

**TCU Faculty Senate Meeting**  
**01 December 2016**  
**3:30 – 5:00 PM**  
**Faculty Senate Chambers**

**Minutes**

**Senators Present**

Allender, Marinda; Atkinson, Sean; Bashore, Lisa; Bedford, David; Bradley, Layne; Busbey, Art; Canclini, Sharon; Carrión, José; Chimbel, Aaron; Coffey, Jeff; Farmer, Billy; Frable, Pamela; Friedman, Greg; Fry, Julie; Gil, Dan; Gollaher, Timothy; Hammad, Hanan; Jimerson, Jo Beth; Johnson, Kevin; Jones, Clark; Kerstetter, Todd; Ledbetter, Andrew; Ledis, Dennis; Legatski, Ted; Lim, Steve; Lovett, John; Maas, Penny; Mayne, Rhiannon; Meier, William; Michaelides, Efstathios; Moeller, Thomas; Moore, Carrie; Moore, Jeff; Murray, Joddy; Powell, Samantha; Preston, David; Quesada, Janis; Sandell, David; Sawyer, Chris; Scherger, Michael; Schiffer, Adam; Scott, Krista; Sherrod, Melissa; Sherrod, Michael; Shorter, Alan; Skinner, Michael; Spice, Loren; Stephens, Greg; Walker, Charles; Walters, Patricia; Watkins, Timothy; Whitworth, Keith; Williams, Daniel; Wright, Robin;

**Senators Excused**

Baker, Kathy; Canclini, Sharon; Havens, Jill; Jenschke, Monica; Kim, San-ky; Castro-Balbi, Jesús

**Senators Absent**

Argenbright, Kristi; Hokayem, Hayat; Krochmal, Max; Packard, Sally; Palko, Steffen; Ryu, Jay; Yorkston, Eric

**Guests Present**

Chancellor Victor Boschini, Provost Nowell Donovan, Carrington Henson (TCU 360 reporter), Jan Quesada (HMOVV Committee Chair), Dr. Diane Snow (Dean, John V. Roach Honors College), Abbey Widick (SGA)

**Call to Order**

1. Faculty Senate Chair-Elect Ted Legatski called the meeting to order at 3:30.
2. The minutes of the November 3, 2016 meeting of the Faculty Senate were approved as submitted.

**Old Business**

3. Ted Legatski provided a brief update of progress toward an honor code. Discussions have been held with department chairs, associate deans, representatives of SGA, and others. It is expected that the honor code will be finalized by the end of the semester, and implementation

will begin in the spring semester. Whether the honor code will also be applied to graduate students is still under discussion.

### **New Business**

4. Chancellor Boschini made brief remarks and responded to questions from the assembled senators. Salary compression issues for the relative few affected are being handled.
5. Andrew Ledbetter presented analysis and conclusions from the Faculty Relations Committee on the “Status of Tenured Faculty at TCU.”
  - a. The committee’s purpose was to identify an optimal proportion of tenured/tenure-track faculty within the entire faculty in view of the institution's goals.
  - b. To accomplish their goal, they compared the ratio to other schools and within TCU across time.
  - c. They identified a list of 31 schools across several comparison groups:
    - i. Big XII schools (e.g., Texas, Baylor, Oklahoma)
    - ii. Major private universities (e.g., Duke, SMU, Tulane)
    - iii. Schools in the Metroplex (e.g., UNT, UT-Arlington, Texas Wesleyan)
    - iv. Schools in Texas (e.g., Trinity, Abilene Christian)
    - v. Obtained data on faculty composition from collegefactual.com.
  - d. A full Excel sheet will be provided to faculty who may wish to conduct their own analysis.
  - e. Of full-time faculty at TCU, 69.1% are tenured or tenure-track. This is comparable to several schools, including:
    - i. Texas (69.2%)
    - ii. Texas Tech (69.1%)
    - iii. Vanderbilt (68.6%)
    - iv. Stanford (67.3%)
    - v. SMU (66.7%)
    - vi. Baylor (66.6%)
  - f. Some schools do have a lower ratio, and these fall into two groups. The first is institutions with a somewhat different scope, character, or mission (e.g., BYU, Texas Wesleyan, Abilene Christian). The second is institutions that rely heavily on GTA labor. TCU has 0.09 GTAs per full-time faculty member. At Oklahoma, 80.1% of full-time faculty are tenur(able), but there is 1.01 GTAs per full-time faculty. Overall TCU seems to compensate for absence of GTAs by relying on adjunct faculty (0.60

- per full-time faculty, #23 of 31 on the list).
- g. TCU's T/TT and non-T/TT faculty seem to have grown at similar rates across the last ten years. We have added 83 new T/TT faculty since 2006. We have added 79 new non-T/TT faculty since 2006. This may suggest the change in proportion is attributable to institutional growth versus purposeful diminution of the role of tenure.
  - h. Concluding observations:
    - i. A 2-to-1 or better proportion of tenur(able) to non-tenurable faculty reflects current practice across comparable universities.
    - ii. This ratio must be considered alongside reliance on adjunct and GTA instructors.
    - iii. The "optimal proportion... in view of the institution's goals" is ultimately a qualitative question as well as a quantitative one.
6. An update on "TCU and the Environment," by Mike Slattery has been postponed to a later date.
7. Ted Legatski presented a proposed Faculty Senate statement on "Diversity, Equity and Inclusiveness." The Senate voted unanimously to approve the statement, as follows:
- a. The Faculty Senate of Texas Christian University, representing the faculty, reaffirms its commitment to the University's core values of academic achievement, personal freedom and integrity, the dignity and respect of the individual, and a heritage of inclusiveness, tolerance, and service. The faculty supports the TCU community's ongoing efforts to fully realize those values and their expression in diversity in all its forms, equity, inclusiveness, freedom of expression, and academic freedom.
8. Dean Diane Snow (Mark Wassenich Endowed Chair and Dean, John V. Roach Honors College) introduced herself and offered thoughts on her first 100 days as Dean of the Honors College.
- a. The overarching goal of the Honors College is encompassed in the following statement: "Dedicated to enriching the intellectual life of TCU, the John V. Roach Honors College seeks to empower, inspire, and motivate high-achieving students to become leaders in our global society."
  - b. Beginning in Fall 2017, each honors student will be asked to sign (and abide by) the following pledge: "As a member of the John V. Roach Honors College, I pledge to dedicate myself to intellectual inquiry, life-long learning, and critical thinking, to maintain personal and academic integrity, and to engage others in earnest and respectful discussion with an open mind."
  - c. Honors students by the numbers:
    - i. Total Enrolled: 1,223 (14% of total)

- ii. Freshmen: 270 (invited from top 5.5% of TCU applicants)
  - iii. Average ACT: 32
  - iv. Average SAT: 2080
  - v. Average UW GPA: 3.8
- d. Honors students' come from:
- i. 33 states and 8 countries (China, El Salvador, Greece, Honduras, Italy, Thailand, Vietnam)
  - ii. 4% come from outside the U.S.
  - iii. 63% come from out-of-state
  - iv. 33% come from Texas
- e. Forty-two majors are represented among the honors students, from all schools and colleges at TCU.
- f. The overarching vision for the Honors College includes the following key points:
- i. Regular dialogue and clear communication between Honors and the TCU campus
  - ii. Align structure of the College with that of all other TCU colleges
  - iii. Promote diversity and inclusion in all aspects of the College
  - iv. Increase the number and variety of Honors courses, and clearly articulate value of an Honors education
  - v. Increase students' global awareness and cultural competencies
  - vi. Increase and improve programming to align with academic learning outcomes, and promote innovation

Their being no further matters for discussion, the Senate adjourned at 4:30 PM.

Respectfully submitted,

Greg Stephens  
Faculty Senate Secretary