

TEXAS WOMAN'S UNIVERSITY

Faculty Senate General Session
October 13, 2023
Library 101 and Zoom

The meeting was called to order at 10:05am.

Roll Call

Acho ✓	Beatty ✓	Bender ✓	Burke, A.	Burke, M.
Darwish ✓	DelloStritto	Dillon ✓	Dunlap ✓	Elkins ✓
Goh ✓	Hynds ✓	Keele ✓	Landrum ✓	Miketinas ✓
Night ✓	Norton ✓	Petersen ✓	Raisinghani ✓	Richmond ✓
Rosa-Dávila ✓	Sen ✓	Sit ✓	Smith ✓	Sourdout
Terrizzi ✓	Thomas ✓	Washington ✓	Whitmer ✓	Woods ✓

TCFS Representative: Brian Fehler

Parliamentarian: Karen Dunlap

Substitutes: Dr. Aimee Hendrix-Soto for Dr. Amy Burke; Dr. Sandra Gates for Dr. Megan Burke

Recognition of Guests

Faculty: Dr. Vivian Casper, Dr. Catherine Mbango, and Dr. Linda Rubin

Staff: Stephany Compton

Approval of Minutes

Motion to Approve, Bender; second, Raisinghani

Motion passed unanimously

Approval of Agenda

Motion to Approve, Bender; second, Keele

Motion passed unanimously

Interim Provost Forum – Dr. Finley Graves

Chancellor is working hard to meet Faculty Senate's request of 5%; meeting the request will create a budget deficit of an as yet undetermined amount. That deficit can be covered by reserve and other funds; it's a risk but one the Chancellor is willing to take; uncertain when decision will be made.

Compensation committee will begin work in a couple weeks, Speaker Terrizzi, Chair of Council of Chairs Dr. Vittrup, Rana Askins, and a Dean will serve on the committee; \$800k set aside to address inversion and compression, no details as yet on potential allocation; funds also to address newer hires who would not be in line for 5%.

Guest Speakers – Dr. Jackie Hoerrman-Elliott, Dr. Shawnda Smith

Pioneer Prep is a program for students who are entering without a Texas Success Initiative (TSI) score or did not meet other college readiness benchmarks. Students have a few options: provide high school transcript; take an EdReady self-paced course online for free; retake the TSI; or take co-requisite courses (at additional cost) designed to provide additional instructional support. UNIV course tells students to check their TSI scores to expedite the process of satisfying requirements. Biggest loss of students is over the summer after their first year of college; may do outreach during spring and summer to increase retention.

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Speaker Report – John Terrizzi

Congratulations to the Senate for their hard work, 5% is good for us, good to see administration's concern and willingness to take a risk. Working on our own compensation study, hoping to work hand in hand with Provost's office, one component has to be 'regularization' to ensure compensation is addressed every year and that we are having the same conversations: discussions with some of the Deans so far have revealed different conceptions of compression, inversion, and inequity; inversion seems to be the term with the most common agreement. Question: How will people in the tenure review process this year be affected by the 5%? People in the tenure review process this year, promotion and tenure is a different pot of money. Provost will be asking directors to identify peers to update CUPA data. We can have discussions about moving away from percentage to flat rate; strategy of finding a better offer elsewhere is ineffective since you'll be told to take it. Question: PRCs being told 'too many' people are earning outstanding on evaluations. PRCs need to stand strong and push back: your colleagues are better judges of your work than a Dean not in your area. Question: Why are some administrators retaining salaries from positions they no longer occupy? No answer at this time, assume Hanlon's Razor. Asking the Constitution and Bylaws committee to review apportionment and officer roles. In accordance with policy, releasing call for Ombudsperson applications today. Dean's Cup on November 16, 6 pm home game. We need a policy on policies to help clarify the decision-making process for all parties involved, policy review schedule has been received. Faculty Senate had good attendance at the Provost search meeting, we need a candidate that cares deeply about academic freedom and integrity. Noted some issues with accessing ChatGPT on campus or with TWU credentials; questions about who is responsible for making IT policy, why we are being moved to laptops.

Speaker Pro Tem Report – Emarely Rosa-Dávila

Wonny Lervisit spoke with Executive Committee and EIAR about SB 17; concerns from faculty and other about effects on scholarship, teaching, affinity groups, language. Looking at internal funding grants denied seemingly because the research population focus was BIPOC or Women of Color; General Counsel office asked to review some grants for compliance with SB 17 and some changes were requested. Concerning that Nelson Institute does not have a scoring rubric for evaluating their grants. Awaiting guidance from General Counsel's office about working with SB 17; departmental DEI committees may be affected.

Secretary Report – Aaron Elkins

No report.

Report from TCFS Representative – Brian Fehler

Report attached.

Standing Committee Chair Reports

Academic Freedom and Responsibility: Draft of Ombudsperson call available to review, feedback soon; need to determine how to get posted policies updated. Report attached.

Academic Standards Committee: No report.

Administrator Evaluations: No report.

Budget and Planning: Question about why the budget isn't available yet, role in coordinating with compensation committee? Jason Tomlinson available to meet with Executive Committee, determine when is the best time to invite him.

Committee Selection Committee: No report.

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Constitution and Bylaws: Thanks to co-chair for scheduling meeting, working to do a close reading of C&B, have the C&B of THECB identified peers. Plan is to bring topics to body for discussion, then determine what amendments are needed.

Elections: Ballots out for FDLC; have nominations for FEDC; FRC is seated, waiting to hear who chair is. Working on apportionment models.

Equity, Inclusion, and Anti-Racism: Working on parental leave concerns, been in contact with Maintaining Motherhood in Academia affinity group for benchmark data. Report attached.

Faculty Handbook: Will work to update the Ombudsperson policy, awaiting further policy review charges from Executive Committee.

University Committee Liaison Reports

Athletic Council: Fall sports include soccer, volleyball, basketball, and wrestling; Spring sports include artistic swim, stunt, dance, and gymnastics. TWU Athletic Hall of Fame Dinner honoring exceptional Pioneers and championship-winning track teams from 1969, 1971, and 1973. In addition to Dean's Cup, Holiday Spectacular on December 4 in Pioneer Hall includes artistic swim, stunt, dance, and gymnastics. Faculty and staff receive 4 free tickets at www.twuathletics.com/tickets. Report attached.

Curriculum Committee: Next round of reviews on October 27. Report attached.

Distance Education Advisory Committee: No report.

Faculty Evaluation & Development Committee: No report.

Graduate Council: Voting to approve a revised Graduate Program review policy; condensed eight sections of review to four; removed "Texas Public Institutions of Higher Education Characteristics of Doctoral Programs"; added a summary of Principles of Good Practice for Academic Degree and Certificate Programs and Credit Courses at a Distance to be in compliance with THECB changes.

Undergraduate Council: No report.

Ad Hoc Committees

Ad Hoc Committee for Student Success: No report.

Adjournment

Motion to Adjourn, Bender.

Meeting was adjourned at 12:26 pm

Aaron J. Elkins, Secretary

Report of TCFS Fall Meeting, 2023
September 29-30, San Antonio, TX

Much of the discussions at this Fall 2022 meeting of the TCFS were taken up with the annoying issues surrounding the passage of Senate Bill 17 and Senate Bill 18 in the regular legislative session earlier this year.

Following a greeting from representatives of the American Association of University Professors, Texas Association of College Teachers, and the Texas Faculty Association, panels addressed the topics of, first, academic freedom and tenure and, second, diversity, equity, and inclusion. Panelists for both panels included Antonio Ingram of the NAACP Legal Defense Fund, Tabitha Morton of Prairie View A&M, and Aimee Villarreal of Texas State University. “Takeaways” from the panels include these: though tenure survived the last legislative session, it may remain under scrutiny, either in special legislative sessions of the next regular session in 2025; proponents of DEI efforts in the legislative session worked for, and won, the requirement that universities report on the effects of the closing of DEI programs, in order that universities and legislators have a clear picture of the banning of DEI offices on issues such as recruitment and retention.

Beyond the discussions of tenure and DEI, these topics emerged as the primary concerns and themes of the conference: faculty workload and compensation; policy revisions that are too often “top down” and do not sufficiently seek faculty input; educating administrators regarding shared governance; establishment of ombuds programs; and practices for hiring presidents and provosts.

Tracy Hammond, Faculty Senate President of Texas A&M, College Station, gave a talk on high-profile events that took place in the summer months at that institution. In one case, Joy Alonzo of A&M was suspended by her university and censured by UT-Medical Branch in Galveston for comments she reportedly made in her lecture at the medical school. The A&M Faculty Senate strongly opposed ‘political meddling’ that led to the investigation and censure. In another, and probably more well-known case, involved Katherine McElroy, hired by the university to run its journalism program—though her job offer was revised and put in jeopardy as a result of political pressure. McElroy later returned to UT-Austin and received a \$1 million settlement from A&M. Hammond regretted the political pressures at play but was pleased with the access she and the senate’s executive committee had with university administrators to reach resolution in both cases.

Later, Jim Klein of Del Mar College and past president of the Texas Association of College Teachers (TACT) discussed the importance of lobbying our legislators and informing our social networks of the socially-useful nature of academic freedom. As TCFS is not a lobbying body (and cannot be), the organization collaborates with TACT on legislative issues and depends on TACT for direct contact with representatives; Brian Evans of UT Austin discussed the extensive work of AAUP, Texas Conference during the recent legislative session (and their ongoing work). Those organizations, along with the Texas Faculty Association, directly lobby and work with legislators and report back to TCFS.

Respectfully submitted,
Brian Fehler

TWU Faculty Senate
Academic Freedom and Responsibility Committee Report
October 13, 2023

The Faculty Senate Committee for Academic Freedom and Responsibility has not had a meeting. However, the committee was charged with drafting a call for applications for the TWU Faculty Ombudsperson, a position appointed jointly by the Provost and the Senate. According to the policy of the Faculty Handbook that the Senate approved last year, we will call for applications during the fifth year of appointment of the current ombudsperson. The current ombudsperson has been in the position for many year and the Senate Executive Committee determined that we should send a call for applications to current TWU faculty. The current ombudsperson may be reappointed for another five year term or the Senate may wish to interview finalists determine by Executive Committee and Provost review of applications. According to the timeline in the policy, we should send a call for applications by the October meeting of the Senate. We have drafted a call that is available in the Senate shared Google Drive, accessible by this link: https://docs.google.com/document/d/1gbNJgiuYzB2LBEDuMC7MhfJICVEcOCRE/edit?usp=drive_link&oid=118058524706296127450&rtpof=true&sd=true. Should you have any input into the call for applications for Faculty Ombudsperson, please let the Academic Freedom and Responsibility Committee know. The current committee is listed below.

Chair: DiAnna Hynds
Amy Burke
Hui-Ting Goh
Shelli Petersen
Emarely Rosa-Davila
Gayle Night
Susan Whitmer

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

EIAR Report

Dr. Emarely Rosa-Dávila
October 11, 2023

At the Executive Committee meeting (Sept. 22), the EIAR committee was charged to meet with personnel from the Office of General Council (OGC) to continue discussing how SB 17 may impact faculty research and scholarship. The purpose of the meeting is to clarify information and to help develop guidelines for faculty and stakeholders when applying for or granting internal funding.

Before scheduling a meeting with the OGC, the EIAR committee met (Sept. 25) and discussed how SB 17 allegedly affects faculty scholarship, especially regarding TWU internal funding. We agreed to talk to the OGC about:

1. What is the expected language to use when writing grants?
2. Develop guidelines for faculty.
3. Develop guidelines for internal funding sources.
4. Explore the reasoning behind the OGC looking at external funding applications to see if the applicant complies with SB 17.

The meeting is scheduled for Oct. 12 at 2:30 p.m. We will share details about the meeting's outcomes at our general meeting.

Facing the challenge that it appears that TWU has a conservative approach to this senate bill, and after listening to several faculty concerns, the EIAR committee decided to ask the Office of Research and Sponsored Programs (ORSP) for information about the Jane Nelson Institute for Women Leadership (JNIWL) grants. We asked for the criteria for award grants, the rubric used, and the list of this year's granted and denied awards. The ORSP provided the lists of granted (27) and denied (27) awards and referred us to the JNIWL for information regarding the criteria and the rubric.

They answered that *“the criteria we use for evaluation of proposals include budgetary considerations, is the proposal a continuation of an existing program we funded, how closely aligned is the project to the purpose of our state appropriation, and how does the project support the strategic goals of the Institute and its Centers. We do not use a rubric.”* They also mentioned that the majority of the applications were continuation programs from the last biennium. When comparing this last statement with the list provided by the ORSP, five (5) out of the 54 applications were listed as continuation programs.

Our next step is to send a Google form to all faculty to explore how SB 17 impacts their teaching, scholarship, and research. This data will allow us to represent them better when collaborating with the OGC in developing guidelines.

Another effort to explore the possible impact of SB 17 was to contact TWU Affinity Groups. One group replied that they preferred to talk in person. Other group mentioned they are planning meetings on how to amplify the voices of women of color who are academics and parenting. Another concern with SB17 is the effect on our ability to host training/development opportunities related to LGBTQIA+ issues. We will continue the conversations with all of them.

New concerns:

Faculty members reached out because their students' IRB submissions were returned with methodological questions about why they are using Black Feminist Theory or questioning the target population (black women). According to these faculty members, this has never happened before, and they want to know if this new approach has to do with SB 17.

Athletic Council Report Sept 2023

Susan Whitmer

The Athletic Council met on September 13, 2023. During this meeting we discussed -

1. **TWU Athletic Hall of Fame Dinner**, Sept 23 - induction ceremony, honoring exceptional Pioneers and celebrating this year's inductees: the championship-winning track teams of 1969, 1971 and 1973.
2. **TWU sport teams** updates
 - Fall sports: Soccer, volleyball, basketball, and wrestling
 - Spring sports: Artistic swim, stunt, dance, gymnastics
 - Holiday Spectacular, Dec 4 in Pioneer Hall: Artistic swim, stunt, dance, gymnastics
3. **Guest speaker**: Barb Nesbitt Ng, Artistic Swimming Head Coach
 - Our new Artistic Swimming Head Coach, Barb Nesbitt Ng, introduced herself and talked about her background in the sport. Barb was a collegiate champion artistic swimmer at The Ohio State University, swam in Las Vegas in the Le Rêve – The Dream, where she was a featured performer, has held coaching positions in California, and runs her own company, H₂O performers specializing in aquatic training, coaches, choreographs, and provides other customized artistic swimming services.
4. Faculty and staff receive 4 free passes at www.twuathletics.com/tickets

**TWU Faculty Senate
Curriculum Committee Report
For September 2023**

The initial meeting of the University Curriculum Committee was held on September 22, 2023. This was an organizational meeting to elect a new chair for the committee, welcome new members and provide orientation to the committee for new members.

- Megan Burke was elected chair of the committee
- Lisa Grubbs was elected vice chair of the committee

The Committee Handbook and Committee Liaison Assignments were reviewed and discussed.

The next meeting of the Curriculum committee will be held on October 27, 2023 where the first round of curricular changes will be considered.

Submitted by Misty Richmond, committee liaison