

TEXAS WOMAN'S UNIVERSITY

Faculty Senate General Session
May 3, 2024
OMB 257 and Zoom

The meeting was called to order at 9:35 a.m.

Roll Call

Acho ✓	Beatty ✓	Bender ✓	Burke, A.	Burke, M. ✓
Darwish ✓	DelloStritto ✓	Dillon ✓	Dunlap ✓	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: Dr. Chanam Shin for Nursing / DEN

Approval of Minutes

Motion to Approve, Landrum; DelloStritto second
Motion passed unanimously

Approval of Agenda

Motion to Approve, Raisinghani; second, Rosa-Dávila
Motion passed unanimously

Chancellor's Forum – Dr. Carine Feyten

1. The Chancellor began by thanking the Senate. She stated that TWU has one of the best Senates in the state because we work things out and have goals common with TWU's mission. This makes the institution stronger. She gave an example about the peaceful protest that occurred on campus the preceding day, which was done the TWU way. The protestors even cleaned the area following the protest.
2. Referencing the book *Made to Stick*, the Chancellor stated that people are often "encumbered by knowledge" and do not necessarily know what appened. People hear at a rate of 400 words per minute but talk at the rate of 150 words per minute, creating a disconnect in communication efficiency. She then delineated several ideas around communication in the TWU community, including:
 - a. Authentic Engagement. It is important to have enough voices providing input. To facilitate this, the Chancellor has added people to the Cabinet, including the Senate Speaker. Further, in working with the Chief of Staff, Christopher Johnson, they have decided to take mini-pauses while engaged in university planning and to consider stakeholders in forming decisions.
 - b. Regarding the decision on raising graduate tuition. The decision was not made in the best way, and the Chancellor took responsibility for this. For instance, not discussing the decision with Graduate Council was a mistake. They are taking steps to prevent a similar situation from occurring. She further explained the reasons for raising graduate tuition,

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which included the tuition being very close to tuition paid by undergraduates and benchmarking graduate tuition at other institutions (although this process needs to be addressed). She stated the raise in graduate tuition was not because of the raise in faculty salaries, but because the freeze on undergraduate tuition increases prevented implementing a 2.5% planned raise in undergraduate tuition at TWU. TWU currently depends on tuition for nearly everything. Raising the institution to R2 status is a way, among others, to diversify funding. However, TWU will always be more dependent on tuition revenue than flagship universities in the other systems. She asked for questions. Receiving none, she stated the next step was to look at ways to increase graduate stipends.

3. On university searches.
 - a. Provost. The search is closed and the new Provost, Dr. Angela Bauer, will be announced at the May, 2024 Board of Regents meeting. She stated the new Provost was excited about the Science, Technology, Engineering, and Math (STEM) part of the strategic plan.
 - b. Chief Information Officer (CIO). This search is very close to an announcement on who will be appointed as the new TWU CIO. The offer has been accepted, but the contract is not yet signed, as some formalities are still being worked out. Expect an announcement next week via email.
 - c. Dean of Nursing. Two candidates will be coming to campus interviews at the end of May. The announcement will occur after Dr. Bauer joins.
 - d. Dean of Health Sciences. The search firm for this position has been selected. The selected search firm (Anthem, same as the Provost, CIO, and Dean of Nursing searches) has a different strategy and seeks out appropriate applicants whether they are looking for a position or not. The search will be initiated early in the new academic year. A Senator commented that TWU should get a discount from the search firm. The Chancellor responded that there is a discount.
4. Compensation. The Interim Provost will discuss this further. The Chancellor stated that she received Senate recommendations through Speaker Terrizzi, and that raises have always been a top priority after tenure and promotion and fixed expenses. Fixed expenses have increased by 60%. There are also plans to address staff compensation. She stated that increasing salaries is a journey and reaching parity with peers will not happen overnight.
5. Budget Committee. The Chancellor stated that a Budget Committee will be created for discussions of university budgets. This will require some training time.
6. Academic Policies. The Chancellor has a conversation about the policy pipeline yesterday. There is a plan to address the Faculty Grievance policy (URP 02.350) over the summer and other policies are moving. It appears that the bottleneck in policy review is getting wider.
7. SB17 and other concerns
 - a. Regarding SB17, there is a legislative testimony meeting for all institutions on 5/14/2024. TWU Office of General Council (OGC) sent a letter. Faculty do not need to scrub their bios of references to DEI but should update them and include end dates for DEI-related items. It is permissible to have affinity groups, but these cannot be funded. At TWU, there will not be a change in practices around affinity groups. Some committee names may need to be updated. DEI references in scholarships are being assessed and all scholarships are in a central location and easy to control. Only a few scholarship programs were problematic. For instance, scholarships should not target "underrepresented" groups but instead use "underserved," which will need to be defined. A Senator asked about funds from donors where they specific awarding scholarships to a particular ethnic group. The Chancellor stated that if the donor would

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not change the criteria, the funds would be returned to them. Student Life is now not focusing on diversity but on supporting first generation students. TWU just received national recognition for support of first generation students.

- b. Many things are changing quickly, and TWU is doing their best. We do not always need to act fast, but all decisions are made to protect the institution. The issues around the Israeli conflict are being addressed. There are a lot of unfunded mandates and lots of reports that need to be produced.
8. Celebrations. In sports, the TWU basketball team was the first North Texas team to compete in a national championship. Other sports, including softball, artistic swim, wrestling, and gymnastics are excelling. The Chancellor stated that the investment in TWU sports is a success. The number of student athletes has doubled and all are high-achieving students. The strategy has worked to attract more students. A Senator relayed a neat story about the enthusiasm that autistic adults have for the basketball team. This is an example of how doing the right thing pays off.
9. Dream Big Campaign. The goal of the campaign is to raise \$125 million. Current commitments total \$116,667,530. There is an expectation of more funding in the next couple of months. The distribution of funds is planned to be \$30 million for the Open Doors initiative, \$65 million for Fueling Innovation, and \$30 million for Cultivating Grit. The Fueling Innovation part will support faculty hires, including endowed professorships and chairs, and to support programs, and the Presidents in Dallas and Houston. The Chancellor credits the success of the campaign, in part, to people wanting to back the winning horse. Future funding through the campaign looks good. STEM is a focus, potentially expanding into engineering, as is Athletics and other innovative programs.
10. Senate comments: Speaker Terrizzi congratulated the Chancellor on her handling of the graduate tuition increase issue and changes that are positive for shared governance (such as having the Speaker attend Cabinet meetings). A Senator asked what the Senate can do to help. The Chancellor stated that communication is the key. We need to build a safe space for discussion and force ourselves to engage in uncomfortable moments.

Guest Speaker:

Salary Inequality – Drs. Mark Hamner and Michael Stankey

Interim Provost Graves introduced the guest speakers, who analyzed equity and contributed to ways to approach inequities in compensation. The process involved analysis from the Institutional Research and Data Management Office and to the Deans to consider and make decisions. This was completed, and Deans are currently assessing and providing adjustments. It took a while to do this right. There was \$800,000 available to address salary inversion. Not all the funds have been used as Deans are currently using vacant lines for funding. The final proposal will go to the new Provost. Data will be reanalyzed after salary increases to determine how to provide structure to address salary inversion and compression. Outliers will also have to be identified. The logical framework for the completed analysis involved investigating three types of salary inequity (1) excessive within rank variation; (2) between rank variation; and (3) insurmountable gaps.

The first consideration involved a minimum/maximum evaluation where the minimum salary is 70% of the maximum salary within a rank for a unit. Variation sources included the market, performance, and longevity. The analysis resulted in a recommendation for scaled adjustments (e.g., bringing salaries to 82% of the goal). This analysis involved flanking with assistant and full professor salaries, so the adjustments did not impact other ranks.

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For the second consideration, the analysis was performed with a goal to shift the ratios between ranks. For instance, moving the ratio between assistant and associate professors to 1.09 from the current 1.0 and between professors and associate professors to 1.12 from 0.97.

For the third consideration, a non-parametric approach was taken because the data set was small.

The estimate is to use \$600,000 for the calculated adjustments to salary and \$200,000 for spot adjustments. From the last survey, a 2% raise each year would be needed and this cannot be done. A Senator asked when we will hear about the adjustments. The speakers did not know, but indicated the increase should be in the 9/1/2025 paycheck. The next step in the process is to see where we stand compared to the latest CUPA data. We can then justify the need for a commitment to reach parity. The desire is to get this in better shape for the new Provost. The presentation had several clarifying questions asked by Senators.

Interim Provost Forum – Dr. Finley Graves

As the Interim Provost had interjected comments into the Chancellor's Forum and the Guest Speaker presentation and in consideration of the time, Dr. Graves did not provide an extensive final report. He did comment on compensation and the amount of time spent on approving memberships and journals. Dr. Graves also noted that most items he would discuss will be presented by the Interim Vice Provost for Faculty Success in her address in the B meeting.

Interim Vice-Provost Forum – Dr. Shannon Scott

Due to scheduling, Dr. Scott was not present.

Speaker Report – John Terrizzi

1. Resolution of Appreciation. Speaker Terrizzi presented a Resolution of Appreciation to Dr. Graves for his service as the Interim Provost. In an emotional exchange from Speaker Terrizzi's reading of the Resolution, Dr. Graves indicated that he was going to miss us and that he enjoyed working with the Senate.
2. Certificates for Departing Senators. Speaker Terrizzi presented certificates of appreciation for all Senators whose ended service with the 2023-2024 academic year.
3. For his final report as Speaker, Dr. Terrizzi spoke about regularity and the need for regularity in processes. He expanded by providing several considerations for compensation regularity including (1) university commitment, which requires open communication; (2) standardization of definitions; (3) process documentation in IRDM; (4) biennial comparison to CUPA data; (5) transparent processes; (6) budget transparency, applauding the formation of a TWU Budget Committee; and (7) regularizing merit pay and making this transparent.
4. For the future, he sees that number one issue as academic freedom and open inquiry, stating that issues should always be brought to the table. Speaker Terrizzi acknowledged that things are changing with the 5% pool for merit raises, the compensation committee, and the use of Hazelwood funds.
5. For his last report to the Board of Regents, Speaker Terrizzi plans to comment on why the Faculty Senate is important.
6. He concluded by introducing policy approval procedures with four first readings to occur in the May meeting. He indicated that the first priority for policy review in the new academic year should be the Faculty Grievance Policy (URP 02.350).

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New Business – First Readings

First readings were performed for the following policies:

1. URP 01.244 Student Pregnancy and Parenting Nondiscrimination (draft policy), Student Life
2. URP 06.160 Excused Absence Policy (draft policy), Student Life
3. URP 02.400 Research Intellectual Property Policy, Academic Affairs
4. URP 02.455 Time and Effort Reporting for Federally Funded Project and Project with Cost Share, Academic Affairs

New Concern – 2024-2025 Officer Elections

The meeting was turned over to Senator Gayle Night as Chair of the Elections Committee. All races had two candidates, sometimes nominated from the floor. The election results are:

1. Speaker, Dr. Emarily Rosa-Dávila
2. Speaker Pro-Tem, Dr. Peggy Landrum
3. Secretary, Dr. Suzanna Dillon
4. Texas Conference of Faculty Senate Representative, Dr. Shawnda Smith

Speaker Pro Tem Report – Emarily Rosa Dávila

No report

Secretary Report – Aaron Elkins

No report

Report from TCFS Representative – Brian Fehler

No report

Standing Committee Chair Reports

Academic Freedom and Responsibility: No report

Academic Standards Committee: No report

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: No report

Curriculum Committee: No report

Distance Education Advisory Committee: No report

Faculty Evaluation & Development Committee: No report

Graduate Council: No report.

Undergraduate Council: No report

Ad Hoc Committees

Ad Hoc Committee for Student Success: No report

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Adjournment

Due to timing, no committee or liaison reports were given.

Motion to Adjourn

Meeting was adjourned at 1:00 p.m.

DiAnna Hynds, Substitute Secretary