

**Baylor University Faculty Senate Minutes**  
**12 November 2019**  
**Draper 147 ♦ 3:30pm-5:00pm**

**Members Present:** Sara Alexander, Cassy Burleson, Holly Collins, Matt Cordon, Derek Dodson, Nathan Elkins, James Ellor, Renee Flippo, Brian Garner, Donna Haberman, Christopher Hansen, Julia Hitchcock, Beth Hultquist, Kathy Hurtt, Michael Korpi, Karon LeCompte, Dorothy Leidner, Brian C. Leutholtz, Michael Long, Jason MacGregor, Bill Neilson, Curt Nichols, Joyce Nuner, Maxey Parrish, Coretta Pittman, Tom Potts, Brian Raines, Denyse Rodgers, Keith Schubert, Ann Shoemaker, Kathryn Steely, Josh Strakos, Mike W. Stroope, Lynn Tatum, Mark Taylor, Randall Umstead, Anzhong Wang

**Members Absent:** Barbara Purdum-Cassidy, Kristi Humphreys, Kara Long, Horace Maxille, Steven Sielaff, Stanley R. Wilfong

**I. Call to Order:** Senate Chair Brian Raines, 3:30pm

**II. Invocation:** Mike Stroope

**III. Approval of 8 October 2019 Minutes:**

- Senator MacGregor moved to approve, Senator Hansen seconded; motion passed.

**IV. Presentation: Ignite Update**—Kevin Chambliss, Becky King, Mark Mastin, Wes Null

- Training begins June 2020

**V. Presentation: Bias Response Team (BRT)**—Leslie Hahn, Sam Perry

- increase in activity and recruitment by white supremacist (WS) organizations
- 25% of all reported incidents took place in Texas since 2016—data collected by Anti-Defamation League
- BRT watching student organizations for signs of influence of WS organizations
- Baylor: BRT receives 45-55 reports per year since 2016; over 90% are racial and ethnic bias incidents; many are WS in nature; evidence of WS recruitment activities have been seen on campus
- Q & A: Senators asked for resources on groups and iconography of WS groups; Q: is there action FS could take that would help? Q: what happens when incidents occur? A: If it involves assault, Judicial Affairs gets involved. If it is a racial slur or something similar, the BRT has a conversation with the student perpetrator, other steps taken as necessary. BRT is not involved in disciplinary actions. Q: how are we helping the victims? BRT directs students to available resources. BU does not necessarily have enough resources to provide adequate assistance in all cases.

Senator Tatum moved to suspend the Agenda; Senator Dodson seconded; Majority required. Motion passed.

- Senator Tatum and Senator Dodson present resolution, re: Faculty Input on Academic Construction and Academic Organization
  - Various Senators posed questions and raised issues connected; no one spoke against the motion
  - Resolution passed. No abstentions.

Text of resolution:

“The Faculty Senate should reach out to the administration to ensure that there is a process whereby there is *significant* and *substantial* consultation with the affected faculty about:

- The design, layout, equipping, and organization of teaching spaces and office spaces, and
- The location, allotment, and organization of teaching spaces vis-à-vis office spaces, and
- The implications of creating academic office buildings segregated from teaching spaces and the significant implications this has for mentoring, teaching, and the creation of academic communities.”

## **VI. Reports**

- a. Provost’s Office Meeting—Senate Chair Brian Raines
  - Council of Deans now called Provost’s Office Meeting; Provost gave report on state of research at Baylor; Jim Bennighof has drafted revisions to Promotion policy and Faculty Dismissal policy; BR will load into Senate Box; Provost Brickhouse has asked the deans to consider changes to the annual tenure review process—number of reviews; Provost spoke in favor of allowing depts discretion to have more frequent pre-tenure reviews
    - Provost asked to receive names of all nominees of faculty nominated for Faculty Regent (FR) with weights; Provost does not want to be a pass-through for the process;
    - Senator Cordon reminded Senate that Faculty Regent is not meant to be a representative of the faculty; Provost agreed to consult with Exec Com if she does not select one of the top four;
      - Senator expressed being uncomfortable with faculty’s role being limited in the process;
      - Senator Cordon responded that we could ask for clarification of what role of FR is on the BoR; BoR and FS seem to have a different understanding of what role the FR should play/fulfill
- b. Teaching, Learning, and Technology Committee—Kathryn Steely
  - Provost asked for: quality standards for online courses and to work with the ATL
- c. University Research Council—Karon LeCompte
  - 20 URC proposals; review process beginning
  - presented how the URC works, e.g. evaluates, discusses; considering ways of evaluating proposals in regard to external funding requests

- Chair Raines asked Karon and Julia to bring any changes to URC proposals before the Senate

**VII. Unfinished Business**

- a. Report on COACHE survey Task Force—Jason MacGregor
  - genesis of Task Force;
  - Harvard will conduct the survey;
  - Provost sees survey as a means of collecting data in order to determine barriers to faculty success

**VIII. New Business**

- a. Faculty Regent Selection Process—Curt Nichols
  - Senator Nichols moved to defer his report until December; Senator Schubert seconded; motion passed.

**IX. Adjournment:** Senator Hansen moved to adjourn. 5:07pm

Submitted by Senator Michael Long, Secretary