

Baylor University Faculty Senate Minutes
8 October 2019
Cashion 502 ♦ 3:30pm-5:00pm

Members Present: Sara Alexander, Cassy Burleson, Barbara Purdum-Cassidy, Holly Collins, Matt Cordon, Derek Dodson, Nathan Elkins, James Ellor, Brian Garner, Chris Hansen, Julia Hitchcock, Beth Hultquist, Kristi Humphreys, Kathy Hurtt (Sub: David Hurtt) Michael Korpi, Karon LeCompte, Brian C. Leutholtz, Kara Long, Michael Long, Horace Maxille, Jason MacGregor, Bill Neilson, Curt Nichols, Joyce Nuner, Maxey Parrish, Coretta Pittman, Brian Raines, Denyse Rodgers, Keith Schubert, Steven Sielaff, Ann Shoemaker, Kathryn Steely, Josh Strakos, Mike Stroope, Lynn Tatum, Mark Taylor, Randall Umstead, Anzhong Wang

Members Absent: Renee Flippo, Donna Haberman, Dorothy Leidner, Tom Potts, Stanley R. Wilfong

I. Call to Order: Senate Chair Brian Raines called the Senate to order at 3:34pm

II. Invocation—Lynn Tatum

III. Presentation: Conversation with President Linda Livingstone and Board of Regents Chair Jerry Clements

- Pres. Livingstone: Updates on programs, endowed chairs—4 of hoped-for 8 to date; LGBTQ+ conversations with faculty, beginning with Senators, then proceeding with other faculty; a parallel set of conversations with students over next 4-6 weeks; meetings and conversations on civil discourse in Christian environment; four dean searches ongoing, search committees assisted by search firms in process.
- Board of Regents Chair Jerry Clements: spoke about personal background; personal history on the board and with Baylor; spoke of involvement on Task Force to review and revise By-Laws of the Board of Regents, bring By-Laws in line with “Best Practices” for higher education boards; Charge of Board of Regents—main job to hire/fire President, approve the university budget, exercise some oversight of the administration; Chair’s objectives: 1) achieve stability of leadership; 2) improve communication and transparency with all constituent groups of the university; recommendation—that this meeting become an annual event with successive Board of Regents chairs; 3) implementation of *Illuminate*.
- Presentations followed by Q & A (summary):
 - Question: What are biggest challenges? Answer: addressing social change; addressing legislative issues, particularly those affecting faith-based institutions
 - Question: How are civil conversations carried out on topic of diversity on the Board of Regents?
Answer: Board of Regents constantly focusing on diversity—from the composition of the Board of Regents to addressing diversity of student body through recruitment efforts, the LGBTQ+ issue in communications within the Board of Regents but in effort to support the administration in efforts to provide caring community; at

upcoming Board of Regents meeting, a panel of students representing LGBTQ+ students will address the board; Pres. Livingston added, there are goals related to faculty diversity, including hiring, mentoring, and retention of diverse faculty.

- Question: Have you considered the religious diversity of students, e.g. students of Islam, Hindu traditions? Is this discussed at meetings of Board of Regents? Answer: Admin and other campus groups have had discussions on how to support students of non-Christian and or no faith. Baylor has started meetings between students of non-Christian traditions and staff, to be together, have support and conversations. PLL: Baylor conducting longitudinal character study on how Baylor experience affected their own spirituality.
- Question: What is Board of Regents or Baylor doing in terms of tracking employment/placement of graduates? Answer: Baylor has data and reports posted on website; required by federal law to report employment, beginning salaries, and other metrics for graduates.
- Question: Concern expressed about decline in international students on campus. Answer: Numbers of intern'l students affected by changes in immigration rules, etc. Baylor has implemented measures to increase numbers of intern'l students. As graduate programs grow, anticipate enrollment of more intern'l students.

IV. Approval of Minutes

- a. 7 May 2019, 10 September 2019—Jason MacGregor moved to approve, Denyse Rodgers seconded; motion passed.

V. Reports

- a. Chair's Report—Brian Raines
Reported on meeting with Council of Deans. Discussed plans to change summer orientation; deans did not have strong feelings. Report on online education by Gary Carini. Nancy Brickhouse reported that she has been asked by at least one unit to promote someone to Distinguished Professor. New guidelines coming on Promotion to Professor and changes to dismissal policy. Provost's office will seek feedback on any changes to policy and procedures before implementation. Provost shared with Chair Brian Raines:
 - 1) re: after Jeremy and Helen finish feedback session on LGBTQ issue with Senators, Provost asks the Senate and deans to provide names of other faculty, rather than sessions with all faculty;
 - 2) HR will be communicating changes to premium withholdings for health insurance—in December 2019, receive a premium holiday; new procedure is to pay entire premium cost spread across 10-month period

VI. Unfinished Business

- a. Faculty regent selection process—Matt Cordon
Matt Cordon, Chair of Task Force on Faculty Regent Voting Procedures moved that the Senate adopt the recommendations in the Task Force Report.
Jason MacGregor called the question. Two thirds of members present voted 'Yes,'

1 no—Curt Nichols (requested to be identified in Minutes); 1 abstention. Motion passed.

VII. New Business

- a. Discussion of titles of Lecturers—Stanley R. Wilfong (presented by Joyce Nuner)
Senator Wilfong was approached by number of faculty who had concerns about the Lecturer title in light of the push toward R1: does this create a disparity among the faculty? Senator Wilfong conducted research of titles, which faculty are tenured, e.g. Teaching Asst. Prof., etc.
- Jason MacGregor moved that we have 5 minutes of open discussion, seconded by XXXX. Motion passed.
 - Lynn Tatum moved for 5 mins more time; Karon LeCompte seconded. Motion passed.
 - Lynn Tatum made the motion and Derek Dodson seconded, that Chair Brian Raines appoint an *ad hoc* Task Force or committee to study the issue. Motion passed.
- b. Discussion of appeals process in faculty performance—Jason MacGregor
- **Motion 1:** Whereas the purpose of merit pay, at least in part, is to signal employees about their relative performance; whereas Baylor University currently does not provide any information regarding university-wide, college-wide or department-wide merit pay; whereas Baylor University does not provide any information how teaching, research and service are factored into a particular employee's final merit pay decision; be it resolved that the Senate direct the Executive Committee to discuss with the Provost how to increase transparency in the merit pay process; motion seconded by Karon LeCompte. Motion passed.
 - **Motion 2:** Whereas Department Chairs are seemingly best able to evaluate the quality and impact of faculty research and teaching effectiveness; whereas Department Chairs play a critical role in providing feedback to faculty on how to improve their performance; whereas Department Chair's merit pay recommendations can be altered without providing notice to the department chair or requiring any justification for the change; be it resolved that the Senate direct the Executive Committee to discuss with the Provost a change in practice so that anyone changing a faculty member's merit pay from the Department Chair recommendation must meet with the Department Chair to discuss the basis of the change; motion seconded by Kathy Hurtt. Motion passed.
 - **Motion 3:** Whereas the appeal process for merit pay and workload is largely informal and seems to rely upon appealing directly to the people who made the initial decision; the Senate direct be it resolved that the Executive Committee discuss with the Provost establishing an independent appeal process regarding faculty merit pay and workload; motion seconded by Michael Korpi. Motion passed.
- c. Discussion of termination of police escort program—Kristi Humphreys, Coretta Pittman
Report of concerns by faculty member on the termination of police escort program.
- 1) learned of termination reading the Lariat;

- 2) faculty member is a parent of student who has used the service but with the changes will not be able to now;
- 3) the dismissal of the program appeared “casual” without much study;
- 4) given the recent scandal related to sexual assault, termination of the program might not be wise

Chair Brian Raines reported that Robyn Driscoll had expressed to him a number of issues related to the termination, which shed some light on the decision.

- Jason MacGregor moved to open discussion, Kathy Hurtt seconded, motion passed.
- Lynn Tatum moved to appoint an *ad hoc* committee to examine police escort service in conjunction with student government; seconded by Karon LeCompte. Motion passed.

VIII. Adjournment: 5:12pm