

Baylor University Faculty Senate Minutes
10 December 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, Kristi Humphreys, Kathy Hurtt, Michael Korpi, Karon LeCompte, Dorothy Leidner, Kara Long, Michael Long, Jason MacGregor, Horace Maxile, Bill Neilson, Curt Nichols, Joyce Nuner, Maxey Parrish, Coretta Pittman, Tom Potts, Barbara Purdum-Cassidy Brian Raines, Denyse Rodgers, Keith Schubert, Ann Shoemaker, Kathryn Steely, Josh Strakos, Mike W. Stroope, Lynn Tatum, Mark Taylor, Randall Umstead, Steven Sielaff, Anzhong Wang, Stanley R. Wilfong

Members Absent: Nathan Elkins (sub Benny Fountain), Beth Hultquist (sub Erin Killingsworth), Ann Shoemaker (sub Amy Petrongelli), Brian Leutholtz

- I. Call to Order: Senate Chair Brian Raines
- II. Invocation—Derek Dodson
- III. Approval of Minutes 12 November 2019
 - Senator Hansen moved to approve, Senator Rodgers seconded; motion passed
- IV. Presentation: Standards for Online Courses—Amy Goodman
Amy Goodman, Chair of Teaching, Learning, and Technology Committee
Task to make recommendations for
Online Course Quality
Faculty Development
Two Themes: 1) Institutional Level; 2) Course Design Level; Adopt/Adapt OLC/OSCQR policies
Four Tracks for Faculty Development ranging from 10-40 hours
Committee voted to require Online Faculty required for faculty teaching online; should be incentivized faculty participation, \$500 stipend with recognition on Tenure/Annual review
Q: Will recs affect current online approaches for SoNu? A: Unsure
- V. Presentation: COACHE (Collaborative on Academic Careers in Higher Education) Survey—Jason MacGregor, Lenore Wright
COACHE instrument for survey on faculty work life
MacGregor and Wright are co-chairs of Work-Life Task Force
Established in response to questions/concerns over workload
Raise issues: BU has difficult retaining faculty of color; BU behind national ave. for women Full Professors
Objectives:
 - Survey to collect various perspectives; collect meaningful data;

- benchmark faculty experiences, data that can be cross-referenced with other institutions,
- additionally will have 5 comparator institutions for a deep dive comparison of data
- identify areas for investment in faculty support;
- form collaborations across campus; Provost has stated TF should make recommendations to her—recommend evidence-based initiatives; department-level data should be available to dept. Chairs;
- implement responsive programs and resources

Survey is comprehensive. BU has added 15 custom questions. BU not allowed to edit Harvard's questions; Assoc. Deans and above not participants in survey.

Cycle: year 1—Diagnose, conduct survey; year 2—Prioritize, Results—interpret and analyze; year 3—Implement, evidence-based responses, actions taken in reference to survey results; year 4—Begin again

Communication stream about the survey about to begin. Participation goal is 60%.

TF asking Senators to endorse the COACHE survey—not a motion from the Senate, asking Senators to personally promote participation in the survey.

Q: Whose decision was it to exclude Temp faculty? A: Harvard's—TF asked, Harvard responded inclusion of Temp faculty would not mesh with national data.

Q: What happened to Senate TF on Workload? A: Senate TF reported results to May meeting of Senate. Senate TF concluded its work; no authority to do more. Provost's conclusion was to initiate full faculty survey, COACHE was selected.

Q: What are the 5 comparison institutions? A: Won't know until survey concluded.

VI. Reports

- a. Provost's Office Meeting—Chair Brian Raines
 - Tidwell renovation: comments expressed by Senate resolution were taken seriously by Provost; conversations now underway with principle parties
 - Senate Exec asked to meet with finalists for Dean of Libraries search, probably invited to meet with finalists in other dean searches as well
 - Classroom utilization: Registrar's Office has data indicating that BU has surplus of classrooms which are under-utilized
- b. Faculty Regent Nominating Committee—Matt Cordon
 - 39 total nominees; 15 total candidates
 - Senators invited to review dossiers on each nominee in Box; approx. 5 documents for each nominee
 - Senators can vote/rank nominees from now until midnight before January Senate meeting; candidates should rank all candidates; ranking by drag and drop method; click submit
 - voting through Qualtrics; link can be used one time
- c. Student Life and Services—Coretta Pittman

- Longer report in Box “The Real Report”
- Report on survey of student spiritual life before and after attendance at Baylor

VII. Unfinished Business

a. Faculty Regent (FR) Selection Process—Curt Nichols

- why are we selecting FR in the way we are? The answer was BoR wants names by Feb 1, so can be vetted by the February BoR meeting, though final approval not made until May
- asked whether BoR could receive nominee slate later “I was not told ‘no’”
- BoR’s own documents not up to date

Senator Nichols proposing to alter method of choosing FR to include the full faculty, the Senate, and the Provost.

Discussion: Senator spoke in favor of current Senate method. Senator Umstead stated that full faculty selection process proposed to President and Provost last year and the answer was ‘no’, due to time and cost. Chair Raines ask, is there support for changing the process Senate using to select FR candidates.

b. Safe Walk/Ride Report—Coretta Pittman

- Task Force for Safe Walk/Ride
- Report: Findings programs at other Big 12 schools, Short-term recommendations, and Long-term Recommendations
- Report includes budgets dedicated to Safe Walk/Ride programs from KU, OU, and Texas Tech
- Robyn Driskell reached out to Senate Chair Raines saying she would be happy to meet with the TF
- Senator recommended TF meet with Student Government reps, other constituents; BR suggest TF meet with Driskell then report to Senate again

c. Distribution of Results, re: Faculty Regent (FR)—Matt Cordon

- As it stands, Senate will provide Provost Brickhouse (PROB) full slate of FR candidates; if Provost rejects top 4 names for FR, she would consult with Exec Com;
- BoR does not want PROB to be a pass through;
- Senator Cordon moved that Senate provide full slate of Faculty Regent nominees with rankings to PROB; Senator MacGregor seconded, discussion followed.
 - Senator LaCompte moved to call the question; motion passed.
 - vote on Senator Cordon’s motion: 1 abstention, 1 no, motion passes

d. Discussion of proposed changes to promotion and dismissal policy—Dorothy Leidner

- Senator Leidner concerned about language in policy about how ‘competence’ is measured, which could conceivably lead to dismissal
- Asks for discussion about language within the policy, some of which were in the policy before the revisions
- Senate Chair Raines asks Senators to forward concerns about proposed revisions to him for further discussion

- Senate Chair Raines asks if Senate would request EC to bring up concerns with PROB and J. Bennighof
- Senator Collins expressed concern by colleagues that faculty are not completely aware of new Texas law in reference to Title IX reporting.

VIII. New Business

a. F & A accounts for faculty—Senator Schubert, Senator Garner

- Proposed changes to current policy for F&A; percent of grant awarded to PI removed and given to units to support startup funding, etc.
- Proposed change out of step with R1 institution policies, all of which return F&A to PI and units
- Propose EC to discuss proposed changes with the PROB before changes implemented; BR already spoke with PROB and Chambliss—changes have not been announced, most likely left to dean's discretion
- K Schubert move that Exec Com bring concerns to PROB; seconded by Renee Flippo, motion passed.

IX. Adjourn