



## STAFF ASSEMBLY

### Membership Meeting Minutes

December 6, 2022 – 3:30 PM - Zoom

Approved Minutes

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Welcome & Call to Order - Evie Richardson, Chair – called to order at 3:30 pm

A total of 61 individuals were in attendance, 46 Staff Assembly members and 15 guests.

#### Guests

- Bill Nunez – Vice Chancellor for Finance and Administration
  - VCA Budget Report/BoT Meeting
    - BoT in November, busy meeting,
    - Fiscal '23 - \$597,000,000 budget
    - Clean audit – annual report on Financial Services website
    - Fiscal Affairs
      - Approved Long Term Debt Policy updates
      - Approved tuition rate 6% increase
      - Modeling for substantial merit increases, adds \$11 million in new costs, for each 1% of tuition increase equates to approximately \$3 million. 1% of merit equates to \$2.8 million. There are thin margins after merit increases.
      - TCU not even ranked in the top 50 of most expensive Universities
      - Lower in cost than aspirational schools
    - Budget proposals were given from Vice Chancellors last week, matching priorities for next year's budget
    - Expenses are high – utilities alone; using less gas, but costing us \$1.2 million more
    - Capital projects
      - Sadler Hall almost finished, \$20 million project – on time and below budget
      - Anne Burnett School of Medicine - \$90 million project – on time and on budget
      - Campus hall and dining – 282 bed facility - \$80 million – way over budget and taking a lot longer, was supposed to be fall 2024, now 2025; still moving forward
      - Athletics Human Performance Center - \$40 million project; being promoted
      - Campus master plan process, moving ahead in 2023; based on enrollment demands and activities of TCU
- Heath Einstein – Dean of Admissions
  - Five Year Data
    - IPEDS clarified their reporting rules this year; certain way applications are counted; slight drop in applications



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- 2022 – over 20,000, but IPEDs report 16,197, apples to apples it would've been an increase – interest in TCU has never been higher
- Entering Transfer Students, slight decline in number of students who have applied, but the number of students we're bringing in has remained consistent; we shoot for about 425 annually
- First Year Students –
- To whom did we lost admitted students in Fall 2021?
  - Baylor
  - Texas A&M
  - UT
  - SMU
  - OU
  - Georgia
  - Cal Poly
  - Auburn
  - Arkansas
  - Indian University
  - Alabama
  - UT Arlington
  - University of North Texas
- Academic Profile – consistently going up
- Demographic Comparison – more out of state than instate
- Gender balance – 2/3 female over male
  - Test optional environment – men tend to have slightly higher test scores; women tend to have higher GPAs
- Racial and Ethnic Diversity – fairly consistent
- Test-option results – slight uptick in percentage of students test scores were considered; less than half of students have their test scores in the application process
- Expanding Socioeconomic Diversity – doing better with those students who need high need financial support
- Dart Technology – personalize experience going through admissions process – personality of TCU – weave those types into messaging to progressive students; mirror this with students personalities, tailor the message to students; conditional logic to create a more personal approach to students
  - Passionate connector
  - Attentive provider
  - Visionary leader
- Greenlight match – service provided by EAB; reverse college application; a student doesn't apply to TCU, we apply to them; low-income students that works with ??? and we work with profiles to see if they would be a good match with us; don't have to go to the process of applying and then



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getting the bad news we didn't accept them; they get good news right away

- We were ahead in applications before our football team has risen to the level it currently is; we received majority of applications weeks ago. Students being excited and we have to be careful on the number of acceptances. Next year's applications will be affected.
- Admitted 453 early admission students.
- Supreme Court ruling on Affirmative Action – working diligently right now to imagine what it's going to look like; not sure of the exact ruling, but we need to be prepared for those changes.

### Officer and Committee Reports

- Chair - Evie Richardson
  - Facilities Master Plan Committee – Evie representative for this committee
  - Presidential Search Committee
    - Last candidate will be here tomorrow and Wednesday, you can provide feedback
    - Friday, the committee will meet and put together a recommendation to the Chancellor; Chancellor will talk to Board and hopefully we'll have a recommendation by the time we leave for Christmas
  - United Way – goal of \$60,000 only received \$45,000
    - Not fully staffed, this could be a partial reason
  - SACS – email from Chancellor; Staff Assembly will have SACS QEP presentation in February
  - Send minutes to your constituents
- Chair-elect - Robyn Reid
  - UCAC – Bill Wempe and Robyn have presented their recommendations to the Cabinet
    - Merit increase
    - Exploring a revision to the retirement plan – look at options to matching or other type of format; bring up to pre-Covid levels
    - Review and update the salary targets for faculty and staff
      - Staff - 80% of the median of the market
      - Faculty - 90% of the median of the market
      - Asking that they raise staff to faculty percentages
      - Faculty member doesn't get paid until end of September even though they begin in August; HR
      - Retirees – get payment to help with health care costs – recommend that this rate get raised; hasn't been raised in 10 years
- Past Chair- Vanessa Roberts Bryan
  - No report
- Secretary - Cheryl Cobb



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- November approved minutes were sent to everyone, please make sure you send them to your constituents monthly
- Treasurer's Report - Wendy Bell
  - College Resources Committee has spent \$735.66
  - Projected balance - \$4,425.43
- Historian - Marva Wood
  - No report
- Parliamentarian - Glenn Putnam
  - No report
- Committees
  - Assistant Secretary/Elections - Reece Harty
    - No report
  - College Resources – Heather Confessore
    - Had College Night – good turnout; over 90 people
  - Committees - Charles Dewar
    - No report
  - Community Service – Courtney Hendrix
    - Tried to partner with Toys with Tots – communication breakdown with receiving boxes; next year will start earlier; 4 boxes on campus – were dropped off on campus, but didn't tell them where they were
      - Jarvis; BLUU; Rec Center and Intercultural Center
    - Sock drive in February
  - Constituency - Robyn Reid & Caroline Sahba
    - Hosting newcomer happy hour – March 30th, more details to come
    - Taco Tuesday – Tuesday of Spring Break
    - Updates to constituency list; constantly updating to various reps
    - Any questions, please let Caroline know
  - Marketing & Communication - Rob Glenn
    - No report
  - Professional Development - Carrie Franklin
    - Survey results – have reached out to HR about possible Professional Development
      - people miss lunch and learns
      - personal training for individual jobs, excel, etc.
  - Policy & Advocacy - Wendy Gilbert
    - ID Card – preferred name proposal – University is exploring a digital ID card, could take place at that time
    - Staff TCC class tuition is working on numbers of employees and cost to university; working on questions and offering suggestions; still has some work to do on this project
  - University Compensation Advisory Committee - Robyn Reid
    - Reported earlier
  - University Budget Advisory Committee/QEP - Angie Taylor (sick, information given by Evie)



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- UBAC
  - According to 4 goals – make TCU affordable, to those who are superior academic
  - Move back to 13:1 ratio – currently at 14:1
  - Bundling cost of text books into tuition
  - Funds available to encourage faculty research – goal R2++ University
  - Strength workforce – support UCAC with salary increases

Adjourn – Evie Richardson, Chair, adjourn at 4:23 pm

**Next Meeting: February 7, 2023 at 3:30pm – Zoom**

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

- “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