

**TEXAS CHRISTIAN UNIVERSITY
FACULTY SENATE MINUTES**

FEBRUARY 2, 1995

The Faculty Senate of Texas Christian University met at 3:30 p.m. on February 2, 1995 in the Faculty Center of Reed Hall with Chair Gregg Franzwa presiding. Senate members present included: Odom, Infantino, McNertney, Tucker, Fortenberry, Jenkins, Couch, Hatcher, Ludvigson, Van Beber, Gorman, Rinewalt, Rowell, Gouwens, Thomas, Vanderhoof, Martin, Davis, Gudmudsen, Freeman, Haigler-Robles, Garrison, Solomon, Hensley, Vigeland, Nichols, Babitch, Dominiak, Kucko, Becker, Fort, Pohl, Keen-Payne, Raessler, Reynolds, Breyer. Senators not in attendance included: Watson, Comer, Clark, and Flahive.

ASSOCIATE VICE-CHANCELLOR LARRY ADAMS--A DISCUSSION ON THE FRESHMAN SEMINAR PROGRAM.

Vice-Chancellor Adams, at the request of the Executive Committee of the Faculty Senate, presented an overview of the Freshmen Seminar Program. According to Adams, the program was developed to ensure that the quality of the freshmen experience results in a positive learning environment and provides an opportunity to build good associations with faculty at a very early stage.

While the attrition rate for students between their freshman and sophomore year is within the national average, the goal of implementing this program is to see if this rate could be lower. Therefore, the Freshmen Year Seminar Program was implemented. Vanderbilt, Notre Dame, and Washington University in St. Louis were models that a committee of TCU faculty used to establish the format for this program. The program which represented a 15 students to one professor ratio, was implemented this Fall, 1994.

Dr. Adams stated that the goals of the program are:

- To develop a rapport with faculty and other peers in a non-lecture format
- To integrate the student into an academic peer group
- Assist students in achieving a higher order of learning skills (synthesis, critical thinking, etc.)
- Establish an academic tone for the remaining of their collegiate career.

**TEXAS CHRISTIAN UNIVERSITY
FACULTY SENATE MEETING**

**FACULTY CENTER, REED HALL
MARCH 2, 1995**

Meeting Agenda

Approval of Minutes from February 2, 1995

Announcements (Gregg Franzwa, Chair)

New Business

Registrar Pat Miller

Discussion Regarding the Discontinued Use of Social Security
Numbers for Identification Purposes

Motion for Consideration (Senator Spencer Tucker—see page 8).

A Proposal for an Elevator Addition and Classroom/Office Expansion to Reed
Hall.

Discussion on Student Evaluations of Teaching (Senator Joe Bobich)

**Discussion Regarding Proposed TCU Discrimination Policy (Senator
Fortenberry)**

Other

Five seminars were offered in art, business, education, social work, and radio, television and film. The experience was evaluated through student comments on the nature of the experience. Faculty also provided written evaluations of the program. The groups of freshmen who participated this fall will be tracked to determine if the attrition rate has improved.

Dr. Adams introduced David Whillock, professor of Radio, Television, and Film who summarized his experience with the program. Professor Whillock stated that the seminar was a very positive experience for both the professor and the student. The objectives for the seminar appeared to be reached and communication between the professor and students have continued during the spring semester. It also appears that students are continuing to explore further courses in the area they studied during the seminar. The profile of those participating in the program indicate that they are at the top of their class in current courses.

Professor Cornell Thomas of education reconfirmed Professor Whillock's comments and added that it appears that the students' curiosity level has increased. Overall, it was a great experience for both the students and the faculty.

Dr. Adams stated that department chairs have been asked to look at how their department may be able to participate in the program. A seminar that investigates various issues relevant to that discipline are welcome. Discussion, reading, writing, synthesis, and an active learning style need to be a component. The effectiveness of the seminar will continue to be measured.

Senator Breyer inquired as to how effectiveness can be measured when only a select group of students participated. Dr. Adams responded that the seminar courses were approved through academic committees. The average SAT score for all incoming freshmen students was 1050-1060 as compared to 1100 for those students participating in the seminar. Each student self-selected the seminar course they wished to take. Currently there is some discussion as to whether or not the seminars should fulfill UCR requirements.

Senator Breyer asked about the feasibility of expanding the program without more funding to pay for faculty to teach the seminars. Dr. Adams stated that the goal was to incorporate the full-time faculty at the freshmen level. Departments have been asked to evaluate the possibility of using adjunct faculty for upper division courses. This would increase the number of full-time faculty teaching lower division courses.

Senator Fort stated that it was difficult to find adjunct faculty that can teach to a program's philosophy's and specialties at the upper division level. Dr. Adams responded that adjustments would need to be made to accommodate schedules in a similar fashion for when faculty are on sabbatical. He also stated that he was well aware of the budgetary concerns but felt with continued success with the seminars,

more funding may be come available.

Senator Tucker stated that this program reconfirms the need for more full-time faculty. Senator Infantino agreed and asked if the Freshmen Seminar Program could be used to build a case for the need for more full-time faculty. Dr. Adams responded affirmatively.

Senator Reynolds stated that perhaps the university should investigate the possibility of changing the format of all standard freshmen course offerings to be similar in philosophy to the seminar program. She added that this approach may be a more long term solution to enhancing the freshmen experience for all TCU students. Senator Martin inquired as to whether or not any grade distribution studies have been conducted. Dr. Adams responded that this may be done in the future.

Chair Franzwa thanked Dr. Adams on behalf of the Senate.

APPROVAL OF THE DECEMBER 1, 1994 MINUTES.

Senator Fortenberry moved that the December 1, 1994 minutes be approved. Senator McNertney seconded the motion. The minutes were unanimously approved.

ANNOUNCEMENTS

Chair Franzwa made the following announcements:

The Skiff Reporter, Deanna Raines was introduced.

The Executive Committee met with the Provost and reviewed the budgetary situation for 1995-96. While the budgetary plan for 1995-96 includes no increases, the positive news is that we are not operating in a deficit. The Executive Committee will be in communication with the Provost concerning budgetary issues including the future of academics at TCU.

The Student Academic Conduct Policy has been revised through the Vice-Chancellor for Student Affairs Dr. Don Mills. The Senate Student Relations Committee will be receiving this revision for comments and suggestions.

INTERCOLLEGIATE ATHLETICS--A REPORT FROM BILL BEEZELY

Senator Bob Vigeland, Chair of the Committee on Committees introduced Dr. Bill Beezely, Chair of the Intercollegiate Athletics Committee. Dr. Beezely stated that the major role of the Intercollegiate Athletics Committee is to serve as the oversight on academic issues affecting the TCU Athletic Program. The role of the advisory committee particularly involves providing input for academic policies that are

developed at the NCAA level. TCU Athletic Director Frank Windigger plays a major role in the NCAA and therefore this serves as an advantage to the Intercollegiate Athletics Committee since there is a voice representing TCU at the national level.

Dr. Beezely stated that he had been involved in the most recent hiring of the Head Basketball Coach and did participate in the interview process. During the contract negotiations between TCU and Head Football Coach Pat Sullivan, Frank Windigger did keep him informed of the situation.

Senator Franzwa asked if the Western Athletic Conference Representative to the NCAA needs to be a full-time teaching faculty member. Dr. Beezely responded that based upon the descriptions of the athletic regulations a full-time teaching representative should be the representative, however our current representative does meet the NCAA regulations and is doing an excellent job.

Senator Becker asked about whether or not the athletic program operates at a deficit level. Senator Fort responded affirmatively, however, TCU perceives the Athletic Program as an important component of university life and benefits TCU and the community at large.

Senator Martin asked if there is one particular athletic program that operates more in a deficit than another. Senator Fort explained that Division I regulations stipulate a certain amount and type of programs. Dr. Beezely responded that TCU is not alone on this issue and that very few programs across the U.S. have an athletic program that operates without a deficit.

Senator Keen-Payne asked if the Committee will be discussing the impact of Title 9 on the TCU Athletic Program. Dr. Beezely responded affirmatively and stated that NCAA mandates the quantity and type of women and men sports and that Division I schools will need to adjust to meet these mandates. He further stated that women's volleyball is being added as a part of TCU joining of the WAC conference.

Chair Franzwa thanked Dr. Beezely on behalf of the Senate.

Senator Vigeland presented the following motion on behalf of the Committee on Committees:

Intercollegiate Athletics Committee Proposed Charge:

Advises the administration on the conduct of the university's intercollegiate athletics program, especially in regard to academic issues. Provides communication between the athletics department, faculty, staff, students, administration, and trustees. Advises and is kept informed by the university's representative to the NCAA and WAC.

Senator McNertney seconded the motion and it passed unanimously.

ACADEMIC EXCELLENCE COMMITTEE

Senator Ernest Couch, Chair of the Academic Excellence Committee presented an overview of this committee's meeting with David Edmondson, Assistant Vice-Chancellor for Information Services. The status of the computer and networking situation at TCU was the primary topic of the meeting (see attachment pages 9-10).

The network system is currently being reconfigured (including fiber optics) in order to more efficiently handle the existing heavy usage. This work should be completed by the end of the month. Currently there are negotiations being conducted to determine getting fiber optics to all of the dormitories. They are hoping that this may occur without any additional cost to TCU.

The administration has a goal of having all faculty networked within three years. All buildings currently have the network capabilities.

Senator Couch stated that it is still a problem accessing the network from a home computer because of the overload on the system. By the end of summer, Vice-Chancellor Edmondson is hoping to have more modem capability and switch from the Gandalf system in order to increase speed and efficiency.

Senator Hatcher asked about long-term plans for easy access to computers for students. Robin Mayne, Manager of User Services, stated that computer purchases with excellent discounts are available for students. Also, there are plans for clusters of computers to be installed in the residence halls. When this is complete, late hour access to the computer clusters will be available for students.

Senator Hatcher asked if there are any plans for wiring classrooms to accommodate computers. Robin Mayne stated that there are not any current plans but that faculty should make their needs known to the TCU Academic Computer Committee.

Senator Couch ended the presentation by stating that significant improvements have been made and increased speed and efficiency will be evident in the near future.

OTHER BUSINESS

Senator Breyer provided a report from the University Traffic Committee. A list of guidelines for a new parking policy were established and presented to Don Mills, Vice-Chancellor for Student Affairs. These guidelines are currently under study. The suggestions included a recommended price increase for parking which will be prorated

according to the location. It was also suggested that reserve parking be consolidated into specified areas so that these spaces can be more closely monitored. The Traffic Committee will be asked to have input into the final proposal before it is formalized.

Senator Tucker asked about the possibility of building parking garages. Senator Breyer responded that they are too expensive to cover operational costs and are not a part of the recommended parking plan.

Senator Odom asked about the criteria for a getting a reserved parking place. Senator Breyer stated that it was proposed that length of service be the basis for who gets a reserved parking place. Senator Breyer also noted that the parking proposal was based upon information received during several meetings with various members of the university and students.

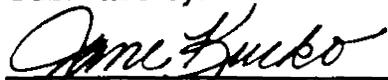
Senator Fort announced that he has been investigating the copyright issue with Mike Gore, Director of the TCU Bookstore. A one-stop concept for obtaining copyright permission is being investigated.

Senator Fort also asked for senators to be thinking about who they would like to nominate for leadership positions on the executive committee for the next academic year.

Senator Becker asked the executive committee to talk with Ken Morgan, Chair of the Retirement, Insurance and Benefits Committee to find out the current status of benefits for retired faculty.

Senator Breyer moved that the meeting adjourn. Senator Fortenberry seconded. The meeting adjourned 4:50 p.m.

Submitted by:



Jane Kucko, Senate Secretary

RESOLUTION FOR CONSIDERATION**Renovation to Reed Hall (Presented by Senator Tucker)**

Resolution: The Faculty Senate asks that the highest priority be assigned to providing full handicapped access to classrooms and offices on campus. We ask that special attention be given to adding on a new wing to Reed Hall, possibly connecting with the Student Center, that would provide elevator access to all three floors. We ask that no new construction be initiated on campus until this is done.

Background: Over many years, faculty have been asking that an elevator be installed to provide handicapped access in Reed Hall. At present, we have three graduate students in History who are physically challenged and have difficulty getting to the third floor. In September, 1994, the department chairs of the four academic departments in Reed Hall submitted a proposal for adding on a new wing to Reed Hall that would include an elevator providing access to all three floors as well as badly needed office and classroom space. Copies of that proposal are available from Senator Tucker.

Computers and Networking at TCU

A report from the Academic Excellence Committee

This year one of the charges of the Academic Excellence Committee was "Investigate the University's plan for the acquisition of computers and networking throughout the campus." Our committee invited Dave Edmondson, Assistant Vice Chancellor for Information Services, to meet with us in our October committee meeting. Since that initial visit much has happened both good and bad. Dave has been kind enough to update us recently and the contents of this report reflect both the problems being encountered and the solutions being put in place now, as well as remedies planned for the immediate future. Much of the trouble being encountered now is due to the popularity and success of the service being provided by Information Services. Many more faculty and staff are making use of the network, and the use of the computing power provided by the center is increasing exponentially. Of this we are happy, but it causes problems in the short run. Last semester the network (known as the ethernet) was badly bogged down. In fact it was bogged down to the point that some of the computer classes using it had great difficulty in operating their equipment. This choking of the net also affected faculty research and teaching. Something had to be done. Something is now being done. Help is on the way.

The administration has found funds to reconfigure the network and to increase its speed by an order of magnitude. The hardware needed to give this increase in speed is presently being installed in a pre-existing fiber optic system that, when finished, will form a communications ring that will tie the main components of the campus together at a speed of 100 megabits/sec. The old system ran at 10 megabits/sec. There will be off ramps (clusters) to various laboratories and departments which will still run at the old speed of 10 megabits/sec. But the main "freeway" will speed data along and no traffic jams should occur as they now unfortunately do.

With this high speed freeway for data nearly in place Information Services is now negotiating with several telecommunication companies to place fiber optic lines into all of the campus dormitories. Dave Edmondson's goal is to avoid any capital cost to TCU and to provide the service without the need for any additional staff. These lines will provide three services: cable TV, telephone communication, and computer network connections to the mainframe computers. The company will recoup their cost and generate profits by the students paying for the use of cable TV and telephones. It is hoped that a firm commitment and contract from one of these companies will be in place by April.

One of the long-range goals of the administration is to provide network connections to all interested faculty within the next three years. Presently all academic buildings now have a network backbone in place. However, the big challenge is to make that last and final link to the faculty members' office and to their computers. The cost of this final connection is \$500.00. Information Services can not and will not provide this money. The money for this must come from a supportive dean. This is a key point. It is very important to persuade your dean that such connections are needed.

However, the administration has supplied and continues to supply funds to put at least one ethernet connection in place in each of the departments. This is to provide what is called a degree audit system. This is being provided to aid in

counseling. Such a system is presently in place in the School of Business, in the School of Education, and in Harris School of Nursing. Adran is in the process of making such connections and should have them completed during the summer.

There is and continues to be a problem with modem access to the computer both on and off campus. Often in the evening it is entirely impossible to reach the TCU computers. This problem is being studied by Information Services and Dave Edmondson has told me that he hopes to have a solution for it by summer. One possible change might be that some of the modems will be reserved for faculty. More modems might be installed and the switching device known as the Gandalf might be replaced to allow baud rates above 9600. With the improvements of network performance SLIP or PPP connections will be available and IP numbers (numbers that allow full access to internet services) might become generally available. Also if the dormitories are wired students will have direct access to the mainframe computers without having to use modems. This would also take pressure off modem use.

We are indeed fortunate that the administration is taking positive steps toward bringing our computing facilities up to date and in line with the standards in place elsewhere. After this summer we should see a vast improvement in network performance, a performance that will allow both students and faculty to drive full speed down the information highway.

FR: FACULTY SENATE
P. O. BOX 30791

TO: WILLIAM H KOEHLER
P.O. BOX 30788

**TEXAS CHRISTIAN UNIVERSITY
FACULTY SENATE**

**FACULTY CENTER, REED HALL
SEPTEMBER 7, 1995**

Meeting Agenda

Approval of Minutes from May 4, 1995

Announcements (Sally Fortenberry, Chair)

New Business

- Introduction of Senators: Roll Call (Senator Kucko)
- Distribution of Committee Charges (Senator Vigeland)
- Update on Retirement, Insurance, Benefits Committee from Dr. Ken Morgan, Chair
- Discussion Regarding Peer Advisors and Mentors (Senator Franzwa)

Old Business

- Non-discrimination Policy (Senator Fortenberry)

Other

For the benefit of the university community, Dr. Gregg Franzwa's closing remarks as outgoing chair of the Faculty Senate are included with the Faculty Senate Minutes.

**TEXAS CHRISTIAN UNIVERSITY
FACULTY SENATE MINUTES**

May 4, 1995

The Faculty Senate of Texas Christian University met at 3:30 p.m. on May 4, 1995 in the Faculty Center of Reed Hall with Chair Gregg Franzwa presiding. Senator members present included: Keith Odom, Peggy Watson, Stephen Infantino, Stan Trachtenberg, Ed McNertney, Spencer Tucker, Sally Fortenberry, David Jenkins, Ernest Couch, James Comer, Wayne Ludvigson, Mary Ann Gorman, Dick Rinewalt, Cy Rowell, David Gouwens, Cornell Thomas, Bill Vanderhoof, Kathleen Martin, Carolyn Spence Cagle, Gail Davis, Anne Gudmudsen, Alison Moreland, John Freeman, Susan Haigler-Robles, Paul King, Ellen Garrison, Lynn Flahive, Judy Solomon, Sanoa Hensley, Bob Vigeland, Don Nichols, Gere Dominiak, Jane Kucko, Chuck Becker, Andrew Fort, Rhonda Keen-Payne, Ken Raessler, John Breyer. Senators not in attendance: Rhonda Hatcher, Anne Van Beber, Ginger Clark, Joe Bobich, Bill Pohl, Sherrie Reynolds.

NEW BUSINESS

QUESTION/ANSWER SESSION WITH DR. WILLIAM KOEHLER, PROVOST AND VICE-CHANCELLOR FOR ACADEMIC AFFAIRS

Chair Franzwa asked Dr. Koehler to clarify the purpose of the letter from the Chancellor which stated that the university will be participating in an evaluation of the university's effectiveness. Dr. Koehler responded that the letter was written to inform the university at large that an evaluation of various enterprises outside the academic arena will occur. A letter to the academic deans was recently distributed in which the deans are charged with the evaluation of their college in regards to the quality of service and efficiency. Dr. Koehler stated that this process will occur over the next several months and there is no specific deadline at this time.

Senator Dominiak asked for clarification in regards to the definition of "customer." Dr. Koehler responded that customers exist at different levels. For example, students are customers to the university and faculty are customers of the library. This term is being used to reinforce that students have choices in which institution they choose to attend. Dr. Koehler stated that the term "customer" refers to being courteous and responsive to student needs. However, it does not imply that the student should tell faculty how to teach.

Dr. Koehler stated that two incremental positions have been filled with two African American faculty and that 25% of the over twenty new hires are minorities.

Senator Couch inquired about financial support for obtaining additional software. Information services is currently conducting a survey which may support the need for

purchasing software. Dr. Koehler responded that once the need is defined, software could be purchased through the equipment line in each college.

BRONSON DAVIS, VICE-CHANCELLOR FOR UNIVERSITY DEVELOPMENT

Senator Franzwa inquired as to who may or may not solicit contributions from alumni. Dr. Davis stated that only Development can contact alumni so that the number of requests is kept to a minimum. Departments can mail newsletters and state that they are mounting a fund-raising project, however, specific letters requesting contributions are not allowed.

Senator Odom stated that several departments have developed special plans however, they do not have a newsletter program. What other types of avenues do departments have to publicize fund raising efforts to alumni? Dr. Bronson stated that departments are encouraged to contact the Development Office.

Senator Fort stated that faculty were informed that percentages would not be published. While sharing the overall goal of the campaign is supported by the senate, Senator Kucko questioned presenting department averages. Mr. Davis stated that the campaign committee supported presenting this information and future publications of this information should be expected.

APPROVAL OF MINUTES

Senator Fortenberry moved that the minutes of April 6, 1995 be approved. Senator Vigeland seconded the motion which passed.

NEW BUSINESS

Announcements:

Chair Franzwa stated that while several senate evaluation forms have been returned, everyone is encouraged to complete the evaluation and return it to the senate as soon as possible.

Chair Franzwa extended a word of appreciation for the following senators who have completed their senate term:

Senators Odom, Watson, McNertney, Couch, Ludvigson, Rowell, Thomas, King, Hensely, Bobich, Dominiak, and Breyer.

ACADEMIC EXCELLENCE

Charge: Temporary Faculty & Staffing Freshman Seminar Programs

Senator Couch presented an overview of the committee's concerns regarding the staffing of the University Freshmen Seminar Program. The committee's recommendation is to not implement the program without first adding more faculty. Senator Infantino stated that he was on the committee that investigated the freshman seminar program. Maintaining adequate staff and academic integrity were the main issues at that time. Senator Infantino reconfirmed that the original adhoc committee supports this senate committee's concerns.

Senator Couch announced that a new vax computer should be on line by May 20 so that there should be great improvements in the system.

ROLE AND FUNCTION COMMITTEE

Senator Payne stated that one of the charges for this committee was to investigate faculty involvement in international education. Dr. Delia Pitts, Director for International Education met with the committee. Through international student recruitment (over 200 students on campus), the intensive English program, and the study abroad programs (summer and fall/spring programs), TCU is actively involved in international education. Faculty interested in teaching a course internationally should first develop a proposal which documents how a particular course is significantly enhanced by teaching it internationally. Faculty are then encouraged to visit with Dr. Pitts concerning the course and projected enrollment figures. Dr. Pitts is more than willing to visit with departments about study abroad programs.

COMMITTEE ON COMMITTEES

The call for 1995-96 University committees assignments were distributed (see attached) by Senator Vigeland. Committee on Committees did an extensive review of committee charges. The affirmative action committee is being proposed to be changed to the Committee on Campus Diversity & Affirmative Action (See attachment page 7). Senator Vigeland moved that this change be approved. Senator Tucker seconded the motion and it passed.

Senator Vigeland moved the University Committee recommended assignments for 1995-96 be approved (see attachment pp. 8-10). Senator Raessler seconded the motion which passed.

MOTIONS FROM THE EXECUTIVE COMMITTEE

Motion 1: A member of the Executive Committee shall be a member of the University Budget Committee. This will ensure communication between the senate and the administration. The motion passed.

Motion 2: The Faculty Senate endorses the creation and use of an alternative identification number and the provision of financial resources in order to make this possible. The motion passed.

ELECTION OF OFFICERS

The Executive Committee presented the following slate of officers for 1995-96:

Kathleen Martin, Chair-Elect

Jane Kucko, Secretary

Bob Vigeland, Assistant Secretary

The slate passed by acclamation. Senator Fortenberry will be the Chair for 1995-96 and Senator Franzwa will serve as past-chair.

ELECTION RESULTS

Senator Fort announced the results of the election for the University Budget Committee. Dr. Gregg Franzwa, Dr. Pat Paulus, and Dr. Rhonda Keen-Payne have been elected.

Dr. Ralph Benke and Dr. Ed Vanderhoof have been elected to the University Advisory Committee.

OLD BUSINESS

DISCRIMINATION POLICY

Senator Fortenberry presented the discrimination policy to the senate. This policy is to establish a process for handling conflicts involving TCU faculty prior to having to go to the Affirmative action officer. Senator Fortenberry asked that the senate review the process and provide feedback to her. It will be discussed at the first fall meeting and perhaps voted upon as early as the second senate meeting.

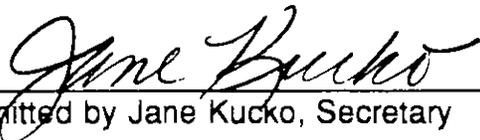
CLOSING STATEMENTS

Chair Franzwa expressed his thanks to the senate for another productive year which is now complete. Chair Franzwa stated that he had the opportunity to visit with a variety of individuals resulting in a valued learning experience. A statement that outlines suggestions for further development for the senate will be included in the minutes for distribution this fall. Senator Franzwa formally passed the gavel to the new Chair, Sally Fortenberry.

Senator Fortenberry thanked Senator Franzwa for his diligent and dedicated work on behalf of the Senate. Dr. Fortenberry reviewed Chair Franzwa's accomplishments including the most significant drive for increases in faculty positions. Because of his efforts, the senate's voice was heard by the administration and the Board of Trustees. Dr. Fortenberry expressed gratitude to Dr. Franzwa and presented a plaque in his honor to him.

Dr. Franzwa thanked the senate executive committee for all their work and support. He also expressed appreciation to all of the senate committee chairs for their diligent work throughout the year. In conclusion, Dr. Franzwa thanked all of the senators for their dedication and important role to the university.

The meeting adjourned at 5:00 p.m.


Submitted by Jane Kucko, Secretary

Proposal for change of committee title, charge and oversight

Proposed title

Committee on Campus Diversity and Affirmative Action

Proposed charge

Promotes University programs to encourage diversity and ensure affirmative action in all aspects of University life. Assesses progress in achieving such goals, provides leadership in expanding and sharpening public perceptions of TCU's commitment to diversity, and advises different segments of the University community regarding diversity. The committee also advises on all University efforts to comply with federal legislation related to equal opportunity and program access, including advising the University's Affirmative Action Officer in these matters.

Proposed oversight

Provost

For purposes of comparison, here is the charge of the current Compliance and Affirmative Action Committee, as it is currently stated:

Advises on all University programs and efforts to comply with federal legislation related to equal opportunity in employment and program access. The committee will serve in an advisory capacity to the Vice Chancellor for Administrative Services (who is also the University's affirmative action officer) in all matters related to equal employment and program access opportunity.

Oversight: Vice Chancellor for Administrative Services

UNIVERSITY COMMITTEES

1995-1996

March 29, 1995

1. *Academic Appeals*

Anne M. Lind, Chair (1996)
Joseph R. Jeter (1998)
Jane M. Kucko (1997)
Cyril Thomas Nute (1996)
William E. Pohl (1997)
Carol Ann Stephenson (1998)
Stanley Trachtenberg (1999)

2. *Academic Computing*

James R. Comer, Chair (1997)
Susan E. Anderson (2000)
Peng Fan (1999)
Gerald L. Gabel (1998)
Mary Ann Gorman (1998)
Jane M. Mackay (2000)
Anole Mazzoleni (1999)
Myra Moore (2000)
Leo W. Newland (1996)

3. *Animal Care and Use*

Timothy M. Barth, Chair (1997)
Wayne J. Barcellona (1996)
Mauricio Papini (1999)
Ray Remley (1999)
C. Magnus Rittby (1997)

4. *Compliance and Affirmative Action*

Claudia V. Camp, Chair (1996)
Carolyn R. Durham (1998)
Andrew O. Fort (2000)
Cynthia Lowry (1999)
Linda S. Moore (1997)
Carol Y. Thompson (1999)

5. *Evaluation*

Arthur B. Busbey, Chair (1999)
Steven B. Breese (2000)
Anne M. Gudmundsen (1999)
Mary Susan Haigler-Robles (1999)
Donald W. Jackson (1999)
Etta M. Müller (1998)
Gregory K. Stephens (1996)
Bernadette Szajna (2000)

6. *Honors Council*

Gregg E. Franzwa, Acting Chair (1999)
Anatha S. Babbili (1996)
Charles M. Becker (1996)
Lazelle E. Benefield (2000)
Valencia Browning (1998)
Robert S. Doran (1999)
Ted E. Klein (1997)
Edward M. McNertney (1998)
Keith C. Odom (1996)
Roger C. Pfaffenberger (2000)
Carrol A. Quarles (1999)
J. Ronald Shearer (2000)

7. *Honors Week*

Margaret B. Thomas, Chair (1998)
Sheila M. Allen (1997)
Robert S. Doran (1999)
Linda K. Hughes (1996)
Donald W. Jackson (2000)
Bruce N. Miller (1998)
Andrew Paquet (1997)
Barbara Raudonis (1999)
Yushau Sodiq (2000)

8. Institutional Health and Safety

David R. Cross, Chair (1999)
Francis X. Pizza (1996)
C. Magnus Rittby (2000)

9. Instructional Development

Carolyn Spence Cagle, Chair (1996)
Joan S. Aker (1999)
Ralph G. Carter (2000)
Nadia M. Lahutsky (1998)
Kathleen A. Martin (1998)
William W. Ray (1999)
William H. Vanderhoof (1999)

10. Intercollegiate Athletics

William H. Beezley, Chair (1996)
Michael R. Butler (1999)
Ginger F. Clark (2000)
Alan Lacy (1999)
Roger Pfaffenberger (1999)
Kenneth R. Raessler (1997)
James Riddlesperger (1998)

11. International Students

Morrison G. Wong, Chair (1997)
Charles F. Bond (1999)
Peng Fan (1998)
In-Mu Haw (1999)
Yumiko Keitges (1997)
Yushau Sodiq (1998)

12. Library

Ronald B. Flowers, Chair (1996)
Joseph Britton (1999)
John P. Freeman (1997)
Ellen Page Garrison (1999)
Jane Mackay (1998)
Aloson F. Moreland (2000)
Keith C. Odom (1996)
Kenneth R. Stevens (1996)
John Touliatos (2000)

13. Mediators (Faculty Grievance)

Linda K. Hughes, Chair (1996)
Don M. Coerver (2000)
Geraldine F. Dominiak (1999)
Alan C. Lacy (1999)
Stuart A. Youngblood (2000)

14. Research and Creative Activities

Gail C. Davis, Chair (1996)
Fred R. Erisman (1998)
Vinod K. Jain (2000)
R. Michael Meckna (2000)
Joel B. Mitchell (1997)
Mauricio R. Papini (1999)
Susan Douglas Roberts (1998)
Gene A. Smith (2000)
Tadeusz W. Zerda (1998)

15. Retirement, Insurance and Benefits

Ken Morgan, Chair (1998)
Betty S. Benison (1997)
Luther B. Clegg (1999)
Richard P. Forrer (2000)
Susan L. Harrington (1998)
Donald R. Nichols (1999)
Ray Remley (1999)
David W. Sloan (2000)
Danna Strength (1999)

16. Safeguards in Human Research

Alice L. Gaul, Chair (1996)
Joan S. Aker (2000)
Ellen Page Garrison (1999)
Nancy B. Meadows (1997)
Joel B. Mitchell (1996)
Penny Moore (1997)
Francis Pizza (1999)
Carol Jean Pope (1999)

17. Scholarship and Financial Aid

Blaise J. Ferrandino, Chair (1997)
John Burton (1999)
Jeffery L. Coffey (1996)
Thad A. Duhigg (1998)

18. Student Conduct and Grievance

Sanoa J. Hensley, Chair (1997)
 Marinda E. Allender (2000)
 John W. Bohon (1996)
 Michael R. Butler (1999)
 Lynn K. Flahive (1997)
 Arturo C. Flores (2000)
 Douglas A. Newson (1998)
 Donald R. Nichols (1998)
 Patricia A. Paulus (1999)
 Donal M. Sacken (1997)

19. Student Organizations

Frederick L. Toner, Chair (1996)
 Billie S. Anderson (1999)
 Sally Fortenberry (1999)
 George Harris (1999)
 David K. Jenkins (1997)
 Kenneth T. Lawrence (1997)
 Laura A. Talbot (2000)

20. Student Publications

Linda C. Curry, Chair (1997)
 Lewis A. Glaser (2000)
 Daryl D. Schmidt (1999)
 Anne M. D. VanBeber (1998)
 Curtis W. Wilson (1996)

21. Traffic Regulations and Appeals

William E. Jurma, Chair (1997)
 Tracy J. Dietz (1999)
 David A. Jenkins (2000)
 Harold D. Nelson (2000)
 Kurt A. Sprenger (1996)
 Charles Williams (1999)
 Richard D. Zoucha (2000)

22. Undergraduate Admissions

Robert L. Vigeland, Chair (1998)
 Rojann R. Alpers (2000)
 C. Robert Greer (1999)
 Harold D. Nelson (1998)
 Patricia A. Paulus (1999)
 Judith A. Solomon (1999)
 Cornell Thomas (1997)
 Spencer C. Tucker (1996)
 Jennifer B. Watson (1997)

23. University Court

Ralph Carter (1999)
 Neil Easterbrook (1997)
 Julie Hardwick (2000)
 Alan C. Shepard (1996)

Having completed my year as chair I would like to share a few thoughts on the Senate.

I think the Senate has to continue to change in two ways. First we need to continue developing mechanisms through which faculty can help other faculty independently of "official channels." I have hopes that the Faculty Mentors and Peer Advisor programs will serve as examples of such informal mechanisms. Second, we need to further identify issues about which the faculty is in general agreement and represent those views as vigorously as possible in our dealings with administrators.

By neither of these suggestions do I mean to say that the Faculty Senate should adopt an attitude of conflict toward administration. On the contrary, I'm certain conflict will be reduced by such measures. The Senate represents an alternative information channel to the administrative hierarchy. There are lots of ways in which that hierarchy works just fine to move information. We don't need to duplicate those. We need to fill in gaps in that system. For example, information flows downhill better than up in a hierarchy, especially when the news isn't good. An important function of the Senate is to move information directly from faculty to higher administration. There are problems that should be taken to the chair of the department. There are other sorts that need to go to the dean. Still others that have to go to the provost. And a few that need to get all the way to the chancellor and the board. The Faculty Senate needs to aid faculty in getting their concerns to the proper level.

To cite a second example, the very nature of the administrative structure creates competition among various divisions. There is competition for resources between the vice-chancellors. Likewise, between deans, chairs and individual faculty members. And while competition can bring out certain virtues in people, it also breeds some characteristic vices. Chief among those is the tendency by all involved to neglect the overall mission of the institution in favor of narrower, short-term goals. That overall mission I take to be a long-term commitment to undergraduate and selected graduate education. Internecine competition rarely serves this goal. The Faculty Senate must try to focus the institution on that goal. If not us, then who?

For some reason the Senate has had a difficult time consistently representing this view over the years. This seems to be the result of the general perception that the Senate has no power to make change. But this, I think is a misperception. The Senate may not have the "official authority" to make important changes, but I think it has the potential power to do so. I have learned a bit in the last year about the difference between the authority of the Senate and the power that it exercises. The Senate could make things happen at TCU that otherwise would not. But to do so it must act on its own initiative. It will not do to sit back and wait for administrators to empower us on this or that issue. They typically have no stake in doing that.

In short, the Senate has only as much power as it is willing to exercise. For much of the past two decades that has not been much. And the faculty has consequently come to see this body as ineffectual - as not worthy of their time and support. Many seem to think that they can fend better by themselves - that there is no need for unity among faculty. They frequently echo the sentiments of some administrators that the Senate does not represent the faculty, but is at best a debating society.

But if the faculty members are doing so well representing themselves one by one to the administration, then why are salaries stuck at the 50th percentile? Why is research support virtually non-existent for most departments? Why haven't requests for incremental positions been paid more attention to? Why are academic scholarships a fraction of those for athletes? Why have insurance and retirement benefits been negotiated in secret? Etc.

No doubt some faculty members have cut good deals for themselves. I know a few who have managed it. But the vast majority of us haven't done so well. We have been content to complain to each other that we are treated unfairly while still nursing the illusion that individual action is more successful than united effort.

That is an illusion. For every person that goes to the administration with a complaint about this or that there is another who complains from the opposite perspective. Such faculty inconsistency has literally become a running joke here.

This faculty has a variety of mutual concerns. We need to consistently advocate those if we want to see changes implemented.

My thanks to all of you, especially the other members of the executive committee and the various committee chairs. I plan to remain active in the Senate and would invite all those not now involved to become so.

Gregg Franzwa

FR: FACULTY SENATE
P.O. BOX 30791

TO: WILLIAM H KOEHLER
P.O. BOX 30788

**TEXAS CHRISTIAN UNIVERSITY
FACULTY SENATE MINUTES**

December 1, 1994

The Faculty Senate of Texas Christian University met at 3:30 p.m. on December 1, 1994 in the Faculty Center of Reed Hall with Chair Gregg Franzwa presiding. Senate members present included: Odom, Infantino, McNertney, Fortenberry, Jenkins, Couch, Comer, Hatcher, Ludvigson, Van Beber, Rinewalt, Rowell, Thomas Vanderhoof, Cagle, Gudmudsen, Freeman, Haigler-Robles, King, Garrison, Clark, Flahive, Solomon, Hensley, Vigeland, Nichols, Dominiak, Kucko, Becker, Fort, Pohl, Raessler, Breyer. Senators not in attendance included: Watson, Tucker, Gorman, Gowens, Martin, Davis, Babitch, Keen-Payne and Reynolds.

QUESTION AND ANSWER SESSION WITH VICE-CHANCELLOR MCGOWAN

1. Chair Franzwa introduced the Vice-Chancellor for Finance and Business James McGowan to the Senate for a question and answer session.

Senator Franzwa inquired as to whether or not the standard six percent of revenue from the endowment is still the amount that is expended for the general operation of the university. Vice-Chancellor McGowan stated six percent is the current figure which is actually above average as compared to other similar institutions. While some discussion on lowering the percentage has occurred, no decision regarding this issue has been made. Factors such as long-term investments and rates of inflation need to be considered when determining the percentage from endowment that should be used for general operations.

Senator Dominiak inquired about the current state of the investment market. Vice-Chancellor McGowan responded that some allocations from fixed income investments were shifted to international funds to increase earnings. The investment philosophy is to diversify investments to get the maximum amount of earnings.

Senator King inquired as to how budget priorities are established for the university. Vice-Chancellor McGowan stated that ensuring the quality and continued advancement of the educational process is always the first priority. The Vice-Chancellor also stated that he viewed the Senate's inquiry from faculty as to their budget priorities as a positive step. Faculty, department chairs, deans and vice-chancellors all participate in communicating what should be the budget priorities. All of the Vice-Chancellors work as a committee in formalizing the final budget.

Senator Dominiak asked for the Vice-Chancellor's perception of the purpose of the Budget & Finance Committee. He responded that the budget committee serves as a communicator between administration and faculty/staff. This facilitates a better understanding for all parties and TCU at large. Senator Fort added that more input

into the budget at an earlier phase was the committee's initial goal, however, information is more broad rather than specific early in the process.. Perhaps the budget committee should have more input later when figures are specific. Fort further stated that a blend between general conversation early on in the budget process followed by specific input would further enhance communication.

Senator Breyer asked about the possibility of taking on long-term debt and by doing so would this increase the availability of funds for the academic side of the university. Vice-Chancellor McGowan responded that there has been no decision regarding long-term debt. The Vice-Chancellor explained that any additional funding that is created because of long-term debt would be placed against the debt.

Senator Fort, on behalf of Senator Tucker inquired as to the plan for acquiring more support staff positions. Vice-Chancellor McGowan stated nothing specific is planned although he realizes that this is an important issue.

Senator Hensley asked how much it would cost to provide the same retirement benefits for all university staff. Vice-Chancellor McGowan stated that certain compensation levels draw different social security levels and therefore impacts the ability for an institution to do provide uniform retirement benefits.

Senator Haigler-Robles asked if there are any funds that are specifically dedicated to advancing academic excellence as contrasted to maintaining existing standards. The Vice-Chancellor replied that the new engineering department as well as recently established graduate programs in math and the fine arts are all examples of moving forward in academic excellence. Increased levels of compensation for faculty is another example of progress in this area.

Chair Franzwa inquired about the projected expenses for renovation to the residence halls, the air conditioning system and the athletic program and the potential source(s) of revenue. The Vice-Chancellor stated no final decision has been made. He further clarified that there will be budgetary meetings in February to discuss these issues and to established the proposed tuition rate.

Senator Fort stated that if the faculty have any input or concerns regarding the long-term debt or tuition rate issues, please share it with the Senate or Budget and Finance Committees.

Senator Couch asked about increased stipends for graduate students in order to remain competitive in the graduate student market. Vice-Chancellor McGowan stated that this issue should be brought to the attention of the academic Deans and the Vice-Chancellor for Academic Affairs.

Senator Infantino inquired as to the possibility of going into long-term debt in order to gain additional full-time faculty positions. The Vice-Chancellor stated that long-term debt in order to fund faculty or personnel is not a wise financial decision. He further clarified that current revenues need to cover existing salaries.

Senator Infantino asked how budget priorities can be changed to meet the need for additional faculty and to enhance the quality of the academic experience at TCU. Vice-Chancellor McGowan stated that it would be necessary to reanalyze the budget priorities to cover the cost of additional faculty.

Senator Odom asked what can be done to increase the size of our endowment. Vice-Chancellor McGowan stated that he hoped that the endowment can be increased in order to support the operations of TCU. Senator Odom asked if the capital campaign would impact the growth of the endowment. The Vice-Chancellor responded that the capital campaign will be very positive to TCU, but its impact upon the growth of the endowment is not clear.

Senator King asked how TCU ranks regarding the size of the endowment in proportion to the size of our operating costs. Vice-Chancellor McGowan was not sure of those figures but stated that TCU probably has greater reliance on endowment revenues than similar institutions.

Senator Franzwa thanked the Vice-Chancellor on behalf of the Senate.

APPROVAL OF THE MINUTES FROM NOVEMBER 3, 1994.

Senator McNertney moved that the November 3, 1994 minutes be approved. Senator Breyer seconded the motion. The motion passed.

ANNOUNCEMENTS

Chair Franzwa made the following announcements:

The Executive Committee met with Faculty Relations Committee of Board of Trustees. An appeal to increase the number of faculty was made based upon credit hours produced in proportion to the existing quantity of faculty. The Vice-Chancellor of Academic Affairs and the Chair of the Faculty Relations Committee heard the appeal and supported the need for more faculty.

Approximately fifty percent of the all departments have responded to the request for their input on budget priorities. The need for more faculty was the number one priority as perceived by the departments who responded to the questionnaire.

The issue regarding the discontinued use of social security numbers as a means of student/faculty identification is currently being investigated.

Departments have received the request for budget increases and priorities which are due to their respective deans on December 15.

Senator Fort reconfirmed that budgetary issues and/or concerns should be conveyed to the Budget & Finance Committee so that these issues may be communicated to administration.

Spring Break is March 13-17, 1995 and not as indicated in the TCU Bulletin. Senators were asked to assist in informing our constituents of this change.

Senator Fortenberry stated that if anyone has information on or examples of discrimination policies to please forward them to her. This information will be helpful in developing a TCU discrimination policy.

ROLE AND FUNCTION COMMITTEE

Senator King presented the following motion on behalf of the Role and Function Committee:

The Role and Function Committee Moves:

- A. an annual letter from the Chair of the Senate be written to Department Chairs, articulating the professional values of Senate membership and asking for departmental support for such memberships, including support for Senators from that particular academic unit.
- B. that the Senate's work be publicized through continued publication of Senate activity in the Faculty Bulletin and through an end-of-the-year summary sent directly to faculty.
- C. that these procedures be included in the appropriate written responsibilities of the Executive Committee so that the ideas will continue to be promulgated to future Executive Committees.

Senator Odom seconded the motion. Senator Ludvigson recommended that in addition to this information, that a summary of senate activities and university budget information also be included. The motion passed unanimously.

The second motion from the Role and Function Committee was presented:

After discussion with a representative of the budget committee, we move that the committee's first standing charge be changed:

Current: Participate in an advisory capacity in formulation of budgetary priorities and allocations for the University.

Proposed: Assess faculty views regarding budgetary priorities and communicate those views to the University in time to be considered in the budget preparation process. Report to the Senate the extent to which the University budget reflects those faculty budgetary priorities.

Senator McNertney seconded the motion. This motion would allow faculty input for all university budget issues and would assist in facilitating more effective communication. The motion passed unanimously.

The third motion presented by the Role and Function Committee is as follows:

We move that the following guidelines be used for obtaining nominations for the Senate Offices:

- a. Nominations for Senate Office will be actively sought by the committee on Committees on or before the March senate meeting.
- b. The committee on Committees will contact nominees to establish willingness to serve. The Committee will insure that there is at least one nominee for each office.
- c. Nominations will be announced at the April senate meeting. Nominations from the floor will also be requested. Elections will be held at the May meeting.

Senator Becker seconded the motion. The motion passed unanimously.

The fourth motion from the Role and Function Committee is as follows:

We move that appointments to the UCR Committee be made in consultation with the Senate Committee on Committees. Senator Fort seconded the motion and it passed unanimously.

BUDGET AND FINANCE COMMITTEE

The committee moves the following change be recorded in the Faculty/Staff Handbook (p.57):

Budget and Finance Committee: Delete the first two sentences and replace with:

The committee shall consist of five members, each elected by the Senate at the final Senate meeting of an academic year. At least three committee members shall be senators. Members will serve three year terms, with no more than two terms expiring each year.

Senator Breyer seconded the motion and it passed unanimously.

TENURE, PROMOTION AND GRIEVANCE COMMITTEE

Senator McNertney, on behalf of the Tenure, Promotion and Grievance Committee presented the following recommendation:

The Faculty Senate Executive Committee will establish a new standing committee to be called the Committee of Faculty Mentors. The committee will consist of Senators and other tenured faculty selected by the Executive Committee of the Senate. Members of the committee shall serve as mentors to new untenured faculty.

We anticipate that the Committee would meet with new faculty early in the fall semester to explain the purpose of the mentoring process and to encourage the new faculty to seek mentors from within their departments or from the members of the committee.

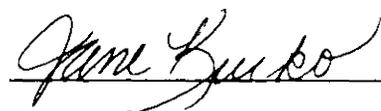
Senator King inquired as to how this process will avoid liability problems for mentors. Senator McNertney responded all mentors and those faculty participating in this process will receive a letter which explains that this process is totally voluntary and no mentor shall be held liable for serving in this position.

OTHER

Senator McNertney requested that the Budget & Finance Committee further inquire as to why faculty and general staff cannot receive the same retirement benefits.

Senator Breyer moved that the meeting be adjourned. Senator Fortenberry seconded the motion and it passed. The meeting was adjourned at 5:00 p.m.

Submitted by:



Jane Kucko, Secretary

THE FACULTY SENATE OF TEXAS CHRISTIAN UNIVERSITY**A Summary Sheet of the Minutes from November 2, 1995
(Complete Minutes are Attached)**

- A renovation to Reed Hall which includes adding an elevator is planned for this summer, 1996.
- Mr. Seal presented an overview of the Mary Couets Burnett Library to the Senate. The humidity problem in certain areas of the library has been studied and a plan for correcting it is planned for 1996.
- The Senate passed a resolution which supports the formation of a task force to study retirement opportunities and incentives to faculty.
- The Senate passed a motion which states before administration establishes a university-level ad hoc committee or equivalent, the rationale for the establishment and the charges should be reported to the Faculty Senate Committee on Committees.
- The Senate passed a motion which clarifies the rule pertaining to applying for full-professorship. The motion reads "As a general rule, more than five years of service in this rank are expected before applying for consideration to a full professorship."

TEXAS CHRISTIAN UNIVERSITY FACULTY SENATE MINUTES

The Faculty Senate of Texas Christian University met at 3:30 p.m. on November 2, 1995 in the Faculty Center of Reed Hall with Chair Fortenberry presiding. Senator members present included: Franzwa, Grant, Trachtenberg, Kucko, Tucker, Jenkins, Paulus, Hatcher, Gorman, Rinewalt, Gouwens, Vanderhoof, Martin, Sacken, Davis, Gudmundsen, Moreland, Garrison, Haigler-Robles, Freeman, Flahive, Solomon, Greer, Vigeland, Nichols, Reynolds, Cagle, Becker, Fort, Pohl, and Oberkircher. Those senators not in attendance included Infantino, Cross, Van Beber, Miles, Meckna, Clark and Wilson.

ANNOUNCEMENTS

Chair Fortenberry announced that there will be a joint meeting between the Faculty Senate and the Student House of Representatives on Tuesday, November 28th at 4:00 p.m. in the Faculty Center of Reed Hall. All senators are strongly encouraged to attend. The discussion will include such topics as the freshmen experience, mid-semester evaluation of classes and the TCU campus environment.

Chair Fortenberry presented a summary of the University Retreat held earlier this fall (see attached documents). This experience was exciting and provided an insightful opportunity for students and faculty to exchange ideas and position on issues. Senators and faculty are encouraged to participate in future retreats.

TCU confirmed that there will be an elevator renovation to Reed Hall during the summer, 1996. Currently a study to see how this change affects existing offices and classrooms is being conducted. Since the University is making this architectural change, other areas such as rest room facilities, drinking fountains, etc. will also need to be upgraded to meet ADA requirements.

Chair Fortenberry also stated that the Role and Function Committee has made revisions to the Senate Constitution and By-Laws and that senators should expect to read this material prior to the next senate meeting in which this will be discussed.

TCU is planning a marketing committee to promote the academic environment of TCU. The model for this committee is based upon the success of the Committee of 100 which promoted athletics. Associate Vice-Chancellor for Communications and Public Affairs Larry Lauer has invited faculty from the senate to participate on this committee. Chair Fortenberry passed around a sign-up sheet in which interested senators should place their name. The Office of Communications and Public Affairs will be contacting these individuals. See attached document on "Intensifying TCU's Marketing Initiatives" for more information.

Past-Chair Franzwa presented a summary regarding the Executive Committee's meeting with Chancellor Tucker. The conversation was informative in which such items as the freshmen seminar, the total freshmen experience, budgetary issues and the addition of new faculty positions were discussed. The Chancellor is committed to enhancing the total freshmen experience in which the seminar program is an important aspect. The demands that this places on faculty is being studied as well as the requirements for providing an excellent freshmen experience.

NEW BUSINESS

Robert A. Seal, University Librarian

Mr. Seal presented an overview of the status of the Mary Couets Burnett Library to the senate. The mission statement for the library as well as an ejournal site guide were distributed (see attached).

Mr. Seal reviewed certain issues that were discussed previously at senate meetings. Based on faculty and student comments, the new cataloguing process for journals appears to be working effectively. The amount of study space in the resource section of the library has also been expanded to accommodate more students.

The mildew problem in certain stack areas has been studied resulting in a plan to implement a new system to eliminate the high level of humidity in this area. This is anticipated to be completed during 1996.

The cost of journals continues to be an escalating problem. Mr. Seal predicted that certain types of journals may increase as much as twenty-five percent in cost in the next year. Electronic access appears to be working well and low-use journals may be replaced by this form of access rather than subscriptions. Some senators expressed concern over the quality of images that exist in electronic formats. Mr. Seal acknowledged this problem and is investigating methods in which to address this issue. Interlibrary loan and photocopies obtained in short time periods are available to faculty.

The library is investigating obtaining additional space near the campus to store low-use, dated, hard-bound journals. This will create needed storage for more recent bound journals. Faculty will be consulted regarding the types of journals that may be moved off-campus prior to any change occurring.

Mr. Seal reconfirmed the library's commitment to providing the best facility and service to TCU as possible. If any faculty member ever has concerns or specific needs, they should contact either Mr. Seal or an appropriate staff member.

Chair Fortenberry thanked Mr. Seal for his presentation to the senate.

REPORT FROM THE EXECUTIVE COMMITTEE

Chair Fortenberry stated that the Executive Committee will be meeting with the Faculty Relations Committee of the Board of Trustees, Thursday, November 16th at 3:30 p.m. The freshmen experience and need for additional faculty will be the focus of her presentation.

The next senate meeting will include a presentation from Dr. Leigh Secrest, Emeritus Vice-Chancellor for Fiscal Affairs on the topic of retention at TCU.

RESOLUTION FROM STAN TRACHTENBURG

Senator Trachtenburg presented a resolution that would establish a joint-faculty administration task force on retirement opportunities and incentives to faculty. The motion was seconded and is as follows:

A Resolution to Establish a Joint Faculty-Administration Task Force on Retirement Opportunities and Incentives to Faculty.

Whereas, there is no fixed age retirement for the University faculty and

Whereas, it is in the mutual interest of both faculty and the University that faculty retire before their teaching and research effectiveness becomes compromised; and

Whereas, it is important to academic freedom that individual faculty members continue to determine when they wish to fully or partially discontinue active service, and

Whereas such incentives have been offered by the University on an individual an informal basis;
Now therefore

Be it resolved by the Faculty Senate of Texas Christian University

1. That a joint faculty-administration Task Force be established to examine the range of financial and other benefits that would be provided by the University to retiring faculty, to assess the future costs and policy implication of such benefits, and to consider the establishment of a comprehensive scheme of incentives and benefits that might be available to the retiring faculty and
2. That the Task Force consist of four faculty members to be elected at large by the faculty senate and one appointed by the Chair of the faculty senate. In addition, two member of this Task Force will be appointed by the Vice-Chancellor for Academic Affairs. The chair of this Task Force will be elected by its members.
3. That the Task Force will solicit input from the faculty. And that the Task Force will make an initial report of its findings and recommendations to the Faculty Senate at its first meeting in the Spring, 1996 semester.

Senator Trachtenburg supported the resolution stating that an investigation into retirement opportunities including established retirement packages is needed.

Dr. Ken Morgan, chair of the Retirement, Insurance and Benefits Committee (RIB) concurred that there is a need to address this issue. He further stated that the RIB is very interested in this issue and would be willing to research this issue.

However, Senator Trachtenburg stated that this task force would be very focused on retirement opportunities and incentives. His concern is that this is a very important and expansive undertaking and that an existing committee such as the RIB may not have the time to investigate this issue. Several senators concurred.

A lengthy discussion ensued as to whether the RIB committee should address this issue or not. It was determined that initially a task force could investigate this issue with a recommendation to then formally involve the RIB Committee. Senator Trachtenburg restated that his main concern is that there is a group of individuals who will focus on this important issue. Dr. Morgan concurred that this is a significant undertaking. If a task force is formed, he requested that the RIB be kept apprised of the task force findings. The senate concurred.

The motion passed.

MOTION FROM CHAIR FORTENBERRY REGARDING SKIFF REPORTER

Chair Fortenberry presented the following motion: In order to maintain communication with the university community via the TCU Daily Skiff, I move that the Faculty Senate Chair extend the invitation to the Skiff Reporter, to continue the coverage of the regularly scheduled Senate Meetings during the 1995-96 school year.

The motion passed.

COMMITTEE ON COMMITTEES, RHONDA HATCHER, CHAIR

On behalf of Committee on Committees, Senator Hatcher presented the following motion:

Before administration establishes a university-level ad hoc committee or equivalent, the rationale for the establishment and the charges should be reported to the Faculty Senate Committee on Committees. Whenever appropriate, the Committee on Committees will request that the tasks be assigned to a standing university committee. In the event that the Committee on Committees determines that it is not appropriate to make such an assignment, an ad hoc committee will be formed with recommendations from the Committee on Committee for faculty members.

A lengthy discussion regarding the motion occurred. Several senators agreed with the intent of the motion as it appears that often ad hoc committees or task forces are created when a university committee is already in place to address the issue. Senators Cagle and Davis inquired as to whether or not university committees are able to handle issues

that may arise during the summer months. Senator Fortenberry answered affirmatively or in the event that a committee cannot meet at that time, the executive committee can address issues from administration since the executive committee does meet during the summer.

The motion passed.

TENURE, PROMOTION AND GRIEVANCE COMMITTEE, MIKE SACKEN, CHAIR

Senator Sacken presented the following motion:

The Faculty Senate recommends that page 15 of the Faculty Handbook, Section II (B) (1), be changed to read:

"As a general rule, more than five years of service in this rank are expected before consideration to a full professorship."

The rationale for this motion stems from faculty misinterpreting the current text which reads, "As a general rule, five years of service . . ." Senator Sacken explained that there has been administrative concern over faculty misinterpreting the text and applying for promotion at the beginning of the fifth year rather than at the end. The Tenure, Promotion and Grievance Committee discussed this issue and therefore presents the motion. Senator Nichols stated that it may be more clear to add the words "applying for" before "consideration. Senator Sacken accepted this amendment.

Therefore the motion reads: "As a general rule, more than five years of service in this rank are expected before applying for consideration to a full professorship."

The motion passed.

Due to the time, the motion regarding academic freedom will be addressed at the December meeting.

The meeting was adjourned.

Submitted by,



Senator Jane Kucko, Secretary

TEXAS CHRISTIAN UNIVERSITY
MARY COUTS BURNETT LIBRARY

Mission Statement

September, 1995

The primary mission of the Mary Coutts Burnett Library is to serve the students, faculty, and staff of Texas Christian University, supporting the teaching, research, and service goals of the institution. An academic library must also support the university's commitment to the preservation, appraisal, and transmission of knowledge and wisdom and to the discovery of new ideas and knowledge by which the understanding of truth may be extended or corrected. Therefore, the Mary Coutts Burnett Library serves as a repository for, and a means of access to, the record of human scholarship, seeking out, acquiring, and making available those materials in all formats, at any location, which chronicle the accomplishments of the past and chart the directions of current research.

To fulfill its mission, the Library has established the following goals:

1. To provide to its patrons a competent, efficient, and courteous staff to facilitate the use of the Library's resources to enhance the educational experience of all students and to aid researchers in their quests.
2. To develop, maintain, and preserve a collection of resources which supports the current and anticipated curriculum and research programs advanced by the university, its faculty, and its students.
3. To facilitate physical and bibliographic access to local and external resources in all formats, by providing instructional programs to enable patrons to acquire the skills necessary to utilize today's technologies.
4. To maintain an awareness of new information technologies and to implement those most appropriate to the needs of the Library's patrons.
5. To provide space, furnishings, and equipment which promote operational efficiency and create an environment conducive to study and research.
6. To provide efficient management of the Library's programs, judiciously administering and allocating funds to enhance acquisitions, collection maintenance, services, equipment, facilities, and staffing.
7. To promote the Library in the local communities, soliciting and encouraging social and financial support from groups such as the Friends of the TCU Library.
8. To provide service to the local communities within established limitations and existing policies, always reserving the primary use of library resources for the Library's immediate academic community.
9. To participate in cooperative endeavors with libraries and other information-based services for the purposes of resource sharing and training of library staff to better serve library users with the latest methods and technologies.

Ejournal SiteGuide : Alphabetic List

This list is provided for the convenience of quick scanning and rapid linking to known sites. Consult the annotations under listings by category or the narrative evaluation for additional guidance.

- [1995 ARL Directory of E-Journals, Newsletters & Academic Discussion Lists \(Association of Research Libraries\)](#)
- [Australian Electronic Journals \(National Library of Australia\)](#)
- [CIC Electronic Journals Collection \(Committee on Institutional Cooperation -- Big Ten and the University of Chicago\)](#)
- [CICNet Electronic Serials Archive \(Committee on Institutional Cooperation -- Big Ten and the University of Chicago\)](#)
- [The Daily News -- Just the Links \(Gerben Vos -- Netherlands\)](#)
- [Electronic Journals \(University of Virginia Library\)](#)
- [Electronic Magazines \(Peter Fabian -- Hungary\)](#)
- [Electronic Poetry Center Electronic Journals \(Loss Glazier / University of Buffalo\)](#)
- [Electronic Texts Journals Newsletters Magazines and Collections \(Eric Lease Morgan / North Carolina State University Libraries\)](#)
- [Electronic Newsstand](#)
- [The ETEXT Archives \(Paul Southworth / CICNet\)](#)
- [Full-Text Archives of Scholarly Society Serial Publications \(Scholarly Societies Project, University of Waterloo Library\)](#)
- [E-Mail Zines Listing \(Todd Kuipers\)](#)
- [Hypertext and Hypermedia Magazines via the World-Wide Web \(David Mattison / Victoria B.C. Freenet\)](#)
- [John Labovitz's E-zine-list](#)
- [Journaux sur le Web \(Bruno Giussani / L'Hebdo -- Switzerland\)](#)
- [LC MARVEL \(Library of Congress\)](#)
- [Library of Congress World Wide Web](#)
- [The Multimedia Newsstand \(Hearst Corp.\)](#)

- 12 [National Library of Canada Electronic Publications Pilot Project](#)
- 13 [NewJour \(Office of Scientific and Academic Publishing, Association of Research Libraries\)](#)
- 14 [Newsletters, Journals, and Zines on WWW/Internet \(François Charoy -- France\)](#)
- 15 [NewsLink](#)
- 16 [On-Line Magazines \(Otis Gospodnetic / Middlebury College\)](#)
- 17 [Online Zines \(The Well -- San Francisco\)](#)
- 18 [Penn Library -- Journals and Newspapers \(University of Pennsylvania Library\)](#)
- 19 [Project Muse \(Johns Hopkins University Press, Milton S. Eisenhower Library, and Homewood Academic Computing\)](#)
- 20 [Scholarly Journals Distributed Via the World-Wide Web \(Charles W. Bailey, Jr. / University of Houston Libraries\)](#)
- 21 [Scholarly Communications Project \(Virginia Polytechnic University and State Library\)](#)
- 22 [Serials in Cyberspace \(Birdie MacLennan / University of Vermont\)](#)
- 23 [UW Library Electronic Journals \(University of Waterloo Library\)](#)
- 24 [World Wide Web Virtual Library : Electronic Journals \(Hosted by E-Doc, a Lancaster Information Group company\)](#)
- 25 [Yahoo!](#)

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University Retreat 1995

Summary Report

- I. What type of student "gets the most" out of the TCU experience?
- A. Self-aware
 - B. Willing to take advantage of opportunity
 - C. Willing to take the initiative
 - D. Spirited
 - E. Open-minded
 - F. Involved and cares about his/her community
- II. The TCU Community - What does TCU do best?
- A. TCU is a very friendly, inviting school. There is a definite attempt on the part of administrators and faculty to get to know students, more so than at other schools.
 - B. The size of TCU lends itself to allowing for a "community feeling" among students. Our size is an asset.
 - C. There is an emphasis on applied learning, which is beneficial.
 - D. The small size of classes is a positive characteristic, and lends itself to the emphasis on scholarship and learning at TCU.
 - E. TCU is very person-centered.
 - F. There are a variety of social and leadership opportunities for all students.
- III. How could TCU improve?
- A. TCU feels like "a big group of groups." Every student is encouraged to get involved, yet these individual organizations are very cut-off from one another and do not encourage unity among the entire student body.
 - B. TCU is not as "collegiate-feeling" as other schools. More places to spend free time and to "hang-out" were suggested.

- C. More programs along the lines of Frog Camp would be helpful, in that they give the student body one unified goal or vision.
- D. The topic of diversity was discussed. Some students feel that TCU is very diverse already, while others think it needs to be improved. There apparently is another group of students who chose to attend TCU because it was not as diverse as other universities, and therefore are happy with the status quo.

E. Specific Areas of TCU.

1. **Academics:**

- a. The question was raised as to what the trade-offs are academically for collegiate sports.
- b. It was felt that grade inflation is not necessarily a problem for TCU, and that the concentration should be on the student's knowledge base and preparation for "life after TCU."
- c. There is also a small, anti-intellectualism trend that affects a certain group of students. What is the image that is affecting these students and how does it affect *our* overall image?
- d. Students need to ask themselves if they are getting the most out of their education at TCU. If they feel they are not, what could we do to better this phenomenon? Is there a way to measure these sentiments among students?
- e. The issue of where TCU spends its money was also addressed, as some feel more money is given towards "playing" opportunities rather than "learning" opportunities
- f. TCU should examine who is benefitting from the Middle Income Scholarships, and if everyone knows that they exist. Also, financial aid that is designated for minority students should be examined to see who specifically qualifies as a minority student.

2. **Admissions:**

- a. The specifics and ramifications of the *U.S. News and World Report* survey were discussed.
- b. The Student Ambassadors program was also discussed, as TCU has a very

- high participation rate in its program compared to other schools
- c. Students felt that the optional essay on the application was a very fair and inviting medium for applicants.
- d. The interview was discussed also as a very positive addition to the admission process.

3. **Athletics**

- a. There is a need for better integration between the Athletic department and the entire campus. Athletes need to be more involved in campus activities, yet do not have the time because of their intense schedules.
- b. With the Next Frontier campaign, specific attention should be placed on finding ways to help "main campus" be more supportive of Athletics, and to help athletes feel more connected to "main campus."

4. **Finances:**

- a. TCU's Endowment and specific use was a major topic of discussion. Students were very curious as to how the flowers/grounds maintenance were funded.
- b. It was conveyed that students feel TCU is overall a "pretty good buy" compared with other universities and the quality of instruction received here.
- c. The rise in faculty salaries was discussed and determined to be a positive step for TCU.

5. **Campus Life:**

- a. Again, the issue of TCU's "big group of groups" was introduced. There is an overwhelming feeling among students that those who are the busiest and the most involved are becoming even more involved. Almost as if there is a certain group of students doing everything on campus, and that the "involvement load" needs to be better dispersed.
- b. There needs to be a central location for all publicity/announcements. This would help both on and off-campus students. Also, the Internet could be used much more for this purpose.
- c. We should print and disperse schedules for all sports, not just basketball

and football.

- d. More all-campus events would be beneficial. Perhaps if Greeks were able to sponsor such events tension would ease between them and Independents. Also, students need to make an effort to go beyond their "comfort group" to other populations.
- e. Programming among residence hall wings is good in that it encourages a tighter bond among a smaller group.
- f. Relationships between students and professors need to be built/encouraged.
- g. We need "big name" speakers with more clout. "Big name" bands, acts, etc. are desired. Because of TCU's poor venue (in entertainer's eyes) it costs a great deal to bring such acts to campus. Therefore, we should increase the student body fee to be able to afford this type of programming.