**Faculty Senate Minutes (04/028/2022) at 3:30 in person and via zoom**

*Senators present*: Danyelle Ackall, Lavonne Adams, David Bedford, Joshua Bentley, Ellen Broom, Ashley Coles, Layne Craig, Cliff Defee, Phil Esposito, Pamela Frable, Greg Friedman, Peter Frinchaboy, Sophia Garcia, Eric Gonzales, Dustin Hahn, Hannan Hammad, Jill Havens, Emily Herzig , Tracy Hicks, Hayat Hokayem, Hadi Hosainy, , Marlo Jeffries, Clark Jones, Swaminathan Kalpathy, San-Ky Kim, Eric Kojola, Ted Legatski, Laurel Lynch, Kelly McCormick, , Till Meyn, Thomas Moeller, Katie Lauve-Moon, Joddy Murray, Marc Neri, Kimberly Owczarski, Jan Quesada, Brandy Quinn, Janie Robinson, Twyla Robinson, James Rodrigues, Keith Whitworth (replacing David Sandell), Michael Sawey, Chris Sawyer, Rebecca Sharpless, Loren Spice , Amy Stewart, Daxton Stewart, Matt Switzer, Sriram Thirumala, Jeffrey Todd, Derek Tomlin, Corey Trahan, Tee Tyler, Bingyan Wei, Daniel Williams, Mark Willis, Barbara Wood, Qinghua Yang, Keith Saunders (replacing Jessica Zeller).

*Senators absent (Excused)*:Brian Clinnin, Kathryn Ellis, Sage Elwell, Morgan Kiani, Vassil Mihov, Laura Singletary.

*Senators absent (Unexcused)*: Sean Atkinson, , Lisa Bashore Layne Bradley, Oteka Jackson-Cenales, Guangyan Chen, Patricia Duncan, Jennifer Engler, Julie Fry, Sohyun Lee, Alex Lemon, Lydia Mackay, Erik Simanek, Santiago Pinon.

Dr. Joddy Murray, the Chair of the Faculty Senate, called the meeting to order at 3:30 pm, and the minutes were approved. He then gave the floor to Provost Abi-Nader Dahlberg who reminded everyone about the academic excellence funds, and encouraged the faculty to explore the academic excellence funds: <https://provost.tcu.edu/faculty-resources/academic-excellence-funds/> . Then she mentioned **the RACE & RECONCILIATION INITIATIVE** <https://www.tcu.edu/race-reconciliation-initiative>, the **NATIVE AMERICAN NATIONS AND COMMUNITIES** <https://www.tcu.edu/native-american-indigenous-peoples/index.php>

**And the Reconciliation Day** to be held on April 20, 11am-Noon, in the BLUU Auditorium, and at Noon-1pm, in the Commons <https://calendar.tcu.edu/event/reconciliation_day_9795#.Yk8fk8jMKUk>

She also said that her office will take the report on non-tenure track faculty that was prepared by the ad-hoc committee and will address that report.

Joddy then gave the floor to Dr. Gooding who talked about the RRI initiative and encouraged everyone to attend the April 20 RRI panel discussion which will be moderated by the Chancellor who will summarize what we have learned from RRI over three years.

Then Joddy gave the floor to Clark Jones who encouraged everyone to participate in the faculty/staff annual campaign.

Then Joddy gave the floor to the new TCU Registrar, Dr. Nichole Fisher, who introduced herself and expressed her excitement to join TCU.

Then Joddy gave the floor to Swami Kalpathy who reported on the work of the Academic Excellence Committee (AEC) which investigated how the faculty perceived the policies put in place during the pandemic. The survey focused on three main dimensions: 1) how did TCU policies affect the overall faculty workload and life? 2) how did those policies affect the faculty satisfaction morale? and 3) how did those policies affect the student academic experiences. The survey was sent in 2021 for all tenure track and non-tenure track faculty. The response rate was 25% (330 faculty responded). Concerning the impact of faculty workload, most respondents perceived the policies as causing a significant increase in workload in terms of teaching and service, and this had severe impact on work-life balance and mental well-being, as well as a negative effect on the research and productivity. There were 56% of respondents reporting adverse impacts relative to their peers, 60% of respondents said they did not feel supported by the administration, but over 80% of respondents said they were supported by their Deans. As an overall pattern, many were not satisfied with the job and considered leaving TCU. As for the impact on students, 62% of respondents reported negative impact on student performance. The qualitative data showed that the faculty reported less access to resources such as the library or research funds, and lack of trust with the administration especially with budget cuts to retirements. There were three conclusions: 1) the need for more timely communication between faculty and administration on policies, 2) making sure that faculty input is valued, 3) and the need to increase the number of policies that do not have a severe impact on workload which in turn causes negative impact on student performance.

Then Joddy gave the floor to Josh Bentley who presented the work of the Educational Evaluation Committee (EEC). He reminded everyone of the past work of amending the faculty/staff handbook in how much weight is given to the student evaluations (SPOTS), and that the SPOTS are not to be used for high stakes decisions such as tenure/promotion or merit raises. Despite, that, there was anecdotal evidence that those policies were implemented inconsistently. Therefore, the committee sent out a survey to find out what faculty thought of how the policies were implemented. The results showed that there was agreement among the faculty that they understood how their teaching is evaluated, but less agreement on whether the policies were reasonable. The college of Communication had the highest satisfaction with the policies, and the college of fine arts had the lowest satisfaction. The results also showed that the more years a faculty was at TCU, the less weight he/she thought was given to the SPOTS. This triangulates with the qualitative data which showed that the evaluation of one’s teaching was subjective in their own unit. Moreover, one third of respondents reported of not knowing where to go for the written documents regarding teaching evaluation. The committee is working on finalizing a report, and is studying what next to do with the data.

Then, Joddy moved to voting on the senate appointment to university committees. The senate voted with more than 90% approval for the following individuals: Jo Beth Jimerson for the University Advisory Committee, Hadi Hosainy for Core Curriculum HMVV, James Rodrigues for DEI, and Sohyun Lee and Rebecca Sharpless for the Core Curriclum WEM committee.

Then Joddy ran a vote for the AddRan Advisory changes and it passed with 78% agreeing and 22% abstaining.

Then Joddy gave the floor to Dan Williams to discuss the resolution from the Faculty Relations Committee (FRC). He explained that the resolution attempts to explore ways to improve lines of communication between faculty and trustees. Historically there were better relations, but for a while now this has changed. If the resolution passes, then Joddy will communicate this resolution to the Board of Trustees. When moved for a vote, it passed by 100%.

Then Joddy gave the floor to Marc Neri who talked about the updated orientation session for new faculty senators. Then Pam Frable talked about FS officer nominees, there were 4 nominees and she asked for nominations from the floor and there were none.

Joddy announced that the next meeting will be in person in the Senate Chambers, *and* will also be streamed on ZOOM. He then adjourned the meeting at 4:50 pm.

**N.B: This note is an update on the parking issue**: There will be no fee increase or parking fee changes next year.  The University is doing a transportation demand management (TDM) study in order to assess parking demand/availability in light of the new buildings.  That TDM study will be done over the next year.  Faculty Senate and Staff Assembly has requested to be involved in the next steps and decision process for determining a fee structure once that study is complete.