

TCU FACULTY SENATE
Thursday, May 5, 2011
**The Justin Board Room in the TCU Dee J. Kelly Alumni
and Visitors Center**

Senators Present:

Bob Akin, Ron Anderson, Arnie Barkman, David Bedford, Martin Blessinger, Tony Burgess, Chip Burns, Art Busbey, Jason Clark-Miller, Richard Estes, Billy Farmer, Greg Friedman, Sarah Fuentes, Diane Hawley, Ted Legatski, Carrie Leverenz, Suzy Lockwood, Dianna McFarland, Ed McNertney, Till Meyn, Darren Middleton, Artemis Moon, Linda Moore, Sheri Neill, Hylda Nugent, Steve Palko, Jan Quesada, Ranga Ramasesh, Magnus Rittby, David Sandell, Claire Sanders, Michael Sawey, Chris Sawyer, Marie-L. M. Schein, Alan Shorter, Gloria Solomon, Loren Spice, Greg Stephens, Kay Stevens, Dan Williams, Scott Williams, **David Vanderwerken.**

Senators Excused:

Jodi Campbell, Jesus Castro-Balbi, Lynn Flahive, Misha Galaganov, Julie O'Neil, Paul Schrodt, Melissa Sherrod.

Senators Absent:

Onofrio Annunziata, Julie Baker, Jon Burgess, Cara Jacocks, Steve Mann, Joddy Murray, Michael Skinner.

I. Call to Order and Welcome to Guests:

Dianna McFarland, Chair of the Faculty Senate, called the meeting to order at 3:35 PM and welcomed guests:

Provost Nowell Donovan

Chancellor Victor Boschini

Dr. Cathy Coghlan, Director of Institutional Research

Dr. Catherine Wehlburg, Executive Director of the Office of Assessment & Quality Enhancement

Dr. Judy Groulx, College of Education and Chair of the Teaching Evaluation Committee

Dr. Demitris Kouris, Dean of the College of Science and Engineering

Dr. Jeff King, Director of the Koehler Center for Teaching Excellence

Mr. Brian Gutierrez, Vice Chancellor for Finance & Administration

Mr. Kenneth Janak, Director of Budget & Financial Planning

II. Approval of Minutes:

The minutes of the March 31 Faculty Senate Meeting were approved without changes.

III. New Business:

A. Financial Status Report: Mr. Brian Gutierrez

Vice Chancellor for Finance and Administration Brian Gutierrez gave a presentation on the budget for Fiscal Year 2012, which begins June 1, 2011. He began by talking about the 8% tuition increase for next fall. This relatively large increase is an indication that the Board of Trustees has a tremendous degree of confidence in TCU and believes that TCU offers a great education and student experience which is highly sought after, and we need to be more competitive with our peer institutions.

The Board of Trustees also continues to support the university through allowing an endowment payout that is larger than it normally would be. Almost all other universities have seen their endowment payouts drop significantly in recent years due to the market downturn, but the Board approved the endowment payout floor in order to continue sustaining the momentum that has been established on campus.

He discussed TCU's transition to the Big East conference, which will be effective July 1, 2012. We hope to create many positive relationships across the campus with other Big East universities. Our tuition and cost of living compare favorably to other private schools in the conference, and we will begin to have many visitors from these schools – faculty, families and athletes – who may consider sending their children to school here.

The majority of the new funds for next year will be directed toward compensation, benefits, financial aid and goods and services. He noted that another way the Board supports TCU is shown in its approval of the 3% merit pool for next year. Several new staff positions will be created in areas that work directly with students, such as the career center. With regards to aid, it is expected that externally-funded aid will decrease next year and we have provided for the reduction by increasing the amount of aid that TCU will provide to its students. Much of the increase in goods and services is for the academic colleges to help them address needs related to a growing student population.

He mentioned that the Chancellor's Cabinet will have a retreat in July to address the size of the university in the coming years.

He reviewed recent trends on major benefits expenses, including health insurance costs, which are budgeted to be \$12 million next year. Another significant expense for the university is the cost of providing medical benefits for our retirees; next year's budget for this expense is \$4 million, and the university also has an approximate \$50 million liability on its balance sheet in recognition of future years' expenses.

He also provided an update on capital projects. A summary of projects outlined in the university's facilities master plan that could be built in the next ten years shows that there is a balanced mix of future projects among academic affairs, student affairs, athletics and institutional support. There is still quite a bit of work to be done as outlined in the master plan, and annual operating surpluses are a critical source of funding for these projects.

He closed with a review of the football stadium construction, showing total costs to be almost \$150 million. With the exception of \$1.9 million provided from athletic revenues, the entire project is to be paid for with funds raised from donors; approximately \$130 million has been raised to date.

B. Senate Committees Overview of the Year:

a) Heritage, Mission, Vision & Values Committee: Claire Sanders, Chair.

Dr. Sanders introduced the co-chair of the committee Suzy Lockwood, Harris College of Nursing and Health Sciences and members: Ed McNertney, Ex-Officio and Director of the TCU Core Curriculum; Nadia Lahutsky, AddCollege of Liberal Arts; Theresa Gaul, AddRan College of Liberal Arts; Blaise Ferrandino, College of Fine Arts; and Bob Vigeland, M.J. Neeley School of Business.

Dr. Sanders explained that the purpose of the committee is to vet courses for the TCU Core Curriculum, using the criteria and action steps stated in the documents governing the Core Curriculum. Dr. Sanders reported that in 2010-2011, HMVV vetted 25 courses for the Core Curriculum. The committee worked on the assessment component for Core courses. She reminded Senate that in 2007-2008, a team of faculty examined the assessment of Religious Traditions courses while in 2008-2009, a team of faculty worked on the assessment of Historical Traditions courses. Faculty currently working on the assessment of Literary Traditions courses will make recommendations to change the language of the Learning Outcomes and add a third outcome to reflect more closely what Literary Traditions faculty do in the classroom. They will be the first to use the emendation policy of the Core Curriculum. These changes will be presented to the Faculty Senate in Fall 2011. Finally, Dr. Sanders reported that the faculty who are currently assessing Cultural Awareness courses will report to HMVV next year.

b) Faculty Governance Committee: Suzy Lockwood, Chair.

Suzy Lockwood reported that her committee focused on three major tasks:

- 1) Bring changes to the Faculty Assembly/Faculty Senate Bylaws to include University Programs such the Ranch Management Program and thus, give them representation in the Senate;
- 2) Change the wording regarding teaching evaluation in the Faculty/Staff Handbook from "Student Evaluation of Instruction" to "Student Perception of Teaching";
- 3) And review the charges of all current Faculty Senate committees to insure that all charges reflect the work committee members do.

The Faculty Senate approved all these changes in April 2011.

c) Student Relations Committee: Ted Legatski, Chair

Ted Legatski reported that the Student Relations Committee met with SGA Presidents Marlon Figueroa and Jackie Wheeler to discuss agendas and concerns, Jim Atwood from Admissions and Robin Williamson and John-Mark Day from First-Year Experience, and Marsha Ramsey, Director of the Center for Academic Services. SRC's landmark accomplishment was to finalize the draft of the Undergraduate Academic Honor Code and gain the approval of both SGA and the Faculty Senate. Finally, SRC identified a number of student concerns, primarily students' safety on and off campus and their dissatisfaction with the +/- grading system. The Student Relations Committee will recommend the examination of the +/- system in the next academic year.

d) Committee on Committees: Arnie Barkman, Chair

Arnie Barkman reported that the CoC modified the Standing Committee Charges to include the New Faculty Orientation. Dr. Barkman noted that last year, seven of the 8 new committee chairs attended the orientation. CoC met with representatives from SGA and Staff Assembly to determine proper procedures to nominate individuals to the various committees. The CoC sent out the annual survey in February and March to invite faculty members to voice their preferences for committees in which they wish to serve. This year, 40% of the faculty responded to the survey. Finally, the CoC shifted the responsibility to co-chair the University budget Advisory Committee from the Faculty Senate Chair to the Faculty Senate Chair Elect in order to even out the workload of the Senate Chair.

e) Academic Excellence Committee: Greg Friedman

Greg Friedman underlined the collaboration of the Academic Excellence Committee with SGA and the Student Relations Committee to write a draft that would operationalize the Undergraduate Academic Honor Code. The Senate passed the motion.

The second task for the AEC was to revisit the SPOT evaluation process, work with the Evaluation Committee, and represent the faculty to voice their concerns and interests in the process as well as discuss the best practices that resulted from the faculty survey. Of course, the AEC was involved in the process of creating a set of working questions to include in the new eSPOTs and revising them. This work will continue in the 2011-2012 academic year.

Dr. Friedman offered an overview of the work of the Evaluation Committee and the timeline for the major steps, past and future, moving forward with the plan to implement eSPOTs evaluations. The current target date to go online is Spring 2012.

In closing, Dr. Friedman extended his gratitude to Judy Groulx, Chair of the Evaluation Committee, Jeff King, Director of the Koehler Center for Teaching Excellence, and Cathy Coghlan, Director of Institutional Research, and Catherine Wehlburg, Director of the Office of Assessment & Quality Enhancement. Dr. Friedman reiterated that the AEC has listened to all the faculty concerns about moving the teaching evaluations online but feels that the benefits of moving online outweigh the problem with the change. The faculty concerns that remain will be best addressed by considering the entire process of the evaluation of teaching and the best practices suggested to accomplish this goal.

C. Tenure, Promotion, and Grievance Committee: Alan Shorter, Chair, and Dan Williams, Faculty Senate Liaison to TPG

Prof. Alan Shorter explained that last year TPG's first charge was to examine the role of service in the Tenure and Promotion process and determine how service is evaluated. He announced that a survey will be sent out to the faculty in Fall, 2011, to gain feedback on this issue.

When the campus-wide discussion of the new SPOTs and eSPOTs evaluation began last fall, the larger issue of the evaluation of teaching in general became the primary topic of discussion among faculty and administrators. As a result, the Faculty Senate Executive Committee invited TPG to redirect its focus on this topic.

After a survey was sent out to all faculty members seeking information and concerns regarding the process of evaluation of teaching, TPG began collecting best practices that faculty had submitted and went to work to develop a set of principles that the faculty and Provost could endorse. In addition, this document could provide deans and chairs with a list of Best Practices options for evaluating teaching, steering them away from a one-size-fits-all mode of evaluation.

Prof. Shorter presented to the Faculty Senate guiding principles and best-practice recommendations for evaluation of teaching based on the compilation and analysis of the survey results. These principles will open up a campus-wide, faculty-led discussion of the evaluation of teaching as one component of the overall faculty performance. One goal of these principles and recommendations is to make clear that SPOTs evaluations cannot be the only measure of a faculty teaching. After a discussion of the wording of some of the principles and the Best Practices, as well as “friendly” amendments presented by the Academic Excellence Committee, the Faculty Senate approved the motion to endorse these principles with the suggested wording amendments and submit them to the Provost.

D. Goodbyes and Welcomes:

a) Thanks for Your Service, Senators! Till Meyn, Art Busbey, Dan Williams, and Dianna McFarland

Till Meyn thanked the following senators for their service and dedication: Claire Sanders, Ted Legatski, Suzy Lockwood, Arnie Barkman, Greg Friedman, Darren Middleton, Sheri Neill, Julie O’Neil, Tony Burgess, Melissa Sherrod, Chip Burns, Jodi Campbell, and Jesus Castro-Balbi.

Dianna McFarland extended special thanks to outgoing senators Till Meyn and Art Busbey.

b) Welcome New Senators! Dan Williams

Dan Williams welcomed the new senators:

Tracy Hanna (CHEM)
R. Eric Simpson (MUSI)
Krista Scott (THEA)
San-ky Kim (MUSI)
Bi Ying Hu (EDUC)
Jo Nell Wells (NURS)
Tricia Jenkins (FTDM)
Jeffrey Geider (RAMA)
Angela Thompson (SOCI)

c) Welcome Executive Committee: Marie-L. M. Schein

Marie Schein introduced the new Faculty Senate Executive Committee:

Past Chair, Dianna McFarland
Dan Williams, Chair
Alan Shorter, Secretary

David Sandell, Assistant Secretary
Marie Schein, Chair Elect

d) Passing the Gavel: Dianna McFarland

Dianna McFarland reflected on her year as Chair of the Faculty Senate and passed the gavel to Dan Williams who made closing remarks and adjourned the meeting at 5:00 PM.