

Baylor University Faculty Senate Minutes
11 February 2020
Draper 147 ♦ 3:30pm-5:00pm

Members Present: Sara Alexander, Cassy Burleson, Holly Collins, Matt Cordon, Derek Dodson, Nathan Elkins, James Ellor, Renee Flippo, Brian Garner, Donna Haberman, Christopher Hansen, Beth Hultquist, Kristi Humphreys, Kathy Hurtt, Michael Korpi, Karon LeCompte, Dorothy Leidner, Brian Leutholtz, Kara Long, Michael Long, Horace Maxile, Bill Neilson, Maxey Parrish, Coretta Pittman, Tom Potts, Barbara Purdum-Cassidy Brian Raines, Denyse Rodgers, Jennings Sheffield, Keith Schubert, Ann Shoemaker, Kathryn Steely, Josh Strakos, Mike W. Stroope, Lynn Tatum, Mark Taylor, Randall Umstead, Steven Sielaff, Anzhong Wang, Stanley R. Wilfong

Members Absent: Jason McGregor, Curt Nichols (sub David Clinton), Joyce Nuner (sub Suzy Weems)

- I. Call to Order—Chair Brian Raines—3:30
- II. Invocation—Stan Wilfong
- III. Approval of January 14 Minutes
Senator Rodgers moved to approve the Minutes of 14 January, Senator Wilfong seconded, motion passed.
- IV. Presentation: Nancy Brickhouse, Provost (with PPT)
 - Regents have typically been more curious/interested in undergraduate education, but asked Provost Brickhouse to give a report on graduate educations at BU
 - Lisa Rhiney, new Vice President for Administration and Operations, has been hired; will take on making hiring procedures/files, etc., streamlined; do away with paper files, folders, etc.
 - Jeffrey Archer, new Dean of University Libraries, coming from McGill University, Canada;
 - Three dean searches ongoing: Hankamer School of Business search—in finalist stage; School of Education search—in semi-finalist stage; Honors College—in semi-finalist stage;
 - Graduate Education: presented types of graduate degrees awarded at BU; traditional MA degrees experiencing declining enrollments, BU not unique; Professional MA degrees and Doctorates growing nationally and at BU; BU graduate student population is growing—much of the growth is in online graduate programs
 - Strategies for the future: traditional MA degrees decreasing because require time and are costly; BU looking to offer more “4 + 1” MA

programs; want to increase professional MA and doctoral programs; want to grow research doctoral degrees with emphasis on programs with ability to generate external funding; projecting growth in STEM, Humanities, and Social Sciences;

- BU doctoral students winning national and international awards;
 - BU beats the national average in time toward a degree;
 - very positive trend at BU toward decreasing graduate student debt; decreasing steadily since 2012;
 - BU ahead of national average and peer institutions in job placement of graduates;
 - support for graduate students in the integration of faith and learning in STEM fields as well as in humanities and social sciences;
 - BU trying to hold growth of undergrad pop, but grow numbers of graduate students;
 - spotlighted several new programs; also School of Nursing is “sunsetting” its Master of Science in Nursing—has experienced very low enrollments, School of Nursing pivoting toward Accelerated Bachelor of Science in Nursing.
- Q&A: senators asked questions related to growth in online programs in terms of competitiveness with state schools, pricing, BU brand building, quality control for online programs, etc.; Provost Brickhouse responded that the BU brand is very strong, enables BU to attract students; online programs are regulated much more than face-to-face programs, SACS also scrutinizes online programs more strictly to monitor quality; Senator asked whether BU will put resources into support for summer teaching for graduate students; Provost Brickhouse responded that she continues to look into it, will consult with the Graduate School; one solution is to allow graduate students to teach more online programs in summer while they can leave Waco to visit families, etc.

V. Reports

a. Provost’s Office Meeting—Chair Brian Raines

Items discussed:

- sharing average ranking of merit raises with dept. faculty, adding to transparency of process; indication that this suggestion will go forward this year;
- changing/adjusting the schedule of pre-tenure reviews;
- period of staff review will move to coincide with faculty review;
- Faculty Regent selection process: Provost Brickhouse met with Senate Executive Committee (SEC) and discussed names of faculty regent nominees; discussion about how to share election results with the full Senate; Provost Brickhouse and SEC agreed to share names of top 10 names unranked; names forwarded to the Board from that list; Senator

asked: can Provost Brickhouse share factors in choosing names sent forward to Board of Regents (BoR):

- Provost Brickhouse replied: her concerns are that the Faculty Regent represent the faculty well; commented that the materials for the FR nominations were “terrific,” candidate statements well-articulated and helpful;
- Senator Cordon, Chair-Elect, asked that we engage in discussion to determine how we go forward.

b. URSA—Senator Elkins

Two main programs—scholars week and small grant program; Friday, Feb. 14 is deadline for faculty mentor nominations; some structural changes in URSA: URSA transferred from the OVPR to the College of A&S; reinforced the URSA is a campus wide program in all colleges and schools, move to A&S is merely an administrative change; Steering Committee enlarged to increase participation among Fine Arts and Humanities fields.

VI. New Business

a. Discussion of Tenure Letters—Chair Brian Raines

This item brought to Chair Brian Raines by former Senator: concern that the year 6th-tenure letter is not shared with the tenured faculty; current policy requires review by tenured faculty for years 1-5, but not the letter of year 6. Discussion ensued on pros and cons of sharing the year 6 letter. No resolution or decision.

VII. Unfinished Business

a. Discussion of proposed changes to faculty dismissal policy—Senator Cordon

Issue very complicated due to differences in regulations involving Title IX processes—BUPP 022, Dept. of Education, Office of Civil Rights, Violence Against Women Act; when OGC writes dismissal policy, has to take into account all of the regulations. BUPP 022 does not say the Title IX office follows same process for faculty as for students. TX SB 212, the reporting statute: Title IX will not investigate, Provost’s Office will run investigation of “failure to report.” Failure to report most likely determined during Title IX investigation of incident; if Title IX Office determines failure to report, it will turn it over to the Provost’s Office; if Provost’s Office determines there was a failure to report, the Provost’s Office may become the “charging party” then turn case over to Dismissal Committee.

b. Discussion of proposed changes to F & A accounting—Senator Schubert

Update: since previous Faculty Senate discussion, VP Kevin Chambliss convened a committee with representation from deans and faculty: VP Chambliss had concerns about making grants less costly to manage. Faculty brought concerns about the effect on

recruitment of new faculty, the timing of changes and communicating with the faculty. The committee discussed how the 25% allocated to overhead might be split between the deans and PIs. Senator Schubert asked senators to ask their colleagues what their concerns might be, so that can be reported up the chain and to the committee. The OVP and committee are working toward an equitable policy, pleasing both to PIs and to deans. The originally proposed changes have been placed on hold pending further deliberation. VP Chambliss expressed his willingness to meet with departments and colleges, as well as the Senate, to discuss concerns. Current fund balances will not be closed out immediately as originally reported, but are also subject to further deliberation.

c. Final questions/comments

Senator asked, have Faculty Regent nominees whose names were not put forward to BoR been told. Provost Brickhouse responded that she doesn't know how the process will go with the BoR final selection, she prefers to wait until the process is concluded.

Senator asked if the COACHE survey invitation was extended on February 10. Provost Brickhouse responded that Harvard is sending the invitation, she will investigate.

VIII. Adjourn—Sen Hultquist moved to adjourn; Kathy Hurtt seconded. 5:02pm

Submitted by Senator Michael Long, Secretary