

**Minutes
TCU Faculty Senate
2 September 1999**

Members present: Chuck Becker, Peggy Bennett, Joe Bobich, Pat Bradley, Clayton Brown, Art Busbey, Carolyn Cagle, Greg Clemmons, Ernie Couch, Nowell Donovan, Bruce Elleman, Lynn Flahive, Andy Fort, Sally Fortenberry, Gregg Franzwa, David Grant, David Jenkins, Ed Kolesar, Nadia Lahutsky, George Low, Nancy Meadows, Linda Moore, Alison Moreland, Don Nichols, Ellen Page-Garrison, Pat Paulus, Roger Pfaffenberger, Dick Rinewalt, Bill Ryan, Mike Sacken, Gloria Solomon, Carol Stephenson, Ron Watson, and Melissa Young.

Members absent: Pat Kincade, Sherrie Reynolds, Greg Stephens, and Peggy Watson.

The meeting was called to order by Chair Roger Pfaffenberger at 3:36 p.m. in the Board Room of the Sid Richardson Building.

The minutes of the 6 May 1999 Faculty Senate Meeting were corrected by deleting George Brown from the list of those rotating off the Senate who were thanked for their service. He did not rotate off the Senate and continues to serve. The minutes were approved as corrected.

Announcements. Chair Pfaffenberger announced the Faculty Senate calendar for the year. Senate meets the first Thursday of each month, with the exception of January. Senate committees meet the second Thursday of each month. He reminded the senators of the mission of the Faculty Senate: "The Faculty Senate is the representative body of the Faculty Assembly designed primarily to express the views of the teaching and research members of the faculty." This year the Executive Committee and Chair have two foci, first, to strengthen relationships between TCU faculty and staff and, second, to examine academic excellence at our University. Pfaffenberger suggested that the latter focus will involve three questions: 1. How do we compare to cohort universities in terms of academic excellence? 2. How do we achieve improved academic excellence? And, 3. How do we assess our progress toward achieving the goal of improved academic excellence?

Pfaffenberger then presented the Senate Committee membership assignments and charges for 1999-2000 and went over each committee and its responsibilities. (See Attachments A and B.)

Senator Bobich noted, with regard to the charge to the Budget and Finance Committee, that a timetable for the budget process was developed by the Senate a few years ago, and he can provide a copy to anyone who would like to see it. Bobich did not think it had been implemented. Pfaffenberger replied that the charge would then include that it be implemented.

New Business.

A. Executive Briefings.

1. Bob Seals, University Librarian. Seals was invited to present information concerning

electronic resources now available in Mary Coats Burnett Library. Highlights of his presentation: Computers and the Internet have dramatically changed the library's resources. Now there are virtual branch libraries in every faculty member's office, so that faculty have access to numerous resources at any time.

Electronic journals are playing an increasingly important role in the collection. They are convenient and available anywhere. Because many of these have gone to full image instead of full text, the screen displays what the actual print copy of the journal looks like. We currently have 473 scholarly titles of electronic journals available on line. This numbers will go up to 650 e-journals next month. Of the 1.4 million-dollar periodical budget, about 8.6% (\$125,000) is spent on electronic journals. He provided additional information about other electronic resources and encouraged faculty to visit the newly reorganized electronic resources page on the library web site to explore these, <http://libnt1.is.tcu.edu/www/Online/Online.shtm>.

[Note: The Microsoft PowerPoint presentation that Mr. Seals used is available on the Secretary's Page at the Faculty Senate Web Site, <http://www.fsn.tcu.edu>.]

2. Cornell Thomas, Special Assistant to the Chancellor. Dr. Thomas reviewed how the Diversity Council came about. Four years ago the Faculty Senate encouraged the establishment of a group to examine diversity. A group was formed and ideas were proposed, but the Council really didn't get started until the new chancellor arrived last year, who came with an agenda to examine our diversity.

The Council has focused on the following questions: "How do we create more opportunities for greater awareness of the individuals who make up the TCU community? How do we enhance opportunities for all in our community to have a voice? What are some of the things that need to happen at TCU to make all students feel valued and a part of this community of learners? And how should these ideals become real occurrences at Texas Christian University?"

The Council and Chancellor together developed the Council's charge:

1. Initiate programs to strengthen diversity among campus constituents;
2. Recommend to the Chancellor policies related to diversity issues and concerns in personnel, curricular, student life, and institutional governance matters;
3. Conduct or commission studies on diversity issues;
4. Monitor progress and provide reports to the Chancellor and University community on multicultural and diversity development;
5. Sponsor programs, workshops and speakers on diversity topics;
6. Work closely with faculty, students, alumni and staff groups and advisory boards on diversity enhancement; and
7. Develop a monthly newsletter and web-site to share information.

Thomas discussed what diversity is by making the following points: "Diversity is about understanding differences in ways of thinking, believing, and living. Diversity is not white male

bashing. Diversity is hearing and considering a variety of perspectives before making judgments. Diversity is not a lesson in political correctness. Diversity is you sharing your thoughts, ideas and opinions with others. Diversity is not a lecture about how you should think, feel or act. And diversity is exploring the filters through which we view life. These filters (education, parents, media, friends, etc.) influence who we are, how we think, and what we believe to be right and good.”

Chair Pfaffenberger indicated that, due the press of time and the need to talk about the dean search committees, Sandy Ware has agree to postpone her presentation for next meeting.

B. Other New business.

Senator Fort moved that we change the name of *freshmen seminars* to *first-year seminars*. Discussion raised the following points: Can freshmen take these seminars in the spring semester? Could transfer students here their first year take a first-year seminar? Should we replace *sophomore*, *junior*, and *senior* with *second-year*, *third-year*, and *fourth-year*? Senator Fort indicated his intention was focused on the issue of inclusive language. Provost Koehler commented that outcomes of these seminars are currently being examined based on these being offered only to first-year students, and to change that would change the outcomes. In accord with Senate procedures, Chair Pfaffenberger indicated that the motion would be voted on at our next meeting.

Chair Pfaffenberger invited Chancellor Ferrari to address the Senate concerning the recent rumors of our changing athletic conferences. Chancellor Ferrari noted that this is getting much media coverage. We have not applied for membership in Conference USA and we have not been invited to membership in Conference USA. We did have an informal and preliminary conversation with the commissioner of Conference USA and expect to have additional conversations with the commissioner. The Chancellor informed other college presidents in the WAC of these discussions today and has resigned his role as chairman of the WAC Council of Presidents because these conversations are going on. Chancellor Ferrari indicated that this is not a “done deal” as they say and that we’ll see where these explorations take us.

Chair Pfaffenberger commented on the process of forming search committees for the deans. He has received 113 e-mails and telephone calls, some from the same persons, raising questions and offering opinions about the process. So he explained what happened and why it happened. The Executive Committee met with the Provost last Thursday about the search process. In three of the four units the units had put forth recommendations for faculty to serve on the committees. The Provost at his meeting last Thursday with the Executive Committee brought to the Committee’s attention the policy passed by the Faculty Senate in 1988 delineating the composition of, and procedures for selecting members to, dean search committees. (Copies of this policy were distributed [see Attachment C]). The policy states that a majority of the membership on these search committees would be faculty, that a majority of the faculty would be elected, and that the chair would be selected from the elected membership. Time is of essence in getting these search committees organized, so the Executive Committee agreed that since three of the units had

already nominated faculty, we would put forward those names to the faculty for approval, but the ballots would also allow for write-ins. Since AddRan had not yet finalized a list of nominees, we were able to use a different process whereby each faculty member in the humanities and social sciences was asked if he or she would be willing to serve on the search committee. All faculty who responded that they would be willing were listed on the ballot. But even this caused problems in that some units decided to put forward only one name by having only one member of the unit return the form indicating his or her willingness to serve.

The Executive Committee recognizes, continued Pfaffenberger, that this process was confused and not ideal. But as faculty we need to realize that we will constitute a majority of the members on each of the dean search committees and one of us will chair each committee. The Executive Committee did the best we could under the circumstances. We thank Bill Koehler for bringing this policy to our attention and saving us from a serious mistake.

Senator Franzwa asked if a procedure for the interview process had yet been established. He was concerned that all faculty have a chance to visit with prospective candidates. Pfaffenberger replied that we haven't got that far yet, but he thinks all faculty should have a chance to visit with prospective candidates.

There being no further business, Chair Pfaffenberger adjourned the meeting 4:45 p.m.

Respectfully submitted,

C. David Grant
Secretary

ATTACHMENT A

Senate Committees 1999-2000 Academic Year

Academic Excellence

George Brown (Chair)
Don Nichols
Carol Stephenson
Ron Watson
Nancy Meadows
Peggy Watson
Art Busbey

Tenure, Promotion and Grievance

Sally Fortenberry (Chair)
Greg Franzwa
Ed Kolesar
Bruce Elleman
David Jenkins

Committee on Committees

Carolyn Cagle (Chair)
Chuck Becker
Peggy Bennett
Nadia Lahutsky
Melissa Young
Chuck Williams
Dick Rinewalt
Gloria Solomon

Faculty Governance

Clayton Brown (Chair)
Ernest Couch
Alison Moreland
Ellen Page Garrison
Pat Paulus
Joe Bobich

Student Relations

Bill Ryan (Chair)
Pat Bradley
George Low
Linda Moore
Gloria Solomon
Greg Stephens

ATTACHMENT B
TCU Faculty Senate Committee Charges
1999-2000

• **Executive Committee Tasks**

1. Revise policy and procedure statement for the Dean search process.
2. Conduct a salary study—where do TCU faculty salaries stand in comparison to cohort and benchmarking universities?
3. Investigate whether or not offering tenure up-front to new faculty in exceptional situations makes sense.

• **Budget and Finance Committee**

Standing charges:

1. Participates in an advisory capacity in the formulation of budgetary priorities and allocations for the University
2. Serve as a channel of communications between faculty and administration concerning financial issues.

Specific charges:

1. Continue efforts to gain earlier consultation and more input into the development of the TCU budget
2. Develop and recommend a procedure to insure that needed repairs, refurbishing, building and equipping of instructional and research space is reviewed annually and considered during the budget process.

• **Committee on Committees**

Standing charge:

1. Represent the interests of the faculty in the structure, functions, and membership of University Committees
2. Review University Committees to determine if (1) existing committees are necessary; (2) their charge, membership, and administrative oversight are appropriate; and (3) new committees are needed.
3. Working jointly with the Executive Committee, nominate candidates for senate offices, with the goal of providing more than one candidate for each position.
4. Nominate the membership of all university committees.

Senate Committee Charges, 1999-2000

Specific charge:

1. Investigate and recommend ways in which the Intercollegiate Athletic Committee can fulfill its charge more effectively and efficiently.

• **Faculty Governance Committee**

Standing charge:

1. Monitor the structure and functions of the Faculty Senate and Senate committees and recommend changes that will improve their effectiveness in University Governance.

Specific charge:

1. Investigate the relationship between the Faculty Senate and Board of Trustees at comparable universities. Suggest ways for improving the effectiveness of the Faculty Senate/TCU Board of Trustees relationship in the pursuit of academic excellence.
2. Design an organizational model for Faculty Senate/Faculty advising the University Vice-Chancellors. Define and explain the purpose and operation of the proposed system and prepare recommendations for implementing it.

• **Tenure, Promotion and Grievance Committee**

Standing charge:

1. Monitor the operations of the University policies on tenure and promotion as set forth by the Handbook for TCU and University Staff.

Specific charges:

1. Evaluation of the training and resource support provided to department chairs.

Assess the role of the department chair in the management of the TCU academic mission. Study the quality and effectiveness of the chairs' assessment of faculty productivity and support for faculty development. Make recommendations for ways to better support department chairs in discharging their duties.

• **Academic Excellence Committee**

Standing charges:

1. To maintain interest in and awareness of all policies, procedures, programs and goals that affect the academic excellence of the University.

Senate Committee Charges, 1999-2000

2. Study and advise the Faculty Senate on requests concerning academic matters forwarded by the Student Government Association.
3. In conjunction with the University Library Committee, monitor the status of library resources.
4. Meet with the Student Government Association & Academic Excellence Committee at least annually to trace issues of concern for the University.

Specific charge:

1. How excellent are we?

Conduct a study that compares TCU academic excellence measures with those of comparable and benchmarking universities. Where do we stand in comparison with these universities in terms of academic excellence measures? How do we improve academic and educational quality at TCU? How do we know that we are improving academic quality over time?

• **Student Relations Committee**

Standing charges:

1. Represent the Faculty Senate on matters involving student concerns.
2. Meet with the officers of the Student Government Association at least annually to track issues of concern to the student community of the University.

Specific charge:

1. Investigate the Greek system and its impact on academics (e.g., timing of rush).

ATTACHMENT C

TCU FACULTY SENATE

RECOMMENDED POLICIES AND PROCEDURES FOR FACULTY INVOLVEMENT IN SEARCH COMMITTEES FOR ADMINISTRATIVE POSITIONS ABOVE THE LEVEL OF DEPARTMENT CHAIR IN TCU'S ORGANIZATIONAL STRUCTURE

SECTION 1: DEGREE OF FACULTY PARTICIPATION IN SEARCH COMMITTEES

- A. For Chancellor and Vice Chancellors, the nominees of the Faculty Senate shall number no less than the representatives from any other university constituency.
- B. For Deans and other administrative positions with policy or personnel decision-making responsibilities for academic units, the nominees of the Faculty Senate shall be a majority of the search committee.
- C. Interim Deans shall be appointed after mutual consultation among the Vice Chancellor for Academic Affairs, the faculty of the unit involved and the Executive Committee of the Faculty Senate.
- D. The search committee for the Director of the Honors Program shall be appointed from the Honors Council and Honors Cabinet, in consultation with the Executive Committee of the Faculty Senate.

SECTION 2: SELECTION AND NUMBER OF FACULTY SENATE NOMINEES

- A. The administrator with oversight for the position to be filled and the Executive Committee of the Faculty Senate shall consult to determine the size of the search committee and therefore the number of Faculty Senate nominees.
- B. The Executive Committee of the Faculty Senate shall oversee the process of selecting the faculty nominees. The selection process shall seek to assure equitable representation from the unit for which the administrator is sought. For Deans, the majority of the faculty on the search committee shall be elected from the college/school involved.
- C. Faculty Senate nominees shall be full-time faculty members as defined by the criteria for eligibility for election to the Faculty Senate. Faculty members shall either be tenured or hold a tenure-track appointment with a continuing contract.

SECTION 3: APPOINTMENT OF SEARCH COMMITTEE CHAIRS

The administrator with oversight for the position to be filled shall appoint the chair from among the elected members of the search committee after consultation with the Executive Committee of the Faculty Senate.

SECTION 4: DUTIES OF ADMINISTRATORS WITH OVERSIGHT AND SEARCH
COMMITTEE CHAIR

- A. The administrator with oversight shall be concerned only with the following:
 - 1. compliance with legal regulations
 - 2. advertising the position
 - 3. timetable for the search
 - 4. budget for the search
 - 5. attendance when requested
 - 6. charging the committee and instructing it on matters of confidentiality

- B. The search committee chair shall have the following responsibilities:
 - 1. organizing the committee's work and scheduling meetings
 - 2. coordinating with the administrator with oversight
 - 3. notifying the University community of candidate's visits to the campus

Approved by the Faculty Senate 3 March 1988