**UNAPPROVED TCU Faculty Senate Meeting**

**5 March 2020**

**3:30 – 5:00 PM**

**Faculty Senate Chambers**

**Minutes**

**Senators Present:** Atkinson, Sean; Banos, Antonio; Barger, Kat; Bedford, David; Bowen, Kendra; Busbey, Art; Carrión, José; Carter, Suzanne; Craig, Layne; Elwell, Sage; Frable, Pamela; Friedman, Greg; Fripp, Jessica; Gil, Dan; Gonzales, Eric; Harvey, Omar; Havens, Jill; Hawley, Diane; Herzig, Emily; Hokayem, Hayat; Jackson, D. Lynn; Johnson, Kevin; Jones, Clark; Kim, San-ky; Lauve-Moon, Katie; Ledbetter, Andrew; Ledis, Dennis; Legatski, Ted; Lemon, Alex; Lynch, Laurel; Meitl, Michele; Moore, Jeff; Murray, Joddy; Nhan, Johnny; Nugent, Hylda; Quesada, Jan; Ramasesh, Ranga; Sawey, Michael; Sawyer, Chris; Schein, Marie; Scherger, Michael; Schiffer, Adam; Scott, Krista; Singletary, Laura; Stephens, Greg; Stewart, Alyssa; Tyler, Tee; Walters, Patricia; Watkins, Timothy; Williams, Daniel; Wood, Barbara; Yang, Qinghua

**Senators Excused:** Bashore, Lisa; Bentley, Joshua; Esposito, Phil; Jeffries, Marlo; Lovett, John; Meyn, Till; Moeller, Thomas; Quinn, Brandy; Stewart, Amy

**Senators Absent:** Hammad, Hanan (AddRan); Hosainy, Hadi (AddRan); Marichal, Albert (Fine Arts); McGettigan, Joan (Schieffer); Nelson, Karen (Neeley); Palko, Steve (Education); Piñón, Santiago (AddRan); Simanek, Eric (CSE)

**Guests Present:** Yohna Chambers (VC-HR); Claire A. Sanders (DEI Faculty Fellow/History); Teresa Abi-Nader Dahlberg (Provost); Susan Weeks (Assoc. Provost); Floyd Wormley (VP, Dean of Grad Studies); Mica Bibb

**Call to Order**

1. Faculty Senate **Chair Clark Jones** Chair Clark Jones gaveled the meeting to order at 3:30.
2. The **minutes** of the February 6th meeting were approved as written.

**New Business**

1. **Announcements**: Jones then reminded the senators of the **Faculty Assembly** set for March 25from 3:30-5:00 p.m. in the Shaddock Auditorium to consider the DEI Essential Competency and Implementation documents, as well as updates to the Faculty Senate Bylaws. The vote on these items will be electronic.

He called attention to some **calendar changes**: Fall break of 2020 has been moved from a Monday-Tuesday to a Thursday-Friday (Oct. 8-9th, 2020), and Thanksgiving break has been extended to the entire week. The Registrar’s website and TCU’s 5 year calendar have been updated to reflect these changes. VP Susan Weeks’ office will get Marketing to publicize these changes.

**Faculty Senate nominations** are due by tomorrow, **March 6th**.

Please note that the **University Committees survey** has just gone out, along with descriptions of the various responsibilities of each University committee.

Jones asked senators to think about how they might adjust their courses, should the university get shut down for **coronavirus** reasons later this semester. Chairs were asked to think about how to handle long-term absences of their department’s faculty and staff who may become sick or quarantined due to the coronavirus. Numerous questions and concerns were then posed.

1. **Provost Dahlberg** addressed the Senate. Please see the Provost’s website for a progress report on VIA: Lead On’s Academic Affairs Priorities (<https://provost.tcu.edu/academic-affairs-priorities/> ). Dahlberg also announced the implementation planning underway focused on **Strategic Inclusive Excellence.** Elements include the completion of a **DEI inventory** to identify what we are already doing, and to consider how we should do things in order to more fully integrate DEI into current systems. **Listening sessions** are proving informative, and recommendations from **round tables** are being collected. Student demands and recommendations based on student experiences of problems are informing the process. The Chancellor’s Cabinet and the Provost’s Council are considering how to synthesize the collected information. Even with TCU’s plethora of DEI activities and recommendations, there are still insufficient evidence-based activities and assessment-based outcomes in place. In order to produce institutional change--culture change at TCU--the numerous DEI content experts on campus need to partner with the Higher Ed Leadership experts. Working together, cultural change and deep institutional change will be possible. **Damon Williams**, a DEI national expert/consultant on strategic inclusive excellence, is currently working with the Provost’s office. They, along with the **Chancellor’s Cabinet**, with leadership from **Aisha Torrey-Sawyer**, are developing an implementation plan to change the culture at TCU.

Dahlberg also informed the Seneate of an **upcoming internal search** for an **Associate Provost for Faculty Affairs**. This position had been linked to the “Academy of Tomorrow” position, which has been unfilled since May 2018. The AP for Faculty Affairs will be for a three year term, and will focus on faculty development and faculty affairs (chair and dean and leadership development) in order to strengthen what we have and to interface with DEI and teaching development and in scholarship development; this person would work closely with Floyd Wormley & Susan Weeks & Claire Sanders & the Provost. **The new AddRan College of Liberal Arts Dean, Sonja Watson,** will join the campus in June 1st. **The Fine Arts Dean Search** will restart in the next AY. **Richard Gipson**, who has served as “acting dean” for two years, will complete a third year (through May 2021) with the title of “Dean.” **The College of Education Dean Search,** which involved very good finalist candidates, has concluded, and a decision will be announced soon. **Dean Jean Koelker** will retire this summer from her service as Dean of the Library. **Dan Williams** is chairing an internal search for a new dean of the Library. This search will begin at the end of Spring Break in order to have a replacement ready when Dean Koelker steps down.

1. Next, **Cheryl Taylor** spoke to the Senate about the **“Great Colleges to Work for Survey,”** which will come out **March 9th** to 600 randomly selected employees, and will close on April 3rd. This will be the 10th year of TCU participating in this survey.
2. **Kristee Bell** and Clark Jones then addressed the Senate regarding the **Faculty/Staff Annual Campaign**—**March 30-April 22, 2020**—highlighting inspirational student stories and memorial gift opportunities. Please give to support TCU students & programs. 1647 employees (75%) participated last year. Any gift in any amount is valued, and is important as a marker for other philanthropic entities to consider. “All gifts count.” Give back to whatever program you choose. Make your gift on-line or as a payroll deduction. Look for your email regarding this year’s campaign.
3. Next, **Claire Sanders,** along with **Campus Minister Angie Kaufman,** introduced **a draft of a Religious Holiday & Observance Policy for TCU students.** This is a document on which the Office of Religious and Spiritual Life has worked for several years. On March 6, 2018, the SGA passed a resolution in unanimous support of this policy, which is part of TCU’s effort to be a welcoming home and diverse community for students from many different backgrounds. Student responsibility would be (during the first 2 weeks of the semester) to notify in writing their faculty of religious holidays that may cause them to miss class during the semester. Faculty members will be responsible for helping such students find accommodation for these holidays. The Office of Religious and Spiritual Life will put out a master calendar of holidays each year. Yohna Chambers wants it to be posted on the Policy Page as well. The Faculty Senate committee which is working on an exam schedule accommodation document should consider this draft in order to align language across documents. Students may not be penalized for observing significant religious holidays. Discussion ensued. This is a DEI issue for faculty and staff too. TCU is committed to making proper accommodations for religious observance and HR has a helpful template. This should be a university-wide policy. Please send further comments and questions to [Claire: c.sanders@tcu.edu](mailto:Claire:%20%20c.sanders@tcu.edu).
4. In introducing the matter of whether or not to give Senate Endorsement to the **University Compensation Advisory Committee (UCAC) proposal on the TCU Benefits Package**, **current UCAC Co-chair, Greg Stephens** explained how the proposed conclusions were developed. He emphasized that everyone on the large committee had to compromise on their priorities to some extent. He asked for questions, and he introduced Matt Milnes from HR/Benefits, as another resource in the room. Discussion ensued. Stephens cautioned that the committee had had to do its work without a lot of information provided, and he reminded the body that the Chancellor has assured the faculty that the new benefits will only apply to new employees. To the question, What is missing from this new benefits package? Stephens replied: The cap on the contributions to the retirement fund is new. Vesting schedule is new. No vacation or sick-time payout in new package, which affects staff, not faculty. **Vote to endorse included 33 senators for, 0 senators against, 2 senators abstaining.**
5. **Vote on Compensation Resolution from the Faculty Relations Committee (FRC)** was presented by Andrew Ledbetter, FRC Chair:

**Compensation Resolution**

Faculty Relations Committee

March 2020

The TCU Faculty Senate is dedicated to sustaining TCU’s momentum, distinction, and excellence, and supports the Vision in Action: Lead On strategic plan, including the goals to strengthen TCU’s academic profile and reputation and to strengthen the workforce.

Therefore, be it resolved that the TCU Faculty Senate endorses the principles set forth in the “Resolution on TCU Employee Benefits,” adopted unanimously by the Faculty Senate on May 2, 2013, which states that benefits must be considered as a part of compensation, and not separately, that reductions to compensation should only be considered in the event of a budgetary exigency that poses a threat to TCU’s well-being, and that such reductions should only be considered as one part of a larger campus-wide effort to reduce expenditures.

Be it further resolved that, in the event of a financial exigency, and before any proposed reductions are implemented, and as a means of declaring its position, the TCU Faculty Senate take a formal vote on any reductions to compensation.

Finally, be it resolved that the TCU Faculty Senate respectfully asks the Chancellor and Cabinet to initiate a campus-wide dialogue on TCU’s future that would not only include compensation but all elements of anticipated revenue and expenses, that a task force representing all areas of campus be established to discuss and prepare for the challenges facing TCU, and more broadly higher education, and that, in the spirit of shared governance, this task force be given access to all pertinent information that might impact TCU’s future.

The vote in favor of this resolution was **unanimous**.

1. Then, **Pam Frable, chair of the Governance Committee**, made an announcement on the upcoming **election of senators** and encouraged current senators to “please talk to the people in your units to encourage them to run for Senate.” **Officer nominations will be accepted after Spring Break** and will be **presented at April meeting on April 2nd**. **April 30th** is the last Senate meeting of the year, at which time the Senate will vote on its slate of new officers.
2. **Chair-elect Sean Atkinson** spoke to the **FSEC Resolution/Statement on Diversity, Equity, and Inclusion**: “The faculty of TCU, are committed to helping foster a safe and equitable environment for all students, faculty, and staff, especially those from under-represented and minority groups. We acknowledge the pain and anguish suffered by far too many in our campus community. We welcome any recommendations, made in good faith, that can move TCU towards a future in which diversity, equity, and inclusion are core, demonstrable values.” An energetic discussion with questions and suggested emendations followed. Senators are encouraged to send other suggestions to Sean Atkinson ([sean.atkinson@tcu.edu](mailto:sean.atkinson@tcu.edu) ). After a good discussion, the senate was informed that a revised resolution will be presented for a vote at the April 2nd meeting.

**Old Business**

1. Jones reminded the body that we needed to vote on the new **Domestic Per Diem for Business Meals policy,** which had beenpresented by **Kim Adams** in December 2019. The Administration wants to implement this policy by June 1st, but also wants the Faculty Senate to vote on it. The **new policy passed** with 34 senators in favor, 2 opposed, and 6 abstentions.
2. Finally, **Joddy Murray, chair of the Academic Excellence Committee,** was called on to talk about the **March 3rd Mental Health Symposium**, which 47 people attended and which he described as a good, conversation-rich event in which many stories were shared, in addition to the panel discussion. A large percentage of TCU students have self-reported their issues and concerns. This event will help foster an inclusion focus and inform faculty as we monitor our own pedagogy. A recording of the event was made and a link will be available on Box soon. The SGA Director of Wellness participated.
3. Chair Jones closed the meeting by asking senators to talk to their departments and units about upcoming events and other items discussed today. The meeting was adjourned at 4:58.

Respectfully submitted,

Jan Quesada, Recording Secretary

TCU Faculty Senate