



STAFF ASSEMBLY

## Membership Meeting Minutes

November 1, 2022 – 3:30 PM - Zoom

Approved Minutes

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Welcome & Call to Order - Evie Richardson, Chair

A total of 67 individuals were in attendance, 47 Staff Assembly members and 20 guests.

### Guests

- Amiso George – Race & Reconciliation Initiative (presentation attached)
  - Appointed to this position in Spring
  - Academically based historically focused initiative designed to investigate and document TCU’s relationship with slavery, racism, and the Confederacy. This academic endeavor draws upon the talents of faculty, staff, students, and alumni to research and raise awareness of racism and inequality, helping us work toward a campus culture where everyone is respected and valued.
  - Year 1 – Survey of TCU’s nearly 150-year history, with a focus on the experience of African American identities
  - Year 2 – Deeper dive into Founding Years (1861 – 1891) by conducting a more comprehensive examination of the experiences of Native American and indigenous, Latinx, African American, and other identities
  - Year 3 – Focus on Transition into Integration (1940s – 1970s) by conducting a more comprehensive examination of the experiences of Native American and indigenous, Latinx, African American, and other identities
  - Year 4 – Deeper dive into recent, but Related Histories (1998-2020) by conducting a more comprehensive examination of the experiences of Native American and indigenous, Latinx, African American, and other identities
  - Year 5 – Comprehensive Five Year Summary Report
  - Our Journey
    - We have five working groups designed to build an accurate picture of the past and the present, envisioning a healing path for the future
      - Research – deeper dive with intersectional lens into Founding Years, 1861-1891
      - Programming – plan and execute one signature event every semester, with Reconciliation Day always slated for spring
      - Communication – year-round awareness on and off campus
      - Racial geography – a “cultural inventory” of our campus to understand whether it tangibly reflects/reinforces inclusion per exclusion via thorough analysis of physical structures, layout and artifacts throughout TCU’s campus footprint.
      - Engaging pedagogy – outreach and support for faculty and staff wishing to integrate RRI into student experiences



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- Signature Event –History in the Making, the Impact of James Cash at TCU and Beyond
  - Panel discussion with trailblazer, Dr. James Cash '69. TCU's first Black student athlete and the first Black faculty member to receive tenure at Harvard Business School
  - November 10<sup>th</sup> at 4:00 pm – BLUU Auditorium–
- Ann Davis & Megan Murphy-Jones – TCU's 150<sup>th</sup> (Presentation attached)
  - Co-chairs of Marketing & Communication subcommittee, planning campaign, messaging, branding
  - Timeline
    - Kick-off week January 23, 2023
    - Mural Campaign
    - Class of 2023 documentary
    - TCU Magazine special issue
    - Research Week – October
    - Lead On: A Campaign for TCU Closing Celebration – Fall
    - 150.tcu.edu – official website to stay informed
  - Audiences & Goals
    - Brand Awareness
    - Values
    - Alumni Engagement
    - Campaign Engagement
    - Fort Worth Connection
  - Planning Committees
    - Athletics – special uniforms; field/court graphics/special athletic events
    - MKC – website; media relations; advertising and media buying
    - DEI – municipal partnerships; sesquicentennial scholarships; special exhibits
    - Engagement – city partnerships/homecomings and class reunions; event sponsorships
    - Merchandise & Licensing – merchandise
  - 150<sup>th</sup> Anniversary Toolkit
    - Any events you're planning, new or from years past, you're invited to use the 150<sup>th</sup> branding, please connect using this resource
  - Questions – [tcu150@tcu.edu](mailto:tcu150@tcu.edu)
  - <https://150.tcu.edu/participate/index.php>
- Susan Nethery – Values Project
  - Will send an email to all asking their thoughts on 2 different values – create a video and upload to the site; internal purposes; should take less than 5 minutes

### Officer and Committee Reports

- Chair - Evie Richardson



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- United Way – (presentation attached), kicked off yesterday, should've received email from Jill Havens and Evie, and a separate email with a link from United Way with the opportunity to make a pledge
- Presidential Search Committee – on schedule, narrowed down the field from 70 to 3; will send schedule out of Town Hall meetings tentatively to be held from 2:30 to 4 pm in the BLUU
  - Any specific questions, email by noon Thursday, November 3<sup>rd</sup>, Evie will send them to Chancellor's office and have them prepared to be asked to the candidates
- Chair-elect - Robyn Reid
  - UCAC – made recommendation to Chancellor for merit increase; has not yet gone to the Cabinet
- Past Chair- Vanessa Roberts Bryan
  - No report
- Secretary - Cheryl Cobb
  - October approved minutes were sent to everyone, please make sure you send them to your constituents monthly
- Treasurer's Report - Wendy Bell
  - Spent money for Staff Appreciation \$481.71; balance \$5,161.09
- Historian - Marva Wood
  - No report
- Parliamentarian - Glenn Putnam
  - No report
- Committees
  - Assistant Secretary/Elections - Reece Harty
    - Welcome new members
    - Still a few positions available
  - College Resources – Heather Confessore
    - Looking to squeeze presentation this semester
  - Committees - Charles Dewar
    - Appointed several of new folks to committees
  - Community Service – Courtney Hendrix
    - Thank you to those who volunteered at the flu shot clinic.
    - The Food bank is working with us to determine if TCU is a good location to host based on community need from the surrounding neighborhoods. If we are, it will probably be after Thanksgiving.
    - I have also been contacted by toys for tots for having collection bins on campus (thank you Amanda for passing this along). More information will be forthcoming.
  - Constituency - Robyn Reid & Caroline Sahba
    - Thanks for coming to Donut Break
    - Will distribute constituency list to new members
    - Atta Frogs
      - Lisa Cartell – Burnett School of Medicine



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- Alisha Boggs – Burnett School of Medicine
- Melissa Brand – Neeley Management
- Jessica Bender – Burnett School of Medicine
- Marketing & Communication - Rob Glenn
  - No report
- Professional Development - Carrie Franklin
  - Please complete survey that was sent this week, this will help the committee to make future suggestions
- Policy & Advocacy - Wendy Gilbert
  - Making good progress on all the projects they started in the fall
    - Preferred names on ID cards – continuing to make progress
    - Tuition Reimbursement
    - Formalize compensation guidelines for interim roles
- University Compensation Advisory Committee - Robyn Reid
  - Reported earlier
- University Budget Advisory Committee/QEP - Angie Taylor
  - UBAC
    - December they will proposing recommendations to the Cabinet, still finalizing recommendations that revolve around the Vision in Action
  - QEP (presentation attached)
    - Quality Enhancement Plan (QEP) – TCU’s Reaccreditation by SACSCOC
    - Any questions contact Angie Taylor
- Robin Scruton reminded the membership that this was the last week of Open Enrollment.

Adjourn – Evie Richardson, Chair, adjourn at 4:30 pm

**Next Meeting: December 6, 2022 at 3:30pm – Zoom**

**150 Years of Success – Keep Going – Lead On**

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- “If at first you don’t succeed, try try again.”

Legend of the Spider, Robert I, King of Scots, Clan of Bruce 1274-1329

"I have not failed. I've just found ten thousand ways that won't work." "Many of life's failures are people who did not realize how close they were to success when they gave up."

Thomas Alva Edison, 1847-1931 Inventor of the light bulb