TEXAS WOMAN'S UNIVERSITY

Faculty Senate Meeting
Friday, November 1, 2024
LIB 101 and Zoom

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

Roll Call

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

TCFS Representative: Shawnda Smith
Parliamentarian: Jacob Blosser

Faculty Guests:

Dr. Vivian Casper	English, Rhetoric & Spanish
Dr. Rebecca Fredrickson	Prof/Interim Dir of Career Connections
Dr. Ellina Grigorieva	Division of Mathematics
Dr. Rachel Poland	Nutrition & Food Sciences / HOU
Dr. Linda Rubin	Faculty Ombudsperson / Professor, Division of Psychology & Philosophy
Dr. Chanam Shin	College of Nursing / DEN

Staff Guests:

Ms. Stephany Compton	Librarian Academic Outreach
Mr. Scott Martin	Manager of Curriculum, Catalogs, & Academic Communications

Approval of Minutes
October 11, 2024, Meeting Minutes
Motion to approve, D. Hynds; second, M. Burke.
Motion passed unanimously.

Approval of Agenda
Motion to approve, R. DellaStritto; second, J. Terrizzi.
Motion passed unanimously.

Guest Speaker: Dr. Henry Torres
Chief Information Officer (CIO)
    Dr. Torres shared background and journey to TWU including being the CIO for seven campuses through the Arkansas State University system. Since arriving to TWU, Dr. Torres has been examining the 130 classrooms of technology across campus including many with technology that is over 15 years old.

He sees the need to improve processes related to budgeting so that technology can be standardized, and costs reduced related to updating technology when it's maintained. He aims to attend Faculty Senate meetings to hear concerns and needs of the faculty related to classroom-related technology and research-related technology. Dr. Torres shared that he has secured 24/7 support for faculty on Canvas, noting also the expansive storage that is available on Canvas. He is developing a road map for the next five years to move TWU forward using what we have as well as what we need to meet the technology needs of the TWU system. There will be sizeable changes in the way some processes are handled as the new technology is integrated. One key process to be focused on will be the onboarding of new faculty, with new software program being built to replace the existing process. He is working on a new log on process that will allow faculty and staff to have a single log on to access all the systems needed to work (e.g., email, Canvas), and looking at expanding technology options for faculty while limiting the number of vendors that TWU contracts with for technology. As it relates to budgets, a reconciliation report should be online through Oracle and available for faculty and administrators to access online as well as print. Dr. Torres noted that these changes have coincided with 12 vacancies in technology, of which 9 have been filled.

Faculty Senate discussion of contact center support currently being implemented to expedite addressing technology concerns in the classroom. Note also that the QR code on the computers in the classrooms has improved the response times and outcomes (QR code scan prompts ticket that is expedited for response). Discussion of the twu.edu/classrooms website that notes what technology is available in each of the classrooms. Discussion of emails bouncing back on established email addresses. Dr. Torres noted that anything that looks malicious or that includes content that looks like a credit card or social service number, it will be blocked. Software updates are being monitored more closely so that we can prevent appropriate emails from being blocked. Discussion of what faculty can do to detect AI written assignments. Turnitin recently removed AI option, but also that option is not always accurate or unbiased in reviewing for AI. Discussion of budgetary support and as well as faculty support for how to work within AI-related challenges. Discussion of the duplicity in software (e.g., Zoom, Teams, RingCentral) as well as the three different multi-factor authentications used at TWU and how disruptive it is to work efforts. Dr. Torres noted that the revised process (noted above) should address some of the redundancy in the multi-factor authentication. Discussion of the timelines for response to projects and service desk tickets. Dr. Torres noted a change in metrics on how these are being addressed so reductions in response time should be noted. He also noted that he randomly submits a "mystery shopper" ticket to randomly test the system and response times.

Provost Forum – Dr. Angela Bauer

SB 17

- Provost Bauer noted that two of the four listening sessions have occurred (on Dallas and Houston campuses). Denton campus discussions will be November 11 in Denton (3 pm), and November 12 in Denton (3:30 pm). These listening sessions will include faculty in the discussion in addition to the General Council and the Provost. Her perception of the listening sessions has been positive thus far.
- Provost Bauer also noted the celebration of Hispanic Heritage Month occurring today with a talk by Dr. Christina Bejarano, who will discuss political mobilizing, followed by a dessert reception.

Academic Affairs Advisory Committee

- Dr. Bauer shared a revised name for the Budget Advisory Committee; now to be called the Academic Affairs Budget Advisory Committee (AABAC). The committee will be comprised of eight faculty (i.e., one faculty representative from each of the academic colleges, who will be elected by the faculty, one Faculty Senator [Chair of the Faculty Senate Budget Committee), one member at large from Dallas and Houston) in addition to seven Ex Officio members (i.e.,

Provost, CFOO, Director of University Budgets and Capital Planning, University Advancement, Institutional Research, Curriculum and Strategic Planning, ORSP). She also shared a draft mission and scope of responsibilities for the committee (e.g., strategic planning and resource alignment, budget analysis and monitoring, efficiency and cost management, investment recommendations, faculty engagement in resource optimization, communication, and transparency). Annual reports will be submitted by the AABAC to Faculty Senate, the Provost, and Chancellor. Draft document outlining the composition and charge of this committee will be distributed for review.

- Faculty Senate discussion of why the committee is focused on academic affairs. Faculty Senate Leadership and Provost Bauer discussed emphasis on academic affairs because it is the area under the Provost's purview. It was noted, however, that focus would not preclude this committee from reviewing and discussing budgetary concerns or spending in other areas of the University. Faculty Senate will receive links to budgets available for the University as well as internal audits for the past five years and external audits for the past two years for review and transparency. Faculty Senate acknowledged the Provost's efforts in this short time and our appreciation.

Process Engineer

- Provost Bauer discussed the process engineer that is being hired to streamline processes as well as the culture around those processes in late 2024. First initiative will focus on the hiring process and be led by Tony Sanchez in collaboration with the process engineer (L. Kuntz).
- Faculty Senate discussion of process engineer visiting Dallas and Houston campuses and administration. Provost Bauer noted that processes are centralized, so campus sites may not be needed.

Graduate Admissions Initiative

- The Provost's Office will be facilitating a series of workflow workshops (led by K. Kaskel-Ruiz) to improve graduate admissions processes.
- Faculty Senate discussion of new graduate student funding, how much is available to each department and can funding be distributed in the spring as well as the fall. It was clarified that departments can divide funds across semesters to award to graduate students who start in the fall, spring, and summer, if they so choose.
- Provost Bauer noted that the issue of graduate student pay was raised during the recent tuition fees hearing (requesting 3% increase in student fees and tuition) and that she is investigating factors contributing to current graduate student pay. She also noted that if you submitted a request for differential fee increases and they were denied, it may be related to the proposed across the board tuition increase.

Texas Success Initiative Test Completion Initiative

- Provost noted a full-on TSI completion initiative with a multi-pronged approach to getting all TWU students to meet the TSI requirement (e.g., intentionally planned time with peer mentors during orientation days and Pioneer Camp to complete TSI, social media campaigns, hiring faculty to increase developmental education course sections offered, advising changes to prevent advisors from waiving TSI requirement).

Learning Communities

- Deans have been asked to share with the Provost how they plan to develop and implement learning communities and living learning communities within their departments.

Open Searches

- Searches are ongoing for the Deans of COPE and CHS, as well as the Executive Director for the Center for Faculty Success. National search for the Vice Provost for Faculty Affairs will post soon, with the position for the Dean of CAS to follow in the spring.

TWU Online Programs

- As we move toward being a system, we need to determine how to equitably allocate revenue generated from fully online programs not housed on any particular campus. A task force has been convened to see how other systems handle this and they will be making recommendations in the near future.

Interim Vice Provost for Faculty Success – Dr. Shannon Scott

Professional Development Opportunities

- Professional development events upcoming include Zoom workshops on November 7th on how to use AI in research, and November 12th on how to increase student motivation (practical tips to reengage students shared by our instructional design staff). A workshop is being developed on how to design your course with AI in mind (e.g., ADA compliance, class structure, assignment design).
- TWU is currently in negations with Watermark for the CV platform to replace Sedona. In addition to the CV platform, the Watermark platform will also include additional features such as a performance review system feature and a student course evaluation feature that will allow evaluations to be conducted within Canvas (to increase completion rate to 50-70% range). This new platform is anticipated to be in place by the fall of 2025. Dr. Scott also noted that a career trajectory module will also be available in the system to support faculty who are going up for tenure and promotion and would benefit from a more transparent understanding of "what is happening and when" during the promotion and tenure process. The Watermark system will also integrate with online faculty profiles. It also has the capability to develop templates that might be needed for accreditation purposes.
- Faculty Development Leave and Grant applications are out and are due in November to ACAs.
- Opportunity forthcoming for an AI community partnership (for ~10 faculty who will work on AI use and integrating it into their course pedagogies).
- Training on Ally, as an accessibility tracker what will be used to meet the upcoming accessibility requirements, is also forthcoming.
- Request for support in securing volunteers for commencement. Please consider volunteering yourself and encourage your faculty and staff to volunteer. Email request forthcoming.

Speaker Report - Dr. Emarely Rosa-Dávila

- The new health science center may be completed in phases (part completed in May and part in June), so construction work zones should change over the summer. For the Breckenridge construction, be advised that Administration Drive will eventually be closed completely to traffic for a period of time – look for email notification.
- Related to capital construction, the Provost is looking at space use as she searches for office space that could be repurposed (e.g., creating shared office space for faculty teaching online, looking for space for QEP offices). Senate discussion of how many faculty have multiple offices and how many emeriti faculty have offices.
- Speaker noted that she will be attending the Board of Regents meeting next week and will report back. Please consider joining online or in person if in Houston. Speaker will send out additional details for faculty and senators interested in attending.

- Speaker noted that SB 17 specific language is being drafted for use within course syllabi for spring semester. Faculty can choose to use the language, if appropriate for their course.

Unfinished Business

Second Readings
- URP 02.235 High Stakes Testing – Requesting to be archived
  - Reminder that Dr. Scott noted that the program or college is allowed to have a testing policy without having a corresponding university-level policy.
  - Motion to approve archiving, J. Terrizzi; second, C. Acho.
  - Motion passed unanimously.
- URP 01.315: Records Retention Email – Requesting to be archived
  - Motion to approve archiving, J. Terrizzi; second, C. Acho.
  - Motion passed unanimously.
- URP 01.310: Records Retention – Updated
  - Motion to approve updated policy, W. van Erve; second, R. DelloStritto.
  - Motion passed unanimously.

New Business
Discussion of Faculty Performance Review System
- Senate discussion that academic components criteria should be aligned to the new rating system, regardless of how many levels end up in the new rating scale. Consideration of three-point scale may be cleaner approach (e.g., needs improvement/effective/exceptional). If a 5-point scale is adopted, then top three ratings should receive merit. A quota-based system, where not everyone can be awarded top rating, should not be used. Discussion of 3- versus 5-point scale, some faculty favored a 5-point scale over the 3-point scale.
- Faculty Senate request for Provost Bauer to discuss her prior institution's rating system. Discussion of 4-point system at Dr. Bauer's previous institution, noting ratings of 3 and 4 were meets and exceeds expectations. She did not experience any faculty pushback with the rating system. She did note that there were opportunities to reward faculty who had significant achievements within her former institution, but that was not linked to their evaluation/score. Dr. Scott commented that feedback had been solicited from seven IHEs about their rating scales and evaluation system. Generally, regardless of the 3, 4, or 5-point scale, faculty were displeased with their system. Faculty Senate discussion of need for clarity of how merit is being awarded. Noted that historically TWU has had two systems associated with merit – one tied to the PRC evaluation, another less transparent system associated with the Deans' discretionary merit awards. Clarity is needed on how merit will be allocated for each level of evaluation and what percentage of funding will be allocated for peer evaluations versus Deans' evaluations. Discussion of need to regularize the process for how individuals receive raises across the board.
- Faculty Senate discussion of promotion and tenure (P&T) criteria, noting that the criteria need to be objective to support the work of the PRCs and decisions being made by the Deans. Senators emphasized that the PRC evaluation should be the most important as it is an objective review by peers with subject knowledge in the respective field. Additional discussion of concerns related to faculty well-being as well as the stress associated with merit that comes from the fact that merit is the only reasonable opportunity to adjust your salary (no cost of living raise available).
- Related to P&T criteria, Dr. Bauer added a point of clarification—though TWU has yet to receive the official R2 designation, TWU does have existing faculty expectations, research expenditures,

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productivity, etc., that meet the Carnegie R2 expectations. There is not a need to revise criteria for P&T to increase research focus. Some discussion of the Provost's Office developing a document that outlines the current merit system, and having the Provost discuss with the Deans how they are allocating their funds.

- Additional Senate discussion of PRCs being advised to not rate faculty as exceptional. This suggests that TWU can't afford/doesn't have enough funding to award merit to the exceptional work currently being done by faculty. Having a different number of rating options won't resolve this issue.
- Historical perspectives shared that noted a former Vice Provost sought to change the culture of the university and advocated to limit evaluation of faculty as exceptional. At that time, ACAs and PRCs were advised to not rate individuals as exceptional. Discussion noted that the Faculty Senate has an opportunity to recalibrate the culture on merit, and to move toward a culture of excellence.
- Second point of clarification provided from the Provost—this appears to be much more of an issue than just the rating scale, and that collecting feedback on rating scales may not address the issue.
- Motion to table discussion of rating scale and its connection to merit pay to January, A. Elkins; second, R. DelloStritto.
- Motion passed unanimously.

Reports
Speaker Pro Tem - P. Landrum: No report.
Secretary - S. Dillon: Request to senators to closely review the minutes for errors as she is still recovering from a concussion and wants to ensure Faculty Senate proceedings are accurately reported.
Speaker Ex Officio - J. Terrizzi: No report.
TCFS Representative - S. Smith: No report.

Standing Committees:
1. Academic Freedom and Responsibility – D. Hynds: No report.
2. Academic Standards Committee – W. van Erve: No report.
3. Administrator Evaluations – C. Acho: No report.
4. Budget and Planning – M. Burke: No report.
5. Committee Selection Committee – J. Talleff: No report.
6. Constitution and Bylaws – A. Elkins: No report.
7. Elections – R. DelloStritto: Committee will meet to address election of AABAC once details are finalized by the Provost's Office.
8. Equity, Inclusion and Anti-Racism – J. Lambert: No report.
9. Faculty Handbook – J. Dunlap: No report.
10. Ad hoc Committee for Student Success – L. Trujillo-Jenks: No report.

Adjournment
Motion to adjourn, J. Terrizzi; second, C. Acho.
Meeting adjourned at 12:45 PM.

Submitted Suzanna Dillon, Secretary
November 1, 2024