

Baylor University Faculty Senate Minutes
8 February 2022
Cashion 506
3:30pm-5:00pm

Present: Sara Alexander, Erica Ancira, Cassy Burleson, Gia Chevis, Gerald Cleaver, George Cobb, Holly Collins, Matt Cordon, Tisha Emerson, Christy Gantt, Brian Garner, Scott Gibson, Chris Hansen, Beth Hultquist, Kristi Humphreys, Bob Kane, Karon LeCompte, Michael Long, Elissa Madden, Karena Malavanti, Joyce Nuner, Laurenço Paz, Sam Perry, Stacie Petter, Coretta Pittman, Barbara Purdum-Cassidy, Denyse Rodgers, Keith Schubert, Carol Schuetz, Ann Shoemaker, Kathryn Steely, Lynn Tatum, Ann Theriot, Jamie Van Eyck, Anzhong Wang, Lauren Weber.

Absent: Dwight Allman, Shelby Garner (sub. Andrea Shepherd); Julia Hitchcock, Julie Holcomb, Mariah Humphries, Jennings Sheffield

- I. Call to Order: 3:30pm
- II. Invocation—Senator Cleaver
- III. Approval of Minutes—Senator Long

Senator LeCompte moved to approve the Minutes of the 11 January 2022 Faculty Senate meeting; Senator Perry seconded; the motion passed.

- IV. Guest Speaker: Jeff Hamilton, Vice Provost for Global Engagement

ACE Internationalization Lab. Charged with creating a new internationalization strategy. Final report in late Spring 2022. Final recommendations to upper admin in Summer 2022. Among major recommendations: “adjusting the faculty compensation model for study abroad as well as reducing tuition for study abroad courses and/ or increasing scholarship support” (ACE internationalization Lab, Executive Summary). Formal proposal not yet prepared. Plan to proceed in the direction of establishing a flat payment not connected to a person’s salary; rationale, salaries vary greatly across depts and schools, making the percentage/salary formula untenable. Result will be reduction in student fees for study abroad. Have run projections based on \$10K, \$15K, \$20K. At \$15K, or \$7,500 per course; based on summer 2021 budgets, decline in pay modest for many, for 25% of current faculty an increase, a small number would have steeper decreases. Plan is to eliminate 10% reserve per program, turn this amount back to students, on average a \$750 reduction per student. CGE has roughly \$300K to distribute in student scholarships for study abroad. CGE is working with the Development Office in seeking donors to scholarship funds for study abroad. Any reduction in faculty compensation will be returned to students. Effort is to level the playing field among the variety of study abroad programs.

Senator question: faculty compensation adjustment only apply to study abroad, but not summer teaching on campus. JH: only for short-term study abroad programs, e.g. Wintermester and summer. Is there any consideration of further reducing summer tuition for summer abroad? JH: intent, as far as he understands, to maintain same summer tuition

discount across the board. Cost of faculty instruction makes up a large portion of costs for study abroad.

Senator question: could upper admin trim the Internal Distribution Cost (IDC)? JH: the IDC is 25%, and so far, upper admin not considering reducing IDC.

Senator question: will there be scholarship funds for international collaborators to come to campus or for BU faculty to go abroad. JH: CGE has limited funds to support development of new programs, looking to provide more support to fund exploratory trips to find collaborators; also some funding is available for providing housing when intern'l scholars are on campus.

Senator question: is any portion of the \$1.1 billion Give Light funds earmarked to support study abroad? JH: President has expressed interest in using a portion of those funds available, which arose out of COVID crisis and President's appeal for funds to support students, for study abroad.

V. Reports:

a. Executive Committee (EC) Meeting—Chair Pittman

Discussed four topics to bring up with the Provost: faculty mental health and morale; acknowledgement of faculty efforts to achieve R1; adjustment of compensation for study abroad; COLA raises in addition to merit raises.

b. Provost/EC Meeting—Chair Pittman

Discussed: faculty mental health and morale; R1 status and acknowledgements, how university can acknowledge faculty contribution to reaching R1 status; adjustment of compensation for study abroad; inflation or COLA raises. Provost Nancy Brickhouse (PNB) is understanding, very sympathetic to those concerns, plans to address the issue in her Newsletter. PNB is considering ways, and the President's Council made suggestions, for expressing gratitude to faculty. Chair Pittman will also include the issue in her meeting with the Board of Regents (BOR). Since Vice Provost Jeff Hamilton was scheduled to speak to the Faculty Senate (FS), did not get PNB's feedback on study abroad compensation.

PNB expressed that the university is moving toward "mask optional" policy; timing of the announcement is not confirmed. The Health Management Team (HMT) will answer questions about masking policy. Chair Pittman invited Senators to forward questions for the HMT.

Senator questions/comments: concerning masking policy, enforcement of masking; if masking is optional, whether faculty can request students wear masks if the faculty member is vulnerable.

c. Bookstore Committee—Chair Pittman

Update: the university bookstore will be renovated in Summer 2022; a new spirit shop will be located in the new welcome center now under construction; in Fall 2022, faculty will be able to place book orders through Canvas.

- d. Student Senate Meeting—Chair Pittman
Chair Pittman met with the Student Senate chair. Student Senate would like input from the FS: to help mitigate cost of supplies for classes; post syllabi early; issues around the drop date and return of tuition.

Senator questions/comments: information about costs? Students should inquire with professors, ask within departments whether support is already available; cost of supplies is an expectation for studio-based classes.

- e. Senate Policy Committee—Senator Collins
Summer Development Grant and Distinguished Professor policies still under review at the Provost’s Office.
- f. Associate Professor Promotion Committee—Senator LeCompte
Committee is preparing survey to send to Assoc. Professors across campus; information requested about clarity of processes—departmental, unit, university; faculty experience regarding promotion.
- g. Senior Lecturer Promotion Committee—Senators Chevis and Tatum

Charge: consider third rank for lecturers beyond Senior Lecturer; also terminology, i.e., use of title “lecturer.” Committee has examined peer institutions. Baylor terminology is anomalous in comparison to peer and aspirant institutions. Findings are non-scientific. In many institutions “lecturer” is applied primarily to part-time faculty. Many use “professor,” “professor of instruction,” “professor of teaching,” among others. Monetary impact of adding a third-level rank will be considered. The committee is organizing listening sessions to receive feedback from current lecturers as well as from administrators.

- h. Other reports—None

VI. Unfinished Business

- a. Faculty Regent Selection & Distinguished Professor Policies—Senator Collins
Still under review in the Provost’s Office.
- b. Senate Election Commission Update—Senator Long

Census was completed. Monitoring faculty numbers over the next two years; change seat allocation as per the By-Laws, e.g. decreases in faculty numbers in a given unit should be maintained for three years before seat reallocation. Potential for reallocation, in Hankamer School of Business, School of Nursing, and Robbins College of Health and Human Sciences, and School of Music: potential increases by 1 for Hankamer, Nursing, and Robbins; potential decrease by 1 in School of Music.

Nominations for 2022 election cycle are still being received; deadline is 5:00pm, Wednesday, February 9. Nominations for all openings thus far except in School of Education. Unusual situation: in A & S, will poll nominees to determine who would like to run for 1-year of unfinished term, vacated by Nathan Elkins; term will end in 2023.

That seat will open again in 2023 for a full three-year term. While complicated, this is necessary to maintain a balance in the Senate rotation of terms. Senator Long thanked Julie Holcomb and Matt Cordon, the other members of the Election Commission. Long expressed thanks to Adrienne Conratt in Provost's Office, and IT staff, Randy Woodruff, Brennon Arnold, and Ray Nazzario, who prepared the data for conducting the faculty census.

VII. New Business

- a. Children in the Workplace and Classroom Guidelines—Chair Pittman
Guidelines received from VP Lori Baker, who requested feedback. Chair Pittman requests Senator feedback by Friday.

Senator question: is there a policy on students bringing children to class? Chair Pittman will ask.

- b. Faculty Disengagement and student grades/evaluations—Chair Pittman
To be discussed possibly at a later date. Some concerns have been brought to Chair Pittman.

- c. Affordable course resources. Senate needs to appoint a volunteer.

- d. Promotion to Professor concerns—Chair Pittman

- e. Inflation/Subpar Raises—Senator Emerson
Faculty in the Hankamer School of Business raise concerns that BU merit raises not keeping pace with rising inflation. Topic to be discussed further with upper administration.

- f. Title IX
Senator commented and asked: how to address situation when students, who claim they are Title IX claimants, ask for accommodations.

Question went forward to Laura Johnson, Title IX office, if student announces their involvement in a Title IX situation, are faculty required to report it. Answer: Yes.

- g. BOR Chair Rountree will be a reception in March, as well as President and Provost.

VIII. Adjourn: 5:00pm. Senator Hultquist moved to adjourn; Senator Weber seconded, and the motion passed