

Minutes
TCU Faculty Senate
6 December, 2001

Convened at 3:35 by Chair Carolyn Spence Cagle

Minutes of November 2001 were approved as circulated.

Old Business

Proposed New Safety Committee

In October Senator Rinewalt presented the proposed charge of a new committee on safety and health issues. Randy Cobb, Jill Laster, Edd Biven and Chair Cagle met and the committee was supported as a permanent university committee.

Senator Bobich said issues relating to safety are codified into law and we must obey those laws. Therefore he thinks this committee would be a waste of time. He said the EPA allows what is allowed and this is already governed. He said these issues are entirely taken care of by the VC for Administrative Services and his staff.

Senator Fortenbery remarked that this committee would also looking into non EPA issues related to health and the work environment.

Jill Laster said that Senator Bobich is right, in that we are in compliance in most issues related to health and safety. But the University has no way to gather information to bring these issues forward and then to evaluate the best ways to ensure that we are in compliance. We must respond to the EPA, OSHA, and others, but we have no way to put it all together.

Senator Bobich said he could not see why faculty should be involved.

Senator Fort asked Senator Bobich if he wasn't enthusiastic or if he was dead set against Faculty taking part in such issues even if they were enthusiastic.

Jill Laster said the proposed committee would gather information to ensure compliance with legally mandated safety and environmental health issues. Those approving the committee would be concerned about broader work environmental and safety issues too, not just basic legal issues.

Senator King noted that we used to have an occupation and safety committee in mid 1980s. It met once in two years. He expressed concern that the committee not would have an adequate work load to justify its existence. He suggested that we expand a current university committee to take over these functions.

Senator Bobich remarked that this point gets back to what he said before. He serves on the COC and knows it is difficult to find committee members. He said that the last thing we need is another committee.

Senator Nichols said this issue has two different aspects. The first is compliance with laws (only administrators know these) and the second is broader issues of physical safety. He was not sure that both faculty and staff were required to identify these and that someone else should deal with them. He thinks it would be a useless committee.

Senator Bobich asked if there are unsolved problems that have caused misery.

Jill Laster said that TCU has a group just to deal with AEDs (automatic external defibrillators) – that has just finished and pulled together guidelines and they used lots of faculty input. Such issues were previously dealt with through *ad hoc* committees that require that groups of people have to be pulled together. A standing committee would allow more to be done and higher quality input on a variety of issues.

Senator Frable asked to speak in support of such a committee. She said that such committees are ineffective unless everyone supports and participates in them. Safety messages must get through all levels bidirectionally. She has noticed many safety and ergonomic issues at the School of Nursing. Discussion in this committee could provide TCU with a way to discuss such issues (including ergonomic, fire escape plans, AED plans, etc).

Senator Becker asked if such a committee would actually retard the solution of problems by adding another layer of bureaucracy.

Jill Laster said that, in general, when she takes an issue to Edd Bivin or Bill Koehler they want to know what is at the bottom of the issue. She feels if a committee representing the TCU community can present their findings this would facilitate getting ‘to the bottom of the issue’.

Senator King remarked that security is a timely issue and wondered if the responsibility of the committee could be expanded to security issues or if this was under the purview of another committee.

Jill Laster had no objections since no other committee includes safety/security issues.

Senator Fort proposed that we table the motion so that advocates could contact faculty who are interested and ask what they think the committee should do. He said more consultation was needed on the issue. The motion to table was seconded by Senator Bobich.

Aye – 18, Nay – 11 – the motion was tabled.

Vitae Format

Senator King moved to alter the Vitae format.

Only points 11 and 12 were brought forward. Other items were dropped after the straw vote in the November Faculty Senate meeting. Items 11 and 12 were approved in the straw vote.

Senator King noted there were no chronological constraints on the length of teaching material that could be included. He said that points 11 and 12 would be retroactive if they are adopted and used.

Senator Fort suggested that there should be explicit time lengths.

Senator Woodward noted that in general the points cover only information for the past year. It was suggested that there is some confusion with the TCU vitae and the annual report.

Senator Nichols noted that nothing says 11 and 12 are optional. He said that an explicit number of years should be included. Senator Brown said the longer the term the better. Senator Fort said it should be at least 5 years. Senator Brown asked if the term should start with the most recent promotion. Senator Fort suggested that the term be at least 5 years but suggested that someone could use a longer term. Senator Watson asked how the longer duration would contribute to interpretation of the vitae. It was pointed out that Senator Franzwa would be the best one to answer that question but that he was not available at the meeting.

Senator Bobich noted that teaching was not given weight in the TCU Vitae so these points were added on to better demonstrate the quality of one's teaching experience.

Senator King said the Vitae should show all the new courses and additional course preparation.

It was asked if the Vitae should include information on a year by year basis.

Senator King said the Vitae usually summarizes 5 years of activity.

Senator Woodward noted that one is supposed to turn in vitae as annual event. Senator Hensley stated that the School of Business does this every year. Senator King said that these components may not be required everywhere.

Senator Flahive asked why credit hour generation information was included. Senator King said this information allows one to determine who teaches large classes.

Senator Young said that the information seemed redundant.

Senator King said the document could be sent back to committee or there could be a friendly amendment to strike the number of credit hours and add a stipulation to address this information for of at least five years.

Senator Fort suggested accepting a friendly amendment that would strike the number of credit hours and including a phrase noting that at least 5 years must be recorded with more years at the discretion of the faculty member.

Provost Koehler asked what would happen if faculty don't want to include this information in a given department or school.

Senator Brown noted that faculty have to submit teaching and research information. Specific and different forms are required for performance events. If these new points are official and approved, then he feels they will be used. Senator Woodward said he still thought this was duplicate information. Senator Brown said it was not duplication, as this was different.

Senator Fort noted that the Faculty Senate is advisory so we will have to see how this is accepted by the administration.

Senator Kompare asked if it was possible to indicate the UCR code where applicable, but Senator King noted that the Core is in flux so that would not be a requirement at this time.

Senator Watson asked if colleges feel this is duplicating effort and wondered if this data would improve teaching.

Senator Nichols said he was sympathetic and favoured no limit being listed. He noted that faculty can also have long lists in their vitae.

Senator Becker asked Provost Koehler if he saw anything in the motion that would materially improve the Vitae. The Provost said that more information is better than less. Senator Fort said that this information is important and that he is in favour of it.

Senator Flahive called the question.

The Faculty Senate voted on the amended motion and it was unanimously approved.

New Business

Presentation by Dr. Cornell Thomas

Chair Cagle introduced Dr. Cornell Thomas and said that somehow the Faculty Senate was unable to have him speak to last year.

Dr. Thomas thanked the Chair for his introduction and immediately noted that Senator (then Chair) Donovan frequently asked him to give a presentation last year, but that he repeatedly declined to talk and that the blame for him not appearing lay with him and not with Senator Donovan. Dr. Thomas said he was waiting until he felt he had good news.

The Diversity Council was established in October 1999. Dr. Thomas was asked to serve as special assistant to the Chancellor and to chair the council in January 2000 and full time June of 2000. He announced that some important things have happened since his fulltime appointment.

One important development was the initiation of the national conference on inclusiveness. The hope was for students to attend so they could hear what was going on. There has been some success but not enough.

In the most recent conference, student teams from area universities and colleges participated and shared information about diversity and inclusiveness. They worked to develop action plans and worked to empower students to take on important issues. The students went to a facilitator's workshop and framed action plans and went back to campuses to put the plans to work.

Outgroups were facilitated by John Butler. They were originally composed of 10 students (now 18) and more met with Chancellor Ferrari to address additional issues. The Diversity Council wishes to unite minority students on campus through activities and programming and then target the entire student body in the Spring. Dr. Thomas is meeting with members of the Intercultural Education Office to bring these issues to students. Another undertaking will be to address community wide issues, including notions of race and how we perceive people. Students are working with the Council to bring the discussions to high schools and on. Their goal is to expand the group of universities and the geographic area for the conference.

Five schools are now involved in the Community Scholars. The students that are brought in under the auspices of this program help TCU students to see that differences are good. They help to obliterate inferiority perceptions.

The second group of Community Scholars students was admitted in August 2001, are strong academically and compare well with our campus population. The program is so successful that TCU now has some community members and corporations that have helped, including grants in some cases. Such organizations include the Pangborn Foundation, Citigroup and the Belief Foundation, resulting in over \$100K in support funding. More grants are coming in. This year there are 19 students who are doing very well.

For the first year TCU is hosting faculty enhancement seminars. Faculty were asked to volunteer to participate to see how they can include diversity in their courses. 10 signed up and 8 are active. Dr. Thomas has a booklet that shows what happens in this workshop. The workshop brings clarity to what is meant by diversity.

In January groups will meet with John Butler, Cornell Thomas and Susan Shaw for additional instruction about how to include more of these ideas in their curriculum. This year the enhancement seminars are supported by small grant from Burnet Corp. Dr. Thomas is applying for more funding to support additional work.

Dr. Thomas hopes to gain support from the Faculty Senate for Faculty Enhancement Seminars. He hopes the Faculty Senate will help identify new people who might be interested.

He also hopes to impact the new undergraduate core and work with The Center for Teaching Excellence.

The Diversity Council is also having a better web site created that should be up by January.

An office for community relations is also in the works. He is also working with the College Bound program, bringing 5th and 6th graders to see campus. TCU students will work with these kids and focus on reading.

He is also working with many segments of the community to reach those who have claimed TCU has not been there for them.

Senator Brown asked if Dr. Cornell was interested in being included in new faculty orientation. Dr. Cornell said he would be. Senator Brown suggested we could get new faculty involved with such an early presentation.

Presentation by Dr. Bob Seal, Chair of the Staff Assembly -

Dr. Seal said that 50 staff meet once a month and discuss a variety of issues. Representatives are distributed amongst various Vice Chancellor areas. The executive committee is made up of 6 officers and there are 6 standing committees

- 1) Professional Development
- 2) Committee on Committees
- 3) Elections Committee
- 4) Policy Review Committee
- 5) Web Page Committee
- 6) Community Service Committee

Priorities for the year (set at the first meeting by breakout groups) include:

- 1) Salaries and benefits.
- 2) Community Service
- 3) *Adhoc* Incentives Committee

Senator Brown asked if they had much problem staffing their 6 committees. Dr. Seal said that all committees are very active, have great chairs and are doing very well.

Senator Fort said it might be informative if the faculty knew more about the lowest paid members of our TCU community. Dr. Seal noted that low employee pay was discussed at two meetings. With improvements they are now up to \$7.25/hr and they would like to get up \$8/hr.

Announcements

Presentation by Chancellor Ferrari

Chancellor Ferrari noted that the staff are very supportive of faculty and are dedicated to TCU.

He noted that this has been an interesting fall semester. At convocation in early September he listed a number of major goals. But he noted that in the post September 11 perspective, things look different.

- The admission outlook is very good. Families and students like the quality of a TCU education.
- Core revision work is well under way but that there are many discussions to go.
- The SACS review is progressing well.
- TCU has had a strong fall financially, there were no big surprises. This is largely because of strong enrolment and controlling expenses.
- On the facilities front, new work and buildings have been approved by Trustees.
- Stock market problems last year caused a major hit on the endowment with the value dipping from about 1 billion to about 750 million dollars. However, using a 12 quarter trailing average smoothes out the effect to some extent. Increases are not near as great as they were before, so we are looking at larger tuition increases of 6-8% tuition rather than 5 to 6%.
- TCU has a stable enrolment. We had 1950 new students this year and should be in the 1850 range next year.
- Campaigning for TCU is being accelerated with more urgency. It is harder to ask for money now because investment problems have everyone more cautious. However, we continue forward and have met with 250 really rich people who will make or break our campaign.

The meeting was adjourned at 4:59

Respectfully submitted,
Arthur B. Busbey, Secretary