

TEXAS WOMAN'S UNIVERSITY

Faculty Senate Meeting
Friday, September 13, 2024
LIB 101 and Zoom

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

Roll Call

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

TCFS Representative: Shawnda Smith
Parliamentarian: Jacob Blosser

Faculty Substitute:

Prof. Becky Jimenez Substitute for Prof. Alisa Woods, Communication Sciences & Oral Health

Recognition of Faculty Guests:

Dr. Vivian Casper English, Speech and Foreign Languages Program
Dr. Rebecca Fredrickson Teacher Education
Dr. Ellina Grigorieva Mathematics
Dr. Linda Rubin Faculty Ombudsperson / Professor, Division of Psychology & Philosophy
Dr. Philip Yang Department of Social Sciences and Historical Studies - Sociology

Recognition of Staff Guests:

Dr. Stephany Compton TWU Libraries

Approval of Minutes

May 5, 2024, Meeting A Minutes
Motion to Approve, M. Burke; second, J. Lambert
Motion passed with three members abstaining.

May 5, 2024, Meeting B Minutes
Motion to Approve, M. Burke; second, J. Dunlap
Motion passed unanimously.

Approval of Agenda

Motion to Approve, M. Burke second, C. Acho
Motion passed unanimously.

TEXAS WOMAN'S UNIVERSITY

Presentation of *Resolution of Appreciation* to Dr. Kimberly Miloch

J. Terrizzi presented Dr. Miloch with a resolution of appreciation in recognition of her “unwavering dedication and leadership” to TWU as the Dean of the College of Health Sciences, Vice Provost for Faculty Success, and Associate Dean for Academic Affairs (among other leadership positions).

Guest Speakers

Ensuring Digital Accessibility: Dr. Teresa ODowd

Dr. ODowd presented on faculty’s role in ensuring digital accessibility for all learners. Per ADA Title II Regulations and WCAG 2.1 Standards, all documents, presentations, videos, audio files, digital textbooks, websites, and other course materials must be accessible. New regulations in place, but public entities like TWU have until April of 2027 to comply. TWU has set target is fall of 2026. Center for Faculty Success offers tools such as commercial caption services to faculty to provide 99% accurate captions on videos/captured lectures; Accessibility Lunch and Learn Zoom sessions every Tuesday in October featuring guest speakers; a library of How-To videos on our Center for Faculty Success YouTube channel; and on-going support from instructional design partners.

Disability Services for Students: Nadaya Cross

Shared how students access accommodations at TWU. Noted in Fall of 2023, 7.4% of TWU identified as students with disabilities below the national rate of 20%. In order of representation (from most to least), TWU serves students with disabilities who identify as neurodiverse, and students with mental health disorders, medical or chronic disabilities, sensory impairments, and physical disabilities— primarily students with “invisible” disabilities. TWU will have over 1000 students with disabilities receiving accommodations by the end of the fall 2024 semester. DSS revising language in accommodations paperwork to improve communication and partnering with Center for Faculty Success to develop self-paced learning modules. Noted all students must initially set up their accommodations with DSS (one time set up). Each semester after, students must log in to the system to request their letters to faculty. Letters are not just automatically sent. DSS recommends faculty not provide accommodations without a DSS letter. Exam dates must be provided by faculty when they mark the exam accommodations; if not, the student cannot schedule an exam session at DSS.

Provost Forum – Dr. Angela Bauer

Dean Searches

Dr. Stephanie Woods has been hired as the Dean of Nursing and will begin October 1. Anthem Executive Search Firm was on campus recently and held listening sessions for both COPE and CHS. COPE Search Committee will be led by Dr. Holly Hanson-Thomas, and CHS Search Committee will be led by Dr. Carolyn Kapinus. Search applications open through early November, followed by Zoom interviews with the committee, and Zoom interviews with Dr. Bauer. Top candidates are anticipated to be on campus in early 2025 (January). Search for Dean for CAS will begin and follow the same process. All three new deans should be in place by fall 2025.

Center for Faculty Success

CD3 now folded into Center for Faculty Success. National search will be conducted for a Director for Center for Faculty Success, who will report to the Vice Provost of Faculty Success

Retention

First-time-in-college (FTIC) enrollment down this year, and undergraduate enrollment is lower than past years. TWU had over 200 seniors who did not enroll/return for their senior year. Retention efforts include Starfish software to help academic advisors, and athletics staff, intervene early. Funds are

TEXAS WOMAN'S UNIVERSITY

available from Josh Adams' office and have been allocated. Program being piloted for Supplemental Instructors (SIs) to sit in on courses and support learners. Provost looking to add learning communities to increase engagement, retention, and improve student experience. Academic advising is being looked at to improve continuity across the university and support for the advisors. Provost is working with Dr. Scott and the Center for Faculty Success to develop short training videos to help faculty improve their understanding of social emotional learning (SEL). Some discussion on recruitment and retention efforts including consideration of students who are learning fully or primarily online, impact of graduate school tuition increase, quality of information presented for prospective students on TWU website, and comparable degree programs.

SB 17

Provost asked for ideas on development of listening sessions for faculty on SB 17. Office of General Council (OGC) will be in the listening sessions. Some discussion on concerns related to SB 17 including how the vagueness of the law creates fear, faculty need clarification so that they can feel safe regarding scholarly pursuits and academic freedom, and OGC inquiries about Faculty Senate Equity and Inclusion Committee.

AI Survey

AI surveys are being developed (faculty survey and student survey). Base questions from Hanover are being revised or added to before distribution.

Website

Selected website changes are forthcoming that aim to share critical information with prospective students (e.g., majors, relevant jobs, salary ranges).

Faculty Workload and R2 status

Provost noted TWU is a R2 based on data/institution attributes but has not yet received R2 designation. To maintain R2 level efforts, the provost will be looking at workloads, to include differential workloads.

Strategic Plan specific to STEM Opportunities

Recommendation resulting from the strategic plan review was that TWU consider adding engineering as a STEM opportunity/major. Engineer consultant will be visiting campus in fall as the University begins exploring this option. Some discussion of engineering program being perceived as competitive program by Texas Coordinating Board, and concerns about existing 3+2 collaborative Math and Engineering program between TWU and UNT.

Interim Vice Provost for Faculty Success - Dr. Scott

- Interfolio and Watermark will be on campus this fall with proposals for the new faculty CV program. Presentations will be made by Interfolio and Watermark and recorded for faculty that cannot attend. Anticipated roll out of the new CV program in the Fall of 2025. Materials in Sedona will be migrated into the new system before Sedona ends in April.
- Faculty Performance Review System is coming due for a review. Some discussions of Faculty Performance Review System revisions.
- AI pilot study to be launched in fall.
- AACU Integrating AI into Pedagogy Project will be rolling out training opportunities for faculty. Some discussion of concerns with Canvas, AI checking functions, and challenges being faced by faculty.
- New Provost Fellows begin this month, along with second year Provost Fellows.

TEXAS WOMAN'S UNIVERSITY

- Training being developed for new ACAs.
- PTLA started for 2024-2025 with an AI focus.
- *WOW* and *Just Write* events have started. Faculty and GTAs encouraged to engage.
- Efforts to refine the hiring process with Oracle Cloud are on-going.

Speaker Report – Emarely Rosa Dávila

- Academic Integrity Process: According to the new policy, a faculty review board/committee (led by J. Adams and C. Kapinus and inclusive of a faculty senator) will review the issue.
- Budget Advisory Committee – no new updates.
- Excused Absence Policy and Pregnancy Policy: First reading occurred in May and has been reviewed by the administration. Any feedback provided by the Faculty Senate during second reading in October will be reviewed, and if agreeable, included in the final policy.
- SB 17 –Office of the General Council (W. Lervisit) called with “fair notice” that the Faculty Senate Equity and Inclusion committee is being reviewed. OGC efforts appear to be focused on the current details of the committee and how it can be kept. Also noted that all affinity groups are going to be revisited.
- Some discussion of concerns about staff salaries. It was requested that making staff salaries be a priority for Faculty Senate this year.

Unfinished Business

Second Readings

Second reading of URP 02.400 Research Intellectual Property Policy

Some discussion about whether this policy means that TWU owns property rights to faculty work (e.g., play, book) and that faculty royalties will need to go through TWU. Examples of what TWU owns were requested. Some discussion about what is meant by “significant resources” and the statements that TWU will not “share equity with the creators” (VIII.A.) and “creator may be required to divest the equity interest” (XIII.B). Discussion of whether the creator will be offered a first denial in the process and if there a cap on the portion of royalties collected by the University. Discussion of how ownership is determined.

Second reading of URP 02.400 Time and Effort Reporting for Federally Funded Projects and Projects with Cost

Some discussion about how the policy impacts co-principal investigators (co-PIs).

New Business:

- 2024-25 Senate Retreat will be held on December 6th in Denton at the Embassy Suites.
- 2024-25 Faculty Senate Meeting Calendar and Schedule Exceptions reviewed
 - Motion to Approve, M. Burke; second, P. Landrum
 - Motion passed.
- 2024-2025 Faculty Senate Representation Assignments 2024-25
 - Senators asked to be diligent in providing reports to the appropriate units.
- Senate Approval of Parliamentarian
 - Motion to Approve, M. Burke; second, J. Dunlap.
 - Motion passed.
- Senate Representative for Honorary Degree Committee: A. Burke volunteered to fill vacancy.
- Senate Representative for Committee for Student Success: No senators volunteered for vacancy. Additional details on the position (e.g., responsibilities, time commitment) will be shared with the Faculty Senate.

TEXAS WOMAN'S UNIVERSITY

- J. Adams will be asked to come to Faculty Senate meeting in October to discuss supplemental instructors.
- Speaker noted achievements of the Faculty Senate over the summer:
 - A .50 FTE release for the Speaker was achieved. Release was championed by J. Terrizzi. Funds for the .50 FTE release will be provided by the Provost's Office.
 - Faculty Senate funds, removed during COVID, have been returned to the Faculty Senate budget.

First Readings

URP 02.350 Faculty Grievance and Appeal Process

Both tracked changes and clean versions can be shared.

URP 02.340 Affiliated Faculty Appointments

UPR combining two policies: ACAs and Administrators Returning to Faculty.

URP 02.364 Salary for Administrator Returning to Faculty

New: Salary for ACAs Returning to Faculty

All feedback about the policies requested by Sept. 26. Email feedback to following individuals and cc Faculty Senate. Send comments on faculty grievance policy to D. Hynes. Send comments on affiliate faculty appointments to W. van Erve. Send comments regarding ACA policy to E. Rosa Dávila

Speaker Pro Tem Report – Peggy Landum

No report.

Secretary Report – Suzanna Dillon

No report.

Report from TCFS Representative – Shawnda Smith

No report.

Standing Committee Chair Reports

Academic Freedom and Responsibility: No report. D. Hynes notified committee of meeting.

Academic Standards Committee: No report. Meeting forthcoming

Administrator Evaluations: C. Acho noted that academic leader survey is out, please respond.

Budget and Planning: No report.

Committee Selection Committee: No report.

Constitution and Bylaws: No report.

Elections: R. DelloStritto reported that open senate positions were filled by D. Ernst and B. Abbot.

Nominations will be going out soon for the vacancies on the following University Committees: Faculty Review Committee (FRC), Faculty Evaluation and Development Committee (FEDC), and Faculty Development Leave Committee (FDLC). See <https://twu.edu/senate/elected-university-committees/> for additional details.

Equity, Inclusion, and Anti-Racism: J. Lambert noted that a meeting is scheduled with the Provost and Dr. Hanson-Thomas regarding internal grants and IRB.

Faculty Handbook: No report.

University Committee Liaison Reports

Athletic Council: No report.

Curriculum Committee: No report.

TEXAS WOMAN'S UNIVERSITY

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: TBD

New Concerns

- Faculty concerns about summer compensation.
- Inquiry about how the newly professional faculty position (added in Spring 2024) will be elected.

Adjournment

Motion to Adjourn, M. Burke

Meeting was adjourned at 1:04 pm

Submitted Suzanna Dillon, Secretary

September 15, 2024