

TCU Faculty Senate Meeting
January 27, 2005
Minutes

Senators present: Joan Aker,* Arnie Barkman, Donelle Barnes, David Bedford, Bonnie Blackwell,* Joseph Butler, Carolyn Cagle, Dennis Cheek, Alan Dettlaff, Sharon Fairchild, Blaise Ferrandino, Andy Fort, Sally Fortenberry, Rob Garnett, George Gilbert, Elisabeth Gillaspay, David Grant, Tom Guderjan, Jack Hill, Jack Jones, Paul King, Nadia Lahutsky, Steve Levering, Suzy Lockwood, John Lovett, Ed McNertney, Joel Mitchell, Linda Moore,* C.A. Quarles, Dick Rinewalt, Magnus Rittby, Bill Ryan, Ellen Page Shelton, Ranae Stetson, Carol Thompson, T.J. Walsh, Peggy Watson, Molly Weinberg, Keith Whitworth, Dan Williams, Melissa Young, Stu Youngblood,
*excused

Senators absent: Gene Smith, David Cross, Charles Hannon, Robert Neilson, Ranga Ramasesh, Don Nichols

Guests:

Skiff reporter Jessica Chandler, Melissa Canady, Catherine Wehlburg, Provost Donovan, Vice Chancellor Carol Campbell

Chair Blaise Ferrandino called the meeting to order at 3:35PM and welcomed the guests

Approval of minutes:

The minutes of the December 2, 2004 Senate meeting were approved with one correction. It was noted that Senator John Lovett was not absent from the December meeting.

Old Business

1. Core Emendation Policy approval

Chair Ferrandino brought a motion from the Executive Committee to approve the Emendation and Course Information Policy for the University Core Curriculum, which had been distributed to Senators. He noted that a few minor changes had been made to the draft presented in December, such as the title and some rearrangement of the material. There being no further discussion, the motion was approved unanimously.

2. FESSE presentation by Melissa Canady

Melissa Canady, Director of Assessment, took the floor to make her third and last presentation on the Faculty Survey of Student Engagement (FESSE) to the Senate this year. She will return if Senators have questions or request her to return. She reviewed the subjects of the two prior presentations: the first concerned the results on how faculty spend their work time in teaching, service, and research activities. The second presentation concerned faculty perceptions of student engagement on campus vs. student perceptions of their own engagement.

At the current meeting, the subject was the FESSE results indicating what faculty say they are doing in their classrooms, such as how much reading and writing is assigned in their courses. Ms. Canady noted that there is too much data in the survey for her to present it by specific discipline. As a result, her office has established a committee whose members will go to colleges to talk about the FESSE results in their specific subjects. She noted that there is a larger number of responses from AddRan; the numbers are considerably lower from other colleges.

Ms. Canady then presented the figures for what faculty reported was the number of assigned texts required in their courses, comparing lower and upper division course requirements. The survey results indicated that there was not very much difference between the number of assigned texts in upper and lower division courses. Ms. Canady pointed out that these results track very closely what happens at other institutions (in the doctoral research intensive category). Other areas presented were: the percentage of classroom time spent on lecture and teacher-led discussion, the importance faculty place on cognitive activities (memorization, analysis, synthesis, evaluation, and application). She also presented the results concerning faculty emphasis on core skills development such as speaking, writing, critical thinking, and problem solving. The survey revealed that TCU faculty emphasize critical thinking and problem solving more than speaking and writing skills.

Lastly, Ms. Canady discussed the results of the development of mission-related skills such as working effectively with others, understanding people of other racial/ethnic backgrounds, and developing a personal code of values. The results showed less emphasis on understanding racial/ethnic backgrounds than found at other institutions.

Ms. Canady asked Senators for comments, questions, or suggestions. She explained that this information could be used to inform various campus conversations. If anyone would like to suggest ways to use it, please let her know. After again re-capping the subjects of her two preceding Senate presentations, Ms. Canady explained that the FESSE is a complement to the NESSE and that her office decided not to compare the FESSE and NESSE results. Catherine Wehlburg added that this information is useful for discussion, but contains so much information that there are numerous ways the statistics can be analyzed. Discussion followed on the usefulness of the survey and how the information would be used. Ms. Canady confirmed that we will be doing FESSE again this spring and thereafter it will be done on a rotating three-year schedule. In response to the problem of faculty responses referring to a mix of lower and upper-level courses, Ms. Canady is considering assigning faculty to respond with a specific course in mind. This might make the information clearer as to which types of courses are represented in the survey results. Discussion ensued concerning the anonymity of these surveys. Ms. Canady confirmed that, for the NESSE, students fill out non-anonymous surveys. This allows researchers to discover why students leave the university and why they stay, for example.

3. Statement on ethics – Provost Donovan

Provost Nowell Donovan took the floor to introduce the drafts of a Code of Conduct and a Conflict of Interest Policy that the Board of Trustees would like to implement. The two documents, “Draft Code of Conduct including a Conflict of Interest Policy” and “Conflict of Interest Disclosure Guidelines and Procedures,” had been sent to Senators via e-mail prior to this meeting. Provost Donovan explained why the Board decided to draw up these documents at this time. Although normally these policies apply mainly to officers of the university in administration, they may also be relevant to faculty. Vice Chancellor Carol Campbell explained that the proposed Code of Conduct was

developed to apply to public companies, but a body of best practices has also been adopted by not for profit institutions.

It was explained that the Board decided that it was important to draw up a policy dealing with these issues since no such policy currently exists at TCU. Individuals working at the university that have major purchasing or contractual responsibilities will be required to sign the Conflict of Interest statement, when appropriate. This policy might also apply to faculty who require students to purchase a textbook authored by that professor. If this were the case, they would be asked to make note of it, in conformity with the Conflict of Interest disclosure procedures proposed. Discussion ensued concerning faculty using their own books in their courses and faculty benefiting from book sales to students. It was noted that some departments on campus do have rules related to this issue. VC Campbell also further explained the portion of the policy explaining how to report a violation. TCU is establishing a hotline within the university for people to call if they observe a conflict or other ethical impropriety. These procedures and the phone numbers to call are listed in the policy. VC Campbell noted that she currently serves as the University Ethics Officer, but that position would be given to Cornell Thomas in the future.

Discussion continued on the issue of outside employment and whether or not faculty teaching at other universities is considered a conflict of interest. Further discussion addressed the issues of environmental health and safety, and conflicts of interest involving athletic boosters. Vice Chancellor Campbell stated that, in regards to athletics, there are strict rules governed by NCAA. She also explained that the process for handling reports from the hotline is complicated, but that people who take the calls are trained in how to handle such reports and that there are regular reports. Finally, there was discussion concerning TCU's policy of confidentiality and disposal of documents. Provost Donovan pointed out that the university is legally required to preserve many documents and there is considerable security surrounding such documents.

Chair Ferrandino took the floor and remarked that it is good to engage in discussion on these issues. He pointed out that we are in an environment in which it is expected that unethical behavior be reported. This is a very positive development; the policies have been done in an attempt to be responsible.

4. COIA Report

Chair Ferrandino explained that Senator Linda Moore was not able to be here to present the COIA report. He therefore pointed out some of the more positive highlights of the report and informed Senators that a motion will be placed before the Senate at the next meeting to endorse the COIA proposals. In reference to the proposed changes regarding the GPA requirements of athletes, Provost Donovan pointed out that when TCU changes athletic conferences, there will be a much more strict GPA requirement for athletes. The requirement will be 2.0 and will be applied immediately.

5. Report from Stu Youngblood concerning the Conflict Resolution Policy.

Since Senator Moore was unable to be present at this meeting, Chair Ferrandino announced that the Senate would hear a report by Senator Stu Youngblood (Chair of the TPG committee) about the Conflict Resolution Policy. After identifying the members of the Task Force, Senator Youngblood distributed the committee's draft of a Conflict Resolution Policy that includes faculty. He explained that there are two classes of conflict: tenure grievances, ruled by the procedures found in the *Handbook for Faculty and Staff*, and all other types of conflicts. The idea behind the committee's charge was to give faculty the same

access to conflict resolution as had been given to staff. The committee's charge was to look at the joint policy that had been previously drawn up by the Senate TPG committee, and make sure that it met faculty needs.

Senator Youngblood invited Senators to look at this document and give the Task Force feedback. Discussion was held concerning how conflict is defined. Senator Youngblood noted that at times individuals bring in conflicts that should be handled under a different policy. He also explained the mediation process. He concluded by asking Senators to let him or any of the Task Force members know if they have questions or comments. Chair Ferrandino clarified that this is the same policy that the Senate approved last year. It has been slightly changed in language and experts have examined it and put things in proper order. Certain inconsistencies in language have been cleared up and the various Deans now understand the difference between this and the tenure grievance policy. The Senate will be asked to approve it at the next meeting.

6. Joint Assembly -Senator Suzy Lockwood

Senator Lockwood (Chair of the Student Relations Committee) took the floor to ask Senators for their opinions as to what subject should be discussed at the next Joint Assembly with the Staff Assembly and Student Government. The Student Relations Committee has come up with some ideas, but would like Senators to give their opinions by filling out a form she distributed. She requested that Senators fill out the form and add any suggestions they may have.

7. Budget Advisory Committee presentation by Vice Chancellor Carol Campbell

Vice Chancellor Campbell presented the proposed 2005-2006 Operating Budget, which will be sent to the Board of Trustees in preparation for their meeting next week. They will hopefully approve this budget at that meeting.

Planning for the proposed budget took into consideration the following: tuition dependency, Vision in Action, successful graduation rates, the Core Curriculum, recommendations of the Compensation Task Force (for staff compensation), and new and remodeled facilities. The following assumptions about resources were made: a target 8% tuition increase, a 6% housing increase, a 5.4% endowment spending rate, and a steady-state enrollment

Vice Chancellor Campbell also explained that TCU is still below average in tuition costs (in its category), and that the endowment values are increasing. Her report showed that TCU would have an operating budget of almost \$270 million. The report showed the projected costs of compensation, infrastructure, financial aid, academic excellence, student experience, intercollegiate athletics, advancement and administration, and Vision in Action (a new budget line that will be funded by 2% of the proposed tuition increase).

The floor was opened for questions and comments. Provost Donovan remarked that, as this was his first experience as Provost with university budget development, he was quite impressed with the quality of the discussions. He felt that academics fared very well in the establishment of the new budget.

Discussion ended and Chair Ferrandino adjourned the meeting at 5:10PM.

Respectfully submitted,

Sharon L. Fairchild