**Staff Assembly General Meeting**

**October 6, 2020**

**APPROVED**

**Zoom Conference Meeting**

**3:30 pm**

**Welcome and Remarks**

* Angie Taylor, Chair, welcomed everyone and called the meeting to order. There were sixty-three members (66) present plus thirty-nine (39) guests. A quorum was met.

**Guests**

* SGA – Paige Shiring
  + Shout out to Paige for getting “living room setting” in campus commons
  + [paige.shiring@tcu.edu](mailto:paige.shiring@tcu.edu)
* GSS – Courtney Kimmel
  + Personal and TCU email in case anyone ever needs to contact her
  + [gss@tcu.edu](mailto:gss@tcu.edu)
  + Courtney.kimmel@tcu.edu
* Chancellor Boschini
  + Thanks to everyone for coming back every morning
* Chair Updates
  + Student survey – over 2,000 responded; learned a lot have been able to turn things around to improve student experience; more in person classes; used to inform what we’re doing; making more data informed decision making
  + Will be encouraging all to come back to campus full time October 19th
  + Possibility that we will get raises
  + Voluntary Incentivized Retirement Program – reached 28% of people who qualified took advantage of it; goal was 25%
  + Committee being formed for shared governance – will meet within next two weeks to define to TCU what we mean by shared governance
* Race & Reconciliation – Dr. Frederick Gooding
  + Associate Professor of African American Studies for John Roach Honors College
  + Chairing new initiative – Race and Reconciliation Initiative
    - The charge – to study TCU’s own experiences with racism, slavery and the Confederacy.
    - First year will focus primarily on Black Americans, with plans to study other, and intersectional, identities in subsequent years
    - We are NOT the office of DEI, IIS, OIE
    - Not a magic wand to be able to satisfy everyone’s wishes
    - Not afraid to embrace our past, not erase it
  + Initial steps
    - Affiliated with Universities studying slavery – international consortium looking at their past, 2nd school in Texas to join, about 68 schools
    - Erected signage next to Founders’ statue to encourage campus engagement about TCU’s history
    - Appointed chair and members of committee
  + The Committee – diverse committee
  + How to get involved
    - [www.tcu.edu/rri](http://www.tcu.edu/rri)
    - First Fridays – first Friday of each month, in the tents constructed behind the AddRan Founders’ statue, 12:00 – 1:00 having roundtable discussions – everyone is welcome
    - Doc Talks – share with public what they’re finding along the way; first installment before the end of the semester
    - VTHMs – virtual town hall meetings – two so far, one in August and one in September
    - October 22nd – TCU Founders’ History. Will have a dialogue about the Clark brothers – two sides of the coin
    - November – How and Why Not to be Afraid of the Past – object to hear from USS partners on their processes and discoveries
    - Operation Triangulation – sesquicentennial coming up in a short time; pick three key windows of time –
      * The Founding Years – 1845 – 1873
        + Slavery
        + The confederacy
      * Transition to Integration, 1941 – 1971
        + Segregation
        + desegration
      * Recent, but Related History, 1998 – present
        + Voice
        + Good neightbor
        + repair
    - Phases of Growth
      * Affiliate with Universities studying slavery
      * Study the university’s historical connections to racism, slavery and the Confederacy
      * Grapple with our history publicly
      * Share our history
      * Recommend steps towards reconciliation and healing
      * Develop outgrowth initiatives and structure for sustained engagement on race at TCU
    - The more we engage, the better we’ll become

**Officer Reports:**

* Past Chair – Chris Hightower – no report
* Chair-Elect – Vanessa Roberts Bryan
  + Budget Advisory Committee met yesterday for first time; faculty/staff and student members; start conversation about what recommendations they may have for FY’2022 budget; Board will be finalizing 2021 budget that we’re currently living in; will study tuition increase and determine what that increase will be (November 4th). What is feasible and reasonable for students and families and institution to maintain academics and recommending process to dissect the budget and see where we can cut the budget; long term process. Wants to be more intentional and strategic in how they make recommendations to the University; Charge given by Chancellor on how we can best save money across campus; if anyone has any creative ways, please share with Vanessa and how we can be more entrepreneurial in making money
* Secretary – Cheryl Cobb – September 1st minutes; please make sure you contact your constituents and share zoom link
* Treasurer – Wendy Bell – not present – budget was sent to all members ahead of the meeting
* Historian – Robyn Reid – no report
* Parliamentarian – Glenn Putnam – no report

**Committee Reports:**

* College Resource Committee, Matt Burckhalter
  + Finalizing October financial aid event, 6 college advisors are assisting faculty/staff families, anyone with a senior in high school with ANY college documents the entire month of October
* Committee on Committees, Evie Richardson
  + Works with Chancellors office and Staff Assembly to fill committees
* Community Service Committee, Maleta Hill
  + Tomorrow is Flu Shots! Handing out prepackaged snacks to everyone who gets a flu shot; have lots of prizes
  + Frog it Forward – encourage everyone to give blood – October 14th
  + Rice Challenge – TCU beat Texas Tech and Baylor
* Constituency Committee, Marva Wood
  + Hosting a Staff Appreciation events – October 8th 11:00 – 1:00 – handing out individually wrapped bags of purple popcorn
  + 3 Atta Frogs
    - Mailing Services – packages for students
    - Dora Aguilera – Rec Center, membership changes and getting it reopened
    - Crystal Page – Care Coordinator for students in isolation and quarantine
* Elections Committee, Philip Dodd – no report
* Media and Communications Committee, Diana Selman – no updates right now
* Policy & Advocacy Committee, Mica Bibb
  + Committee will meet this week, have several items in the works
    - University Ombudsmen
    - Performance appraisal software
    - Protection of Minors on Campus policy
* Professional Development Committee, Reggie Jennings
  + Second professional opportunity will be more of hands on, adobe with Diana
  + DEI – first meeting, exclusive excellence fund – apply if you have ideas
    - <https://inclusion.tcu.edu/inclusive-excellence-fund/>

**Old Business:**

* DEI Self-Assessment Results Presentation Questions

**New Business:**

* Sustainability Committee Statement – asked to support their statement
  + Executive Committee agreed to support this
  + No questions – everyone in agreement
* Erin Wilson – TCU day of service has changed to October 31st, staff members are able to participate

**Announcements and Hot Topics:** Next meeting will be on November 3, 2020 at 3:30p.m.

There being no further business the meeting was adjourned at 4:47 pm

Respectfully submitted,

Cheryl Cobb, Secretary