

Minutes
TCU Faculty Senate
6 February 2003

Members present: Arthur Busbey, Carolyn Spence-Cagle, David Cross, Sharon Fairchild, Blaise Ferrandino, Lynn Flahive, Ron Flowers, Andy Fort, Pam Frable, Rob Garnett, George Gilbert, Phil Hadlock, Sanoa Hensley, Jack Jones, Derek Kompare, Nadia Lahutsky, Suzy Lockwood, Joan McGettigan, Bill Ryan, Dick Rinewalt, Magnus Rittby, Mike Sacken, Ellen Page Shelton, Gene Smith, Elizabeth Taylor, Carol Thompson, Jeffrey Todd, Bill Vanderhoof, Peggy Watson.

Members absent: Sally Fortenberry, Don Nichols, Ranga Ramasesh, Paul King, Lee Woodward, Melissa Young.

Chair Watson convened the meeting at 3:37PM.

The Senate approved the November and December minutes.

Senator Fort enjoined senators to join committees and then distributed forms asking senators for ideas for Senate discussion.

Old Business

Senator Sacken presented on the grievance policy that clarifies the procedure for tenure problems. The TP&G Committee suggests that rather than attempt to modify and use this policy for all faculty grievances, that the Senate should enter into discussion and collaboration with The Staff Assembly to amend the current staff conflict resolution policy so that it also covers faculty grievances (due to working conditions). A tremendous amount of work has already gone into the current conflict resolution policy and it would make more sense to propose amendments to the current policy to expand it to include employees other than staff.

Since a majority of conflicts that arise on campus are faculty/staff we need to have a single policy and not separate policies for each group. Such a policy would handle everything for faculty except for tenure disputes. He asked that the current document be passed so that we will have a grievance policy for promotion and tenure.

Senator Spence-Cagle noted that there are then two motions before the Senate. The first motion is to accept the Tenure and Promotion Grievance Policy as attached to February agenda, and the second is to have the TP&G Committee work with Staff and HR to modify the current conflict resolution policy to include grievances among and between faculty and staff.

Senator Shelton seconded both motions.

Both motions passed unanimously (the modified conflict resolution policy should be ready to present by end of term).

New Business

Dr. Bonnie Melhart, Science and Engineering Associate Dean and SACS visit honcho, gave a short presentation on the looming SACS visit. She noted that the TCU SACS website contained information about the visiting team. SACS inquisition members will be in town on Feb 24th and will be on campus on Feb. 25th and 26th. A Faculty Forum on the visit will be held on Tuesday, Feb 18th.

Chair Watson introduced Dr. Rhonda Hatcher (Math) who is the TCU representative to the NCAA. She has been involved in the revision of NCAA Division I academic standards and gave a presentation on the new standards that were approved by the NCAA Board of Trustees in October of 2002. The primary goal is to increase access to higher education while increasing graduation rates.

The Chair then introduced Mr. Eric Hyman, TCU Athletic Director. The Director said that academics are important for TCU athletes and that he wants to balance time commitments between athletics and the rest of the university. He covered various positive aspects of the program as well as concerns. Following the presentation there was lively discussion by Senators. Salient points of the discussions include:

- Athletics budgets are affected like those of the rest of the University and will soon be undergoing six figure adjustments.
- The tutoring program continues in the John Justin Center and is open to all TCU students.
- Budgetary concerns have caused the postponement of a new women's program that was under consideration.
- It is the Senate's perception that the Athletic program operates under a huge deficit (one Senator mentioned he had heard \$13 million). The Senate hopes that cuts in academic budgets are mirrored by similar cuts in Athletics. The Director said he is sensitive to budgetary concerns and says that TCU Athletics is very frugal compared to athletic programs in other peer institutions.
- Income due to television should be higher in Conference USA.
- The magnitude of the raise for the Football Coach remains confidential.

Other

Secretary Busbey presented the core process poll results. 84 Faculty voted in favor of the poll and 7 voted against. This is interpreted as a mandate to continue work using the current model.

Chair-Elect Lahutsky distributed a resolution to the Senate about the cutting of research faculty grants [see Appendix A for the accepted version of the resolution].

Senator Fort noted that the Faculty Senate Executive Committee (EC) was surprised by the release of information about the cutting of the research funds. Chair-Elect Lahutsky is on the Budget Committee and this was also unknown to her. The EC wants to make clear that they knew nothing about this move.

Provost Koehler acknowledged the cuts, saying that this cut was one of many attempting to deal with projected declines in endowment income over the next two years.¹

Senator Frabel asked the Provost about other University budget cuts.

As examples, Koehler said that a total of \$500K was cut because he recovered an incremental half million dollars. \$100K was taken from travel from Academic Affairs and that additional cuts may be made from departments. The Library received only 50% of what it asked. He also noted that the academic deans had approved the research fund cuts.

Senator Gene Smith asked if TCU could make greater cuts in Athletics and the Provost said that cuts at the same percentage were being made “across the board”.

Following discussion the original resolution was modified (Appendix A) and was accepted by vote.

The meeting was adjourned at 5:15PM.

Respectfully submitted,
Arthur Busbey, Secretary

¹ The following comments are based on (or quoted from) clarifications provided by the Chancellor prior to approval of the February Minutes.

TCU is expecting projected declines in endowment income in the operating budget of \$1.4 million next year and \$4 million in 2004-2005. The 2003-2004 budget is balanced with a combined contingency/surplus reserve of \$2.5 million. Reductions in endowment income earnings have been met by other actions, including higher tuition increases. The overall budget reductions or deferrals gave opportunities to fund salary and benefit increases and other selective enhancements to academic and other programs. Again, the 2003-04 budget has a good contingency/surplus reserve as my February 10 update to faculty and staff indicated.

In addition, it should be noted that our multi-year income projections for endowment earnings indicates that this component (which is about 23% of the operating budget) will stabilize and move higher in 2005-2006 and beyond. 2004-2005 will be an especially challenging budget year given the anticipated drop in endowment income (calculated on a 12-month trailing average) and concerns about the effect of higher tuition increases on enrollment and financial aid. But assuming even a reasonable return to normal market earnings and a lessening impact of debt service expenses, the picture brightens after 2004-2005 and beyond with respect to the endowment factor.

Each vice chancellor was given target for budget reductions and or deferred expenses for 2003-2004. Each person consulted with appropriate members of the staff in each division. These reports were reviewed by the chancellor's cabinet in our budget deliberations. The cuts/deferred expenses were not really across the board but it is accurate that every division participated in the process.

APPENDIX A

Motion Passed by the TCU Faculty Senate, 6 February 2003

WHEREAS the core business of the University must continue even in a time of shrinking endowments and rising expenses; and

WHEREAS the core business of the University—that without which the institution would not exist—is the instruction of students and the contribution to knowledge through basic research; and

WHEREAS current faculty on tenure track will be expected to maintain their research programs as they proceed through their probationary periods; and

WHEREAS the budget approved at the January 2003 Board of Trustees meeting reduces Research and Creative Activities by \$83,000 and the Instructional Development (and Education in a Global Society) funds by \$20,000, leaving only funds for new faculty grants and some amount for international experiences for faculty;

THEREFORE, be it resolved that the TCU Faculty Senate expresses its grave concern over this matter and authorizes the Executive Committee of the Senate to enter into discussions with the Provost to reconsider, in a timely manner, this portion of the budget.