



STAFF ASSEMBLY

Membership Meeting Minutes

February 7, 2023 – 3:30 PM - Zoom

Approved Minutes

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

A total of 60 individuals were in attendance, 45 Staff Assembly members and 15 guests.

Guests

- David Allen, Executive Director of Institutional Effectiveness & SACSCOC Liaison and Brianna Edwards, Assistant Director of Institutional Effectiveness & QEP Director
 - David and Brianna presented SASCOC On-Site Committee Visit and QEP (Presentation attached)
- Jonathan Benjamin-Alvarado - DEI
 - Task given to him by Chancellor is to craft and solidify a community of inclusion on TCU campus
 - Excited about the prospects of what can happen here at TCU
 - The staff has been largely responsible for making this come to fruition
 - Guiding principles for DEI
 - Diversity – an accounting of who we are – to see people in all their manifestations and they are situational
 - Inclusion – process by which we bring people into the fold
 - Equity – the measure; engender a sense of belonging who works, studies and lives on this campus
 - Wants to make sure we're successful with this on campus; when DEI fails, it's usually due to a lack of understanding and resources. We all need to be on the same page.
 - We'll see more intentional ways to measure DEI on campus over the next few years
 - Diversity is representational
 - Inclusion is relevant to our culture
 - Equity is credible
 - We have committees that have not been working together, workshop on 2/16 on how to change radical into empathy
 - 4/10 – workshop for same group on design for belonging – Susie Wise and Morgan Vane speakers
 - Fall – we will admit our first Inclusive Excellence Scholars - 20 first year and 20 transfer students co-curricular with inclusive excellence and their choice of major
 - Jonathan can be contacted at J.ba@tcu.edu
- Matt Millns, Assistant Director of Benefits with Human Resources gave a presentation on the changes in TCU's disability benefits. (Presentation attached)



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Officer and Committee Reports

- Chair - Evie Richardson
 - Hopes everyone had an opportunity to view some of the 150th celebration opportunities
- Chair-elect - Robyn Reid
 - UCAC – made recommendations to the Cabinet for a merit increase and some other things they were looking at as a group
 - Merit increase is going to the Trustees – should hear about that in April
- Past Chair- Vanessa Roberts Bryan
 - No report
- Secretary - Cheryl Cobb
 - Failed to send out December minutes – will translate them and send them out this week
 - Please make sure you send them to your constituents monthly
- Treasurer's Report - Wendy Bell
 - Balance of \$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
 - ***If using the tuition exchange benefit – right now is the last chance to turn in the form to start the Fall of 2023***
 - Committees - Charles Dewar
 - No report
 - Community Service – Courtney Hendrix
 - Met with sustainability committee – will have large event around move-out; will need a lot of volunteers
 - Want to do sock/glove warming drive the end of February
 - Constituency - Robyn Reid & Caroline Sahba
 - Planning two events in March
 - Annual Taco Tuesday – over spring break – March 14th around 9:30 am location TBD, likely Harrison – will need volunteers; part of this event is to help people connect
 - Thursday, March 30th, - name to be determined, newcomer mixer, for people hired after 2020 – limiting number to 50 – happy hour 3:00 – 6:00 more info to come – want to help them become better connected to TCU
 - Atta Frogs
 - Jamartae Jackson



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- Jowelle Mitchell
- Cynthia Montes
- Marketing & Communication - Rob Glenn
 - No report – on honeymoon
- Professional Development - Carrie Franklin
 - Lunch & Learn 2/15 at the Kelly Center
 - HR will be discussing professional development opportunities
 - over 80 people have signed up for this event
- Policy & Advocacy - Wendy Gilbert
 - Proposal to expand tuition benefit
 - Encourage university to expand this benefit to start at a community college if they don't meet TCU's requirements
 - Also for staff to get additional training or certifications, such as HVAC certification
 - Parking – have not heard anything about potential of increase in parking prices that were supposed to go up in August
 - T3 – automate the way we're handling our parking situation
 - Interim positions and how they are paid – HR said they were going to research best practices of other universities; still an ongoing project
 - Supporting Nathan Faust – preferred names on ID cards
 - Drafted policy proposal – we will draft a resolution to support his proposal
- University Compensation Advisory Committee - Robyn Reid
 - Reported earlier
- University Budget Advisory Committee/QEP - Angie Taylor
 - UBAC
 - There will be budgets and we will be functional

Adjourn – Evie Richardson, Chair, adjourn at 4:40 pm

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

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