

Baylor University Faculty Senate Minutes
13 September 2022
Cashion 506
2:00pm-5:00pm

Call to Order

Invocation (Senator Garner)

Approval of Minutes (Perry)

Erika motion to pass

Coretta second, minutes pass

Guests

- **Sarah Nelson**
Assistant Director for Missions
Background in Non-Profit and Educational Settings

Focus on finding strengths in areas of interest and things that faculty are passionate about to combine with missions and projects that are in alignment with missions. Looking for partners that can commit to missions for 3-5years in terms of project length. Examples given are schools in Costa Rica, Business education in Zambia, Nursing does health shadowing all over the world, Jazz band just returned from a concert tour of Scotland to raise money for Ukraine, and other faculty specializations.

Need: Student organizations need faculty leaders/sponsors who help plan and lead mission trips. Need in Uganda, South Africa, specifically in terms of health and medicine.

Senator Garner asks, what are qualifications?

Full-time exempt status. Faculty member must be able to guide conversations and work on adherence to Baylor policy, as well as helping to train those going on the trip. Training in cultural humility and training that helps prepare for these trips, as well training that helps students process what the mission means for them and for their vocation.

Trips include nightly debriefing with those on the mission trip.

Missions office handles travel arrangements.

Senator Tatum: How many trips do we have?

Pre-Covid around 40 trips. Now at 20 trips. About 15 students for trips. 2 faculty members required for each trip. All trips are during university scheduled breaks. Trips are 1-2 weeks. Baylor Missions pays for everything other than the leaders' passports.

Senator Hodges: Interest is expressed through the website

[Sarah Nelson1@baylor.edu](mailto:Sarah.Nelson1@baylor.edu) is faculty point of contact. There is a website update coming with a list of trips that have or need leaders.

Senator Pittman: Faculty in humanities?

Yes, there are opportunities for faculty in humanities.

Reports

EC Meeting

Beyond what's on the agenda, EC discussed need to help international faculty to include building a website and CGE FAQ, help large class of new incoming faculty and see what resources they need, and R1 growing pains (Ignite, Facilities, etc...)

Provost/EC Meeting

By-laws discussion. The Provost Office is still developing a template. The Provost recognizes that some old policies may need to change in relation to by law decisions. The rights and standing of lecturers, tenure and promotion votes should be at or above level, but other decisions maybe inclusive of ranks.

HR Meeting

No meeting, but the transition from Blue Cross to United seems to be going well.

HR Advisory Meeting

Senator Shoemaker, the committee met in June. Most of the discussion is the switch to United. There is a focus on spiritual well-being of faculty and staff. They want to make videos of f/s on how faith effects their role in the University.

Honor Code Task Force

Provost created committee. Senator Malavanti is the FS liason to the committee. The committee is tasked with creating a sanctioning matrix or set of matrices that provide recommendations for initial and repeat violation of the Honor Code. There is a concern that that there is not an even application of sanctions across units and various parts of campus. The Provost does want to make clear that there is still academic freedom and latitude around the process and that the matrix is to serve a suggestive function.

Lecturer Policy Change

New draft of PPU has been sent to the working committee on the name change to teaching faculty. The policy is broad and in drafting form. Senators Malavanti and Tatum will meet with Jim Benninghoff this week to continue the conversation.

Unfinished Business

Vote: Grievance Policy

Senator Chivas: Description of final policy and the transition from informal to formal processes.

Senator Kane: How do the grievances work when the list for specific types of policies that are already covered by standing university policies. There is not a mention of the Ombudsperson.

Senator Collins: Ombudsperson is not tasked with resolving grievances.

Senator Kane: Asks for clarification on delineation between course loads and course assignments.

Senator McGlashan: Last paragraph in section 2. Determination of Grievance. Senator McGlashan is not sure that this piece of policy is in keeping best practices. The unilateral decision making of the President. The President should not be able to override a faculty committee without a redress to that committee and there should be deliberation between the president and the grievance committee. Particularly with AAUP.

Senator Cobb: 2 points. There is a missing word on Page 5 and there is a font change in another section.

Senator Tatum: Reads AAUP policy with slight paraphrasing. Pertinent- if president reverses a decision it needs to be compelling reasons related back to the committee.

Addition by Senator Theriot: Ken Starr has passed away.

Vote: University Committees

Senator Pittman.

Michelle Kohenauer has left Baylor.

*****? Left Baylor

Hope Johnston

One librarian works for Jones and not Moordy or vice versa

Coretta moves to approve

George seconds

Senate Priority List Survey Results

39 respondents of 42 on the priorities list.

10 of the priorities talked about in the retreat fell above the 50% vote threshold.

The list is put projected on the screen, is discussed in the order that it is found in the document, and will be provided to the Senate.

RE: Priority on Chair Evaluation

Question from Senator S. Garner about the review of Associate Deans because of the structure of the School of Nursing.

RE: Summer compensation on study abroad

Question from Senator S. Garner, "Can we see cost reduction to students in relation to the reduction of faculty pay for teaching on study abroad trips."

RE: Study abroad and chair evaluations

Senator Paz- In the past there was a 33 1/3% cap on summer compensation. There will not be faculty willing to do study abroad for free because many of the people leading study abroad trips are at director levels. Summer compensation should be separated from study abroad compensation. Faculty are willing to take some money from the program. "Baylor should act more like a mother than a stepmother." They should reduce indirect costs taken from students.

Re: By-laws report

Senator Holcomb- Department has already received a template from A&S and they have begun working on their by-laws.

Re: By-laws

Senator S. Garner raises concerns about Deans having disproportionate amount of power in formation of and enforcement of by-laws.

Senator Collins responds that this does not seem to be the case. That the Provost is looking to set up guardrails.

Motion to continue mid-career committee Chris Hansen

Second from Senator Anne Shoemaker

No discussion

UTC and FD Committee nominees

UTC- Lenore Wright

Dismissal- Jeffrey Olaffsen

*****???

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New Business

Registration task force. Dr. Eric ? will be the chair of this task force commissioned by Provost Brickhouse and Vice Provost Null. The task force needs a senate member. The committee will meet every other week and they hope that the business will be conducted by the beginning of December

Presentation from Director of CGE- Jeffrey Hamilton and the addition of a 5 week winter session.

Senator Chivas- No faculty member she has talked with thinks that this is a good idea. If faculty preference is not sufficient then consideration of students, specifically those with internships should be considered. Most internships already start in May.

Senator Weber- Theater students build their resumes over the summer and would be significantly impacted.

Senator Holcomb- This would significantly impact Museum Studies students who are looking for internships and summer programs.

Senator Reimenschneider- We already start fairly late in the Spring, there would be significant impact for business faculty and students whose conference seasons start in May and which is already impacted by the current schedule.

Senator Chivas- Offers that a counter proposal for

Senator Collins- Winter travel tends to be more complicated because of weather, especially with East Coast connections.

Senator McGlashan- Why is this being proposed?

Senator Pittman- It was explained that it would provide more opportunities for students to study abroad.

Senator Blaylock (substitute for Gantt)- Many health graduate programs start in May so they would not be able to start their programs (UTSW was given as an example, Dr. of Physical Therapy Program)

Senator Allman- Baylor already has the longest semester by number of weeks than schools in our conference. If this plan is adopted the full semesters should be shortened.

Senator Pittman- The late Spring semester length would impact research and work time over the summer and shorten it in relation to starting and prepping for the Fall.

Senator Chivas- Dir. Hamilton

Senator Good (sub for M. Long)- There is a thought that more financial aid can be put through a winter program than a summer program. The tuition covered by financial aid that

Senator Tatum: According to AAUP, faculty should be deciding the academic schedule and not administration. The faculty senate could be tasked with coming up with an ad hoc committee.

Senator Collins: Is there an interest in a Qualtrics survey to gauge opposition from the Senate/Faculty on this proposal?

Senator Kane: If there is opposition, there need to be defined parameters as such.

Senator S. Garner: Could there be text boxes included in a Qualtrics survey?

Senator Tatum: Where/when did this come about?

Senator McGlashan: Would this proposal cut into prep time from Summer I session? Would there be no break between the Spring semester and Summer I? If so, this is a terrible idea.

Senator Paz: Would this kill or take away the May-mester? Do they understand the basic math on there being time for all of this? Faculty would likely teach 2 courses in extended session, which would increase pay. Is the university prepared for this increased pay?

Senator Tankersley: Is there support for this program outside of the VP for Global Engagement? Is there an on campus component to this or would it only be study abroad?

Announcements

Please note substitutes to Senator Perry

Senator Chivas moves to adjourn.

Senator Hansen seconds.