**Faculty Senate Minutes (10/29/2020)**

**Zoom recording to the part before entering the full executive mode**

Link to the recording: <https://tcu.box.com/s/3bnnsfv70iiomw95br63mtfor15whjb2>

Link to all budget data: <https://tcu.box.com/s/l7emi3o21keqlrq5u358pz63tfzbonye>

*Senators present*: Jose Carrion, Danyelle Ackall, Sean Atkinson, Lisa Bashore, Layne Craig, Jennifer Engler, Pamela Frable, Greg Friedman, Jessica Fripp, Julie Fry, Sophie Garcia, Eric Gonzales, Dustin Hahn, Jill Havens, Diane Hawley, Emily Herzig, Hayat Hokayem, Clark Jones, Katie Lauve- Moon, Andrew Ledbetter, Alex Lemon, Lydia Mackay, Thomas Moeller, Michele Meitl, Twyla Robinson, Chris Sawyer, Marie Schein, Laura Singletary, Loren Spice, Greg Stephens, Amy Stewart, Daxton Stewart, Tee Tyler, Timothy Watkins, Bingyang Wei, Daniel Williams, Barbara Wood, , Phil Esposito, Suzanne Carter, Brandy Quinn, Josh Bentley, Michael Sawey, Joddy Murray, Till Meyn, Sage Elwell, John Lovett, Ranga Ramasesh, Kelly McCormick, James Rodriguez, Jan Quesada, Guangyan Chen, Hanan Hammad, Lavonne Adams, Laurel Lynch .

*Senators absent (Excused)*: Ted Legatski, Kathryn Ellis, Artthur Busbey , Quinghua Yang, David Bedford, Oteka Jackson-Cenales

*Senators absent (Unexcused)*: Sohyun Lee, Elva Orozco Mendoza, Mary Waller, Samantha Bates, Patricia Duncan, Omar Harvey, Marlo Jeffries, Santiago Pinon Jr., Swami Kalpathy, Morgan Kiani, Mark Wills, San-Ky Kim, Hadi Hosainy, Eric Simanek, Marc Neri, Steve Palko.

The faculty senate chair Sean Atkinson called the meeting to order at 3:30 pm. The minutes from October 1st meeting were approved.

Provost Teresa Abi-Nader Dahlberg presented a PPT to talk about the budget. She said that teaching on campus for the Spring 2021 will be 54% on campus teaching as compared to 47% in Fall 2020. She thanked everyone for that. Then she said that she welcomed anyone to send her ideas about the Fall 2021 because things are still uncertain right now. She then presented the PPT slides on the budget for the 4 year plan. There will be an overarching goal of 12% reduction to the budget that will become permanent. In December 2020 the administration will review the plans from the Deans. Then in February 1, they are expected to have the next year’s plan. The goal is to have 12% reduction for academic affairs, (excluding the medial school). This means there will be a 20.5 million dollar reduction, and this is part of 65 million dollars allocated to financial aid. For preliminary assessment, Add Ran will have a reduction of 9%, the library 16%, and all the other units 12%. There will be a million dollar less for travel and entertainment and this million will go to hiring underrepresented faculty for faculty positions in the future. The goal over the next 3 years is to move this reduction from temporary to permanent. She recognized that the faculty said in their letter that a reduction 20.5 million is too large and this will affect the quality of education, but she thinks we need to do our due diligence first. She is seeking to set up the parameters and have this type of analysis be made at the college level rather than top down. She said that she has a lot of data tools to provide the Deans, and she could use those to see where the low enrollment is and go by the numbers, but this may be harmful, so she’s allocating that to the Deans. She mentioned the retirement program which enabled TCU to reduce the work force. The student to faculty ratio is currently at 13:1, but TCU wants to maintain a 14:1. This means that workforce can be reduced by 10% and the 14:1 ratio can be maintained. TCU aspires to grow by 1000 students over a number of years. As the number of students increase, workforce can be increased accordingly but now it is not required to increase the workforce. The Deans are provided by data, but qualitative information is what she is looking for. Now 80% of credit hours are taught by full time faculty, and she wants to maintain that number. She also talked about having an equitable work load. The library was hurt this year but this is not going to persist. During the next 3 years there will be additions to the budget. In future years, there will be the need to add faculty positions. She then opened it up for questions.

Sean Atkinson asked how to maintain the balance between research and teaching especially with more work load. Provost answered: For every single academic program one could offer 5% less courses, and still give quality education, this way we reduce our teaching, so it is important to identity low enrollment courses. If there is program that has several tracks and only one track gets picked, others do not need to be there. Sometimes a course could be taught every other year, so this kind of planning needs to be strategic. So there are many things to consider, we have a lot of classes under 10 so we need to identify if that is by design or for pedagogical reasons, so we need to think about that. The goal is not to ask people to overload them with teaching, but to support the teacher scholar model. This can happen if we do our due diligence.

Someone asked the Provost to explain how she understood that teacher scholar model. Provost answered: it is the integration of teaching and scholarship, so no faculty is just research faculty and we could keep them out of the classroom. Some people will teach less and do more research and some the other way round, so it’s not the amount of teaching or research, but the integration of it across the university.

After the Provost finished answering questions, Sean Atkinson move the session to vote for a nominated faculty to the University Advisory Committee. He explained that this committee advises the provost on tenure and promotion. There are half appointed by the Provost and half elected. The seat up for a vote now is from the Neely Business School, and the faculty nominated is In-Mu Haw and he meets the qualifications. Sean did the voice vote and In-Mu Haw gained the majority of the votes.

Sean Atkinson then called for a full executive session where non-senators were asked to leave the zoom meeting. Invited guests stayed, and Sean stopped the zoom recording at this point.

After a discussion between faculty about current matters, Sean Atkinson adjourned the meeting at 5 pm.