

Baylor University Faculty Senate Minutes
12 February 2019
Draper 147♦ 3:30-5:00 p.m.

Members Present: Senators Bolen, Bradley; Cordon, Matt; Dodson, Derek; Elkins, Nathan; Farwell, Beth; Flippo, Renee; Garner, Brian; Hansen, Christopher; Horace Jr., Maxile; Hurtt, Kathy; Korpi, Michael; LeCompte, Karon; Leidner, Dorothy; Leutholtz, Brian; Long, Mark; Kennedy, Teresa for Long, Michael; MacGregor, Jason; McGlashan, Ann; Neilson, Bill; Nichols, Curt; Nuner, Joyce; Parrish, Maxey; Pittman, Coretta; Potts, Tom; Pounders, Steven; Raines, Brian; Benson, Nick for Robinson, Eric; Rodgers, Denyse; Schubert, Keith; Souza-Fuertes, Lizbeth; Strakos, Josh; Stone, Sara; Stroope, Mike; Supplee, Joan; Taylor, Mark; Umstead, Randall; Walden, Dan; Wilcox, Walter; Wilfong Jr., Stanley.

Members absent: Senators Ellor, James; Hultquist, Beth; Sielaff, Steven; and Staff Council Representative Heather Guenat.

I. Call to Order

Senate Chair Randall Umstead called the meeting to order at 3:32pm.

II. Invocation—3:30pm

Senator Derek Dodson offered an invocation.

III. Approval of Minutes: 15 January 2019—3:35pm

Senator Joan Supplee made a motion to approve the minutes for the Senate meeting of January 15, 2019. The motion was seconded by Senator Steven Pounders and the minutes were approved by the senate.

IV. Guest Presentation: Gary Carini and Gary Mortenson—3:40pm

- Vice Provost (VP) for Graduate Professional Education and Professor of Management Gary Carini gave a short update on the provost search.
- Regarding June review, VP Carini mentioned that it was a flawed process, so it has been eliminated. Instead, the deans are now developing a five-year strategic plan. The budget will be calculated subsequent to the plans for hiring and it will be later phased into the plan. This will now take place in May. It will then be delivered to the new provost, showing the work of the past year in planning. The deans will be going to the chairs and faculty for input; it might vary across schools. There will be a comprehensive strategic hiring plan, based on *Illuminate*, the four pillars and five initiatives, with teaching and research. This plan clearly moves in the direction of transparency, with input from faculty. He expects the plan can change within three to five years, based on input throughout time, always pursuing excellence.
- Acting Vice Provost for Administration and Dean of the School of Music Gary Mortenson mentioned that ultimately the dean is the one who has to deliver the programs,

so there is no intent through the re-structuring of the June review to deny the deans the ability to deliver their programs.

- Acting VP Mortenson also stated that he is going through the files for the deans for their annual review, and he is writing letters of evaluation as well. What he has seen is that there is more strategic planning in their one- and five-year plans, with more details and envisioning in the five-year plan.
- VP Carini confirmed that the deans are thinking more long term.
- Acting VP Mortenson explained that in the five-year plain he is seeing language directly linked to the five Initiatives in terms of hiring, staffing, and in thinking of strategic grant writing. The whole process extends beyond June review. They also brought in some external evaluators to look at the research enterprise at Baylor and to look at the staff structure, and direct reporting to the provost. He supports this new direction and in the near future this information will be handed over to the new provost.

VP Carini and Acting VP Mortenson answered several questions from the senate floor.

V. Reports—4:10pm

a) Provost's Office Meeting (Randy Umstead)

- At the Provost's Office Meeting, there was a presentation on the continuing development of *Ignite* and they looked at the chart of accounts. Currently the deans are not able to readily access information about their college or school's financial position, as it is aggregated from a variety of different sources. *Ignite* is trying to remedy this situation so each dean can go to a web-based portal and easily see what their income, expenses, and endowments are. This is one of the key components that will be established by June 2020.
- Chair Umstead gave a report on the issues that were discussed at the last senate meeting.
- Other items that were discussed were certified commencement and Thanksgiving Break.

b) Academic Freedom and Responsibility (no report)

c) Admissions Committee (no report)

d) Faculty Athletic Council (no report)

e) Council on Global Engagement (Joan Supplee/Brad Bolen)

- Senator Supplee summarized two topics from the meeting:
 1. The Global Engagement QEP program, run by Mr. Robert Leis and Holly Joyner, has a certificate program where students who achieve a certain number of credits for global engagement activities can receive, at graduation, a Global Engagement

Certificate. There are currently 53 students enrolled in the certificate program. It is easy for students to obtain the certificate, which involves study abroad, and there are several activities students can do to accumulate credit without being an International Studies major or other program. It is open to any major. Initially they anticipated having 40 students and there are now 53, and they believe the number can increase even more.

2. The Council on Global Engagement has partnered with the Global Gateway program, which rolled out this spring. There are 23 students in the first cohort; all happen to be Chinese, but it will not always be the case in the future. This is basically an extended English as a Second Language (ESL) program, where students are classified into three different groups: one will take three semesters of ESL, the second will take two semesters, and the third will take just one semester before being able to enroll at Baylor with a minimum 2.75 GPA. This is a way for Baylor to bring in foreign students whose English might not necessarily be up to par to study at the college level. They also have the option to study at another university. The program aids in cultural adaptation as well.
- f) Faculty Dismissal (no report)
 - g) Human Resources Advisory Committee (no report)
 - h) Faculty-in-Residence (FIR) Committee (Kathy Hurtt)
 - Senator Hurtt mentioned that Student Life is proposing a required (possible) second-year “live-on-campus” to the administration. They are holding discussions for new residence facilities so more students will have a longer experience on campus, usually for sophomores. They believe that it is because there has been so much support for freshmen, to help them engage with juniors or seniors in their major, but the sophomore year tends to be a place where students feel disengaged. The Department of Student Life reported there is no Faculty-in-Residence member on their committee and suggested this be changed.
 - i) Libraries/ITS Advisory Committee (no report)
 - j) Student Life and Services Committee (no report)
 - k) Staff Council (no report)
 - l) Enrollment Management Committee (no report)

VI. Old Business—4:20pm

a) Baylor Retirement Plan Changes

- Human Resources (HR) has been able to give helpful advice to faculty and staff that had questions regarding the changes in the Retirement Plan, and not only have they been able to resolve these issues, but there seemed to be less of them. Additionally, HR has been communicating very effectively with faculty.
- Chair Umstead spoke with Vice President & Chief Human Resources Officer Cheryl Gochis about the re-organization of the health insurance and retirement benefit committees, and she will provide draft charters within the next few weeks. They anticipate the proposal will be presented before the faculty senate by the March or April meeting, and at the very latest at the May meeting.
- The structure of the committees will include a nine-member retirement committee as well as a nine-member health insurance committee. For each, there will be three members who will be on one-year terms; members will be recommended by Faculty Senate, Staff Council, and the University Council (deans or provost office). Six members will be selected by the normal process and will hold three-year terms, and every two people will be staggered so there is institutional memory. Once this is codified, it will be sent to the Committee on Committees to be incorporated in our broader committee structure.

b) Faculty Regent Selection Process

- Chair Umstead mentioned there are 18 nominees for faculty regent. Chair-Elect Brian Raines explained that he would need a small group of people to vet the nominations, to ensure that the applications are complete and conform to the criteria before sending them to the faculty senate to study.
- Senator Karon LeCompte made the motion to put forward a group of three people, including Chair-Elect Raines, to facilitate the elimination of candidates who did not meet the minimum qualifications. Chair-Elect Raines seconded and the motion passed. Senators Walden and Stroope volunteered to assist Chair-Elect Raines.

c) Certified Commencement / Thanksgiving Break

- Chair Umstead was asked by Vice Provost for Undergraduate Education and Institutional Effectiveness Wes Null to consider a proposal that, as of academic year 2020-2021, would eliminate the Monday and Tuesday of classes prior to Thanksgiving and also eliminate certified graduation.

- One of the deans did the math of minutes of class time and it would add more time to the MWF schedule than TR. It was suggested that we might be able to eliminate the last class day, and make Thursday and Friday study days. Students would still have four continuous study days. Final exams would take place on the following Monday through Thursday.
- A discussion ensued and the conclusion was that the faculty senate is generally in support of this, with three reservations:
 1. How it would impact the Graduate School;
 2. Capacity at the Ferrell Center for commencement; and
 3. Graduate students who take the CPA exam in the Business School.

VII. New Business—4:45pm

Provost Search Update

- Chair Umstead gave an update on the provost search. The Executive Committee has one hour to meet with each of the three candidates as well as provide feedback on each one of them. The candidates meet with a variety of different groups, including the President's Council, the University Council, the Provost's Office staff, Staff Council, Student Government, and the Faculty Senate Executive Committee, a total of approximately 100 people across campus.

VIII. Announcements—4:55pm

- There were no announcements.

IX. Adjournment—5:00pm

- A motion to adjourn the meeting was made by Senator Mark Taylor. The motion was seconded by Senator Dorothy Leidner and approved by the senate. The meeting was adjourned at 5:03pm.

Respectfully submitted,

Lizabeth Souza-Fuertes
Recording Secretary