

**Baylor University Faculty Senate Minutes**  
**4 December 2018**  
**Draper 147♦ 3:30-5:00 p.m.**

**Members Present:** Senators Bolen, Bradley; Cordon, Matt; Dodson, Derek; Elkins, Nathan; Ellor, James; Farwell, Beth; Flippo, Renee; Garner, Brian; Horace Jr., Maxile; Hurtt, Kathy; Leidner, Dorothy; Leutholtz, Brian; Long, Mark; Long, Michael; MacGregor, Jason; McGlashan, Ann; Neilson, Bill; Nichols, Curt; Nuner, Joyce; Parrish, Maxey; Pittman, Coretta; Potts, Tom; Pounders, Steven; Raines, Brian; Robinson, Eric; Rodgers, Denyse; Schubert, Keith; Sielaff, Steven; Souza-Fuertes, Lizbeth; Strakos, Josh; Stroope, Mike; deGraffenried, Julie for Supplee, Joan; Taylor, Mark; Umstead, Randall; Walden, Dan; Wilcox, Walter; Wilfong Jr., Stanley and Staff Council Representative Heather Guenat.

**Members absent:** Senators Hansen, Christopher; Hultquist, Beth; Korpi, Michael; and LeCompte, Karon.

**I. Call to Order**

Senate Chair Randall Umstead called the meeting to order at 3:36pm.

**II. Invocation**

Senator Jason MacGregor offered an invocation.

**III. Approval of Minutes: November 2018**

Senator Pounders made a motion to approve the minutes for the Senate meeting of November 13, 2018. The motion was seconded by Chair-Elect Raines and the minutes were approved by the senate.

**IV. Reports**

Senate Chair Umstead mentioned that there were not very many reports because today's meeting is taking place one week earlier than normal in order not to interfere with faculty grading and the turning in of grades.

- a. Provost's Office Meeting (no report)**
- b. Academic Freedom and Responsibility (no report)**
- c. Admissions Committee (no report)**
- d. Faculty Athletic Council (no report)**
- e. Council on Global Engagement (no report)**
- f. Faculty Dismissal (no report)**
- g. Human Resources Advisory Committee (no report)**

**h. Libraries/ITS Advisory Committee (no report)**

**i. Student Life and Services Committee (Coretta Pittman/Sara Stone)**

Senator Stone filed a written report. In the meeting, she highlighted the results of this fall's New2BU survey, reported by Dr. Kevin Jackson, Vice President of Student Life. This survey is conducted in an effort to raise Baylor's retention rate of entering freshmen and transfer students, and it had a 94% response rate.

The response rates by College or School regarding faculty who had reached out to incoming freshmen were positive, but showed variation between colleges and schools. In the spring, the committee will do a follow-up on this study.

**j. Staff Council (no report)**

**k. Enrollment Management Committee (no report)**

**V. Old Business**

**a. Proposed Change to Senate Constitution. Article 1. Section 2. B.**

Chair Umstead explained that modifications to the Senate Constitution:

1. May be proposed by a passing motion at a regular meeting of the Faculty Senate, but may not be acted on until the next regular meeting of the Senate.
2. The Senate vote on the changes at the next meeting must have a two-thirds majority in order for the changes to take effect.

Chair Umstead mentioned that the faculty were given two-weeks' notification when the last agenda was sent out and our Faculty Senate voted on making a change to the Senate Constitution at the November meeting.

The current language states: All full-time faculty members holding appointments within academic units and with ranks below the rank of academic dean are eligible to serve and vote.

The proposed language states: All full-time faculty members holding *continuous* appointments within academic units and with ranks below the rank of academic dean are eligible to serve and vote.

Chair Umstead then called for a vote and the proposed change passed unanimously.

### **b. Leadership Taskforce Update (Eric Robinson)**

Senator Robinson explained that the Leadership Task Force was put together in 2017 by former provost Greg Jones and, at the time, Professor Byron Newberry was the chair of the Faculty Senate. The committee consisted of Dean of the School of Music Gary Mortenson as dean representative, Leah Jackson Teague (Law School), Cindy Wu (School of Business), Cindy Riemenschneider (School of Business), Bill Bellinger (Religion), Jim Patton (Neuroscience-Psychology), Vice Provost for Strategic Initiatives Lori Baker, Drexel King (Manager of Learning & Development), and Eric Robinson (Educational Psychology).

The charge was to study how we evaluate leaders from the level of department chair and up across campus and how they are held accountable. The committee created a brief report of findings which they plan on giving to the new provost. Currently, evaluation procedures for leaders vary widely as there is no formal evaluation process, with the exception of department chairs for whom there is a policy. They are gathering information and will meet with the associate deans to assess their leadership development on campus. In February, Senator Robinson will bring the report for the Faculty Senate to review.

Senator Robinson answered several questions from the senate floor.

### **c. Baylor University Retirement Plan Changes**

Chair Umstead explained that at the last faculty senate meeting, we passed a motion for the Executive Committee (EC) to continue communication on behalf of the senate regarding the retirement plan changes. In response to the motion, the EC developed a plan to execute the senate's request. Per Faculty Senate Bylaws, the EC is required to report back to the Senate when it acts on the Senate's behalf.

The EC's first assessment was that Chair-Elect Raines and Chair Umstead needed to meet with President Livingstone. The three options that the Faculty Senate discussed were:

- Baylor should withdraw from the plan;
- Baylor should delay the plan.
- Baylor should work diligently to address all our concerns prior to the launch of the new plan in January.

At the last meeting, we reported that the institution seemed fixed on option three for a variety of contractual and financial reasons. The EC accepted that perspective provided there was real action to address the concerns that we had discussed between now and January.

Regarding the content of the plan changes, there were three primary areas of senate concern:

1. Low-cost unmanaged funds being mapped into high-cost managed funds;
2. The liquidation of funds and reacquisition of other funds where faculty were appropriately protected; and
3. The concerns we had outlined regarding TIAA's practices on its management of interest on loans.

Furthermore, we were concerned that the process for making the changes lacked transparency for our faculty and staff.

The meeting with the president took place yesterday, and it included several other senior administrators. We came to agreement on four issues:

1. Baylor needs a massive communication plan to ensure faculty are not negatively impacted by automatic mapping of funds
2. The health insurance and retirement benefits committee needed to have faculty leadership and exist within the normal university committee structure.
3. Benefits committees should have regularly scheduled meetings with Faculty Senate, the EC, and/or the HR Advisory Committee.
4. All of Baylor's administration (rather than only the Provost's and President's Office) should disclose emerging issues with the faculty senate leadership.

Chair Umstead opened the floor for a period of question and answer.

#### **VI. New Business**

There was no new business.

#### **VII. Announcements**

Chair Umstead explained that he received many emails on the Monday and Tuesday prior to Thanksgiving break about the possibility of including these days as part of the holiday, given that so many classes are usually cancelled. While he could not go into detail, he said that there might be the prospect of a solution beginning in the 2021-2022 academic year. The Provost's Office is aware of this issue.

#### **VIII. Adjournment**

A motion to adjourn the meeting was made by Senator Mark Long. The motion was seconded by Senator McGlashan and approved by the senate. The meeting was adjourned at 4:53pm.

Respectfully submitted,  
Lizbeth Souza-Fuertes  
Recording Secretary