

Baylor University Faculty Senate Minutes
12 April 2022
Cashion 506
3:30pm-5:00pm

Present: Sara Alexander, Dwight Allman, Erica Ancira, Cassy Burleson, Gia Chevis, George Cobb, Holly Collins, Matt Cordon, Tisha Emerson, Christy Gantt, Brian Garner, Shelby Garner, Scott Gibson, Chris Hansen, Julie Holcomb, Beth Hultquist, Kristi Humphreys, Karon LeCompte, Michael Long, Elissa Madden Karella Malavanti, Joyce Nuner, Laurenço Paz, Stacie Petter, Coretta Pittman, Keith Schubert, Carol Schuetz, Ann Shoemaker, Lynn Tatum Ann Theriot, Lauren Weber.

Absent: Gerald Cleaver (sub, Jeff Olafsen), Barbara Purdum-Cassidy (sub, Tamara Hodges); Bob Kane, Denyse Rodgers (sub, Bruce Evans); Sam Perry (sub, Mike Whitenton); Jennings Sheffield, Kathy Steely (sub, Brad Bolen), Jamie Van Eyck, Anzhong Wang (sub, Jay Dittman)

- I. Call to Order, 3:30pm—Chair Pittman
- II. Invocation: Senator Gibson
- III. Approval of Minutes of 15 March 2022 meeting—Senator Long

Senator Humphreys moved to approve the Minutes of 15 March; Senator Chevis seconded, the motion passed.

IV. Reports.

- a. Executive Committee (EC) meeting—Chair Pittman
Items on the agenda included: timing of opening of student course evaluations; issues of compensation and pay equity, status of policies on Faculty Regent Selection and Distinguished Professor.
- b. Provost/EC meeting—Chair Pittman

Four items:

- timing of opening of student evaluations—some faculty concerned that they might be punished on the evals for rigor with so many class meetings left; students may respond to the course, when the course isn't really over; PNB instructed EC to take up issue with VP Gary Carini; Carini has responded that his office will work with the Senate and faculty. Digital Measures includes only 2 questions from student evals. IT responded that the deans made the decision about which questions would populate DM.
- compensation and pay equity: Provost Nancy Brickhouse (PNB) responded there was a 4% pool to distribute for merit; encourages deans to use portion of the 4% to address pay equity; PNB also reported that Lisa Rhiney reviews contracts/appointment letters to review salaries and merit raises.

Senators asked whether there was any mention of a COLA; how do salaries for new hires compare with inflation rates and salaries of previous hires.

c. HR meeting—Chair Pittman

Adoption benefit will increase from \$6,000 to \$10,000. Planning an adoption event in April (date TBA); in summer 2022, HR analyzing health insurance vendors, including Blue Cross/Blue Shield; no intention of changing vendors but review is conducted every 5 years.

Peter Grannick will be writing the policy for children and Baylor dining facilities.

Summer contracts: summer contracts stopped two years ago; communication between faculty and chairs/deans.

Senator question: is service required when a faculty member is not under contract. Chair Pittman will follow up with HR.

Senator question: what is rationale for Baylor FMLA policy requiring faculty within the same household to split 12 weeks FMLA.

d. HR Advisory Committee—Senator Shoemaker

Meeting of HR Advisory Committee included:

- update on adding a Well-Being Group to the HRA committee; decided to leave the committee makeup as-is and invite members of the Wellbeing group as needed. Randall Brown (HR) and Christina Campos-Davis (Provost Office) will join as ex-officio, non-voting members.
- Enhanced Benefit Offerings: individual voluntary benefits will be consolidated into group policies for better rates; in BenefitFocus.
- Adoption Benefit to increase to \$10,000 on April 1
- Greenpath and Savi, both financial wellness programs, have been well-received and additional webinars will be scheduled.
- Seeking feedback for: Faculty/Staff appreciation event ideas and for how to best express the value of added benefits that we get at Baylor beyond our salary.

e. Senate Policy Committee—Senator Collins

Committee has been working on Faculty Regent Selection Policy; Grievance Policy; and Distinguished Prof. Policy. Grievance policy is still being reworked.

f. Senior Lecturer Committee—Senators Chevis and Tatum

Recap of process. Details presented in New Business below.

g. Assoc. Professor Ad Hoc Committee—Senator LeCompte

Conducted survey; 250 email invites extended, 55.6% response rate; presented results; Questions address clarity of promotion policy of university, school/college, and department. Analysis will continue in the summer; report in fall with recommendations at different levels, i.e. university, school/college, department.

h. Committee on Committees Report—Senator Cordon

Emails going out this week and next week about new committee appointments; will be “mostly” done with faculty appointments by the end of Spring semester.

V. Unfinished Business

a. Vote: Faculty Regent Selection Procedure—Senator Collins

Policy reflects most recent procedure used for faculty regent selection in Spring 2021. Motion presented by committee, no second required; motion passed. Policy will be housed on the Senate and Provost Office website.

b. Vote: University Distinguished Professor Policy—Senator Collins

Senate’s concerns expressed previously were addressed for the most part. Motion from committee; no second required; two ‘no’ votes; motion passed.

c. Vote: Sunset University Committees— Senators Cordon and Pittman

- Guest Speaker, Honorary Degrees, Professional Sports, Bookstore Advisory, and Communications/Media. BOR committee will determine Honorary Degree recipients.

Senator Cordon made the motion to sunset the committees above; Senator Chevis seconded; motion passed.

VI. New Business

a. Nominating Committee for Senate Officers, 2022-2023

Chair Pittman will contact Senators for the Nominating Committee.

b. Rationale for Teaching Faculty and Motion to Faculty Senate

Charge was to review and propose new name for “Lecturer” rank; add a third tier of promotion. Committee has not encountered resistance. Would like Senate to consider broadening committee membership to include 2-3 dept. chairs, as well as assoc. deans. Goal to have contracts reflect new policy for May 2023.

Committee move that FS endorse and recommend that a third promotion tier be added for regular lecturers; and rename the rank to Asst. Teaching Prof., Assoc. Teaching Prof., and Teaching Professor.

Motion from committee, no second required; one 'no' and one abstention; motion passed.

VII. Announcement

a. May meeting: May 3, 2:00-5:00pm

b. Group Health Committee (2-3 Baptist Affiliated faculty)

Asked Senators to send in names to consider.

c. Retirement Committee (2-3 Baptist Affiliated faculty)

Asked Senators to send in names to consider.

VIII. Adjournment:

Senator Chevis moved to adjourn; Senator Hultquist seconded; motion passed.