

Baylor University Faculty Senate Minutes
13 November 2018
Draper 147 • 3:30 p.m.

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

Members Absent: Leutholtz, Brian; Nuner, Joyce; Souza-Fuertes, Lizbeth; and Staff Council Representative Heather Guenat.

I. Call to Order

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

II. Invocation

Senator Michael Stroope offered an invocation.

III. Approval of Minutes: October 2018

After a general agreement on some corrections, Senator Jason McGregor made a motion to approve the minutes for the Senate meeting of October 9, 2018. The motion was seconded by Senator Beth Farwell and the minutes were approved by the senate.

IV. Reports

a. Illuminate Steering Committee (Gary Carini and Leah Jackson)

Interim Provost Gary Carini expressed appreciation for the work of the Faculty Senate on the Illuminate Steering Committee and the five subcommittees for each of the Illuminate initiatives. He invited questions on their progress from any faculty senate member via emails or calls. He noted that the steering committee had agreed on a charge, which included a goal for Baylor to become an R1 university within ten years. He also noted that 50 to 55 faculty members would be serving on the various Illuminate committees, in part through nominations from the Faculty Senate.

Associate Dean Leah Jackson, chair of the Illuminate Steering Committee, described the efforts of the committee as a start-up venture to enable innovation to occur. With Baylor's commitment to both excellence and Christian heritage as a basis, the committee will look for areas to focus efforts in research in order to move the university forward in exciting ways. In order to maintain Baylor's strengths in undergraduate liberal arts education while working towards R1 status, the university would will continue the current cap on undergraduate enrollment and develop new sources for external funding.

Associate Dean Jackson and Interim Provost Carini followed these comments with a question and answer period for the senate, summarized as follows:

Q: Is the primary goal of Illuminate R1 status or external funding?

A: External funding at an NSF level requires research with rigor, transparency, and a high publication level.

Q: What about fields for which funding is not important?

A: There are markers for excellence other than funding, but external funding is a weakness and an opportunity for us, so it is a focus.

Q: Are the subcommittees posted yet? Will there be balanced representation from all the schools and colleges?

A: Yes, the faculty on the committees were selected for both representation and expertise. The names of the committee members will be shared shortly.

Q: Is the university more interested in Tier 1 status or R1 status?

A: There is a high correlation between these two, and the university is tending to Tier 1 metrics, as well, for example with undergraduate research opportunities.

Q: The Baylor in Latin America initiative is not parallel to the other four initiatives of Illuminate. Is there a possibility that this initiative could be recalibrated and enlarged to include other global studies?

A: In the short term, no, but initiatives can be modified as they develop in the future. Flexibility is encouraged at the committee levels.

Q: Will Illuminate address the reliance that some departments have on adjunct faculty?

A: The pursuit of external funding may address this, and there may also be funding for faculty lines that could come from growth in graduate professional education.

b. Provost Meeting report, formerly Council of Deans (Brian Raines)

Senator Raines told this group about the work of the Faculty Senate on the issue of the new retirement plan from Human Resources. Vice Provost for Academic Affairs and Policy, Jim Bennighof is working on standard policies for promotion to full professor. Some deans were promoting a requirement of external funding for this promotion, and there was discussion of this, but the point was made that such a requirement did not fit promotions in the arts and humanities.

c. Council on Global Engagement (Joan Supplee/Brad Bolen)

Senator Supplee reported that lots of turnover was announced to the council with new appointments in a number of positions. The English as a Second Language pre-enrollment program will require fourteen ESL certified teachers soon. The subcommittee for program directors has approved a new director for the Baylor in Maastricht program. The council is now requesting that any new majors with an expectation of enrollment from international students should report to Global Engagement.

d. Libraries/ITS Advisory Committee (Horace Maxile)

Information from this committee meeting is provided for senators in Box.

e. Student Life and Services Committee (Coretta Pittman/Sara Stone)

Senator Stone reported that student mental health continues to be a concern for this committee. The Counseling Center has a high number of counselors, but is still maxed out. New learning technology will be added to a number of meeting rooms in the Bill Daniel Student Center, so that these rooms can be used for curricular and co-curricular purposes. There was discussion of an amnesty programs for students who drink off campus and are afraid to return to their dorms for fear of disciplinary measures. Additional information from this meeting is provided for senators in Box.

f. Enrollment Management Committee (Brian Raines)

Senator Raines reported that Brett Dalton has a team drafting a strategic enrollment plan for graduates and undergraduates. He will follow-up to request faculty representation on this team. Additional information from this meeting is provided for senators in Box.

g. Human Resources Advisory Committee (Kathy Hurtt)

This committee was presented with the new retirement plan by HR representatives prior to the university-wide announcement. The committee was not asked for input; they were only presented with the finished plan.

h. Board of Regents meeting report (Randy Umstead)

Senate Chair Randy Umstead was given a five minute time slot to report to a committee of Baylor Regents. He reported to them that the senate is pleased at the academic focus of Illuminate, and pleased with the level of faculty involvement in Illuminate committees under the leadership of Interim Provost Gary Carini. He also noted that the senate has strong relationships with the Provost's Office and the President's Office, but would prefer better relationships with other entities on campus. The regent committee was particularly interested in student course evaluations and kept Chair Umstead beyond his five minute allotment to discuss this and to show support for the effort.

i. Executive Committee Report (Randy Umstead)

Senate Chair Umstead reported that 98% of the executive committee's work recently has been on the new retirement program. He related the fast timeline in which the retirement plan was announced and adopted, the high level of faculty concern, and the executive committee's outreach to Interim Provost Gary Carini and Vice President & Chief Human Resources Officer, Cheryl Gochis. The executive committee met with Carini, Gochis, and a member of the ad hoc retirement committee to discuss faculty concerns. Most faculty concerns could be categorized as either concerns of content or process concerns. The content concerns included the unequal mapping of funds, the liquidation of funds, and concerns for the choice of TIAA. Process concerns included the lack of transparency in developing the retirement plan, the failure of shared governance, and the failure of communication.

Vice President Gochis told the executive committee that the retirement changes reflected a concern about litigation that other universities have been facing related to having too many record keepers for their retirement plans. She suggested that faculty take advantage of Captrust, the new agnostic financial advisor provided by Baylor. The executive committee also reported to Gochis that HR personnel were maligning the faculty senate as being disinterested in the retirement plan, a mischaracterization of the senate chair's request that HR present their plan for input through the appropriate committee channels.

A detailed document listing the executive committee's recommendations for HR to address faculty retirement concerns was provided to the senate in an email and on Box. The options presented were to completely scrap the new retirement plan, pause the implementation of the retirement plan to allow for faculty input, or an investment of resources to address the challenges and shortcomings of the plan. The executive committee asked Vice President Gochis to respond to these options in a week, so that they could provide this response to the faculty senate. The following week, Vice President Gochis responded by offering Captrust advising and FAQ for faculty in response to the third recommendation of the executive committee: an investment of resources to address the challenges and shortcomings of the plan.

V. Old Business

a. **Proposed BUPP on University Committees -- update**

Senator Matt Cordon presented two tweaks to the previously presented proposal of a BUPP on University Committees. The first change was cosmetic. The second change involves allowing the senate to negotiate with any party on committee assignments rather than requiring a negative vote. The Executive Committee put forward a motion to approve these changes. The motion was passed by the senate.

j. **Proposed change to Senate Constitution, Article I, Section 2, b.**

- i. **Current language: All full-time faculty members holding appointments within academic units and with ranks below the rank of academic dean are eligible to serve and vote.**
- ii. **Proposed language: All full-time faculty members holding continuous appointments within academic units and with ranks below the rank of academic dean are eligible to serve and vote.**

Senate Chair Umstead noted that this change was presented at the last meeting but not approved. Senator Hurtt moved to accept the proposed changes to the constitution. Senator Raines seconded. The motion passes.

a. **Dean Evaluations – update**

Senate Chair Umstead explained that that Dean evaluations will summarize faculty input to protect anonymity. Within a semester or two the university will get back to the three-year cycle of dean evaluations. A senator asked if the university could conduct more than

two evaluations at a time in order to get back on track sooner. Chair Umstead replied that he would ask.

VI. New Business

a. Baylor University Retirement Plan Changes

Senate Chair Umstead again presented the recommendations of the executive committee to Human Resources regarding the new retirement plan and reported the response of Vice President & Chief Human Resources Officer, Cheryl Gochis, that faculty would be provided advising from Captrust and a FAQ on the changes.

A senator noted that this response does not address adequately all of the recommendations of the executive committee, especially a request that faculty should be sent personalized mailers showing exactly what fund transfers were taking place with their accounts and a comparison of expense ratios between old and new accounts. Other senators asked if there was any way to stop or pause the entire process of rolling in a new retirement program until it could be reviewed by the entire faculty. One senator was very concerned about their retirement plans in the next six months, noting that some of their Vanguard funds were closed, and could not be regained once they were transferred to a TIAA account. Additional concerns noted by senators included the liability of the university when faculty lose retirement options, the misleading “enhancement” wording of the initial university communication of retirement changes, and fears that faculty will not realize the extent of retirement changes until it is too late.

After extended discussion of these concerns, Senator Kathy Hurtt made the following motion, seconded by Senator Coretta Pittman:

Motion: the faculty senate empowers the executive committee to continue the conversation regarding the Baylor retirement plan with the appropriate powers of the university.

The motion passed unanimously.

VII. Adjournment

A motion to adjourn the meeting was made by Senator Hultquist and seconded by Senator Raines. The motion passed and the meeting was adjourned at 5:25pm.

Respectfully submitted,
Steven Ponders
Recording Secretary standing in for Lizbeth Souza-Fuertes