

Baylor University Faculty Senate Minutes
Virtual Meeting
4 May 2021
2:00pm-5:00pm

Present: Sara Alexander, Dwight Allman, Cassy Burleson, Gia Chevis, Gerald Cleaver, Holly Collins, Matt Cordon, Derek Dodson, Nathan Elkins, Tisha Emerson, Renee Flippo, Brian Garner, Chris Hansen, Julie Holcomb, Beth Hultquist, Kristi Humphreys, Karon LeCompte, Michael Long, Elissa Madden, Lourenço Paz, Coretta Pittman, Tom Potts, Nicci Price, Barbara Purdum-Cassidy, Brian Raines, Angela Reed, Denyse Rodgers, Keith Schubert, Carol Schuetz, Ann Shoemaker, Kathryn Steely, Josh Strakos, Lynn Tatum, Ann Theriot, Anzhong Wang

Absent: Maxile, Taylor

Guests:

New Senators: Lauren Weber, Jamie Van Eyck, Karenna Malavanti, Shelby Garner, George Cobb, Erica Ancira, Stacie Petter, Bob Kane

COACHE chairs: Jason MacGregor, Theresa Kennedy, Lenore Wright, Patricia Wilson, Peter Klein

I. Call to Order—Chair Cordon

II. Invocation—Senator Holcomb

III. Guests: Chairs of COACHE Survey Working Groups

Lenore Wright and Jason MacGregor gave recap of history of the COACHE Survey and timeline of the implementation

- Pat Wilson—Chair, Underrepresented Minority (URM) faculty
- Theresa Kennedy—Chair, Mid-Career Uncertainty
- Peter Klein—Chair, Barriers to Interdisciplinary Research and Teaching
- Matt Cordon—Chair, Decision Making Across All Levels

COACHE Survey Working Group (WG) Chairs gave brief presentations on process and recommendations.

- M. Cordon: Working Group on Decision Making Across All Levels has issued a draft document/executive summary distributed to dept. chairs for input; exec summary contains several recommendations; WG receiving input/feedback.
- P. Wilson: Working Group on Underrepresented Minority (URM) Faculty Experiences; covers faculty of faculty of color but including Asian faculty—this is the definition used in the COACHE Survey; has recruited people for the WG from across campus; experiences of URM faculty are notably different from other faculty; examining common areas of concern across the board; focus on tenure and promotion policies, lack of diversity, family life—in particular, elder care; unequal distribution of course assignments, service activities, etc.; WG found lack of concrete evidence to back up

concerns expressed anecdotally; determining what data university should be tracking, which data is actually available; recommendation are forthcoming, especially in regard to tenure and promotion; seeking better data in order address specific concerns, will be seeking input from a number of constituencies.

- P. Klein: Working Group on Barriers to Interdisciplinary Research and Teaching. Baylor's situation does not differ greatly from other universities; COACHE Survey data reveals that Baylor scores higher than peer group in "perceived opportunities for interdisciplinary collaboration" within departments, but does not score highly for collaboration across departments; faculty believe that interdisciplinary work is important but do not believe it is rewarded or valued in terms of tenure; WG does not yet have formal recommendations ready but will soon;
- T. Kennedy: Working Group on Mid-Career Uncertainty; most concern in COACHE was related to promotion, Baylor scored lower than peer comparison group; Associate Professors and Women were the groups with the most concerns; formed sub-groups to examine both groups, also created a group to address Lecturer concerns; non-tenured faculty consulted by WG felt that COACHE questions weren't relevant to them.

Senator question: ask for clarification in regard to the definition of URM faculty. Wilson, Asian faculty excluded from the URM definition in COACHE Survey.

Senator question: what is the main concern from Asian faculty? Wilson: concern though not intense about tenure as there is in comparison than with the URM faculty; Asian faculty tend to be somewhat happier, at least, than URM faculty.

Senator question: is there a plan to examine further advancement for Lecturers/Senior Lecturers. Kennedy: yes, there is a plan to examine possible approaches and recommendations.

Senator comment: faculty who have recently gone through the promotion process might give insight into what is or is not working in terms of promotion processes and experiences.

IV. Approval of Minutes—Senator Long

Senator Rodgers moved to approve the Minutes of April 13; Senator Perry seconded; the motion passed

V. Recognition of Outgoing Senators—Chair Cordon

Chair Cordon expressed thanks and recognized the service of: Senators Derek Dodson, Renee Flippo, Horace Maxile, Maxey Parrish, Tom Potts, Josh Strakos, Mark Taylor, Brian Raines.

VI. Welcome New Senators—Senator Pittman

Welcomed new Senators: Erica Ancira, Lauren Weber, George Shelby Garner, Stacie Petter, Jamie Van Eyck, Karenna Malavanti.

VII. Reports

a. Executive Committee Meetings—Chair Cordon

Exec Committee met with Provost Nancy Brickhouse on Monday, May 3. Discussed Fall enrollment—4,200+ Freshmen, upper admin discussing strategies to bring number down; university policy on policies; vaccine policy for AY 2021-2022; timeline of the COACHE Survey reporting and implementation. Next step to synthesize the reports from Working Groups.

b. Provost's Office Meeting—Chair Cordon

Provost's Office meeting meets next day, May 5, therefore nothing to report; Chair Cordon will give Senate report and Working Group report.

VIII. Unfinished Business

a. Faculty Regent (FR) Selection—Senator Pittman

Senator Elkins moved to go into Executive Session; Senator Hansen seconded; motion passed.

Results of FR selection revealed are 1) confidential, 2) results are not rankings. Wednesday, May 5, EC will present eight names to Provost Brickhouse.

The Exec Committee moves to approve top eight names in FR selection and to recommend those names to Provost Brickhouse; motion passed.

b. Nominating Committee for Senate Officers—Chair Cordon

Nominating Committee moves that the following be elected as Faculty Senate Officers for 2021-2022:

Chair-Elect: Holly Collins

Publicity: Julie Holcomb

Secretary: Michael Long

Chair Cordon opened the floor to nominations of other candidates. No other nominations were forthcoming. Slate of officers approved.

Senator Elkins moved to close Executive Session and resume regular session; Senator Rodgers seconded; motion passed.

c. Distinguished Professor Policy—Chair Cordon

Policy originated with the Provost's Office. Provost Brickhouse has received requests from faculty to apply for this rank, there is currently no policy. Chair Cordon reported that a Distinguished Professor will not be appointed from outside the university without a department's opportunity to fully vet nominations.

Senator comment: department vetting should be explicit in the policy.

Senator question: for professors, not clinical or other? Sen Cordon: yes; will verify.

Senator question/comment: asked about difference of letter requirement for units without departments, why maximums are set, seems arbitrary.

Sen Cordon: will ask these questions; FS will revisit Distinguished Professor policy later.

IX. New Business

a. Student Food Security—Sen Strakos

Fund is official. Campaign has started with various means of donating. Development Office strategy is to move campaign in concentric circles, i.e., Executive Committee, entire Senate, the Staff Council, then later in summer, campaign extended to all faculty and staff. Link forthcoming in next few days with link and payment options. Goal: \$50,000 as quickly as possible.

Senator comment: Staff Council is supporting and has launched campaign among staff.

Senator comment: in messaging remind people that students on the Dallas nursing campus will benefit as well.

b. University Safety Committee—Chair Cordon

Faculty Senate has received a proposal for a University Safety Committee. Will fall under the Committee on Committees.

Sen Chevis moved to approve the proposal for University Safety Committee; Senator Holcomb seconded; motion passed.

c. Development and Oversight of University Policies—Chair Cordon

All BU-PPs are now under University Compliance and Risk Services, including academic policy, folded into "personnel, employment" policies. The members of the group managing policies are all Staff; Faculty Senate was not consulted; Provost was not consulted. Flies in the face of shared governance.

Senator comment: expressed concern; FS should examine this issue.

Senator comment: similar incident in regard to study abroad which had nothing to do with reality; supported a resolution to protest the change.

Senator Cordon: Provost Brickhouse will request that academic policies be removed from UCRS and moved under the Provost's Office.

Senator question: should we appoint a committee to investigate. Cordon: WG on Decision Making will pursue and investigate further.

Senator comment: supports having the WG on Decision Making pursue the investigation of the change.

Senator question: has it ever been suggested that the Senate Chair should sit on the President's Council. Cordon: Yes, has been brought up.

d. Vaccine Policy—Chair Cordon

Provost Brickhouse asked Exec Com for suggestions on ways to encourage students to be vaccinated for COVID-19; Exec Com discussed vaccination policy with Provost Brickhouse; vaccination will be incentivized but not explicitly required except for certain groups, e.g. intramural sports, other groups.

Senator comment: faculty have expressed that the method for notifying Baylor on vaccination is not user-friendly, so many people are choosing not to report their vaccination; would not trust the reported numbers.

e. Replacement Senator for Nathan Elkins

Senator Hansen made the motion that Julia Hitchcock serve as one year replacement for Senator Elkins; Senator Collins seconded; the motion passed.

e. Replacement for Senator Angela Reed

Senator Strakos made the motion that Scott Gibson serve as one year replacement for Senator Angela Reed; Senator LeCompte seconded, motion passed.

f. Acknowledgements—Senator Pittman

Customary for the Chair-Elect to present outgoing Chair with a gavel. Sen Cordon has guided the Faculty Senate throughout the pandemic, hosting meetings on Zoom. Expressed appreciation and thanks for Senator Cordon.

X. Adjourn.

Senator Raines moved to adjourn; Senator Hansen seconded; motion passed.