



STAFF ASSEMBLY

General Membership Meeting

December 5, 2023, Kelly Center, Cox A

APPROVED MINUTES

Welcome & Call to Order - Robyn Reid, Chair

There were 30 individuals in attendance. Four guests were present along with 26 Staff Assembly members.

Guests

- VCFA Budget Report from November Board of Trustee Meeting - Candice Payne
 - Update from Board of Trustee meeting
 - Fiscal Year 2023 Actual vs Budget Results
 - Financial report
 - Reserves
 - Cash uses
 - Fiscal year 2024 forecast
 - Projected reserves based on 3 months of actuals – about 1/3 of reserves we had from FY 2023
 - Higher costs
 - Proposed reserves uses – about 1/3 of reserves we had from FY 2023
 - Fiscal year 2025 tuition rate recommendation
 - TCU = 7.9% increase
 - Burnett School of Medicine = 5% increase
 - Preliminary Budget Assumptions
 - Undergraduate enrollment
 - Total 11,054
 - Entering first year: 2,500
 - Transfers: 400
 - Tuition
 - 7.9% tuition rate increase projected to generate \$25.5 million in incremental net tuition revenue (average discount rate: 48%)
 - Merit consideration
 - 2% merit pool cost is \$6.2 M with benefits
 - 3% merit pool cost is \$9.3 M with benefits
 - 4% merit pool cost is \$12.3M with benefits
 - In other words if we give a 4% merit raise, we've already spent close to ½ of tuition revenue increase
 - Fiscal Year 2025 Budget Considerations
 - Incremental revenue
 - Net tuition
 - Endowment payout
 - Incremental expense considerations



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- Salaries – merit/market; equity, retention adjustments; compression
- Faculty – maintain 14:1 SFR; promotions and tenure
- Facilities – new spaces; maintenance; utilities; custodial
- Athletics – transition to expanded Big 12 conference; changes in NCAA regulations
- Student programming – Frog Camp/Orientation; commencement; housing lease
- Institutional support – IT; development; legal fees
- VIA Strategic Initiatives
- Neeley differential is a separate piece, funding Neeley; not grandfathered in, \$17,000 over 4 years, \$250/credit hour differential rate for Neeley undergraduate courses AY2024-2025 [Would prefer not to communicate the \$17,000 to all staff because that amount assumes a student is taking all of the necessary Neeley undergraduate courses (70 credit hours) for his/her/their degree during AY2024-2025.
- Office of Scholarships and Student Financial Aid - Victoria Chen, Executive Director and Kyle Parsons
 - How does 7.9% equate to financial aid
 - Important we're having conversations with families
 - \$255 M budget for financial aid
 - Cost of attendance for 24/25= \$83,000 – tuition, food, housing, fees, etc. annual cost
 - Academic year 23/24 we provided approximately 400 students full support
 - Endowment makes less than 10% of financial aid; endowment is strong, we still need to grow
 - What would it cost TCU to meet all needs? 2.4-2.7 M for just the incoming 23/24 class
 - 42% of our undergraduates receive academic scholarship
 - We've increased academic scholarship for current students once in the last 20 years
 - Impact to students when we increase tuition and need based aid
 - 52% applied for aid
 - 72% of those were determined to have need
 - 96% of those received some type of aid – average need-based aid is \$37,000
 - Even with the increase in 7.9% to need-based aid there is a gap of \$1,600 that would need to come from other sources, including student loans.
 - We need to recognize the challenges our families are facing
 - Our endowment is strong but not at a level we can do everything we want to do
 - Want to help students and families navigate through this process, but the options may not be ideal



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- Send any student/parent to the Financial Aid office, they would love to have a conversation with the
- Kyle Parsons –
 - Shorter and simpler FASFA – lots of changes
 - Initial one month delay from the time the FAFSA opens to when TCU will begin receiving the FAFSA. Normal processing time will resume afterwards.
 - should not have any impact on students scheduling for classes
 - right now FASFA uses the number in college – it no longer takes this into consideration; the benefit will be they will be able to tell how much throughout their college career how much they should receive
 - utilizing CCS profile for early decision students; contingent on receiving FASFA when it is received
 - New Pell Grant – three ways a student can qualify
 - New laws we're going to have to follow

December Roundtable Discussion

Staff assembly members were asked to have round table discussions facilitated by members of the Staff Assembly Executive Committee. Robyn Reid asked people to share some of their answers to these questions to the larger group. The following answers are highlights from this discussion:

- What challenges do you see in your division?
 - Is merit increase really merit?
 - Is there a cap we can put on a certain salary limit; i.e. 5% of football coach vs. 5% housekeeper
 - Understaffing – less people doing more work
- What are your expectations of being a Staff Assembly Representative?
 - Follow up to the constituents to the minutes going out, highlighting info
 - Making our voices heard on important issues
 - Knowing what is going on behind the scenes
- What do you hope to achieve as a Staff Assembly Representative?
 - Advocate for staff
 - Breaking down silos
 - More of an exclusive club, an honor to be on it

Members of the executive committee will share and discuss the more detailed answers at their next meeting.

Officer and Committee Reports

- Chair - Robyn Reid
 - Accreditation email
 - Attending graduation on behalf of Staff Assembly
 - QEP – finding ourselves in Community; more faculty focused; very little staff involvement when she first started; trying to find how staff can be more involved



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- Chair-elect - Charles Dewar
 - No report
- Past Chair - Evie Richardson
 - UBAC
 - Strategic Recommendations
 - UBAC believes there are many reasonable choices for TCU and paths down which the University can travel, whether it is as a larger university or an R1 research university. UBAC desires to assist in laying out the budgetary path that TCU plans to take to this destination. We strongly recommend reviewing and communicating priorities and timelines while evaluating them in terms of financial feasibility and risk.
 - Continue to focus on fundraising and growing the endowment. Identify initiatives with high community impact and tie these high-impact initiatives to donations. The Burnett School of Medicine provides an opportunity to expand TCU's donor pool from predominantly alumni to the broader community.
 - Consider developing a large, world-class engineering college by capitalizing on TCU's proximity to the government- and defense-related industries and companies located in the North Texas Region.
 - Revenue Recommendations
 - Continue to explore differential tuition for high-demand colleges and majors while making sure financial aid is equitable for those being charged higher tuition rates. Be intentional and transparent about the distribution of the additional tuition revenue to the higher-tuition colleges, to the colleges not charging higher tuition, and to the university general and other funds. Make sure that financial and quality disparities among colleges do not become excessive.
 - Remain intentional about tuition rates and increases, as well as affordability, staying within the range of peer and aspirant intuitions
 - Expense Recommendations
 - Maintain the 14:1 student-faculty ratio but allow temporary deviations when clearly justified. Some courses can be taught effectively with larger class sizes. Examine the student-faculty ratio by college and major where large differences exist. Differential tuition can be used to reduce student-faculty ratios in 'popular' colleges. Students love the small class sizes, but smaller class sizes may not always be worth the cost. Note that the Student Government Association representative on the committee is strongly opposed to increasing the student-faculty ratio above 14:1 for any reason.
 - Review general administrative, student-centered, and academic programs to identify those that provide limited benefits so that funds can be directed to areas of greater priority for the university
- Secretary - Cheryl Cobb
 - Approved minutes were sent to All Staff, please remember to reach out to your constituents
 - Please sign check-in sheet
- Treasurer - Marva Wood



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- Expense in College Resource; Community Service; Executive and Constituency committees
 - Moved chill out from Community Services to Constituency – moved \$800
- Historian - Wendy Bell – not present; no report
- Parliamentarian - Rose Davis
 - No report
- Committees
 - Assistant Secretary/Elections - Reece Harty
 - No report
 - College Resources - Heather Confessore
 - No report
 - Committees - Susan Mayhew
 - No report
 - Community Service - Courtney Hendrix
 - Coat drive – Morningside Elementary
 - Constituency - Robin Scruton
 - Atta Frogs
 - Amparo Ramirez
 - Meaghan Voorhies
 - Bronwyn Hewitt
 - Courtney Hendrix
 - Terry Haney
 - Maria Martinez
 - Marketing & Communication - Reece Harty & Mallory Odom
 - Instagram and Facebook – will start putting AttaFrogs on social media; also Coat Drive
 - Upcoming newsletter
 - Professional Development - Carrie Franklin
 - Discussing what they want to do next semester – current staff orientation similar to new staff so we know what's going on
 - Policy & Advocacy - Matt Millns
 - Small items like charging stations for electric cars
 - Large items like the Neeley differential with staff tuition; 26 students are affected right now
 - TCC expansion of the benefit starts in Spring
 - Involved with Admissions with employees and their kids; funneling them to Admissions so they can help ensure they're seen and have all the information needed
- University Compensation Advisory Committee - Charles Dewar
 - Not present – UCAC made a recommendation of a merit increase; the final amount will be set by the Cabinet
- University Budget Advisory Committee - Evie Richardson
 - Report given above



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Adjourn - Robyn Reid, Chair

NO MEETING IN JANUARY

Next Meeting: February 6, 2024 at 3:30pm – Kelly Center, Cox C

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