

**Baylor University Faculty Senate Minutes**  
**Virtual Meeting**  
**13 October 2020**  
**3:30-5:30pm**

Present: Sara Alexander, Dwight Allman, Gia Chevis, Gerald Cleaver, Holly Collins Matt Cordon, Nathan Elkins, Tisha Emerson, Renee Flippo, Christy Gantt, Brian Garner, Chris Hansen, Julie Holcomb, Kristi Humphreys, Karon LeCompte, Elissa Madden, Horace Maxile, Michael Long, Maxey Parrish, Lourenco Paz, Sam Perry, Coretta Pittman, Nicci Price, Tom Potts, Barbara Purdum-Cassidy, Brian Raines, Angela Reed, Denyse Rodgers, Keith Schubert, Carol Schuetz, Kathryn Steely, Josh Strakos, Lynn Tatum, Mark Taylor, Ann Theriot, Anzhong Wang, Doug Weaver

Guests: Linda Livingstone, Kristy Orr

- I. Call to Order—Chair Matt Cordon—3:30pm
- II. Invocation—Mark Rountree, Chair, BU Board of Regents
- III. Guest Speaker—Mark Rountree, Chair, Board of Regents

Thanked the Baylor faculty and Senators for their dedication and all the adjustments that faculty have made since the onset of the COVID pandemic. Rountree opened the floor to the discussion of student efforts to charter an official LGBTQ+ student organization.

Senator Comment: BU admissions does not place the same restrictions on students as on faculty. If we are recruiting students without restrictions, welcoming them to BU, we should allow them to have the same rights to organize.

Senator Comment: There are student groups which exist that do not represent the values of Baylor. As a faculty advisor of a student group, had to report the group for infractions. Expressed support for an LGBTQ+ student group.

Senator Comment: Has been very vocal advocating for space for an LGBTQ+ student group. Knew of cases of LGBTQ+ students being bullied and facing abuse. It's very difficult for faculty to advocate for LGBTQ+ students pre-tenure for fear of reprisals. LGBTQ+ students often do not know where to go to receive support; don't feel they can find support on campus. Therefore, since there is no space for them on campus, they turn to avenues of support outside the university.

Senator Comment: Not a lot of experience of knowing students in the LGBTQ+ community. BU's aspirations for R1 status could be put in some jeopardy or made more difficult, by actions or lack of actions on this issue.

Rountree: The BoR at retreat engaged with the LGBTQ+ issue, and there is awareness of the challenge to reaching R1 status in BU engagement with the LGBTQ+ students.

Senator Comment: Remarks on inclusion; studies the Civil Rights movement. Personally can't separate the Civil Rights movement for African Americans from the quest for civil rights for the LGBTQ+ community. Cannot advocate for one group without inclusion of the other. Senator related a story of students coming to her; hopes that BU can have a space for students to feel safe, find support.

Senator Comment: Has seen the journey that has lasted since the early 90s. Remembers a particular student in the Seminary who came out and lost his scholarship. Has had graduate students who were part of the LGBTQ+ community, one in particular who left Baylor because of the way the LGBTQ+ community is treated. Several undergrads have expressed to her, that it is unfair to them to admit them to Baylor then to treat them differently. Asks why do we admit these students to Baylor, if we are not going to treat them equally with other students?

Senator Comment: Believes strongly that we have a responsibility to love our students as they come to us, "as God made them."

Senator Comment: Feels that students are "overly fearful." There is a perception among LGBTQ+ students, that they could be expelled from BU for their identity.

Senator Comment: Does not think that it is inconsistent with Baptist identity for BU to charter a LGBTQ+ student group. Baylor is not a BGCT institution. Only 25% of the BoR members are BGCT appointed. "We should not blame the Baptists," for this. Baptists have always affirmed dissent; having a student group on campus is not inconsistent with Baptist practice.

Rountree: How can you see Baylor pursuing a student group for the LGBTQ+ community while at the same time affirming Baylor's stance on human sexuality. Are they mutually exclusive or can they exist simultaneously?

Senator Comment: Baylor faculty who hold a traditional view of sexuality recognize that our students are welcomed to this community as they are, and many of these faculty would generally support efforts that demonstrate love and care for those students in ways that are meaningful to them. The issue for those faculty lies in concern that supporting a LGBTQ student organization would be an open door to other similar issues such as faculty hiring practices.

Senator Comment: Should we separate "support" from "advocacy"? Are they separate issues?

, which are also contrary to a traditional Christian viewpoint on sexuality.

Rountree: The last formal action that the BoR took that would have a link with the issue here, is reaffirming the position on human sexuality. BoR is not the same board that

affirmed that position. Doesn't know where the BoR is on this position. BoR actions will be focused on the issues of racial justice and racial healing in the very near future. However, the BoR will address the LGBTQ+ issue as well. Believes that working through the racial issues well, will give the BoR a template and process to engage in issues of import to the LGBTQ+ students. Given BoR priorities for this year, it will be difficult to get to the LGBTQ+ issue.

Senator Comment: Applauds the actions of the BoR on racial justice. Reviewed the process of conversations on the LGBTQ+ issue last year; while racial justice is important and a priority, doesn't want BoR to forget that we've been working on this issue for a long time.

Rountree: It will be helpful to have a subsequent conversation with Senators Cordon and Raines to get an update on what has taken place over the past year.

Senator Comment: BU could make it known to students that they will not be expelled or lose financial aid for their identity with the LGBTQ+ community.

President Livingstone: Commented, that these remarks were included in a statement from her. But will work with the Provost to improve messaging.

#### IV. Guest Speakers—Lenore Wright, Jason MacGregor

Discussion of the COACHE Survey:

Link and video will be provided to faculty in the next two weeks. Reviewed what the COACHE survey is, the history of the question of workloads and how they were established, which gave rise to the implementation of the COACHE survey. COACHE survey allowed BU to move beyond anecdote and opinion to fact.

BU participation in the COACHE survey was very high, higher than the average, more than 60%. Wright, MacGregor, and Provost have read every single comment on the survey.

Four areas of concern have been identified—to be addressed at the department and college levels:

- experience of under-represented minorities
- mid-career uncertainty; 55% of male faculty, 40% of female faculty never intend to apply for promotion
- the state of interdisciplinary research and teaching
- the decision making processes at all levels—trust in the institution is problematic; data indicates trust in the president and provost but not in other levels of administration

#### V. Approval of Minutes of 8 September 2020

Postponed until the November meeting.

## VI. Reports

### a. Executive Committee Meetings—Chair Cordon

The Chair reported that the Executive Committee had met several times during the summer. The Executive Committee determined the topics to be discussed during the annual retreat. Those topics included the safe return to campus during the pandemic, matters concerning racial justice, and matters concerning the LGBTQ+ community at Baylor.

Provost will come to the November Faculty Senate meeting to explain her position on the use of student course evaluations; will hear a report on new hiring practices, including bringing three candidates to campus for full interviews—moot so far due to the hiring freeze.

### b. Provost's Office Meeting—Chair Cordon

At the meeting, Senator Cordon reiterated concerns about the use of student course evaluations, also the challenges of multi-modal teaching and how this is reflected in the evaluations.

### c. Promotion Policies—Senator Raines

Senate last year, the Faculty Senate took up the revised promotion policy and process. The Senate spent more time on the revised Dismissal Policy in light of new regulations regarding Title IX. The promotion policy has not been officially adopted.

## VII. Unfinished Business:

### a. LGBTQ+-Related Policies

Sen Cordon concerned that if the Faculty Senate takes a public action that is untimely, that Senate can lose credibility, lose its voice in the discussion.

Senators asked/commented: Why can BoR not deal with more than one issue? Can we invite representatives of the student LGBTQ+ group to speak to the Senate? The BoR timeline for dealing with LGBTQ+ issue is disturbing.

Senator commented, not pushing for a Senate motion, but assumes there will be some real push back to recommendations from the Racial Justice Commission, the BoR attention will have to focus on dealing with that, and the LGBTQ+ issue will be pushed back further; urges that the Senate work behind the scenes, alongside the racial justice issue; the Senate has to keep pushing for the LGBTQ+ issue.

Senator expressed that BoR Chair Rountree was ready to keep working “behind the scenes,” even though he seemed to “kick the can,” in regard to the timeline. Senator commented: Baylor is not a church, does not need to function as a church.

b. President’s Diversity Council and Campus Diversity Committee

Robyn Driskell reached out on the Faculty Senate motion about the campus Diversity Committee; proposed that the Senate appoint one/some members to the committee. There may be a proposal in a month or two that the Senate will elect/appoint a member to the President’s Diversity Council. The Senate has had no direct involvement with the council up to now.

VIII. New Business

a. Faculty Dialogue about Overcoming Challenges in Multimodal Teaching

Senator Cordon and Lenore Wright have had conversations about engaging the faculty in the discussion about multi-modal teaching. Hosting a virtual meeting/discussion on November 19. Cordon will serve as moderator.

b. Ideas to Promote Racial Justice

The Senate Executive Committee agreed to participate in a 21-day Racial Justice Challenge, beginning on November 1. Cordon will send links about the challenge. A link was posted in the Zoom chat.

IX. Adjourn—Josh Strakos moved to adjourn; Chris Hansen second. 5:27pm.