**TCU Faculty Senate Meeting**

**3 October 2019**

**3:30 – 5:00 PM**

**Faculty Senate Chambers**

**Minutes**

**Senators Present:** Alexander, Curby; Atkinson, Sean; Barger, Kat; Bashore, Lisa; Bedford, David; Bentley, Joshua; Bowen, Kendra; Busbey, Art; Carrión, José; Carter, Suzanne; Craig, Layne; Elwell, Sage; Frable, Pamela; Friedman, Greg; Fripp, Jessica; Gil, Dan; Gonzales, Eric; Hammad, Hanan; Harvey, Omar; Havens, Jill; Hawley, Diane; Herzig, Emily; Hosainy, Hadi; Jeffries, Marlo; Johnson, Kevin; Jones, Clark; Kiani; Morgan; Kim, San-ky; Langston, Scott; Ledbetter, Andrew; Ledis, Dennis; Legatski, Ted; Lemon, Alex; Lovett, John; Lynch, Laurel; Marichal, Albert; McGettigan, Joan; Meitl, Michele; Meyn, Till; Moeller, Thomas; Moore, Jeff; Murray, Joddy; Nhan, Johnny; Quesada, Jan; Quinn, Brandy; Ramasesh, Ranga; Ryu, Jay; Sawey, Michael; Sawyer, Chris; Schein, Marie; Scherger, Michael; Schiffer, Adam; Scott, Krista; Singletary, Laura; Stephens, Greg; Stewart, Amy; Tyler, Tee; Watkins, Timothy; Williams, Daniel; Wood, Barbara; Yang, Qinghua

**Senators Excused:** Banos, Antonio; Esposito, Phil; Jackson, D. Lynn; Nelson, Karen; Nugent, Hylda

**Senators Absent:** Lauve-Moon, Katie (Harris); Palko, Steve (Education); Simanek, Eric (CSE); Walters, Patricia (Neeley)

**Guests Present:** Teresa Abi-Nader Dahlberg (Provost); Susan Weeks (Vice Provost); Yohna Chambers (VC-HR); Carrie Moore; Sophia Garcia; Abby Vernacchia; Cait Lesko; Eric Gobel (grad student); Robbie Vaglio (TCU 360); Jesús Castro-Balbi; Adam Baggs; David Nolan; Sandy Callaghan

**Call to Order**

1. Faculty Senate **Chair Clark Jones** called the meeting to order at 3:30.
2. The minutes of the September 5, 2019, meeting of the Faculty Senate were approved as submitted.
3. Jones invited the guests to introduce themselves.

**New Business**

1. **Chair Jones** opened the new business of the meeting with an update on the news of the Chancellor asking the UCAC (University Compensation Advisory Committee) to recommend reductions to benefits for new employees by November, to be voted on and then presented to the Board at its fall meeting. Jones called a Faculty Assembly for Thursday, October 17, at 3:30 p.m., in the BLUU Auditorium.
2. **Provost Teresa Abi-Nader Dahlberg** addressed the Senate. She and her team of Vice Provosts and Deans are reviewing, per last year’s Faculty Senate recommendation, **updates TCU’s policies on merited faculty leaves**. She reported progress on the **Page Up** hiring and employee management software platform. A consultant has been hired to identify the best DEI hiring practices and advise on how to integrate them into the Page Up platform. June 1st is the target launch date. The consultant will pull the DEI and the platform together over the coming months. **Page Up will replace the current hiring softward, iGreentree**. The Provost also reported on the three **new dean searches** which will soon be underway—for Deans of AddRan, Education, and Fine Arts. Under strong leadership, all three committees have been formed and will begin meeting soon. The Provost’s goal is to have the new deans hired by Spring Break. There will be web sites available soon to show progress in dean searches for TCU faculty interested in following along.
3. Next **David Nolan and Adam Baggs**, from University Advancement, made a presentation on the upcoming **Lead On Capital Campaign for TCU**—the culmination of “Lead On” branding and strategic planning efforts. They are coordinating the fundraising effort, with the public phase coming soon (**October 24th, 2019 kickoff**.) The campaign will run through 2022, with a **goal of $1 billion**. Campaign priorities are ‘people, programs, and endowment’ (scholarships, endowed faculty support, etc.). Advancement has currently raised 58% towards the goal. On **October 25th—Frog Fest** will be an event open to everyone. Faculty Senators are encouraged to work with their college development officers and to communicate to them faculty ideas and priorities.
4. **Sandy Callaghan, Director of the Center for International Studies (CIS),** gave a presentation about the Center’s **new structures** relating to health and safety for traveling TCU faculty and students. See CIS website on “Travel Policies” (under Faculty and Staff resources)—for more information on international travel policies, international programs policy (regarding travel with students), international travel alcohol and drug policy, per diem policy and rates, and more. Two new TCU committees have been formed to work on behalf of CIS—the **International Oversight Committee** (to develop new international travel policies); and the **International Response Team** (to address emergency situations). Callaghan announced a **new travel registration policy** (required for all faculty traveling on behalf of the university) **and approval process**, including a review of prospective locations for health and safety concerns. TCU now provides two new travel resources: **Alert Traveler** (an app) and **On Call** (a medical and travel assistance program).An HR training session is set for October 4th to go more in-depth on resources and policies. Key new differences:

* More flexible, intentional review and approval process
* Review by International Oversight Committee (IOC)
* Approval required prior to faculty commitment of TCU resources
* Reimbursement for international travel requires registration and approval
* Two step process (Approval, Travel Details)

**International Travel Policy: Receipt for reimbursement:**

New Travel registry: (Step 1) Make a submission for authorized international travel; Three options after submission for authorization: approval, denial or review; goes to the IOC/Provost for review (approved, approved with conditions, denied); receipt issued, attach to reimbursement. (Step 2) Complete travel details.

**Travel Health** update: Dr. Jan Torgerson, with the TCU Health Clinic is now Travel Health Certified to do vaccinations/immunizations for students; study abroad pre-departure meetings, health management plans for students.

**Alert Traveler App (launching October 4th)** will give TCU faculty and students country specific information, based on registered itinerary and GPS, TCU Emergency contact information and protocols, local emergency contact information, Push Notification on Country specific alerts, TCU communications & check-ins for TCU registered travelers. Required for TCU student travelers (who must also turn on their GPS). Dependent on WiFi and data plans. If faculty don’t get the App, all the information will be sent to them by email.

**CIS meeting is set for 1 p.m. on Friday, October 4th, 2019, in Tucker 139.**

1. **Next, Pam Frable, c**hair of the **Governance Committee**, presented a recommendation of changes in the titles for the current two Secretaries for the FSEC—from “Secretary” to *Recording Secretary*, and from “Assistant Secretary” to *Administrative Secretary.* Dan Williams seconded the motion, which passed unanimously.
2. **Next, Michael Sawey,** Chair of the FS **Educational Evaluation Committee**, addressed the group with a **resolution on appropriate use of SPOTs**:

TCU is committed to Diversity, Equity, and Inclusiveness and seeks to “promote a campus environment that is welcoming for all and free of bias.”1 Academic research, however, demonstrates that student evaluations “systematically disadvantage faculty from marginalized groups,”2 including women and minorities3, as well as being poor indicators of teaching quality4.

Therefore, SPOT surveys should be used only for formative self-evaluation by the faculty member, not by departments, colleges, or the university for any summative assessment.

In particular, SPOT data should not be considered when evaluating faculty for annual review, tenure, promotion, or merit-based salary increases.

His committee is not recommending that SPOTs be banned or not allowed, as they can help faculty to improve their teaching, but they can also be vulnerable to misuse by persons taking the information out of context. Lots of questions and concerns followed his call for response. After many comments helpful to a revised recommendation, Sawey withdrew the current resolution without a vote. He asked for persons with specific comments and concerns regarding SPOTs to please send them to him so his committee can revise and resubmit the resolution at the next meeting.

1. **Chair Clark Jones** presided over a wide-ranging open discussion. **Ted Legatski** announced that **UCAC** will bring a report to the November Senate meeting. **Amy Stewart** new **rules curtailing early voting in Tarrant County** with early voting at college campuses to be diminished from 5 colleges to 1. Clark Jones reminded the Senate that benefits **Open Enrollment** begins on October 28th and continues until November 8th. Current benefit elections will not carry over. Everyone needs to renew their enrollment options.

The meeting was adjourned at 4:56.

Respectfully submitted,

Jan Quesada, Recording Secretary

TCU Faculty Senate