**TCU Faculty Senate Meeting**

**1 November 2018**

**3:30 – 5:00 PM**

**Faculty Senate Chambers**

**Minutes**

**Senators Present:** Allender, Marinda; Barger, Kat; Bedford, David; Bowen, Kendra; Bradley, Layne; Busbey, Art; Canclini, Sharon; Carrión, José; Dastgeer, Shugofa; Flowers, Roma; Frable, Pamela; Friedman, Greg; Gollaher, Timothy; Havens, Jill; Hawley, Diane; Herzig, Emily; Hokayem, Hayat; Jackson, Lynn; Jones, Clark; Kiani, Morgan; Ledbetter, Andrew; Ledis, Dennis; Legatski, Ted; Loveall, Ian; Lovett, John; Lynch, Laurel; Maas, Penny; McGettigan, Joan; Meitl, Michele; Moeller, Thomas; Moore, Jeff; Nelson, Karen; Piñón, Santiago; Quesada, Jan; Quinn, Brandy; Ramasesh, Ranga; Ramirez, Susan; Sandell, David; Sawyer, Chris; Schein, Marie; Scherger, Michael; Schiffer, Adam; Scott, Krista; Spice, Loren; Stephens, Greg; Tomlin, Drew

**Senators Excused:** Atkinson, Sean; Bashore, Lisa; Fripp, Jessica; Harvey, Omar; Helms, Jason; Johnson, Kevin; Lemon, Alex; Meyn, Till; Nhan, Johnny; Sawey, Michael; Skinner, Michael; Walters, Patricia; Watkins, Timothy; Williams, Daniel; Wood, Barbara

**Senators Absent:** Bentley, Joshua (Schieffer); Esposito, Phil (Harris); Grau, Stacy (Neeley); Marichal, Albert (Fine Arts); Moessner, David (AddRan); Palko, Steve (Education)

**Guests Present:** Eric Gobel; Heath Einstein (Dean of Admissions); Alexis Hood (SGA); Yohna Chambers (VC of HR); Victor Boschini (Chancellor); Aisha Torrey-Sawyer

**Call to Order**

1. Faculty Senate **Chair Greg Stephens** called the meeting to order at 3:30.
2. The minutes of the October 4, 2018, meeting of the Faculty Senate were approved as written.

**New Business**

1. **Chris Stolarzyk** from United Way & Chair Greg Stephens gave a joint presentation on the numerous services of the United Way in Tarrant County and urged faculty participation in the **TCU United Way pledge drive**.
2. **Aisha Torrey-Sawyer**, Director of Inclusiveness and Co-Chair of the DEI Committee appointed by Chancellor Boschini, gave a report on the initiatives TCU is undertaking to make the university more diverse, equitable and inclusive. Her Powerpoint is accessible at the DEI website: [www.inclusion.tcu.edu](http://www.inclusion.tcu.edu). She reminded the Senate of **the challenge for DEI Committee**—the recruitment and retention of diverse TCU students, staff and faculty, as well as the development of methods to train the campus community to practice inclusion and embrace diversity. After presenting demographic statistics relating to current diversity among students & faculty, Ms. Torrey-Sawyer addressed basic working definitions of the key terms:

**diversity, equity and inclusion.**

She posted a list of current and former DEI Committee members and liaisons, and then discussed how the committee gathered their information: from focus groups in the fall 2017, **Campus Climate survey** in spring 2018, VIA town hall meetings, as well as listening to personal experiences and stories from students & employees. Torrey-Sawyer lined out the

DEI goals: (1) **Attract** (underrepresented groups of students, faculty and staff); (2) **Teach** (bolster curriculum, training and other academic initiatives to promote an understanding of DEI); (3) **Reach** (increase outreach and engagement with external communities and schools with populations of under-represented groups); (4) **Embrace** (a campus environment that is welcoming from all and free of bias). A number of questions followed in response to her presentation.

1. Next, **Heath Einstein, Dean of Admissions**, gave a presentation on Admission and admission statistics for 2014-18. He noted that last year TCU saw the largest entering class ever—highest number of freshman applications (20K+). He presented an informative set of statistics/metrics relating to the acceptance rate and yield. Einstein also explained the differences between Early Decision, Early Action and Regulation Decision, by which the university builds its entering class. In the final element of his presentation, Einstein discussed with the Senate the ways in which his office is addressing TCU’s commitment to DEI, including creative recruiting strategies.
2. Next, with a motion from Chris Sawyer, seconded by Andrew Ledbetter, the Faculty Senate moved into a **Committee of the Whole** in order to consider a proposed **statement on Shared Governance**. The motion passed. **Pam Frable, chair of the Governance Committee (GC)**, served as the chair of this “Committee of the Whole.” GC had been charged with developing a statement on Shared Governance to address administrative position turnover and instances of faculty not being consulted in decisions regarding faculty interests, so as to have a statement in place for the new Provost. **Past Chair** **Ted Legatski** spoke to the relationship of this statement with the Provost Search. The general interest of the Senate is for faculty to be consulted ahead of decisions regarding faculty matters, rather than informed after the fact, and for faculty (and the Faculty Senate as its elected representatives) to have influence and voice in decisions regarding faculty matters.
3. Because of time constraints, the Senate agreed to remand this discussion to the Governance Committee, circulate another draft via email, and have an email vote on the statement, which would be valid after its due consideration in a Faculty Senate meeting. (See appended material.)
4. The Senate then moved (by vote) out of Committee of the Whole status and voted to adjourn.
5. The meeting was adjourned at 5:15.

Respectfully submitted,

Jan Jaynes Quesada, Secretary

TCU Faculty Senate

**The below revised statement on Shared Governance passed in an online vote.**

**Shared Governance Statement (12 November 2018)**

TCU is a community of interdependent stakeholders that believes in meaningful involvement of its constituents in the shared governance of the university. This community recognizes that decisions and actions in any sector have implications for all other sectors. Shared governance means that all stakeholder groups participate in deliberation and decision-making. This critical participation requires a clear understanding and observation of roles, responsibilities, and channels of communication among faculty, administration, staff, students, and trustees.

TCU reaffirms its historical commitment to the practice of shared governance, which means that faculty, staff, and students – through their elected bodies – are consulted prior to (and involved in) the formulation and implementation of policies that affect them.

**Faculty Perspective on Shared Governance**

TCU faculty can effectively share in governance by playing an active role in decisions regarding the formulation, amendment, or abolition of all policies that affect them at the university, college, and department levels. They can also share in governance by participating in long-term planning and decision making throughout the university. Playing an active role and participating in long-term planning require meaningful representation, through the Faculty Senate and/or elected faculty representatives, at all levels of decision making, including the Chancellor’s Cabinet and Board of Trustees.

* Elected representatives must be faculty whose chief duties are teaching and/or research, not administration. Consequently, faculty members whose primary current roles are administrative cannot effectively serve as faculty representatives.
* The Faculty Senate is the appropriate body to determine whether a policy or practice affects the faculty.
* Proactive and sustained communication by all stakeholders is essential for effective shared governance.