

Texas Woman's University

Faculty Senate

DRAFT MINUTES

FACULTY SENATE MEETING

December 14, 2007

Student Center, Room 206-07

ROLL CALL

Senators:

Absent - Ayers	<input checked="" type="checkbox"/> Cho	Absent - Hardin	Absent - Roddey	<input checked="" type="checkbox"/> Tart
<input checked="" type="checkbox"/> Bailey	Absent - Cunningham	<input checked="" type="checkbox"/> Hilbun	<input checked="" type="checkbox"/> Ryu	<input checked="" type="checkbox"/> Williford-Shade
Absent - Baker	Absent - Dalsheimer	Absent - Hodges	<input checked="" type="checkbox"/> Shipley	<input checked="" type="checkbox"/> - Liaison to the TCFS, Landrum
Absent - Bentz	Absent - Demuynck	<input checked="" type="checkbox"/> Ladd	<input checked="" type="checkbox"/> Shuster	Speaker Ex Officio, Robb
<input checked="" type="checkbox"/> Biggerstaff	<input checked="" type="checkbox"/> Espinosa	Absent - McClellan	<input checked="" type="checkbox"/> Silliman-French	<u>19# Present</u> Quorum not met
<input checked="" type="checkbox"/> Binder	<input checked="" type="checkbox"/> Grigorieva	<input checked="" type="checkbox"/> Oliphant	<input checked="" type="checkbox"/> Simpson	<input checked="" type="checkbox"/> Betty Meyers –Parliamentarian
<input checked="" type="checkbox"/> Bowman	Absent - Grossie	<input checked="" type="checkbox"/> Petterborg	<input checked="" type="checkbox"/> Stuckenbruck	<input checked="" type="checkbox"/> Gayle Loeffler Administrative Assistant

Guests Attending: Derrell Bulls, Carolyn Gunning, Dallas Jackson

APPROVAL OF MINUTES (November 9, 2007 Regular Meeting) Acceptance of minutes	<u>Outcome:</u>
APPROVAL OF AGENDA Acceptance of agenda	<u>Outcome:</u>
Opening Remarks – Speaker Pro Tem Kyle Biggerstaff <u>Discussion</u> <ul style="list-style-type: none"> • Provost search- completed 6 video conference interviews. Dec. 13th the top three were submitted to the Chancellor. University interviews in January with February as date for offer. • New Chair for Faculty Review Committee: Senator Shipley • Board of Regents met on the Houston campus and they 	<u>Outcome:</u>

<p>approved an increase in tuition from \$93 to \$108/credit hour. This translates to a 3.3million increase for FY 2009.</p>	
<p>Report from Secretary – Kathryn Tart <u>Discussion:</u></p> <ul style="list-style-type: none"> • none 	<p><u>Outcome:</u></p>
<p>Report from Liaison to the Texas Council of Faculty Senates—Peggy Landrum <u>Discussion:</u></p> <ul style="list-style-type: none"> • Major theme in October meeting was part time faculty are increasing and full time faculty decreasing. AAUP will do a more formal investigation of this issue. • Next meeting will be in February. Faculty invited to attend. 	<p><u>Outcome:</u></p>
<p>Comments from Guest Speaker – Derrell Bulls, TWU Ombudsperson <u>Discussion:</u></p> <ul style="list-style-type: none"> • Congratulated the Senate on the development on the development of the Ombudsperson position. • Gave a presentation on the position and role of Ombudsperson at TWU. IOA, housed in New Jersey, 700 ombudspersons derived of corporate and university people. • Position: mediator, advisor, neutral individual, directs to appropriate office and makes recommendations for faculty, administrators, librarians (does not include staff). • Has handled 25 cases in the last year and a half. All situations have been solved at the ombudsperson level, except for one case. Examples of types of cases: parking problems in Houston; promotion, tenure and evaluations; expense reimbursement; faculty and chair disputes; dates for submission for promotion; overpayment of contract; policies concerning rights and privileges of retired faculty; consideration in reduction of teaching load for research; office space. • Contact dbulls@twu.edu, 940-898-2120. Address: Box 425738, Denton, TX 76204 • Senator Bowman requested that he come to Houston to give the presentation. He is available Tuesdays, Wednesdays or Thursdays. • Senator Grigorieva asked how he stays neutral. He maintains the ethics of the IOA and does not seek any promotion in his career. 	<p><u>Outcome:</u></p>
<p>Comments from Guest Speaker -- Carolyn Gunning , Provost & Vice President for Academic Affairs <u>Discussion:</u></p> <ul style="list-style-type: none"> • Reviewed FY 2007 College and University Professional 	<p><u>Outcome:</u></p>

Association for Human Resources (CUPA)/TWU Faculty Salary Market Study Summary Overview*

- TWU is classified as a Public Doctoral Intensive Institution--this is the closest match we could find with the CUPA classification.
- CIP code-- national inventory of disciplines.
- Data available for analysis at the time budget decisions are made is always one year old.
- Reviewed the tables in the National Faculty Salary Survey: Multi-Discipline Report*
 - TWU's salary was based on the previous year's CUPA salaries (not 2006-07).
 - TWU will send our CUPA data next week and in March the new CUPA information will be available.
- Reviewed CUPA/TWU New Faculty Salary Floors -- Tenure Track FY 2008*
 - The floor is set to be lower than the lowest salary of current faculty. In 2006-2007 floors were set at 6% below the low faculty salary. This year the floors were raised by 2%.
- Reviewed CUPA/TWU New Faculty Salary Floors -- Non-Tenure Track FY 2008*
 - We do not have salary data available for the non-tenure track ranks as we do for the tenure track. Dr. Gunning looked at the difference between tenure and clinical tracks (about 5%) at TWU and made internal decisions about salaries for non-tenure track ranks.
- Senator Ryu asked about how the range was maintained. Dr Gunning explained that the first year we used CUPA data the goal was to raise TWU salaries to within 90% of the CUPA average salary by rank and discipline. The next year's goal was to be within 95%. CUPA was not used this year because of limited resources; all faculty received a 2 % raise. The goal is to keep up with CUPA. We did not receive new money from the state. New monies for this year and next will come from tuition and growth in enrollment.
- Senator Bowman asked about the OT discipline when only 2 of the 64 institutions in our comparison group have OT programs. Dr. Gunning stated that we cannot know all the disciplines that the comparison schools have; it is not possible to use different comparison groups for different disciplines. We can only select the group that seems the most comparable to TWU and use that group as our

<p>comparison group.</p> <ul style="list-style-type: none"> • Senator Grigorieva asked why the data show TWU faculty in the statistics CIP code when we do not have a statistics program. Dr. Gunning explained the CIP areas are indicative of the courses a faculty member teaches, not the program. • Dr. Gunning discussed that faculty are compensated relative to what others are being paid in other academic institutions. It is complicated and the bottom line is we do not have enough money to pay what we should. We must be as fair and equitable as we can be. We have great faculty, and we have faculty who choose to stay here. We have other factors that influence people to teach at TWU. • Senator Silliman French asked about promotion. Dr. Gunning explained that a promotion brings the faculty member to at least the floor of the rank to which promoted or a 3% increase, which ever is greater. 	
Standing Committee Reports	
<p><u>Administrator Evaluations</u>—Marie-Anne Demuynck</p> <p><u>Discussion:</u></p> <ul style="list-style-type: none"> • none 	<p><u>Outcome:</u></p> <p>.</p>
<p><u>Elections</u>—James Espinosa</p> <p><u>Discussion:</u></p> <ul style="list-style-type: none"> • One person on the Senate retired from the University so there will be 29 in the senate. 	<p><u>Outcome:</u></p>
<p><u>Committee Selection Committee</u>—O. Jayne Bowman</p> <p><u>Discussion:</u></p> <ul style="list-style-type: none"> • none 	<p><u>Outcome:</u></p>
<p><u>Budget and Planning</u>—Linda Ladd and Michelle Cho</p> <p><u>Discussion:</u></p> <ul style="list-style-type: none"> • Thanked Dr. Gunning for bringing salaries forward. The information will be a file for the website in the future. • Thanked MaryAnn McDuff also helped in this process. • Pleased about this new level of communication. 	<p><u>Outcome:</u></p> <p>Requested that when faculty have questions about the CUPA date please refer all the questions to Senators Ladd, Baker, Biggerstaff. In this way all questions will be answered in the same way for consistency and fairness.</p>
<p><u>Academic Freedom & Responsibility</u>—Larry Petterborg & Janet Hilbun</p> <p><u>Discussion:</u></p>	<p><u>Outcome:</u></p>

<ul style="list-style-type: none"> • Site data survey will be out first weeks of February. • Time was increased to 30 minutes for submitting grades. If you have a large class you should “save” frequently. • Course evaluation task force is moving ahead for policies, procedures and an instrument development. 	
<u>Academic Standards</u> —Lybeth Hodges <u>Discussion:</u> <ul style="list-style-type: none"> • none 	<u>Outcome:</u>
<u>Constitution and Bylaws</u> —Roger Shipley <u>Discussion:</u> <ul style="list-style-type: none"> • Policy for office hours and working outside of TWU. Survey will be developed to ask faculty what they think. 	<u>Outcome:</u>
Reports from University Committee Representatives	
<u>Curriculum</u> —Linda Ladd <u>Discussion:</u> <ul style="list-style-type: none"> • Will meet in January for submissions that were tabled in November. 	<u>Outcome:</u>
<u>Faculty Evaluation & Development</u> —Roger Shipley <u>Discussion:</u> <ul style="list-style-type: none"> • All promotion and tenure faculty documents have been reviewed and sent back to the departments. College in Arts and Sciences did not feel they had enough input into the promotion and tenure documents for their departments. • Dr. Cunningham did a tremendous job in organizing this review and we thank her for her efforts. • Issues for Promotion and Tenure and will be discussed in the next faculty executive committee meeting. 	<u>Outcome:</u>
<u>Undergraduate Council</u> – Marie-Anne Demuyne <u>Discussion:</u> <ul style="list-style-type: none"> • Senator Shipley reported that several requests were accepted and several needed revisions that can be sent back immediately to the Undergraduate Council. 	<u>Outcome:</u>
<u>Graduate Council</u> —Richard Shuster <u>Discussion:</u> <ul style="list-style-type: none"> • There has been a 45-48% increase in enrollment. Two task forces have been developed to assist. • Role of chairs signing off on papers. New wording has been drafted. Chair may review but is not responsible for content. Any disputes between the chair and the committee will be reviewed by the Dean. The process has not been completed and is still in discussion. • Standards of conduct and dismissal for graduate students is also being discussed. 	<u>Outcome:</u>
<u>Information Technology</u> —Greg Hardin	<u>Outcome:</u>

<p><u>Discussion:</u></p> <ul style="list-style-type: none"> • none 	
<p>Unfinished Business</p> <p><u>Discussion:</u></p> <ul style="list-style-type: none"> • none 	<u>Outcome:</u>
<p>New Business</p> <p><u>Discussion:</u></p> <ul style="list-style-type: none"> • none 	<u>Outcome:</u>
<p>New Concerns from Senators</p> <p><u>Discussion:</u></p> <ul style="list-style-type: none"> • Senator Petterborg: Physical Therapy is losing students to UT Southwest because they charge less. • Senator Shipley requested that end of year reports be submitted for institutional history and tracking. • Senator Simpson asked who has access to curriculum and content for distance education. A formal request was sent to Senator Baker. The request will go to academic freedom and responsibility. 	<p><u>Outcome:</u></p> <p>Will take to the executive committee and relook at 9 recommendations from the senate.</p> <p>The request will go to academic freedom and responsibility.</p>

Meeting adjourned: 11:40am
 Respectfully submitted: Kathryn Tart
 *Written reports submitted