

Baylor University Faculty Senate Minutes
15 March 2022
Cashion 506
3:30pm-5:00pm

Present: Sara Alexander, Dwight Allman, Cassy Burleson, Gia Chevis, Gerald Cleaver, Holly Collins, Matt Cordon, Tisha Emerson, Christy Gantt, Shelby Garner, Julia Hitchcock, Julie Holcomb, Beth Hultquist, Kristi Humphreys, Mariah Humphries, Bob Kane, Karon LeCompte, Michael Long, Elissa Madden, Karena Malavanti, Joyce Nuner, Laurenço Paz, Sam Perry, Stacie Petter, Coretta Pittman, Barbara Purdum-Cassidy, Denyse Rodgers, Keith Schubert, Carol Schuetz, Ann Shoemaker, Kathryn Steely, Lynn Tatum, Ann Theriot, Jamie Van Eyck, Anzhong Wang.

Absent: Erica Ancira, George Cobb, Chris Hansen, Brian Garner (sub, Stanton Greer), Lauren Weber (sub, Steven Pounders)

The March monthly meeting of the Faculty Senate is preceded by a reception with Baylor University Board of Regents Chair Mark Rountree, Baylor President Linda Livingston, and Baylor Provost Nancy Brickhouse.

- I. Senate Reception: 3:00pm
- II. Call to Order—Chair Pittman
- III. Invocation—Senator Humphreys
- IV. Approval of Minutes of 8 February meeting—Senator Long
Senator Perry moved to approve the Minutes of the 8 February FS meeting; Senator LeCompte seconded; the motion passed.
- V. Guest Speakers: Board Chair-Mark Rountree, Baylor University President-Linda Livingstone, Provost-Nancy Brickhouse

Chair Rountree expressed his sense of honor at meeting with the Faculty Senate (FS), that meeting with the FS is an expression of shared governance that he values. Expressed thanks to FS for the manner the faculty serve BU students, and the efforts of faculty to teach, mentor, and conduct research in the past two years during the COVID pandemic. Expressed personal thanks for efforts of faculty in achieving R1 status. From the Board of Regents (BOR) perspective, R1 is not about status, but about “significance”—significance of impact of faculty teaching and research which brought the R1 designation. Rountree presented the FS with a framed resolution to the faculty passed by the BOR thanking faculty for efforts in the achievement of R1 status.

FS question: Talk FS through the LGBTQ+ student group. **Livingstone:** Listening sessions through the fall; four students who worked on the constitution; currently in the process of

identifying a faculty sponsor as well as a staff sponsor; staff sponsor will come from Student Life; anticipate an official charter in April.

FS question: BOR vision going forward after reaching R1 status... **Rountree**: views R1 as a base camp in climbing Mt. Everest; greater commitment to Illuminate 2.0, seeking the appropriate funding both on research side and supporting a “transformative” student experience.

FS question: is Baylor moving more toward a “corporate” model? How does the university balance recent achievements in R1 and \$1.1 billion endowment with the commitment to Baylor’s historical model of teaching and valuing undergraduate teaching. **Rountree**: signage [about endowment] can begin to cultivate a world view among students that after they leave Baylor, they need to give back in service; perhaps more conversation and communication needs to provide context for students, when the endowment numbers and R1 status do not hold much meaning for students; message needs to go out that these achievements are important so that BU can fulfill its mission to the greatest extent possible. **Livingstone**: more and more undergrads want to engage in research; aim to maintain sense of community on campus; as BU becomes more complex, commitment remains to hire faculty who value the sense of community that BU fosters. **Brickhouse**: recently met with Student Government, was able to explain the meaning and value of R1 status and a \$1 billion+ endowment.

FS question: what is the BU perspective on the war in Ukraine; is any statement being prepared. **Livingstone**: the university reached out to any students on campus who were Ukrainian or Russian; Pat Neff and Waco bridge illuminated in UKR colors; reminded FS of several events on campus addressing the war; BU typically thoughtful about how it speaks into issues on a national platform, more typically is focus on humanitarian support rather than issuing statements.

FS question: faculty have concerns about how BU can address the mental health of faculty who have been struggling through the COVID pandemic. **Brickhouse**: faculty have “stepped up to the plate” in extraordinary times, which aligns with the university mission; faculty with children have felt the brunt of the pandemic. HR has a number of programs available for faculty that are part of the benefits package; the Provost’s Office (PO) has sent information and links out to faculty; encourages faculty to inform dept chairs so that chairs can assist; PO working on program of development for dept chairs, helping chairs develop “soft skills.”

FS question: on Feb 18, TX Lieutenant Gov issued a statement concerning the elimination of tenure of new hires and tenured faculty for teaching Critical Race Theory (CRT). **Livingstone**: currently there is no bill in state legislature because it’s not in session; most productive if a bill is pending, for the university to work behind the scenes; BU will do all it can to support colleagues at public institutions. **Brickhouse**: academic freedom is an equal opportunity offender; academic freedom enables universities to add value to society; state legislators have not thought through ramifications of passing such a bill—potential of loss of Federal support; loss of accreditation, etc. **Rountree**: there is complete alignment of

the BOR, the BU administration, and the faculty behind support for academic freedom, resolutely committed to protecting academic freedom; BOR has educated board members on the meaning and value of academic freedom

VI. Reports

a. Executive Committee (EC) Meeting—Chair Pittman

Issues discussed: how chairs support faculty who have to switch to remote teaching due to having children at home because of a weather event; changes to Aramark dining policy; other requests that the EC determined were not FS issues; sunseting certain committees (Committee on Committees).

b. Provost/EC meeting—Chair Pittman

The EC discussed with Provost Nancy Brickhouse (PNB) on Monday, 14 March, two issues: 1) the discrepancy in length of contracts issued to Lecturers promoted to Senior Lecturer vs those issued to Senior Clinical Lecturers in the Law School who receive 5-year contracts; and 2) sensitivity and understanding of some Dept. Chairs regarding child care issues of faculty with children and school closures; other matters related to chair management. Certain issues brought to PNB based on questions submitted to Rountree, President, and Provost.

PNB responded: 1) Senior Clinical Lecturers in the Law School receive 5-year contracts because law school accrediting agencies have specific requirements for job security of law faculty; 2) PNB will investigate complaints of insensitive department chairs; asked for information about how big a problem is across campus; plans to have these issues addressed in revised chair training program.

Senator comment: Law School does not currently have a single Senior Clinical Lecturer; 5-year contract in place because accrediting agencies require specific contract stipulations; no opposition to leveling the playing field for all lecturers and senior lecturers.

c. BOR Report—Chair Pittman

Chair Pittman spoke to BOR the about expressions of gratitude to faculty for achieving R1 status; support for services to faculty in regard to mental health; slow pace of information of the LGBTQ+ student group; Baylor Family Food fund—unfulfilled pledges.

d. HR Meeting—Chair Pittman

HR reminds faculty that contracts will appear in Ignite—tenured faculty will receive a note of compensation rather than a contract; other faculty will receive contracts. Senator question: was there a mention of the start-date for contracts. No mention of specific start date.

- e. Committee on Committees (CoC) Report—Senator Cordon
Chair training mentioned by PNB is a result of COACHE task force. CoC proposing that certain committees should be sunsetted. Provided a list. Primary reason is that those committees are not functioning and haven't been for many years.
- f. Senior Lecturer Advancement Ad-Hoc Committee—Senators Chevis and Tatum

Plan a meeting for all lecturers; working on a survey. Formal proposal for changing nomenclature anticipated for May 2022.
- g. Assoc. Professor Advancement Ad-Hoc Committee—Senator LeCompte

Ninety-seven responses to Assoc. Prof. survey; committee has decided to extend the deadline for completing the survey. Hope to deliver final report to PNB and FS in May.

VII. Unfinished Business

- a. Senate Election Commission—Senator Long

A total of 1,041 votes were cast in the Spring 2022 election, one of the highest participation rates in recent memory. Nine first-time Senators will join the Faculty Senate in August 2022 from Academic Affairs, Arts & Sciences, Law School, School of Education, School of Nursing, School of Music, School of Engineering and Computer Science, and University Libraries.

VIII. New Business

- a. Senate Resolution Supporting Tenure and Academic Freedom

Proposed resolution is in response to questions from faculty who were concerned by Texas Lieutenant Gov Dan Patrick's statement about revoking tenure of university faculty for teaching CRT, asking whether the FS would make a statement.

Senator question: will the resolution be transmitted to any destination.

Senator comment(s): typically FS resolutions declaring support for actions or positions; suggest the resolution be sent specifically to the UT-Austin FS; at least send resolution to Texas Council of Faculty Senates; add "Baylor University" before "Faculty Senate" and add to title; a resolution might further add to the "political theatre" and further encourage forces pushing the ban on teaching CRT; waiting until a bill is pending to issue a resolution is too late.

Senator requested a secret ballot. Ballots were distributed. Result: 28 'Yes'; 4 'No'. Motion passed.

Senator Cordon moved to send the FS resolution to the Faculty Senate of the University of Texas-Austin, Texas Council of Faculty Senates, Texas Assoc. of College Teachers, Texas Faculty Association; Senator LeCompte seconded, and the motion passed.

b. Aramark Dining Changes

In reference to complaint from faculty that Aramark had lowered its pricing policy from 12 year-olds and under eat free to 5 years-old and under eat free. Aramark responded that there was no change; the policy was always 5 years-old and under, but was not enforced.

c. Announcements: Panel March 16 on war in Ukraine; policy change for Faculty Center.

IX. Adjourn: Denyse Rodgers moved to adjourn; Sen Perry seconded. Motion passed.