

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

Present: Dwight Allman, Erica Ancira, Cassy Burlison, Gia Chevis, Gerald Cleaver, George Cobb, Holly Collins, Matt Cordon, Christy Gantt, Brian Garner, Shelby Garner, Chris Hansen, Julie Holcomb, Beth Hultquist, Kristi Humphreys, Bob Kane, Karon LeCompte, Michael Long, Elissa Madden, Karena Malavanti, Laurenço Paz, Sam Perry, Stacey Petter, Coretta Pittman, Barbara Purdum-Cassidy, Denyse Rodgers, Keith Schubert, Carol Schuetz, Jennings Sheffield, Ann Shoemaker, Kathryn Steely, Lynn Tatum, Ann Theriot, Jamie Van Eyck, Lauren Weber.

Absent: Julia Hitchcock, Joyce Nuner, Mariah Humphries

Substitutes: Tricia Blalock (for Christy Gantt), Ann McGlashan (for Sara Alexander), Chuck North (for Tisha Emerson), Jeff Olafsen (for Anzhong Wang), Preben Vang (for Scott Gibson/Reed)

Guests: Kevin Jackson—Student Life; Jeffry Archer, Sinda Vanderpool

- I. Call to Order—Chair Pittman
- II. Invocation—Senator Perry
- III. Guest Presentation—Kevin Jackson, Vice President for Student Life

Jackson passed out the Board of Regents (BOR) resolution. Gave an update on LGBTQ+ student group. The BOR resolution serves as the framework for chartering of the student group. Charters are reviewed and approved by the Student Organization Chartering Committee. In the case of the LGBTQ+ group, process will start with small group listening sessions with students in September and October. Based on feedback, guidelines and structures will be developed for the organization. Next step is to develop an Advisory Council of faculty and staff; through this process identify a faculty/staff sponsor. In November, plan to identify a cohort of students who can serve as leaders, members of the LGBTQ+ group. In December, have a chartered organization ready to go in Spring 2022.

Senators asked questions concerning the precedent for the administration setting up student organizations; reasons why Gamma could not be chartered; why other student groups are allowed to post positions contrary to “Baylor values”; what the mission/purpose of the new group will be. Jackson responded that the administration has created student organizations before, especially Greek clubs; Gamma’s charter does not align with the BOR resolution and Gamma’s charter makes mention of activities that “advocate” for persons who identify as LGBTQ+; the primary purpose of the student organization will be to guide student members in understanding their “sexual identity.”

IV. Guest Presentation—Jeffrey Archer, Dean of Libraries; Sinda Vanderpool, Assoc. Vice Provost for Enrollment Management

S. Vanderpool. Position focuses on student success and how to make the student experience better, in addition to strict enrollment matters. Looking at student experience through the lens of lower-income students. More than 50% have financial need; of the current class 2300 are Pell eligible—25% of these have HHI lower than \$50K; about 1 in 5 students. One goal: increase 4-year graduation rate of Pell-eligible students, currently at 86%; goal to move gap from 15% to 5%.

One major obstacle for LI students is the cost of textbooks. Vanderpool's office drafted a memo to faculty with suggestions and resources to help mitigate the costs of textbooks.

J. Archer. Open Educational Resources (OER). Baylor in a position vis-à-vis textbook costs and OER where aspirant institutions were back in 2015. Resources include OER textbooks, Library online services, OER objects—videos, simulations, etc. Reviewed resources for OER. Library is upscaling resources and working on increasing awareness of faculty for OER. Will offer fellowships to faculty \$2-\$5K for redesigning courses to rely on OER textbooks; Applications open in 2022.

Senators commented: some OER organizations have an “agenda” that may not be obvious; suggestion made that faculty can also adopt an earlier edition of a textbook. Archer plans to send Chair Pittman his PPT for distribution to Senators.

IV. Approval of Minutes—Sen. Long

Sen. Rodgers moved to approve the Minutes of the 4 May 2021 Faculty Senate meeting; Sen. Cordon seconded; the motion passed unanimously.

VI. Committee on Committees (COC) Report—Chair Pittman

Sen. LeCompte moved to approve the COC report and to sunset the Professional Sports Council; Sen. Collins seconded; motion approved, unanimously.

VII. Reports

a. Provost/EX Office Meeting—Chair Pittman

Meeting Sept. 7. Two agenda items: compensation, the ongoing pandemic. Provost Nancy Brickhouse (PNB) wanted to also talk about student course evaluations. Course evaluations: (PNB) proposes that all faculty of all ranks to conduct student course evals, all sections. Compensation: ask PNB to consider compensation for program directors who work through the summer but receive no compensation; some receive no compensation, others receive a bonus or some other type of compensation. PNB commented that all programs are not equal, will investigate.

Pandemic: concern that students in corridors and gathering spaces not masking; faculty and staff in some units outside of classrooms also not masking. PNB commented that there are certain buildings where there are hotspots of infection rates—will investigate. Twice-weekly testing will continue through September; will consider extending based on infection rates.

b. Executive Committee (EC) meeting—Chair Pittman

The EC discussed the proposed agenda; outcomes of presentations and how FS might speak into those issues. Discussed the food insecurity fund.

Sen question: what is the goal, marker for continuing the twice-weekly testing. Answer: goal is to get student vaccination rate to 80%; students without second shot not reflected in the dashboard numbers.

Sen question: is 80% goal a target for reconsidering testing policy and masking? Answer: both.

VIII. Unfinished Business—Chair Pittman

a. Distinguished Professor policy.

EC met during the summer and gave feedback on the policy to Jim Bennighof. No reply from Bennighof as yet. Chair Pittman proposes that we reconsider the policy in October.

IX. New Business—Chair Pittman

a. Formation of Senate Policy Committee

There is a need for shared governance; need for better communication between the upper administration and the Senate. Suggestion is to create the Senate's own standing Senate Policy Committee. Propose that Senate Chair-Elect serve on the University Policy Committee and serve as Chair of Senate Policy Committee. This structure will allow the Senate to respond to policy issues in a more timely manner rather than waiting for full Senate to deliberate in monthly meetings. Chair Pittman proposes creating an *ad hoc* committee of four Senators; also requires changing Senate By-Laws to reflect new committee.

Sen. Chevis moved to create an *ad hoc* committee comprised of four Senators chaired by the Senate Chair-elect that will review policy changes and report to the EC, then to the full Senate; Sen LeCompte seconded; motion passed unanimously.

Sen Cordon comment: since we want to create a standing committee, the *ad hoc* committee can function while we write the text for the By-Laws; at that time, Senate can consider whether it needs to have faculty from outside the Senate on the committee. It is important to have the committee structure in the By-Laws in order to preserve institutional Senate memory in regard to the committee's function and importance.

b. Discussion of Priority List

The priority list is limited due to the nature of the Senate and the time required to accomplish stated goals; a limited list is more realistic. Some of the work will require time of Senators. Senators offered feedback and suggestions under topics of summer compensation, communication between faculty and OVPR, lecturer promotion, including finding another term for the rank “Lecturer”, also opening up lines of support for research by Senior Lecturers

c. Grievance Policy—Chair Pittman, Senator Collins

The grievance policy will be reconsidered in October.

d. Syllabus Statement Support—re: Vanderpool report

Vanderpool and Archer: would like Senate support for their memo to faculty.

Sen. Tatum moved that the Senate support the memo; Sen Burleson seconded; the motion passed unanimously.

e. Other

a. PNB proposal to require all faculty of all ranks to conduct student course evaluations.

Chair Pittman explained the rationale for the change.

Sen. questions: does policy refer to independent studies courses, doctoral mentoring sections, all courses regardless of size? Chair Pittman will consult with PNB.

b. Food Insecurity Fund (FIF):

The Development Office is asking the Senate to support its email to faculty requesting contributions to the FIF.

X. Adjournment
Sen. Petter move