

Baylor University Faculty Senate Minutes
14 December 2021
Cashion 501
3:30pm-5:00pm

Present: Sara Alexander, Cassey Burleson, Gia Chevis, George Cobb, Holly Collins, Matt Cordon, Tisha Emerson, Christy Gantt, Brian Garner, Shelby Garner, Chris Hansen, Julie Holcomb, Mariah Humphreys, Bob Kane, Karon LeCompte, Michael Long, Elissa Madden, Joyce Nuner, Lourenço Paz, Sam Perry, Coretta Pittman, Barbara Purdum-Cassidy, Denyse Rodgers, Keith Schubert, Carol Schuetz, Jennings Sheffield, Ann Shoemaker, Kathryn Steely, Lynn Tatum, Ann Theriot, Jamie Van Eyck, Anzhong Wang, Lauren Weber

Absent: Dwight Allman, Erica Ancira, Gerald Cleaver (sub. Jeff Olafsen), Scott Gibson, Julia Hitchcock, Beth Hultquist, Kristi Humphreys, Karenna Malavanti (sub. Meredith Palm), Stacie Petter

- I. Call to Order: 3:30
- II. Invocation—Senator Paz
- III. Approval of Minutes—Senator Long

Senator Chevis moved to approve the Minutes from 9 November 2021; Senator Perry seconded; the motion passed.

- IV. Reports
 - a. Provost/Executive Committee (EC) meeting—Chair Pittman

Monthly meeting. Three agenda items: 1) Truncated final exam schedule—Senators expressed concern about the quick turn around from last final exam slot with grades due the next day. Chair Pittman consulted with Wes Null, VP for Curriculum—exam schedule set by Calendar Committee three years in advance; Chair Pittman will ask Wes Null if Spring 2022 can be adjusted; 2) LGBTQ+ student group update; Provost Nancy Brickhouse (PNB) reported that an Advisory Committee has been formed; a small number of students have met; requests 4 faculty advisors to the Advisory Committee; VP K. Jackson requesting faculty who can work within the parameters of the BOR resolution, names will be vetted by President Livingstone, PNB, and VP Jackson; Senator reported that nursing students plan to organize a chapter of the group as well; 3) BOR Chair Rountree expressed desire to meet with the Faculty Senate (FS); suggestion made to have a reception in March with Rountree; Chair Pittman meeting with Kristina Campos-Davis to discuss organizing the reception.

- b. Executive Committee (EC) meeting—Chair Pittman

PNB expressed the wish to organize an “All Saints” day to honor deceased faculty; tentatively set for Fall 2022. Wes Null will come to Senate in Spring. Discussions

initiated to include librarians for *professor emeritus* status, EC/Senate will review policy and try to adjust policy; in previous conversions/discussion Jim Bennighof indicated that librarians are not eligible. Senator commented that there are four current *emeriti* professors among retired library faculty.

c. HR meeting—Chair Pittman

Interesting. VP Gochis gave long historical description on the HR committees; HR expressed gratitude to the FS for cooperation; committee seats open for faculty representatives on Group Health and Retirement committees—faculty must be BGCT Baptists; no restrictions on HR Advisory Committee. Cassy Burleson will serve as Senior Lecturer on the Cornelia Marshall Smith Award committee.

d. Senior Lecturer Promotion Committee—Senators Chevis and Tatum

Charge: add third tier for Lecturers/Senior Lecturers. One initial meeting. About 25% of full-time faculty are Lecturers/Senior Lecturers; committee researching processes at peer and aspirate institutions; outreach and listening sessions for Senior Lecturers to be organized with Lecturers/Senior Lecturers.

e. Assoc. Professor Promotion Committee—Senator LeCompte

Mid-career advancement appears to be a problem at very many institutions. First meeting held: discussion of partnering with the COACHE sub-committee on mid-career advancement chaired by Prof. Theresa Kennedy. Policies for promotion to Professor differ widely from dept to dept. Another issue is the imbalance between percentage of women promoted to professor versus males. Committee has articles and impact statements related to the issue available. In Spring committee plans to prepare and distribute a survey to collect data from Assoc. Profs. Discussion on imbalance between women and men promoted, what factors impede application for promotion.

f. HR Advisory Committee—Senator Shoemaker

Some progress made on openness to feedback to the committee; time devoted to feedback and discussion; HR proposed a change to CoC on the composition and charge for the committee. Asked for feedback on BenefitFocus and movie night.

V. Unfinished Business

a. Council of Principal Investigators—Chair Pittman and Senator Cordon
Work with OVPR Kevin Chambliss. In November, final comments from FS handed over to Chambliss; Cordon: issue raised with the CoC; concerns about the size of the committee, when the University Research Committee already exists; together both groups will comprise about 30 faculty.

VI. New Business

a. Appointment of Senate Election Commission

Two volunteers—Senator Cordon, Senator Holcombe—with Secretary Senator Long.

b. By-Laws Change, Senate Policy Committee—Senator Collins

Proposed changes presented, will be voted on at January FS meeting; Senators asked to review proposed changes, addition of a Senate Policy Committee with representation on the University Policy Committee, and to send feedback/suggestions to Senator Collins.

Senator comment: with current inflation rate, the upper admin should consider increasing merit raises relative to inflation.

Senator comment: issue related to start date for contracts. Discussion about which committee handles compensation policies. Concern mentioned that changes coming in faculty compensation for directing/teaching study on abroad programs.

VII. Adjourn. Senator Hansen moved to adjourn; Senator Perry seconded. 4:38.