

## **Staff Assembly Meeting**

**December 5, 2017**

**BLUU Auditorium**

**3:30 pm**

### **Welcome and Remarks**

- **Shawn Wagner, Chair** welcomed all and called the meeting to order at 3:34 p.m. There were 51 Staff Assembly members present. The Quorum was met.

### **Guest: Rodney Baker, University Compensation Advisory Committee (UCAC) Update**

Rodney reported, the University Compensation Advisory Committee (UCAC) recommended the following to the Chancellor and Board:

- 4% Merit Pool Increase with 1% Salary Compression included in the 4%.
- Retiree Dependent Child Tuition Benefit.
- Beginning the conversation about what will happen after the bridge program for TCU Retirees ending in December of 2019.

### **Q & A**

#### **A Staff Assembly Member asked if retired faculty already have this benefit.**

Rodney stated he was not sure; however, in January he and Jesus Castro-Balbi will meet and inquire. The Chancellor will be attending the January 2018 UCAC meeting and he will give an update at our February Staff Assembly General Meeting.

### **Guest: Michael Stallard, Center of Connection Culture**

Michael is a TCU Parent of two TCU Alums. He is also the author of two books: Connection Culture: The Competitive Advantage of Shared Identity, Empathy, and Understanding at Work and Fired Up or Burned Out: How to Reignite Your Team's Passion, Creativity, and Productivity. Michael's wife Katie was diagnosed with breast cancer and advanced stage ovarian cancer in 2003-04 with a less than 10% survival rate, she is a three times cancer survivor. Katie signed up for an experimental program at Sloan Kettering which inspired Michael to start his own company about connection. The culture at Sloan Kettering was similar to the culture here at TCU, people helping and connecting. Workplace cultures are struggling. Brene' Brown-Professor, University of Houston and author of "Daring Greatly" defines Connection: "as the

energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.” Michael describes three (3) types of workplace culture: Culture of Control- Authoritarian Leaders/Micromanagement; Culture of Indifference- Loneliness; and Culture of Connection- People feel connected to their supervisor, colleagues, their work, and to the members. This is the best culture and it gives people energy and creativity. The people we are around have a profound effect on our bodies. Stress breaks the body down and accelerates aging.

The following are benefits of connection:

- Cognitive Advantage- Better decision makers and more creativity
- Engagement- Employee engagement
- Health & Well Being
- Happiness & Resilience
- Innovation

Dr. Vivek Murthy Former U.S. Surgeon General states, “Our understanding of biology, psychology, and the workplace calls for companies to make fostering social connections a strategic priority. A more connected workforce is more likely to enjoy greater fulfillment, productivity, and engagement while being more protected against illness, disability, and burnout.” Quote from the Work and the Loneliness Epidemic from Harvard Business Review.

There is an epidemic of disengagement: 1) Diminished Organization- people no longer stay with a company for ten years or longer. Employee loyalty. 2) Productivity enhancement focus task oriented has squeezed out time for relationships. Media addiction has fostered anonymity and isolation. Loneliness and Isolation boost the risk for depression and suicide. Forty-Seven percent of American adults addicted\* (\*Source: “Prevalence of the Addictions: A Problem of the Majority or the Minority?” Sussman et al, Eval Health Prof. 2011 March).

TCU is characterized for having mentoring relationships. Private education creates this kind of culture because of class size. TCU is the model. “TCU is characterized by mentoring relationships, caring teacher-scholars, challenging classes and close-knit community... most definitely a culture of connection.” Victor Boschini, Chancellor

TCU’s Connection Culture:

- Long history of inclusiveness services
- Teacher/Scholar Model
- Recognizes Mentors
- Abundance of programs to connect students
- Academically challenging, while supportive

In the future the Center of Connection Culture will offer the following: Leadership Training; Introduction of TCU Connect Culture to all Faculty/Staff/Students; and offer Seminars.

## **Q&A**

### **Will seminars be offered through Human Resources?**

We are still working on that, stay on the lookout for announcements. Shawn Wagner said she believes this is beginning with new employees. Michael thanked us all for what we do for TCU.

### **Committee Reports**

- College Resources- No report
- Committee on Committees – No report
- Community Service – Ashley Edwards announced that Janet Bryant sent an email out today regarding the collection of supplies for the Tarrant County Women’s Center. Please drop off donations no later than December 14<sup>th</sup>. See email for locations.
- Elections – No report
- Marketing and Communications – No report
- Policy and Advocacy – No report
- Professional Development – Toni Broussard will be sending out a Doodle poll to her committee for next meeting date. If you have any suggestions for a spring event send her an email.

### **Old Business**

- November 2017 minutes stand approved as presented.

### **New Business**

Election of Secretary: Cindy Coffin has been nominated. Shawn asked for nominations from the floor, none were presented. Cindy Coffin has been elected as our new Secretary.

Deidra Turner has accepted at position at Tarrant County College Trinity River Campus to begin a new adventure. Angie Taylor will be the Policy & Advocacy Chairperson.

Proposed Bylaw Changes: Walter Betts and Chris Hightower explained the proposed changes (see attached). Walter disclosed article VII. Bylaws will be voted on at the February Staff Assembly General Meeting.

Meeting adjourned at 4:16pm.

***Staff Assembly Bylaws proposed revisions as part of the minutes  
December 5, 2017***

**IV:A.1 Officers**

- 1) The Executive Committee shall be comprised of the Officers of the Assembly: the Chair, Chair-elect, Immediate Past Chair, Historian, Parliamentarian, Treasurer, Secretary, ~~and~~ Assistant Secretary, **and Standing Committee Chairs.**

**IV:A.3 Appointed Positions**

- a) Parliamentarian: By the first meeting the Chair shall, with the approval of the Executive Committee, appoint a Parliamentarian for the following year from among the elected members. **No member may serve more than three concurrent terms in this office.**
- b) Historian: By the first meeting the Chair shall, with the approval of the Executive Committee, appoint a Historian for the following year from among the elected members. **No member may serve more than three concurrent terms in this office.**
- c) Treasurer: By the first meeting of each year, the Chair shall, with the approval of the Executive Committee, appoint a Treasurer from among the elected members. **No member may serve more than three concurrent terms in this office.**

**IV:A.3.d Standing Committee Chairs**

- d) **Standing Committee Chairs:** By the first meeting of each year, the Chair shall, with the approval of the Executive Committee, appoint the chairs of each Standing Committee from among the elected members. **No member may serve more than three concurrent terms as the chair of a Standing Committee. At the discretion of the Chair, two qualified members may serve as co-chairs of a Standing Committee.**

**IV:B Standing Committees**

- d) **Constituency Committee**

**V:K Standing Committee Chair's Responsibilities**

- 1) **Lead the standing committee in accomplishing its charge.**
- 2) **Convene regular meetings of the standing committee, and report actions back to the Executive Committee.**
- 3) **Promptly submit all purchase requests and invoices to the Treasurer.**
- 4) **Recommend to the Chair members who are ready for leadership roles.**

## VI Standing Committee Charges

B. The **Committee on Committees** represents the interests of the Staff in the structure, functions, and membership of the University Committees, and through the Executive Committee, to nominate members for all University Committees. The committee also ~~nominates~~ **recommends to the Chair** candidates for **appointed** Assembly Offices.

## VI Standing Committee Charges

D. The **Election Committee** shall assist with the initiating, publicizing, conducting and tabulating of nominations and results for all necessary elections. **The committee will solicit nominations for elected Assembly Offices.** The chair of the Election Committee shall be the Assistant Secretary.

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