

**Baylor University Faculty Senate Minutes**  
**11 January 2022**  
**Virtual Meeting**  
**3:30pm-5:00pm**

**Present:** Sara Alexander, Dwight Allman, Erica Ancira, Cassy Burleson, Gia Chevis, Gerald Cleaver, George Cobb, Holly Collins, Matt Cordon, Tisha Emerson, Christy Gantt, Brian Garner, Chris Hansen, Julia Hitchcock, Beth Hultquist, Kristi Humphreys, Mariah Humphries, Bob Kane, Karon LeCompte, Michael Long, Elissa Madden, Karena Malavanti, Laurenço Paz, Sam Perry, Stacie Petter, Coretta Pittman, Barbara Purdum-Cassidy, Denyse Rodgers, Carol Schuetz, Jennings Sheffield, Ann Shoemaker, Kathryn Steely, Lynn Tatum, Ann Theriot, Anzhong Wang, Lauren Weber

**Absent:** George Cobb, Shelby Garner, Scott Gibson (sub. Joel Gregory), Joyce Nuner, Keith Schubert, Jamie Van Eyck

I. Call to Order: 3:30pm—Chair Pittman

II. Invocation—Senator Malavanti

III. Approval of Minutes—Senator Long

Senator Perry moved to approve the Minutes of the 14 December 2021 meeting; Senator Cleaver seconded, and the motion passed.

IV. Reports

a. Provost/EC Meeting—Chair Pittman

Spring semester start took up most of the meeting. The Executive Committee (EC) expressed concerns, then contingency plans were discussed. Questions were raised about masking policy in the Library spaces which are not technically instructional spaces. Questions about unvaccinated faculty who refuse to wear masks. Chris Holmes joined the meeting to discuss non-compliance of faculty. CH said faculty can report their colleagues to Provost, Dean, or Chair, or report anonymously to EthicsPoint. The EC asked Provost Nancy Brickhouse about the threshold for moving to remote learning. The answer was there is no threshold number; but Provost Brickhouse and the Health Management Team (HMT), as well as Presidents' Council, will be watching hospitalization numbers; don't want to be painted into a corner in terms of making decisions. The attendance policy was brought up; there is a conflict between Provost's response and what some deans are reporting; Provost Brickhouse will do more research and report back.

Visit of Board of Regents (BOR) chair Mark Rountree. Rountree can attend the March 15 Faculty Senate meeting with a reception in Cashion 506. Rountree asks if there are issues the FS would like him to address; Senators should send replies to Chair Pittman, who will forward those requests on. The expectation is that Provost

Brickhouse will attend the reception, which the Provost will fund. Chair Pittman also intends to invite President Livingstone.

Senator asked: what is the resistance to moving to online at beginning of semester; answer: determined that moving online would not affect the infection rate, though HMT and President's Council will monitor the situation.

Senators asked: why is masking only in instructional spaces and not in buildings; issue was not addressed. Was type of mask required discussed? Can chairs ask for masks within buildings? Chair Pittman will ask Provost Brickhouse.

Dean search for Engineering/Computer Science. Now have 4 candidates; will be interviewed by end of Feb.

VP for Diversity and Belonging job announcement imminent; will include internal candidates, nominations will be requested; persons can also self-nominate. Position announced on 18 Jan.

b. EC meeting—Chair Pittman

Nothing special to announce. Discussed inviting Jeff Hamilton to the February FS meeting to discuss changes in compensation for teaching/directing study abroad programs.

c. University Research Committee (URC)—Senator LeCompte

Senate is to know the results of the Fall 2021 applications; 35% success rate. Spring applications to be announced soon.

d. Associate Professor Promotion Committee—Senator LeCompte

Met Monday, 10 January. Plan of action is to follow up with a survey to all Assoc. Profs. to capture narrative of an individual's experiences related to the promotion process; asked for edits or suggestions to the draft; survey will ask assoc. prof. about gender; survey will be anonymous but respondents will be asked whether they are willing to participate in focus groups. Chair Pittman asked if committee is willing to add question about race and ethnicity. Answer: yes.

V. Unfinished Business

a. Vote: By-Laws Change, New Senate Policy Committee—Chair Pittman, Senator Collins

Senator LeCompte moved to approve the changes to the By-Laws establishing a standing Senate Policy Committee chaired by the Senate Chair-Elect; Senator Rodgers seconded, and the motion passed unanimously.

b. Senate Election Commission Update—Senator Long

A total of 14 Senators will be completing terms in 2022; all but three are first terms and those Senators are eligible for reelection. Vacancies in Arts & Sciences (7), 1 each in Education, Engineering/Computer Science, Law, Libraries, School of Music, and School of Nursing; no vacancies in School of Business, Social Work, Robbins College, and Truett Seminary.

IRT is working on creating the census. Senator Long is preparing the list of vacancies, will be polling Senators completing a first term on whether they wish to run for re-election.

Election timeline. In accordance with the By-Laws, elections completed by Friday before Spring Break, or 4 March 2022:

- Wednesday, 2 February—email announcing vacancies, requesting nominations
- Wednesday, 9 February, 5:00pm—nominations close
- Friday, 25 February—email announcement to faculty that voting begins
- Tuesday, 1 March, 8:00am—voting begins
- Wednesday, 2 March, 5:00pm—voting ends
- Thursday, 3 March—results announced

c. Summer Research Awards vs Summer Development Grant—Chair Pittman, Senator Long

Questions were posed to Provost Brickhouse about the perceived conflict between the Summer Development Grant vs the Summer Research Award advanced by the College of Arts & Sciences. Understanding at this time, yes, two separate programs. Summer Research Award is not only for summer but covers the entire year. Summer Development Grant is the Summer Sabbatical renamed. Summer Research Award programs will be focused toward Assoc. Professors.

d. Spring 2022 Final Exam update—Chair Pittman

Spring 2022 Final Exam schedule was brought up with Provost Brickhouse and Wes Null, then the Registrar's Office. Exam schedule has been revised to allow adequate time to complete final grades.

VI. New Business

a. COVID-19 Spring 2022 updates—Chair Pittman

Updates as of today, Tuesday, 11 January. Contingency plan: faculty members who are diagnosed with Covid can pivot to online for one week in consultation with Chair; if illness is longer than 1 week, must find a substitute. Faculty who have children with C-

19, may pivot to online for 1 week; if condition lasts longer, alert chair, assign substitute. Rationale: students registered for in person classes.

BU is requiring masking in classroom and lab spaces for first two weeks of the semester, barring further changes. Provost Brickhouse is encouraging faculty to upload vaccination cards with booster vaccines noticed. Further information re: quarantine for vaccinated faculty forthcoming. Same policies apply to staff.

Senator question: what happens if school system shuts down for week or more? Chair Pittman will follow up with Provost Brickhouse for clarification.

Senator comment: would a faculty member need to find their own substitute? Answer: chairs should assist, work with faculty member to find substitute.

Senator question: are faculty allowed to ask for any verification from students for excused absence? Chair Pittman will consult with Provost Brickhouse.

Senator question: any information about BU's testing capacity; test results are taking time in the county, many people are waiting more than a week for results. Chair Pittman will check with Provost Brickhouse.

#### b. Study Abroad Summer Compensation—Chair Pittman

Chair Pittman has asked VP Jeff Hamilton to visit Senate in February meeting. At this point there is only a proposal.

Senator comment: 25% discount for summer tuition is no longer available; incorporated in budget for summer abroad. Senate Chair was not aware of this, will investigate.

#### c. Other

Chair Pittman reported concern from a colleague about the mental health of faculty; asked if Senators have issues they want brought up with Provost Brickhouse or the Council of Deans. Chair Pittman's colleague had some suggestions that Chair Pittman will present to Provost Brickhouse.

Senator comment: faculty who started tenure-track positions in fall 2020 were not eligible for stopping the tenure clock. Asked if this could be discussed with the Provost Brickhouse.

Senators comment: communication from upper administration is not thoughtful; hollow cheerleading not appreciated; faculty are asked to extend grace to students, but it doesn't seem that faculty are extended the same grace.

Chair Pittman drew attention to Senate meetings being moved to Cashion 506; possibility that meetings will continue online through February.

Senator comment: noted a discrepancy between FAQs on attendance and info from Provost Brickhouse; Chair Pittman has asked for clarification; look out for updates.

Senator comment: re: extending fall break beyond one day; senator has met with chair of Calendar Committee; some consultation and consideration being given to the suggestion.

## VII. Adjourn

Senator Perry moved to adjourn; Senator Alexander seconded, the motion passed.