

**Baylor University Faculty Senate Minutes**  
**3 May 2022**  
**Cashion 506**  
**2:00pm-5:00pm**

Present: Sara Alexander, Dwight Allman, Erica Ancira, Cassy Burleson, Gia Chevis, Gerald Cleaver, George Cobb, Holly Collins, Matt Cordon, Tisha Emerson, Christy Gantt, Brian Garner, Shelby Garner, Chris Hansen, Julie Holcomb, Beth Hultquist, Kristi Humphries, Bob Kane, Karon LeCompte, Michael Long, Elissa Madden, Karenna Malavanti, Laurenço 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 Wong, Lauren Weber

Absent: Scott Gibson, Julia Hitchcock, Mariah Humphries, Joyce Nuner, Stacie Petter

- I. Call to Order: 2:00pm
- II. Invocation—Senator Garner
- III. Guest: Carson Menken, Baylor Athletic Representative; Kyle Yates, Assoc. Univ. Registrar and Siena Morgan, Athletic Certification Coordinator, Registrar’s Office

Report: Role of Registrar’s Office (RO) in monitoring NCAA Compliance; management of student course registration and athlete eligibility. Includes running of degree audits, safety net meetings to catch eligibility issues, among other things. Reviews of academic progress from admissions through graduation. Currently, 510 student athletes at BU. In 2015, Student-Athlete Enrollment Data Review Team (SAEDRT) established at BU; aim is to monitor enrollment data across courses, sections, majors, etc., make recommendations to Athletic Dept; chaired by V.P. Wes Null. Goal is no more than 50% athlete enrollment in a given course section; avoid clustering of athletes in a section or under a particular instructor. At BU 94% of athletes graduate on time, highest rate in the Big 12.

Senator question: strategy for targeting athletes with “undecided” majors. Answer: undecided population usually freshmen and sophomores; athletes required to declare a major in their 5<sup>th</sup> semester. Athletic Dept./Registrar’s Office making progress in mentoring students in choosing majors that reflect interests and long-term career goals; improvements in this area over the past 15 years.

Senator question: does RO monitor or track athletes in one section/instructor relative to whether their sport is in season. Answer: SAEDRT has not been monitoring this issue; will be addressed at the next SAEDRT meeting.

Senator question: are the majors that students are selecting more challenging? Answer: Nursing and School of Ed are challenging, but students are not discouraged from

majoring in any field; much depends on transfer hours, etc., try not steer athletes away from any major.

IV. Guest: Christina Chan-Park, STEM Librarian Coordinator and Research Librarian for Science and Data

Report: On Open Access Publishing, specifically for journal articles; no institution pays for every subscription for every journal; generally, readers must pay to read a published article. Open Access—cost of access is paid up front, that is, after acceptance of article but before publication. Hybrid Open Access: individual authors can elect to have article published in open access. Costs for both vary widely from \$0 to \$12,000; most from \$1,500-\$4,500. Many different payment models, so-called Publisher Agreements or Transformative Agreements—transformative for “transforming” closed journal to open access journal. Ask: suggests that Senate pass a resolution supporting and encouraging open access publishing—Fully gold, Hybrid, or Green; support libraries in pursuing transformative agreements; request Provost Office to invest in open access publishing.

Senator comment: dept in STEM has two editors-in-chief, both say that Open Access publishing is trending in the sciences.

Senator comment: arrangements made in School of Nursing with financial support for open access, but the amount is not enough and is spent rapidly.

Senator comment: for smaller publishers, journals, what is the recommendation? If there is no “fully gold” access option, there are resources describing publisher requirements; conditions vary.

V. Approval of Minutes of 12 April Faculty Senate meeting—Senator Long  
Senator Cobb moved to approve the Minutes of the 12 April FS meeting; Senator S. Garner seconded, and the motion passed.

VI. Break: 10 Minutes

VII. Recognition of Outgoing Senators—Chair Pittman

Burleson, Cordon, Hultquist, Purdum-Cassidy, Schubert, Schuetz, Sheffield, Steely.

VIII. Welcome new Senators—Chair Pittman

Academic Affairs—Matthew Piech

Arts & Sciences—Derek Dodson, Sarah Ford, Ann McGlashan, Kevin Tankersley

Hankamer—Cindy Riemenschneider

School of Law—Jeremy Counsellor

Louise Herrington School of Nursing—Adrienne Duvall

School of Music—Brad Bolen

School of Education—Tamara Hodges

Engineering and Computer Science—Stanton Greer

University Libraries—Bruce Evans

IX. Reports

a. Executive Committee Meeting—Chair Pittman

EC discusses issues brought to the Chair or other Senators or members of the EC; determine whether specific issues are actually Senate matters relevant to the faculty at large.

b. Provost/EC meeting—Chair Pittman

Agenda items: rationale for Teaching faculty, including the proposal and draft motion from the *ad hoc* Teaching Faculty Committee; Emeritus policy as it relates to university Libraries; Chair search policy, including chairing committee, eligibility to serve on a dept chair search. PNB's responses will be addressed below, e.g. chair search policy, emeritus policy, and teaching faculty proposal.

c. Senate Policy Committee—Senator Collins

Grievance policy revision is still in hands of J. Bennighof in the Provost's Office; issues largely resolved, under final review. Emeritus Policy—current policy is brief and non-specific; excludes a number of faculty ranks, e.g. clinicals, academic professionals, and others. Provost Nancy Brickhouse (PNB) supports opening Emeritus status to other ranks; wants to clarify the policy. PNB will discuss with the deans, desires more data.

Chair search policy: university has a recommendations and procedures document, but no actual formal policy; who serves as committee chair? PNB agreed that chairs should have admin experience and should come from within the department if possible.

Senator question: was rationale given why chair search committee should be someone with admin experience. Answer: no rationale was given, but will be taken up at a later date.

d. Committee on Committee Report—Senator Cordon

Senator Cordon moved to sunset the Intellectual Property Committee; Senator LeCompte seconded, and the motion passed.

Motion that URSA Committee and the National/ International Scholarships Committees merge to form the Engaged Learning Committee; Senator Chevis seconded, motion passed.

Need a Senator for the ITS/Libraries Committee; to be appointed.

e. *ad hoc* Senior Lecturer Advancement Committee—Senators Chevis and Tatum

PNB expressed full support for the proposal from the *ad hoc* committee and voted on by the FS at the April meeting; no opposition to the proposal from deans as of yet; emphasized multiple times that teaching faculty are an important part of BU missions; gave feedback for looking at policies at peer institutions. Next step is to expand the *ad hoc* committee.

f. HR meeting.

Discussion of contracts/ letters of Change in Compensation. Remind Senate to find contracts and letters in Ignite. Non-tenured faculty can accept contracts within Ignite. Admin stipends are listed separated.

Twelve-month vs Ten-month contracts in School of Nursing. PO reported that had consulted with Dean of SON to change the language related to 12/10-month contract issue. All issues have been resolved: SON faculty given a choice of 12/10-month, and inclusion of federal holidays and breaks between trimesters.

Question of start-date. Doesn't matter when you start in August, faculty receive full salary; reported that specific dates would be removed from contracts; Senators from SON report dates still appear. Chair Pittman—another conversation required.

Two issues: question about FMLA leave and requirement to split leave time in case of married couples. Maymester/Wintermester: faculty told in certain units that faculty can only teach one course in either the Maymester or the Wintermester; confirmed by Provost's Office that policy changed in 2020: faculty no longer may teach two classes in either minimester; anyone teaching in either minimester may teach one course in either summer session.

Senator question: does 25% salary limit for summer calculate with the minimesters salary; Senator reponded: salary cap for summer is separate from minimester compensation.

X. Unfinished Business

- a. Nominating Committee for Senate Officers  
Nominating Committee makes a motion to approve the Slate of Officers as follows, no second required:
  - Chair-Elect: Gia Chevis;
  - Secretary: Sam Perry;
  - Publicity: Karenn Malavanti;

Motion passed.

## XII. New Business

- a. Nominating Committee for Senate Policy Committee

Nominating Committee comprised of Chair-Elect and four other Senators. Two Senators rotating off this year. Nominating Committee moves that Senator S. Garner and Senator Madden replace Senator Alexander and Senator Holcomb, who rotate off. Motion passed.

- b. Vote to continue Scott Gibson's term

Senator Gibson has served one year as replacement for Angela Reed, who was elected in 2021. Senator Rodgers moved to extend term for one year (2023); Senator LeCompte seconded, motion passed.

## XIII. Announcements

- a. Group Health Committee

Chair Pittman asks Senators to recommend names of faculty who are Baptists to serve on the Group Health Committee.

- b. Retirement Committee

Chair Pittman asks Senators to recommend names of faculty who are Baptists to serve on the Retirement Committee.

- c. Thank you. Chair Pittman expressed thanks to all for work and service on the Senate. Suggests Senate discuss the nomination process at the August retreat.

## XIV. Adjourn. Senator Hultquist moved to adjourn; Senator Cordon seconded. 4:13pm