

TEXAS WOMAN'S UNIVERSITY

Faculty Senate General Session
January 19, 2024
LIB 101 and Zoom

The meeting was called to order at 10:02 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: Ms. Ginger Garza for Libraries; Dr. Brenda Moore for Nursing / HOU;

Dr. Chanam Shin for Nursing / DEN

Recognition of Guests

Faculty: Dr. LaTasha Burns, Dr. Vivian Caspar, Dr. June Levitt, Dr. Ronald Palomares-Fernandez, Prof. Rachel Poland, Dr. Wyona Freysteinson

Staff: Ms. Stephany Compton, Mr. Scott Martin

Approval of Minutes

Motion to Approve, M. Burke; second, Raisinghani

Norton abstained; motion passed.

Approval of Agenda

Motion to Approve, Bender; second, Raisinghani

Motion passed unanimously

Guest Speakers:

Ombudsperson Report – Dr. Linda Rubin

The report is a bit later this year due to scheduling issues. It is for the 2022-2023 Academic Year. The report was distributed to Senators via email and is available in the shared Google Drive under the January meeting proceedings. Dr. Rubin began her report by stating it is a privilege to be the TWU ombudsperson, and she loves the role. She continued with general comments on the ombudsperson role where standards of practice are defined by the International Ombudsperson Association. Ombudsperson standards of practice include: (1) Confidentiality, she does not repeat anything said to her unless she has permission in writing; (2) Neutrality; (3) Independence, the ombudsperson is independent of university hierarchical structure and does not make decisions; (4) Informality, it is voluntary to talk with the ombudsperson. She will talk with a third party with or without the individual if permission is given in writing. She will also report trends to the Provost anonymously, generally with written permission, but also in aggregate if an issue is raised by several individuals independent of each

TEXAS WOMAN'S UNIVERSITY

other. This is similar to the way a search committee makes recommendations for applicants. Her reporting of an issue is the end point of her role, and the ombudsperson does not make decisions. The report contains 9 years of data, with the last lines being the last academic year. The first page of the report has the number of cases (85 for AY22-23) reported by a number of faculty (89 in AY22-23) who raised 99 issues in total in AY22-23. Sometimes there is more than one person reporting a case, and more than one issue reported per faculty member. Also reported on the first page are the number of faculty by tenure status (tenured, untenured, clinical, staff, student, professional librarian, (adjunct/lecturer/visiting, other) and rank (Assistant, Associate, Full, NA). The majority had tenure and were at the full professor level. The next two pages included an analysis of the frequency of particular presenting issues. Most common (32 cases) was intradepartmental conflict (ability to get along with colleagues; if an issue can be fit into any other category, that is how it will be categorized). Second most common (19 cases) were issues of trust (some issue usually with the university hierarchy). Third most common were issues with annual evaluations (6 cases; sometimes involves tenure and promotion issues). Issues are added to the spreadsheet as they occur. Issues under "information" involve being contacted about concrete, information (e.g., human resources information) and issues categorized as "referral" involve helping people find the right person or office (e.g., if contacted by staff, getting them to the right place). A senator asked if issues are double-coded. This is possible, but issues are generally coded in the most appropriate category. The last page of the report was generated in response to a question raised last year in Senate, reporting of consultations by campus. In this first time to be presented, the highest number was in Denton (79), followed by Houston (26) and Dallas (11), consistent across years and in proportion with the number of faculty on each campus. No additional questions were raised, but the Interim Provost stated that Dr. Rubin was indeed confidential with information and that she also served a role as his psychologist and confessor. He stated that TWU is lucky to have her.

Proposal of an AI Working Group – Dr. Chris Hart and Dr. John Terrizzi

Dr. Hart and Dr. Terrizzi both have an interest in improving teaching using artificial intelligence (AI) technology and thought it would benefit TWU to have an AI working group. Their presentation (slide file available in the Proceedings folder for the January General Session on the shared Google Drive site; (https://docs.google.com/presentation/d/1kcifbgJiNuuhZyZV1L0gEfAihJ8ImLzc/edit?usp=drive_link&oui d=118058524706296127450&rtpof=true&sd=true), began with a 4 question poll on whether audience has used ChatGPT in any context, used to perform job duties, encouraged use by students, or embedded an AI use statement in their syllabus. Results of giving the poll to the Academic Council and the Council of Chairs indicate that use of AI is increasing, as are questions associated with its use. Dr. Hart presented next on the theoretical basis of AI, which is a large language model using neural networks. It is trained on internet secured information and learns how ideas/moods are connected. AI can create videos and text, and mimic speech. University responses to AI are contradictory with 78% saying AI provides an opportunity for improvement and 57% saying it poses a threat. This should be expected as AI is outperforming humans on standardized tests. It can help people perform their jobs better, as use of AI on the job increases performance by 40% (regardless of training in use of AI) and cut workload by 75%. Some concerns about using AI include students using AI to plagiarize. (However, students should be using it. It's also indicated that AI use detectors have a high false positive error rate for work generated by non-English speakers.) and AI-generated incorrect information (However, AI uses the same processes to gather information that we do, but it can digest a lot more than a human can, making information seem incorrect.) AI should not be a substitute for expertise, and results need to be fact-checked. AI use is increasing, as more than 50% of students are using it. Faculty are lagging behind. However, most students are unprepared to use AI, and they will need to use it in the future. AI is here, and we are losing time. Some ethical concerns include disparity in student access for the free versus paid versions, as there are definite advantages to the subscription version. Perhaps institution university contracts for AI

TEXAS WOMAN'S UNIVERSITY

may provide a solution. We may also need to change tactics to assess student learning (e.g., going back to in-person exams for assessing content knowledge). They propose a conservative approach in establishing a TWU AI working group to include information technology (IT), student life, and the Office of General Council (OGC) that can monitor use and policies to stay ahead of the curve and avoid troubleshooting.

Questions from senators included how they can receive help on using AI (both presenters have helped faculty previously and a conversation with the Center for Faculty Excellence is initiated); that AI generating new ideas seems counterintuitive as AI can only parrot solutions on the internet (response was that AI can help persons be more competent as it does not parrot, but understands like a brain; it is like having a panel of experts at your disposal); is there a current TWU policy on AI use? (response indicated that current policy is limited to not uploading TWU data); the hopes for the proposed working group (response was mainly to inform training, but also to decide on access, use of AI versus human, potential surveys and policy development); and questioning the creativity, as AI would not have a unique “voice” (response was that use of AI in the art realm needs to be explored to determine what AI could do to free up the artist for expressing their points). A visitor commented on their excitement to be having the conversation and warned about limitations for AI beyond generating titles and abstracts and inquired about how to reference use (response was that referencing use of AI needs to be discussed for potential standardization, with the comment that some authors suggest AI as a co-author on scholarly works).

Interim Provost Forum – Dr. Finley Graves

1. Use of Hazelwood funds to address salary equity issues. Equity decisions from each Dean addressed inversion (when an individual makes less than others at a lower rank) and compression (when a rank in an academic unit has not kept pace so that higher ranks make little more than lower rank. Equity is assessed within TWU and does not use CUPA data. There is about \$800,000 in permanent Hazelwood funds that may be used to address equity issues. While the funding level was known, decisions on equity waited to be informed by merit decisions to use the most recent data. Deans decided what to prioritize and look at first but decided to look at equity all at once, asking for spreadsheets comparing salaries within and across units. Dr. Graves will receive data to report. The action now is to distribute the funds into the necessary pockets. A Senator asked about the notification process. Dr. Graves indicated he had not thought about this and he would report back. A Senator asked about the timeline for implementation. Dr. Graves indicated that this would be as soon as possible and that it requires receiving spreadsheets from Human Resources for the Deans to use. A Senator asked about whether the aggregate data for compensation would be shared and Dr. Graves indicated that the office was happy to share data.
2. Compensation Committee Work. The Chancellor charged the committee with investigating use of task payments. This issue is complicated by Oracle, which has some issues that need to be corrected (e.g., having to approved each day for FMLA, not being able to approve requests from emails and having to access the original request). Dr. Graves indicated that task payments at TWU are “all over the place.” At other places, task payments are rare and usually used for staff performing tasks beyond their position. In his opinion, TWU is using task payments as a way to help mitigate low salaries at TWU. In his time as Interim Provost, he has only rejected two task payments – one for serving on a committee and one for speaking on campus since this was an honor (he did approve this one but will not in the future). There are many task payments for faculty speaking on campus. He sees the best solution to reducing task payments is raising

TEXAS WOMAN'S UNIVERSITY

salaries, so that the tasks can be part of the position. Another issue with task payments is that they do not add to a faculty member's base salary, so there is not a compounding effect. While the issue with salaries may not be fixed soon, the University is more attuned to focusing on salaries. Dr. Graves indicated that this is partly due to the persuasiveness of Speaker Terrizzi. Dr. Miloch and Dr. Graves are looking at task payments with a goal to regularize task payment practices. They have requested the last three years of data, excluding task payments on grant funds, because the source of funding for task payments matters. They will analyze the source, amounts, and the diverse ways that task payments are used.

The compensation committee is also looking at policies related to compensation. For example, they are currently reviewing the Administrator Returning to Faculty policy. The practice is not consistently now and the hope is to regularize this policy in regards to what an individual makes as an administrator and what they make when they return to faculty status. This policy is for administrators at the level of Dean and higher. Another issue is the lack of a policy for Academic Component Administrators (ACAs) returning to faculty. Since this is policy work, Dr. Scott is doing most of the organizing for review. In general, Dr. Graves is hoping to regularize many processes so recommendations are in place for the new Provost. A Senator commented that there is a lack of options for performing work beyond position requirements and that task payments are easier and cheaper than course releases.

Interim Vice-Provost Forum – Dr. Shannon Scott

1. Policy procedures. There was a recent meeting of her, Speaker Terrizzi, Dr. Kim Miloch, and the Office of General Counsel (OGC) on the process of policy review and development. The meeting went well with OGC agreeing to recommendations put forward, now understanding that Academic Affairs is different than other Divisions and policy decisions cannot be made by individuals and must meet the Academic Affairs calendar. The new policy review flow agreed upon is that at least one week prior to a Senate General Session, and any policy up for review will be sent to the entire faculty, Senate, and Council of Chairs. There will be at least one month between the introduction of a policy up for review and its vote to allow for first and second readings by Senate. Speaker Terrizzi indicated that this is a great change from what was happening, as the draft distributed to faculty will have the changes that are being recommended by the Provost's office. He indicated that the communication to faculty should make it clear to contact their Senator with comments. Dr. Scott said the distribution procedure was to allow faculty from units without Senate representation to have a route to comment. Speaker Terrizzi explained that units that do not have a Senator have one assigned to them, so there is not an uncovered unit. He indicated that the process of policy review should have clear, orderly lines and absolute transparency with the Senate being the voice of the faculty. To which, Dr. Scott said that the Senate has a role but the Chairs also present the voice of their faculty. Speaker Terrizzi replied that there cannot be a controversy between what Chairs convey as coming from faculty and what the Senate conveys. Dr. Scott indicated that she wants faculty to know that they can speak with anyone but agrees that Senate in their representation. She hopes that sending the information in advance will initiate discussion. Policy review will be a process and Council of Chairs and Senate may have different times for consideration but that the timeline is based on Senate procedures. Policy suggestions should provide substantive feedback and not focus on grammar or punctuation.

OGC works on a calendar year and Senate on an academic year without meeting in summer. Approximately 10 policies were reviewed last year, with three going to OGC with changes for

TEXAS WOMAN'S UNIVERSITY

clarification or clarification on terms (e.g., for the policy on honorary degrees where the bylaws for undergraduate council were requested and the policy went back to OGC). The workload policy was reviewed and approved. Policy review had been happening on an ad hoc basis without going through the prescribed process. For substantive change policy, wording was changed to match SACSCOC and was discussed at Academic Council. Additional requests were made for policy revision, but these will be discussed in the next review. There are 10 new policies planned to be reviewed starting in January 2024. The Vice Provost for Faculty Success (VPFS) office will benchmark these policies. The Senate will have multiple policies to review. Speaker Terrizzi indicated that first readings of policies scheduled for the January General Session would not occur as planned. Dr. Scott indicated that we are moving to a more transparent review process that allows updates at each stage of review. Dr. Scott went on to provide updates on other issues.

2. Dr. Graves has approved a working group to look at issues with AI and will reach out to Speaker Terrizzi and Information Technology (IT). The Speaker indicated that Academic Affairs was a good place to start, but that he would like to see interest from the Chancellor. Dr. Scott said the hope was to have a combination starting with Academic Affairs creating a liaison for other groups like the VPFS, Center for Faculty Excellence, and Center for Development, Design, and Delivery (CD3). They are already working on proposed options for syllabi.
3. The contract with National Center for Faculty Development and Diversity (NCFDD) has been terminated. There were only 128 sign ons, so the program was considered low use. The majority of sign ons were for the 14-day writing challenge, so CFE will re-implement Just Write with Zoom options after the first event. CFE plans to offer multiple options over the next year and is converting the Reading Room to offer Hyflex options.
4. Faculty will soon receive notices for applications for Faculty Development Leave and Faculty Development Grants.
5. The VPFS office is working with the Graduate School to offer a conference in February for enhancing graduate student teaching skills, and boot camps for writing for graduate school.
6. Student access to SPSS lapsed, but a new contract has been signed and students should have access by Monday (1/22/2024).
7. At this time there are no updates on the summer budget.
8. Hiring procedures. There has been a setback in hiring in that faculty need to be on contract to access university facilities. Thus, it may have been good that Oracle failed to retain access to email and Canvas for adjuncts. There has been a discussion with Jason Tomlinson where Dr. Graves was asked to discuss changing contract dates to allow anyone on hire to access email, Canvas, and the Pioneer Portal two weeks prior to the start of a term. This would work if contracts were shifted to start the last two weeks of August. Dr. Graves asked what the effect would be if faculty contracts started the third week of August and ended after the second week in May. A Senator commented that it depends on what happens in summer. Another Senator raised concerns about faculty receiving pay over 9 months in that two week pay would not be enough to cover monthly bills. A third Senator said that it would be good for adjuncts and new faculty as we start before the contract begins. A Senator indicated that there were two separate

TEXAS WOMAN'S UNIVERSITY

issues to consider, adjuncts and for faculty being paid over 9 months. Dr. Graves commented that it would affect teaching and leave partial months for regular faculty being paid over 9 months. A Senator asked whether not allowing access to university assets was TWU policy or law. Dr. Scott indicated that it is a new law barring access to anyone that is not under contract. Speaker Terrizzi asked if UNT had been contacted to see how they are reacting. Dr. Scott has not heard. It is a new law, but access for adjuncts has been an issue since 1998. This affects adjuncts because of their low pay and Dr. Scott does not know where the issues lies, perhaps with the policy owner.

In other hiring news, phase one of revising the credentialing process has been completed. Credentialing does not have to be done for everyone who is interviewed, only the person offered the position. They are working on the next phase – to convert from a degree basis, rather than a course basis so that only exceptions will need to justify teaching credentials using individual courses. This is waiting on Dean review and approval of the list of degrees for each area. What has not changed is the search process. Oracle is not ranking candidates according to ratings on questions in the matrix (this is good) and has tags added for areas (e.g., teaching). While there is a list of standard questions in Oracle, unique questions can be sent to Human Resources to upload. The approval process is “beyond belief.” As of the General Session, there were 870 requests to be approved due to the Oracle process and late submissions. The interpretation is that Oracle is messy right now. Dr. Graves indicated that there is a problem with approvals in Oracle. For example, he has to approve all organizational memberships and journal subscriptions, areas often outside his academic expertise. He said that Chairs should be approving journal subscriptions and indicated that the Chancellor has asked for recommendations on improving Oracle. A Senator suggested involving faculty in making decisions about Oracle operation. A Senator asked whether Human Resources was aware of the unnecessary red tape and asked about items being kicked back from Oracle. Dr. Scott asked to be copied on these issues so she can have a conversation with appropriate parties. She also indicated that any time a new system is adopted issues arise and that Oracle was not designed for TWU. A Senator asked about an aspect of Oracle that Dr. Scott indicated was being tested this week for rollout in the next week. Dr. Graves interjected a positive note saying that Jason Tomlinson has been attending Academic Council meetings since last Fall. This has made a difference in that understanding the issues has made him more responsive and helpful. Dr. Graves also said that the Senate is the independent voice of the faculty and how faculty should express themselves. Asking if there is anything else elicited a comment from a Senator stating that Oracle is an acquisition product and TWU may need to have additional training as complexity is inherent in Oracle. Both Baylor and Rice Universities use Oracle, but they have customized it for their use. Dr. Graves does try to stay up on task payment approvals.

Speaker Report – John Terrizzi

Speaker Terrizzi started his report by referencing the Beatles song “Getting Better” saying you have to believe it is getting better all the time. We often talk about what is malfunctioning and not what is working. He urged recognizing where we are now compared to where we were two years ago. We have much progress in policy review as Senate recommendations used to go nowhere. The legitimacy of the Senate is being recognized (e.g., with Senate having a seat on Cabinet). Even though this does lead to immediate effects, it is a major step to be in the room. He hopes that continued conversation will decrease conspiracy theory development and encourages people to step into leadership positions, stating we are good at being passionate, but we also need a reasoned voice. Persons in leadership need to have clarity. In the last two years, we have done big things to right things, so clap yourselves on the

TEXAS WOMAN'S UNIVERSITY

back. He expressed gratitude for the Senator filling in for the Secretary by taking minutes. He acknowledged that there had been a few hiccups such as adjuncts losing access to TWU programs and the wish that Julio Ramon's email on merit pay had been issued earlier. He emphasized, however, that we need to focus on the bigger message. He received an email from Christopher Johnson about the Cabinet meeting, acknowledging that there are now additional meetings for the Speaker to attend.

Speaker Terrizzi said he had also received several emails regarding the appointment of the President for the Dallas campus. He stated that the Chancellor had discussed the plan at the Senate Retreat in December and that the appointment was quick, but the position is not a traditional President position and that he represented the Senate in meetings with the candidates as there was not a Senate meeting during the time the interviews occurred.

The Speaker thanked Dr. Scott for working on the policy process and again stated that there would not be any first readings as scheduled for this General Session. Dr. Scott indicated it would be helpful to have the information from the readings for the Authorship policy (URP 02.440), even though the policy would come back to Senate during its scheduled review.

In an update on the Provost search, the search committee is meeting in mid-February to select candidates for video interviews. On campus interviews will occur after Spring Break. Speaker Terrizzi commented that Anthem (search firm) is data oriented, He thanked Senators for attending meetings with the firm and affirmed that the Senate has a strong voice. Dr. Graves commented that he did not know a lot about the progress of the Provost and Chief Information Officer (CIO) searches, but said that Anthem is turning over rocks looking for candidates for the Dean of the College of Nursing. The search firm for the Dean of the College of Health Sciences should be determined by 1/19/2024 and that this search is expedited. It would be great to hire someone by Fall, but if a good candidate is not identified, the search will continue into the next year.

Speaker Terrizzi commented on the agenda for the next Executive Committee meeting, indicating that first readings of some changes to the Constitution and Bylaws would need to be worked out for first readings to occur at the next General Session. This needs to be done prior to Senate officer elections as it addresses disclosure of potential conflicts.

Two applications were received for the Ombudsperson position. The Executive Committee will look at the applications and forward recommendations to the Provost and bring back to the Senate as per the policy.

On policies, the University Policy Development and Implementation (URP 01.320) has shared governance in it, but it does not mention the role of Senate. On review, codifying the role of Senate in policy development will be recommended.

For new concerns, there is a question on how the Quality Enhancement Plan (QEP) will be funded as brought up by Dr. Joshua Adams. Dr. Graves indicated the Deans are currently spending without a budget. A Senator raised a question on whether it would be possible to get course evaluations prior to the start of the next semester, so that faculty could use the data. Speaker Terrizzi recognized that the data from course evaluations was often poor and suggests not relying on these data. The VPFS office and the CFE are working on ideas and the Faculty Evaluation Committee will report on best practices so a recommendation to the VPFS can be made. Results of this will be presented to Senate by the end of the semester. A Senator commented on confusion with Oracle, particularly with hiring graduate

TEXAS WOMAN'S UNIVERSITY

assistants paid from grants or other funds. The question was about who is responsible for posting the position in Hand Shake and lack of links to appropriate chart strings. Speaker Terrizzi hoped that components made the decision on posting positions. The Senator commented that Human Resources did not know and this led to a lot of confusion. A Senator asked about issues with faculty and classroom space temperature, stating concerns about the learning experience. Speaker Terrizzi indicated that the University is hesitant to spend money renovating a building that will likely be razed. There currently is not a plan or places to rehouse faculty, staff, and classes. This was a major topic of discussion at the last Academic Council meeting. A Senator asked about ways to develop a better coalition with TWU staff as faculty and staff often have the same issues. Speaker Terrizzi said this can be done and there is nothing stopping it. He has advocated for staff in meetings with University leadership. We could possibly invite staff representatives to discuss ideas and will discuss this further in Executive Committee. A Senator commented that staff have been invited to off campus Senate retreats in the past. A Senator asked about potential of incorporating sustainable practices at TWU. Speaker Terrizzi suggested discussing with Risk Management. Some Senators acknowledged that some sustainable practices were occurring at TWU.

Speaker Pro Tem Report – Emarely Rosa Dávila

Speaker Pro-Tem Rose Dávila reported on activity of the Equity, Inclusion, and Anti-Racism Committee (see below).

Secretary Report – Aaron Elkins

No report.

Report from TCFS Representative – Brian Fehler

A Senator indicated that the Spring meeting of the Texas Council of Faculty Senates would be held at the end of February in San Antonio.

Standing Committee Chair Reports

Academic Freedom and Responsibility: No report

Academic Standards Committee: No report

Administrator Evaluations:

Chair Ludovic Sourdout indicated that evaluations for ACAs would be available 2/5/2024 through 2/18/2024.

Budget and Planning:

Chair Michael Raisinghani stated that the committee was continuing to work on equity and compression information across different employee categories at TWU.

Committee Selection Committee: No report

Constitution and Bylaws: No report

Elections: No report

Equity, Inclusion, and Anti-Racism:

Chair Emarely Rosa-Dávila reported that the committee was working on parental leave issues. She had previously communicated with a member of the Maintaining Motherhood in Academia (MMA) Affinity Group who has since retired. She is currently connecting with other members of MMA to search for solutions and to establish an executable plan. In the last Executive Committee meeting she asked about polling students about their feelings of discrimination and micro-aggression at TWU and will bring this up to the committee.

Faculty Handbook: No report

TEXAS WOMAN'S UNIVERSITY

University Committee Liaison Reports

Athletic Council: No report

Curriculum Committee: No report

Distance Education Advisory Committee: No report

Faculty Evaluation & Development Committee: No report

Senator Michael Raisinghani stated the committee had not met and indicated some overlap with evaluation of compensation at different institutions. This will be revisited at the next Executive Committee meeting.

Graduate Council: Written report submitted.

Speaker Terrizzi was contacted by the Dean of the Graduate School who had a question about issues with communication raised in the last General Session. A Senator stated that they thought this had to do with notification of Responsible Conduct in Research certification and questions about applying for graduate faculty status.

Senator Aaron Norton reported that Graduate Council was discussing the grade requirement for entering graduate school, an academic refresh program, variable enrollment in Dissertation, and a new format (journal submission) for dissertations.

Speaker Terrizzi brought up two questions. (1) Graduate faculty status. He stated that this should be determined by academic components and would like to have data on the number of faculty who have been denied a particular status after being recommended by components for that status. (2) He also raised a question on the requirement for an approved Institutional Review Board (IRB) protocol to enroll in the higher-level thesis or dissertation course. He would like to know the history of this requirement. Senator Norton will follow up with Graduate Council.

Undergraduate Council: No report

Ad Hoc Committees

Ad Hoc Committee for Student Success: No report.

New Concerns

New concerns were addressed in the Speaker's report.

Adjournment

Motion to Adjourn, Bender; second, Rosa-Dávila
Meeting was adjourned at 12:48 p.m.

DiAnna Hynds, Substitute Secretary

TWU Faculty Ombudsperson Data: Frequency of Cases, Faculty Members, and Issues																	
Year	Semester	Total Number of Cases/Issues			Number of Faculty by Tenure and Rank									Rank			
		# Cases	# Faculty	# Issues	Tenure Status									Assistant	Associate	Full	NA
					Untenured	Tenured	Clinical	Staff	Student	Prof Libr	Adj/Lec/Vis	Other					
2014	Fall	12	13	14													
2015	Spring	17	21	27													
2015	Summer	11	13	16													
Totals for 2014-2015		40	47	57													
2015	Fall	32	39	47	12	22	4	0					12	20	6	1	
2016	Spring	36	37	40	5	31	1	1					5	18	12	2	
2016	Summer	12	12	15	3	6	1	2					3	3	4	2	
Totals for 2015-2016		80	88	102	20	59	6	3					20	41	22	5	
2016	Fall	43	58	56	12	19	10	2					18	13	9	3	
2017	Spring	45	62	49	19	30	9	3	1				24	20	14	4	
2017	Summer	20	24	27	7	9	7	0	1				9	7	6	2	
Totals for 2016-2017		108	144	132	41	63	33	5	2				54	50	31	9	
2017	Fall	43	44	58	7	21	7	3	0	4	2		10	18	7	9	
2018	Spring	54	63	66	14	24	11	2	1	7	4		16	16	15	16	
2018	Summer	23	24	30	6	10	5	0	0	1	1		6	10	5	2	
Totals for 2017-2018		120	131	154	28	55	23	5	1	12	7		33	44	27	27	
2018	Fall	39	41	54	9	24	4	2	1	1	0		10	13	14	4	
2019	Spring	35	39	45	7	21	6	0	2	2	1		9	11	15	4	
2019	Summer	21	24	25	4	7	7	2	1	3	0		4	7	7	6	
Totals for 2018-2019		95	104	124	20	52	17	4	4	6	1		23	31	36	14	
2019	Fall	41	45	52	8	27	4	3	1	2	0		10	11	18	6	
2020	Spring	30	30	41	5	16	5	2	1	1	0		6	6	14	4	
2020	Summer	19	19	26	6	11	2	0	0	0	0		6	5	8	0	
Totals for 2019-2020		90	94	119	19	54	11	5	2	3	0		22	22	40	10	
2020	Fall	26	26	32	14	4	3	2	0	2	0	1	5	4	12	5	
2021	Spring	35	39	41	20	3	8	0	1	2	5	0	6	16	11	6	
2021	Summer	15	27	18	7	16	1	0	0	2	1	0	5	10	9	3	
Totals for 2020-2021		76	92	91	41	23	12	2	1	6	6	1	16	30	32	14	
2021	Fall	35	50	46	8	22	9	3	0	2	6	0	14	9	16	11	
2022	Spring	35	36	40	6	20	8	1	0	0	1	0	10	10	14	2	
2022	Summer	19	22	20	0	16	4	0	0	2	0	0	1	4	15	2	
Totals for 2021-2022		89	108	106	14	58	21	4	0	4	7	0	25	23	45	15	
2022	Fall	33	34	38	6	20	3	2	1	1	0	0	8	6	15	4	
2023	Spring	31	33	38	6	18	5	0	0	2	0	0	8	8	13	2	
2023	Summer	22	22	23	3	6	9	0	1	3	0	0	7	5	6	4	
Totals for 2022-2023		86	89	99	15	44	17	2	2	6	0	0	23	19	34	10	

Year		Number of Presenting Issues																		
		Lack of trust	Intra-departmental conflict	Annual evaluations	Tenure and promotion	Post-tenure review	Grievance	Workload	Research	Salary	Space	Policy	Information	Referral	Job Search	Schedule	Travel	Eval of Administrator	Privacy	Discrimination/DEI/Title IX
2014	Fall	0	5	0	2	1	1	1	0	0	0	0	0	0	4					
2015	Spring	9	4	3	3	0	1	3	0	0	0	1	1	2						
2015	Summer	2	6	1	0	0	0	1	1	2	1	0	1	1						
Totals by Issue		11	15	4	5	1	2	5	1	2	1	1	2	7						
2015	Fall	6	*14	6	4	0	0	3	1	1	0	0	4	1	2	4	1	0	0	
2016	Spring	3	18	3	4	0	0	1	0	0	0	0	3	4	1	1	0	1	1	
2016	Summer	2	7	0	0	0	0	2	0	1	0	0	0	1	0	2	0	0	0	
Totals by Issue		11	39	9	8	0	0	6	1	2	0	0	7	6	3	7	1	1	1	
2016	Fall	11	*18	3	7	0	1	1	1	0	0	0	5	3	1	2	0	0	0	2
2017	Spring	9	17	2	3	2	2	1	0	1	0	0	5	2	2	1	0	0	0	0
2017	Summer	3	11	0	0	0	2	1	1	2	0	0	2	2	1	0	0	0	0	1
Totals by Issue		23	46	5	10	2	5	3	2	3	0	0	12	7	4	3	0	0	0	3
2017	Fall	14	14	2	1	1	3	1	1	2	2	0	3	4	2	1	0	0	0	0
2018	Spring	13	16	4	3	1	1	0	1	2	0	0	6	4	2	0	0	0	0	0
2018	Summer	4	7	1	3	0	2	1	0	4	0	0	1	0	1	1	0	0	0	0
Totals by Issue		31	37	7	7	2	6	2	2	8	2	0	10	8	5	2	0	0	0	0
2018	Fall	8	13	3	3	0	1	3	1	5	0	0	7	2	0	0	0	0	0	2
2019	Spring	1	12	5	7	0	2	3	2	3	0	0	1	0	2	0	1	0	0	3
2019	Summer	1	9	4	2	1	2	0	0	0	0	0	2	1	2	0	0	0	0	1
Totals by Issue		10	34	12	12	1	5	6	3	8	0	0	10	3	4	0	1	0	0	6
2019	Fall	4	19	3	4	0	0	4	3	4	0	0	2	0	2	1	0	0	0	1
2020	Spring	2	11	1	3	0	1	2	1	1	0	0	4	1	2	0	1	0	0	2
2020	Summer	1	8	0	4	0	0	4	1	0	0	0	0	0	0	1	0	0	0	0
Totals by Issue		7	38	4	11	0	1	10	5	5	0	0	6	1	4	2	1	0	0	3
2020	Fall	3	7	1	1	0	3	4	0	0	0	0	4	2	0	1	0	0	0	0
2021	Spring	4	7	9	1	0	2	3	1	0	0	1	3	2	0	1	0	0	0	1
2021	Summer	0	2	1	0	0	1	1	0	1	0	0	1	1	2	0	0	0	0	1
Totals for 2020-2021		7	16	11	2	0	6	8	1	1	0	1	8	5	2	2	0	0	0	2
2021	Fall	3	17	1	2	0	1	2	2	1	0	0	2	2	0	3	0	0	1	1
2022	Spring	6	13	1	0	0	3	2	1	0	0	0	3	1	1	1	0	0	0	5
2022	Summer	6	6	0	0	0	1	0	0	0	0	0	2	2	0	1	0	0	0	0
Totals for 2021-2022		15	36	2	2	0	5	4	3	1	0	0	7	5	1	5	0	0	1	6
2022	Fall	2	14	4	1	0	1	1	1	0	1	0	7	2	0	0	0	0	0	1
2023	Spring	9	12	1	1	0	0	1	3	0	2	0	1	0	1	2	0	0	0	1
2023	Summer	8	6	1	0	0	0	2	0	1	0	0	1	1	1	2	0	0	0	0
Totals for 2022-2023		19	32	6	2	0	1	4	4	1	3	0	9	3	2	4	0	0	0	2

TWU Faculty Ombudsperson Data: Cases by Campus				
		Denton	Dallas	Houston
Year	Semester			
2014	Fall	11	0	1
2015	Spring	5	3	9
2015	Summer	9	0	2
Totals for 2014-2015		25	3	12
2015	Fall	24	0	8
2016	Spring	28	3	5
2016	Summer	9	0	3
Totals for 2015-2016		61	3	16
2016	Fall	29	6	8
2017	Spring	30	2	13
2017	Summer	15	0	5
Totals for 2016-2017		74	8	26
2017	Fall	27	3	13
2018	Spring	37	4	13
2018	Summer	14	3	6
Totals for 2017-2018		78	10	32
2018	Fall	30	2	7
2019	Spring	22	4	9
2019	Summer	14	4	3
Totals for 2018-2019		66	10	19
2019	Fall	32	2	7
2020	Spring	20	4	6
2020	Summer	14	2	3
Totals for 2019-2020		66	8	16
2020	Fall	19	3	4
2021	Spring	26	2	7
2021	Summer	11	2	2
Totals for 2020-2021		56	7	13
2021	Fall	27	2	6
2022	Spring	27	3	5
2022	Summer	14	1	4
Totals for 2021-2022		68	6	15
2022	Fall	21	2	10
2023	Spring	18	2	11
2023	Summer	10	7	5
Totals for 2022-2023		49	11	26

Graduate Council Report

January 17, 2024

1. Announcements from Dr. Kapinus
 - a. New graduate enrollment is up 3%; Overall graduate enrollment is down 6% (330 students)
 - b. Events for students and faculty this semester:
 - i. Graduate Assistant Training to supplement department training (hope to have it launch this semester)
 - ii. Partnering with Center for Student Research
 1. Valentines Day at noon, a panel for “Why go to graduate school and the role of research”
 2. Wednesday April 10, noon, “What I wish I knew before attending graduate school”
 3. TBD Training for PDs, coordinators, and faculty “How to create community in graduate programs”
2. Kevin Cruser, Director of Governmental and Legislative Affairs
 - a. Encourage all to vote in the Republican/Democratic primary elections, especially for state senators and representatives; 38% of funding comes from Texas legislatures
3. Academic Standards Committee – Dr. Lee Brown
 - a. Accelerated Programs Policy voted on and approved
 - i. Lowered required undergraduate credit hours to apply and start taking graduate classes
 - ii. Benchmarked to other institutions
 - iii. Policy will need to also pass in undergraduate council before it is officially approved
 - b. Graduate Academic Freshstart Program Policy further discussed, not voted on
 - i. Allows students who did not perform well to seek readmission after 24 months
 - ii. Readmission still rests with the program
 - iii. All previous credits remain on transcripts, but do not count towards GPA or degree
 - iv. 99 hour state rule includes all credits, inclusive of previous
 - c. Variable Credit Dissertation Credit
 - i. Discussed and introduced
 - ii. Graduate school will permit students to register for 1-3 credits for dissertation; programs must develop policies before using