

TCU THIS WEEK

EVENTS AND INFORMATION FOR THE TCU COMMUNITY

VOL. 3, NO. 39

JULY 13, 1998

Chancellor Ferrari responds to the many questions from faculty and staff

EARLIER IN THE SUMMER, THIS publication offered the campus community a chance to get acquainted with incoming Chancellor **Michael Ferrari** via a Q&A in print. Before he'd even left Drake University in Des Moines, Chancellor Ferrari asked to have the original questions sent to him. The packet that arrived on his doorstep there contained 32 questions from TCU faculty and staff.

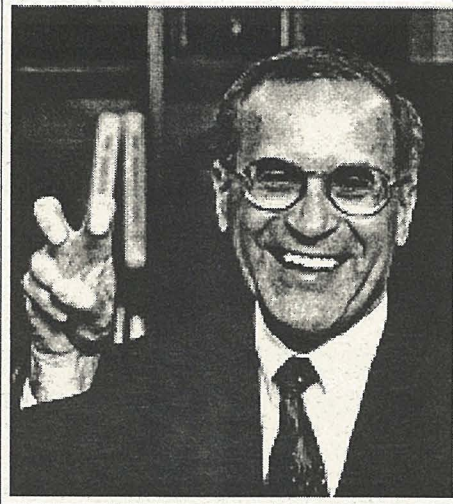
What follows are those questions and Chancellor Ferrari's answers:

Q. *What will be the first thing you will do on July 1? What channels of communication do you prefer to get information to the campus staff and University?*

Hao Brown
Business Services

A. My first day was spent meeting with the vice chancellors, or what I refer to as the Chancellor's Cabinet, to get a thorough briefing on key issues and concerns that confront the University. I learned that we have a number of challenges, but I also recognized that TCU is blessed with an outstanding faculty, a dedicated staff, loyal alumni and a supportive community. The past efforts of faculty, staff and the trustees have resulted in a healthy academic and financial foundation and high aspirations for the future. As we move forward I will try to get to know faculty, staff, students and alums and to listen to your thoughts about TCU's future. I believe there is no substitute for face-to-face communication, but I also will encourage the regular use of e-mail and other approaches to learn first-hand the views and perspectives of the University community. My impressions of TCU are very positive: This University is truly one of the jewels in American private higher education. We have the financial and human resources to become a significant force in the future of higher education in the nation in the coming years. The key challenge before us is: "How can we seize this moment to accelerate TCU's movement to the top ranks of universities that will be the leaders in the 21st century?" It is my intention to invite and involve all constituencies and stakeholders to help us plan for such an exciting future.

Q. *In preparing yourself to be effective as Chancellor of TCU, how important do you consider learning the history of TCU*



Chancellor Michael R. Ferrari

and its predecessor colleges and TCU's relationship historically and present day with the Christian Church (Disciples of Christ)?

Kathryn Taylor Williams
retired clergy

A. I believe it is essential for a new Chancellor to learn as much as possible and as quickly as possible about the history and culture of a University he or she has been invited to serve. Having come to TCU from Drake University, which was founded by the Disciples of Christ in 1881 and which had a seminary for many years, I am mindful and respectful of the significant events, traditions and commitments of our shared founding constituency. Nonetheless, TCU is not Drake, and I will be learning more about TCU's rich history in the coming months and years. While I am the first chancellor of TCU who is not an ordained minister of the Christian Church (Disciples of Christ), I understand and take seriously the spiritual values and traditions that have guided our University for the past 125 years.

[Editor's note: Several questions were asked about the following issue. Chancellor Ferrari prepared a single answer to address the concern.]

Q: *When will the general staff (non-exempt employees) be treated fairly in regard to retirement benefits? The current inequity (6.5% for general staff and 11.5% for faculty and University staff) causes a serious morale problem for general staff.*

Fran Eller, Marketing
Jean Andrus, CTAEC
Sharon Hudson, School of Business
Mary Lane, Education
Harriet Hunt, Library

EVENTS

July 14, 16 & 17

Summer Chamber Music Symposium performances by the Mimir Chamber Players, 7:30 p.m., PepsiCo Recital Hall. Call ext. 6628.

July 15

Human Resources Brown Bag diet/nutrition seminar, noon to 1 p.m., Dee J. Kelly Alumni & Visitors Center. Call ext. 7790 for reservations.

July 23

Harris HMO representative Jill Parker on campus. Call ext. 7790 for an appointment.

A. Several persons have raised this question of differential retirement benefits, and it is a topic that I intend to review personally this fall. In addition, I will be asking for greater representation of general staff, students and others on University committees and at various convocations and activities, such as opening day events. While governmental regulations require the classification of exempt and non-exempt staff, this mandate should not be allowed to interfere with our sense of collegiality, fairness and community at TCU.

Q. *As you've looked at the general policies that TCU has operated under during Chancellor Tucker's leadership, have you any plans to change or modify the vacation, sick leave, or the two-hour personal leave policies in effect at this time?*

Donnie Meyer
Electrical Maintenance

A. This is a topic that I have very little knowledge of at this time. I do know, however, that our benefits package has been reviewed by external consultants in recent months, and they found that TCU is quite competitive in most areas. If you have specific suggestions, please do not hesitate to let me know.

Q. *The University does not have any positions designated as a University Chair. I would like to see perhaps five "University Professorships." In addition, we currently have no budget category for equipment, which does not allow for the systematic replacement of undergraduate laboratory equipment.*

William Watson
Chemistry

A. These are important concerns that I will share with the Provost and Deans, and I will ask them to provide a recommendation for our 1999-2000 budget planning process.

(Turn to Q&A on back)

(Q&A from front)

Q. I would like the Chancellor's thoughts on the behavior of the physical plant and groundskeeping staff. I wish I had a quarter for every time I have been detained, sprinkled-on, almost run over and generally regarded as an obstacle to overcome by these employees.

Sherry N. Fowler
Financial Aid

A. It's my impression that we have a terrific physical plant and groundskeeping staff who work very hard to beautify the campus and attend to the myriad of responsibilities that provide for the comfort and safety of us all. Nonetheless, your concern is one that I think the staff will want to hear, and I am sending it on for their thoughtful review.

Q. Why does TCU feel compelled to retain a Division I athletic program? If a group of college presidents, such as yourself and your counterparts at schools like SMU, Rice, Baylor, etc., could act in unison and get out of big time athletics, I think that it would have a salutary effect that could spread across the nation.

David Gutsche
Chemistry
(Turn to Q&A on Page 3)

Campus smoking ban will go into effect Aug. 1

BEFORE THE FALL SEMESTER BEGINS, Aug. 1 to be exact, smoking will no longer be permitted in any building on campus. The ban is also in effect for all University-owned vehicles.

Indoor "No Smoking" signs will be going up everywhere, while Physical Plant begins placing cigarette urns in outdoor locations. It is a campus issue that has been discussed in various forms

TCU THIS WEEK is published every Monday (every other week in the summer) by TCU's Office of Communications.

Submit story information, classifieds and calendar items in writing one week before publication.

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for many months, according to Vice Chancellor **Don Mills** (student affairs).

"This was not a Student Affairs decision," he notes, explaining that the ban originated with a request from students that was approved by the House of Student Representatives in Spring 1997. That impetus from students led to the Faculty Senate debating and approving the ban in all academic facilities. Then followed agreement from the Deans and, this past spring, the approval of the Chancellor and Vice Chancellors to widen the policy to include all campus buildings.

"The issue is providing an environment that is healthy for everyone," Don says, noting that when the ban was mentioned casually during a recent freshman parents' orientation, the group burst into spontaneous applause. ♦

Free concerts in PepsiCo for fans of chamber music

A NEW SUMMER CHAMBER MUSIC Symposium is under way this week on campus, organized by **Curt Thompson** (music). Along with classes and training, there will be performances at 7:30 p.m. Tuesday, Wednesday and Thursday by the Mimir Chamber Players. They are free and will be held in the PepsiCo Recital Hall.

Mimir is an ensemble of Swedish and American musicians and includes clarinetist Martin Frost who has created a sensation in Europe. The program will include works by Prokofiev, Barber, Ives, Brahms and Ravel. ♦

Library listserv readied

THE LIBRARY COMMUNICATION Committee has announced the premiere of a new listserv, TCULIB-L. Its purpose is to promote interdisciplinary discussion of issues related to the Mary Coats Burnett Library.

All members of the TCU community are invited to use the list to create a dialogue about library research among faculty, staff, graduate students, undergraduates and Library staff. Please post research questions to the list to tap into knowledge and experience of your TCU colleagues. Any concerns, questions or comments about Library facility issues may also be addressed. Comments on acquisitions, collection development, access policies, exhibit ideas and Library Instruction content and scheduling can be made to the list.

The Library will post information about remodeling or moving projects which will affect patrons.

To subscribe, send a message to : LISTSERV@TCUBVM.IS.TCU.EDU containing the text SUBSCRIBE TCULIB-L "Firstname Lastname". ♦

DEATH

Sympathy is extended to **Jack Raskopf** (journalism) and his family in the death of his son, John Raskopf, June 24. Services were held in Dallas June 27.

Sympathy is also extended to **Jerry Ray** (trustee) and his family in the death of his daughter, Kash Ray Corona, June 25 in Austin.

CLASSIFIEDS

FOR SALE: 3/2/2 brick home in TCU neighborhood with garage apartment, 2,200+ square feet, hardwood floors, new appliances, paint, storm windows, security system, fenced backyard with patio, new A/C unit. Call 441-5014.

FOR RENT: Upper duplex one block north of campus, two bedrooms, one bath, central air and heat, appliances, one-car garage, no yard, non-smoker, no pets, references. Faculty or staff member preferred. Rent and deposit discussed at time of appointment. Call 926-3236.

NEEDED: Retired gentleman seeks furnished or unfurnished garage-type apartment, preferably in TCU area. Is willing to help with home and/or lawn maintenance. Call 926-4338.

FOR SALE: 1994 Honda CBR 600 F2, 2,200 miles, like new. \$4,999. Call ext. 5054.

FOR SALE: Custom wedding ring, size 6 1/2 to 7, 1.25 ct. solitaire surrounded by 12 baguettes and 24 paves all set in heavy gold band. Total weight 2.25 ct. Call 921-6930.

FOR SALE: Custom couch/chair set, 8 months old, \$600; queen-sized mattress/frame set, \$50; six shelf wood bookcase, \$25; Compaq computer/printer, \$400; matching set of four kitchen chair cushions/rug/placemats/napkins, \$40. Call 926-9124 evenings and leave message.

JOB OPPORTUNITIES

The Human Resources office lists the following vacancies as of July 8, 1998. For more information on any of these positions, call ext. 7790

Senior Associate Leadership Gifts — Leadership Gifts
Associate Director of Residence Life — Residential Services
Hall Director I — Campus Life
Program Coordinator — Student Development Services
Director of Phonathon/Annual Fund Officer — Annual Fund
Postdoctoral Fellow — Chemistry
Director, Development Information Services — Advancement Services
Athletics Business Manager — Athletics
Director Donor Relations — Advancement Services
Assistant Athletic Media Relations Director — Sports Information
Annual Fund Officer — Annual Fund
Assistant to the Director/Tennis Professional — Athletics
Administrative Assistant I — Research & Sponsored Projects
Administrative Assistant I — Athletic Academics
Library Assistant II — MCB Library
Data Control Specialist II — Development Info Services
Data Control Specialist I — Advancement Services
Computer Support Specialist I — User Services
Craft Tech Supervisor I/HVAC — Physical Plant
Craft Tech II/Journeyman Plumber — Physical Plant
Groundskeeper I — Physical Plant
Service Assistant III — Facility Services
Service Assistant II — Facility Services
Service Assistant I — Facility Services

TCU is also hiring for the following temporary summer positions: Painter, Plasterer, Carpenter/General Maintenance, HVAC/Electrical. May-August, 1998.

(Q&A from Page 2)

A. As a past chair of the council of presidents of two Division I conferences and a past member of the NCAA President's Commission, I am mindful of the pressures of big-time sports on highly selective, competitive private universities such as TCU. I am aware also that Division I sports has long been an integral part of TCU and its aspirations. While there can be some value to a NCAA Division III athletic program for liberal arts colleges, I do not see this as a viable option for TCU. The Ivy League remains the only premier, largely non-athletic scholarship conference of private universities in the nation. Other conferences, such as the Patriot League and Pioneer League (football only) currently struggle with scheduling and finances. TCU's interests are better served by continuing its Division I commitment, building on our traditions, and aspiring to the academic and athletic qualities and results demonstrated by private universities such as Duke, Vanderbilt and Wake Forest.

Q. *Could you let us know earlier than 6 a.m. if the campus is going to be closed for an icy/snowy day?*

Nova Johnson
Controller's Office

A. I have learned that Provost Bill Koehler and Vice Chancellor Edd Bivin make these decisions by 5 a.m. on anticipated icy/snowy days, then the media and the TCU switchboard are notified by the Office of Communications as soon as possible. It's hard for me to understand how this can be done in a more timely way. Of course, having spent the past 38 years in Michigan, Ohio and Iowa, I am quite accustomed to icy/snowy days . . . I'm sure this will be a concern here six months from now, but as I see the thermometer reach 100+ in my first few weeks, it's a bit hard for me to relate to icy/snowy days at this moment.

Q. *Do you think that a Christian University (i.e. an institution committed towards updating a Christian world view for our time) is possible today?*

Rudy Brun
Biology

A. I'm not sure I understand the full scope of this question as stated. The special character and richness of TCU are that it does not embrace a narrow sectarian view of spirituality or religiosity nor did its founders. Our challenge is to provide a sound learning environment that challenges our students to incorporate into their views of the world and their role in it a balance of their religious beliefs and values nurtured here with the professional and personal demands they will face throughout their lives.

Q. *If we can fluctuate our hours in the physical plant in the summer time (7 to 4 and 8 to 5), is it possible to go to a 10-hour day, four day work week?*

Jim Albin
Lockshop

A. This is a very good question and is certainly worth studying. Let's get an appropriate group of administrators and staff in the physical plant area to discuss the feasibility.

Q. *In what ways do you see TCU becoming a more visible player in the local, national and global scene?*

Sheryl Doll
CTAEC

A. In recent years, TCU faculty and staff have instituted a number of curricular changes and implemented a host of programs and activities that have reached out and been responsive to the needs of business, health care, education and social service needs at the local and regional levels. It is my hope that we can continue to build on this commitment through nurturing increased connections and partnerships that draw on the extraordinary expertise found throughout the University. The Chancellor has a special opportunity and obligation to represent the University community externally, but there is an opportunity also for faculty and staff to participate in projects that enhance the quality of life in the greater Fort Worth area. Strengthening TCU's presence and contributions at the national and international levels are important challenges that will need the involvement of many people in the future. For example, administrators, faculty and staff should be further encouraged and supported to serve in leadership roles in professional associations at the national level, a world class speakers series should be established on our campus, greater numbers of our students should be encouraged to study abroad, major conferences bringing nationally and internationally prominent participants can showcase TCU as never before. While the Chancellor can and must provide leadership in raising TCU's visibility locally and beyond, everyone can play a part in elevating the University's image and expanding our contributions beyond the boundaries of our campus.

Q. *What are your expectations of our student organizations, specifically our 23 fraternities and sororities?*

Kristen Kirst
Campus Life

A. Student organizations, including fraternities and sororities, can enhance the academic and social life of a campus if they take seriously the values and expectations noted in their mission statements. It is my impression that student organizations at TCU take seriously their purposes and provide valuable leadership and social opportunities for their members. It is my hope that student organizations will continue to challenge their members to fulfill their goals and work together in building a greater sense of community for all students at TCU. I hope also that every student organization will identify at least one project in the local schools, neighborhoods or community which can

benefit by meaningful volunteer service.

Q. *There seems to be a serious shortage of faculty lines in many departments across the campus, forcing overloads and severely challenging the ability of many departments to fulfill their mission in educating students. What are your feelings toward the addition of faculty lines at TCU and, understanding the number of new lines would be limited, how would you determine which departments have priority in their need?*

George Brown
Theatre

A. This is a complex and important matter, to be sure. Studies of faculty work load and staffing within and between colleges, enrollment patterns and expectations, anticipated financial resources, quality considerations, and institutional mission are key factors that need to be considered carefully in making informed judgments regarding the allocation or reallocation of faculty positions. Given the competitive environment facing private higher education, I think we need to approach cautiously and thoughtfully the question of growth in faculty and staff. I will be asking the Provost, Deans and faculty leaders to continue to review this topic and to recommend principles and guidelines for staffing judgments over the next three to five years.

Q. *Information literacy: what is it and what skills do you think TCU graduates need to have to be information literate in today's workplace and society? How would you support the library's role in providing information literacy training and services?*

Sara Baron
Instruction Librarian

A. I think all of us recognize that computer or information technology literacy is critical for educated men and women to function successfully in today's information age and the 21st century. I believe that every student at TCU should have acquired the knowledge and understanding to use information technology in a meaningful way in their career preparation and their lives. I will encourage the increased application and uses of computing throughout the curriculum and the integrating of informational technology everywhere at TCU. Computer technology is a powerful tool for learning, and I would like to see TCU emerge as a leader in the Southwest in which faculty and student uses of computer technology play a key role in an active learning environment that differentiates us from other institutions.

Q. *As a young female faculty member planning a family, I am concerned with the issue of child care. I would be delighted to hear of plans for a child-care*

(Turn to Q&A on back)

(Q&A from Page 3)

center for TCU faculty and staff. What are your feelings about this and might this be a possibility in the future?

Julie Anderson
Biology

A. I am aware that child care is an important concern for many working people. I do not know if a needs assessment has been made recently at TCU as well as a review of child care capabilities in the immediate area. However, if there is a demonstrated need that is not fulfilled by nearby services, this topic should receive careful study and consideration by the University, perhaps in collaboration with churches or social service agencies in the area.

Q. How do you intend to enhance performance quality so TCU becomes a meritocracy?

Joe Bobich
Chemistry

A. I strongly support merit-based reward systems in conjunction with regular assessments of faculty and staff performance. This means also that clear performance criteria and expectations for all positions should be in place. To the extent that such criteria and expectations are not in place, I would ask persons serving in administrative positions to develop performance expectations and evaluation procedures, in consultation with appropriate groups.

Q. Given its resources, is TCU a first-rate University? Is it as good as it should be? Do you see some obvious opportunities for growth and development you hope to help TCU exploit?

Mike Sacken
Education

A. There is no question that TCU is an outstanding university. We have a superb faculty devoted to excellence in teaching, research, scholarship and service. We have a dedicated and competent staff and enjoy the support of loyal alumni. The Board of Trustees give generously of their time, talents, resources and affection to the University. The academic and leadership profile of our students would be the envy of many institutions in the nation. And we are located in a dynamic American city that needs a world-class university if it is to achieve its aspirations in the future. Are we as good as we could or should be? No. However, no university is as good as it should be. TCU is in the process of becoming a distinctive and distinguished private university, but we will need to be focused and vigilant in deploying our considerable human, financial and physical resources in a thoughtful manner for us to move to another level of prominence and service. We need to strive for higher levels of achievement and build on current or potential centers of excellence as we work together in setting more ambitious goals for the future and

developing a greater sense of urgency in accomplishing these goals.

Q. Other than through formal means such as Faculty Senate, Dean's meetings, etc., how will you solicit feedback/input from faculty? Do you plan to "informally" communicate with faculty as to their ideas and opinions?

Nancy Meadows
Special Education

A. I intend to encourage faculty and staff to share with me their ideas, suggestions and "loving criticism" on any topic related to the welfare and continuing progress of TCU. In addition to an ongoing exchange of ideas through e-mail or regular campus updates, I intend to visit with faculty, staff and students in various settings informally throughout the year. For the past 13 years of my presidency at Drake, I had the opportunity to get to know faculty and staff quite well through informal means, and I look forward to this same relationship at TCU.

Q. I recommend that more information, messages and notices to the campus community be routed through e-mail. Much paper is needlessly wasted because people refuse to use e-mail. Let's become a paperless campus by using our resources to better advantage. I'd be interested in your opinion about this.

Kate Hawthorne
Brite

A. I couldn't agree more. We have an incredible resource and investment at our disposal and I will urge everyone to use our computing technology capabilities. This is indeed a highly efficient and effective means of communication for many purposes, and it also mirrors to our students what they will increasingly encounter when they enter the workforce.

Q. How fast can we move TCU into a higher academic platform?

Clayton Brown
History

A. This is an intriguing question. During my campus visits in recent months, I sensed that many faculty and staff are eager to commit the time, ideas and energy to move TCU to greater national recognition. In the coming months, I hope we can more clearly define this "higher academic platform." What is our current peer group of universities? To what peer group of institutions do we aspire? What goals and strategies can we agree to that will help us achieve our aspirations? How can we excite our alumni and other friends to help us raise the stature of TCU as never before? To give greater urgency to our task, I will ask that we develop a bold five-year plan for TCU, a plan that sharpens our mission, identifies a limited number of key goals, and asserts the strategies and actions we intend to take to place us firmly among the leading private universities in the nation.

Q. What is your position concerning gay/

lesbian participation in student body, faculty and staff?

Stephen V. Sprinkle
Brite

A. I strongly support the inclusion of all members of the TCU community in the full participation in all activities and programs, both in and out of the classroom.

Q. How do you feel about providing financial and institutional support for housing an academic journal at TCU?

Mike Katovich
Department of Sociology & Criminal Justice

A. This can be an exciting venture for TCU. At Drake, we housed the *Journal for Teacher Education*, and there is no doubt that this was highly beneficial to the university as well as to the profession. It was successful because of the passionate leadership of two faculty members in the School of Education in addition to institutional support. If there is an opportunity for us to house an academic journal at TCU, accompanied by sufficient faculty interest and enthusiasm, then I think we should consider it.

Q. Do you have a preference for Macintosh or IBM computers? How do you feel about professors and office staff having a choice?

Robin Gray
Brite

A. For the past 15 years I have been an avid Mac user, and I generally prefer this platform. However, the differences between the platforms are becoming less pronounced. Nonetheless, some faculty and disciplines will remain Mac oriented in the coming years while others will move increasingly to DOS/Windows environments. It is less costly to maintain a campus technology system if it is primarily Mac or Windows based, but I generally feel that a multi-platform environment is more sensible for the next 3 to 5 years. Toward this end, I have a Compaq desktop machine at TCU and a Macintosh G3 powerbook machine for use at home and while traveling on University business.

Due to space limitations, the remaining faculty/staff questions and Chancellor Ferrari's answers will be published in the next issue of TCU This Week. ♦