 10 hours of content. Using Credly system to track micro-credentials, a cost of \$10 per badge, prerogative of the component to charge students or pay fee for them.

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Forum for Interim Provost – Dr. Finley Graves

Dean Searches

Planning to use the same firm for COPE Dean as for the other searches; hoping firm will be on campus before end of spring semester and get job postings out at the start of the season. College of Nursing Dean search is more challenging because of low salary, potential candidates are leery of moving to Texas, and there are not many candidates in the field who have Ph.D. qualification sought for the Dean position.

Equity

Based on feedback from the Deans, some adjustments were made to the data (e.g. removing faculty that are retiring from the calculations). Consensus on the variable width of compression, graphs show the shape of inversion; Mark Hamner will present to Faculty Senate. Some money left over for spot adjustments; this equity work is only for faculty salaries (including ACA) but not admin. Some discussion of effective date, but should know in a few weeks. Not certain how many faculty may be affected.

Provost Search

Interim Provost Graves has provided input on what is needed; Provost's Office needs a budget and more staff; some money from IDC grants but that has to be requested. Not hiding the issues for the incoming provost.

Questions

- A TA may assist with managing a journal if the TA is paid through the proper funding category. Position should be posted through HR as all positions should be.
- No current plans to address staff salary inequities or adjunct pay; compensation committee may make a recommendation.
- The Vice Provost being considered for Promotion and Tenure is in an existing line.

Forum for Interim Vice Provost Faculty Success – Dr. Shannon Scott

- Discussed creating curated lists of trainings that may be useful to faculty with LinkedIn Learning
- Working to simplify faculty awards process; part of the task is determining the origin of the existing rules
- Commencement requests are going out, please consider volunteering
- Pilot writing program Where's Oakley Writing (WOW) starting after spring break, initially for faculty but expanding to graduate students; pilot continues through summer with full launch in Fall.
- University-wide AI workgroup is coalescing, will have subcommittees, need Faculty Senate representative, Academic Affairs workgroup for AI is instantiated
- Budget advisory committee forming
- Working to streamline the onboarding process for new faculty so they can have earlier access to TWU systems (e.g. Canvas, Google Drive) if they have passed the background check and are pending hires
- Credentialing information for each faculty member includes terminal degree, SSN, birthdate
- Hanover has started research on a program that can handle the PPR process and CVs; most systems can import data from Sedona
- Accreditation policy will be archived; not reflective of current process

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- There are legal aspects to faculty contract dates (i.e. why faculty are forced to begin teaching before the start of contract date)

Speaker Report

- Progress on equity is great strides towards transparency, other structural changes (e.g. seat on Chancellor's Cabinet) are fostering greater shared governance.
- Seeking volunteer for Faculty Senate representation on AI workgroup; DiAnna Hynds volunteered.
- Excited about the Provost Search candidates, three will be visiting the campuses the week after Spring Break.
- Faculty Senate budget, discussing increase for travel, meeting rooms, course release: other institutions have course releases for all officer positions and/or for summer operations.
- General concerns about the budget and lack of transparency, good to seek stakeholder input; Oracle consulting group to meet with Faculty Senate Executive Committee to discuss rollout.
- Faculty grievance process currently only allows grieving promotion and tenure decisions; this is not in line with other institutions, faculty should be able to grieve other situations, important to have difficult conversations without threat; recommended changes are minor.
- Applied for TWU to become part of Heterodox Academy, fosters the values of science and academic freedom, they have money for speakers; organizational meeting on March 21 at noon in ACT 501.

Unfinished Business

Second Readings:

URP 01.320 University Policy Development and Implementation

Motion to Approve, Hynds; second, Dillon.

Adding definition of Faculty Senate to policy.

Motion passed unanimously.

URP 02.364 Salary for Administrator Returning to Faculty, policy revisions

Motion to Approve, Dillon; second, Thomas.

The definition of faculty is inconsistent among policies; adjustments to faculty salaries need to be refined, some constraints from state law, have to determine how to negotiate adjustments for outside hires into chair positions.

Motion passed unanimously.

Academic Component Administrators Returning to Faculty, proposed new policy

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

Questions about how to calculate salary, policy includes merit/market adjustments.

Motion passed unanimously.

Constitution and Bylaws Amendment: Election Apportionment and addition of one seat

Motion to Approve, Bender; second, Dillon

Motion passed unanimously

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Constitution and Bylaws Amendment: Officer Duties

Motion to Approve, Smith; second, Thomas

Motion passed unanimously

Constitution and Bylaws Amendment: Officer Elections

Motion to Approve, Bender; second, Smith

Motion passed unanimously

New Business

First readings:

URP 02.270 Assignments and Exams during last week of classes

Regent Policy C.30100 Accreditation

Please share policies with your constituents and report back at the next meeting.

New Concerns

Apportionment

Amendment to the Constitution and Bylaws means that we divide by 31 instead of 30 to determine apportionment; some colleges have grown or shrunk. Discussion of how to make the apportionment decision for new seat since College of Nursing (by apportionment formula) should 'lose' a seat but no senator from College of Nursing is up for re-election this term. Discussion on how to make the decision of how new seat will be apportioned; using the apportionment calculation formula, the rounding suggests that the College of Arts and Sciences will 'lose' a seat for this term.

Committee Selection Committee – Nominating Committee

Contact to serve on committee or to nominate officer candidates; all officer positions will be open.

Scholarship system: why was it changed?

HVAC Issues

Graduate Student Tuition: graduate faculty writing letter, asking for Faculty Senate support

AAUP chapter

Adjournment

Meeting was adjourned at 11:48 am

Aaron J. Elkins, Secretary

Senate Standing Committee on Equity, Inclusion, and Anti-Racism (EIAR)

EIAR Report

Dr. Emarely Rosa-Dávila

March 8, 2024

Emarely met with Amy O'keefe, Dr. Brandi Felderhoff, and Dr. Jacquelyn Hoermann-Elliot on February 14. Amy O'keefe is one of the co-chairs of the Family Matters Strategic Plan Initiative. Drs. Felderhoff and Hoermann-Elliot are the co-chairs of the Motherhood in Academia affinity group. Here is a summary of what we discussed.

- Family Matters Initiative is more than childcare. They are open to working with us to propose a paid family leave for TWU.
- What TWU has done?
- Advertising the leave pool. This pool is based on donors (eligible employees) who voluntarily give a portion of their accrued sick or vacation time leave to the Family Leave Pool. <https://public.powerdms.com/TWU1/documents/1783068>
- The Government Code, Section 661.912, was amended last year. Here is the new language: <https://capitol.texas.gov/tlodocs/88R/billtext/pdf/SB00222S.pdf>. The original language is attached. You can find section 661.912 on page 30.

- Questions that came out from the conversation
- What law is TWU following? Is it the Texas law, or is there a TWU policy?
- What is the actual cost for TWU? Can Rana Askins give us that number?
- Should we talk to Kevin Cruzer to explore ways to lobby?
- Is there an opportunity or forum for faculty senators to meet with senators from other Texas universities? Given the unpopularity of higher education in the legislature – a coalition might be an effective tool. Or maybe this is a role better suited for Kevin?

Lastly, this is the link for the spreadsheet where we are benchmarking with other universities. Seven institutions were added to the list, and we are reviewing the links and exploring how those policies work.

Link to the spreadsheet: <https://docs.google.com/spreadsheets/d/1aZaAZI15EQe1nyRDgR-hoObvDWCXyu6UNWnJM-cST1c/edit#gid=0>

**TWU Faculty Senate
Curriculum Committee Report
For March 8, 2024**

The meeting was held on February 9, 2024.

Round 3 Curricular items were considered:

- New Courses Approved:
 - 2 new courses in Multidisciplinary Studies
 - 15 new courses in Aviation Science
 - 1 new course in Biology
 - 2 new courses in Political Science
 - 1 new course in Sociology
 - 2 new courses in Accounting
 - 1 new course in Counseling
 - 2 new courses in Human Development and Family Studies
 - 1 new course in Marriage and Family Therapy
- Course Modifications
 - 1 History course modification
 - 1 Political Science course modification
 - 2 Accounting course modifications
- Notifications of courses approved by university administration
 - 3 courses in Teacher Education

The next meeting of the Curriculum committee is scheduled for April 5, 2024 where round 4 items will be considered. .

Submitted by Misty Richmond, committee liaison