

**Baylor University Faculty Senate Minutes**  
**18 June 2020**  
**EMERGENCY VIRTUAL MEETING**  
**3:30pm-5:00pm**

**Members Present:** Sara Alexander, Cassy Burleson, Holly Collins, Matt Cordon, Derek Dodson, Nathan Elkins, Renee Flippo, Brian Garner, Christopher Hansen, Beth Hultquist , Michael Korpi, Karon LeCompte, Dorothy Leidner, Brian Leutholtz, Michael Long, Jason MacGregor, Curt Nichols, Joyce Nuner, Maxey Parrish, Coretta Pittman, Tom Potts, Barbara Purdum-Cassidy Brian Raines, Denyse Rodgers, Keith Schubert, Ann Shoemaker, Kathryn Steely, Josh Strakos, Mike W. Stroope, Lynn Tatum, Mark Taylor, Randall Umstead, Steven Sielaff, Anzhong Wang, Stanley R. Wilfong

Members Absent: Kathy Hurtt (sub Gia Chevis), Bill Nielson (sub Sam Perry)

- I. Call to Order—Chair Brian Raines
- II. Invocation—Senator Pittman
- III. New Business
  - a. Diversity, equity, and inclusion on campus—Senators Raines and Cordon

Motion 1— from the Faculty Senate Executive Committee (EC)

We recognize that white supremacists and other hate groups use symbols to cause pain and division. Symbols of hate and division have no place at an institution of higher learning. The Faculty Senate respectfully requests that the university president ban the display of perceived symbols of racial hate on campus except in the case of historically relevant classroom teaching activities and discussion. Second, Brian Raines.

Statement added: We ask the president to work with the Bias Response Team to identify such symbols.

Discussion:

- Senator asked whether the EC acted under emergency powers according to the Constitution? Senator MacGregor, no
- Senator Nichols moved that discussion be tabled until new Senate seated in August; died for lack of a second.
- Senator asked: did EC have specific symbols in mind when drafting the motion?
- Senator answered (not on EC): one example is Confederate Battle Flag
- Senator replied: symbols associated with known white supremacist organizations as presented in a previous discussion to the full Senate
- Senator: expressed general dislike against “witch hunts”; the US Constitution gives same rights to all; who gets to decide which symbols can be banned?

- Senator: searched BU policy already in place for any reference to acts of hate speech; points to Baylor Civil Rights Policy and Procedures for Employees; lists examples of acts that can be considered harassment; what EC wants with this motion is to add specifics to the current policy to strengthen it;
- Senator: because BU is a private institution, the university can police speech and use of symbols
- Senator commented: reject idea that there is racist culture on campus;
- Senator countered: there are examples of racist acts on campus;
- Senators comment: there are specific symbols that we can all agree on that should be/ could be banned; suggest that we list specific symbols to ban;
- Senator suggested: that we could state intent in a positive way rather than a negative way;
- Senator commented: there are real examples of acts of hate speech, increased instance of hate-motivated acts on campus: swastikas being drawn on dorm room doors, statements made in student assignments;
- Senator suggested amendment: add a statement that specific symbols “to be determined” by the Bias Response Team
- Senators report incidents of students telling them of acts committed on campus which have made them feel uncomfortable and unsafe
- Senator commented: need action sooner rather than later; we need to make a statement to make members of “the Baylor family” feel safe and welcome
- Senator: agree with statement, willing to modify motion; the swastika, the confederate flag, a drawing of a noose have no place on the campus
- Senator comments: survey data shows from COACHE survey that faculty of color have a different experience in the workplace from what white faculty experience
- Senator: sent ideas for specific actions, but may be more relevant to the later development
- Senator suggested that we add ‘racial hate’ to the motion.
- Senators: we can ban symbols and STILL discuss what the symbols mean and the history of the symbols

Next iteration of Motion 1:

We recognize that white supremacists and other hate groups use symbols to cause pain and division. Symbols of racial hate and division have no place at an institution of higher learning. The Faculty Senate respectfully requests that the university president ban the display of perceived symbols of hate on campus, including but not limited to the Confederate Battle Flag, the swastika and the noose, except in the case of historically relevant classroom teaching activities and discussion. We ask the president to work with the Bias Response Team to identify such symbols

Senator MacGregor prepared Qualtrics for voting on the motion. Result: 31 yes, 1 no, 1 abstention. The motion passed.

Motion 2—Faculty Senate Executive Committee

We commend the president and the provost for championing diversity and inclusion on campus in the areas of student recruitment and retention as well as faculty recruitment, retention and promotion. However, there are still many areas in which we can improve as a community. We call on the president to form a multi-year taskforce, jointly with the Faculty Senate, charged with examining issues related to diversity, equity, and inclusion and charged with making substantive recommendations for action in order to increase diversity, equity and inclusion on our campus. Senator LeCompte seconded.

Discussion:

- Senator suggested: remove “in the areas of student recruitment and retention as well as faculty recruitment, retention and promotion” to make motion stronger.
- Senator suggested: “in all areas on campus”

Vote: Motion passed unanimously.

b. Recording faculty classes/lectures—Senators Dodson, Korpi, Tatum

Senator Tatum: it should be left to the discretion of the POR, whether classroom discussion/presentation should be recorded and uploaded to the Web; this matter should not be a blanket decision by the administration. Suggested a motion, which sent to all Senators via email.

The motion—Senator Tatum

Aware that class recordings have significant implications for Academic Freedom and the personal privacy of our students,

Recognizing that many of us teach classes that deal with highly complex, controversial, contentious, or sensitive subjects and information,

Aware that academic freedom flourishes in an environment where there is a free, unfettered, and spontaneous exchange of ideas where students can discuss and experiment with controversial ideas, novel insights, and contentious ideologies; and that these discussions can be hampered and inhibited if students and professors know that their conversations are being recorded, stored, and potentially accessible to others,

Knowing that class recordings, once posted on the web are easily copied, distributed, stored, or disseminated without the professor’s or the students’ knowledge or permission,

Aware that we are living in a society where opponents of higher education and foes of the free exchange of ideas are constantly looking for ammunition in the culture wars against higher education, and the open examination of controversial ideas,

Realizing that de-contextualized video-clips, or quotes taken out of context can be used to harass and intimidate professors and/or students,

Appreciating that in many of our classes, students share personal and even intimate stories about their own struggles with faith, with addictions, with ideas, with personal and familial crises; and that these personal stories should not be posted to the web for potential viewing by strangers,

Therefore, be it resolved that the Faculty Senate of Baylor University advocates the basic academic freedom right that the decision about whether to use class recordings, or to what extent class recordings are used, or to whom the recordings are made available, should rest with the Professor of Record for the course. Moreover, Professors of Record should have the ability and the right to inform their students about whether recordings of class discussions will be private or whether they will be recorded and/or posted online. Senator Long seconded.

Discussion:

- Senator Raines: this issue has been brought up with the COVID-19 Task Force, does not think there will be much traction with this motion.
- Senator asks: who will own the copyright of recordings
- Senator: we need support, explicitly stated, from the upper admin, that they will support the faculty when “problems, objections, complaints” arise
- Senator comments: at Summer Faculty Institute questions about intellectual property rights raised; administration leaned toward position that course content, etc., is property of the faculty member

The motion passed unanimously.

Senator Hansen moved to adjourn. Senator Pittman second. Motion passed.