

Faculty Senate Minutes
December 13, 2022
Cashion 506
3:30-5:00

Present: Holly Collins, Gia Chevis, Coretta Pittman, Anne Theriot, George Cobb, Sam Perry, Karena Malavanti, Derek Dodson, Ann Shoemaker, Sara Alexander, Dwight Allman, Erica Ancira, Brad Bolen, Jeremy Counsellor, Gerald Cleaver, Adrienne Duvall (substitute Andrea Shepherd), Tisha Emerson, Bruce Evans, Sarah Ford, LesLee Funderburk, Christy Gantt, Brian Garner, Shelby Garner, Stanton Greer, Chris Hansen, Julie Holcomb, Tamara Hodges, Kristi Humphreys, Karon LeCompte, Michael Long, Elissa Madden, Ann McGlashan, Lourenço Paz, Matthew Piech, Denyse Rodgers, Cindy Riemenschneider (substitute Drew Risinger), Keith Schubert, Lynn Tatum, Jamie Van Eyck, Anzhong Wong, Lauren Weber, Mariah Humphries, Kevin Tankersly, Kimberly Black

Absent: Angela Reed, Bob Kane, Scott Gibson, Brad Bolen

- I. Call to Order (Senator Collins)
- II. Invocation (Senator LesLee Funderburk)
- III. Approval of November Minutes (Senator Perry)
Senator Hanson moves to approve
Senator Malavanti seconds
- IV. Guest Speaker
Office of Advancement

Summary of Presentation

How do we engage more people than just our top donors?

Start with an overview of Advancement, rather than specifics of annual giving. Provide opportunities to for Baylor to support its mission through connection with stakeholders. 747 Endowed Scholarships, 43 Endowed Faculty Positions, 87,724 Campaign Donors.

1.2bn, Alumni donate 56%, Parents 8.5%, Friends 11.6, Other 23.4%; Growth of commitments by year. Donor ranges slant toward top in terms of gifts of 5 million or more.

Baylor Family Food Security Endowed Fund around 20,000 in commitments, there needs to be 50k for it to be Endowed.

Faculty Senate and Advancement Partnership

- Complete Food Security
- Senate serves as a Focus Group for Advancement
- Promote "Our Baylor. Our Call to Lead."

Advancement would like to know what the faculty's priorities are in order more fully engage with students, parents, alumni, etc... regarding our hopes, concerns, needs

Q&A

Senator- Over the last 9 years we have met with 3 fundraisers and mentioned monied alumni, we have never heard back from the Office Advancement regarding that outreach.

O of A- We need to do a better job of communicating and following up. We have generally been very successful in being in contact with and reaching out to parents. Wealth and capacity do not necessarily indicate a high propensity to give. That's where O of A comes in and provides specific materials to actuate donors.

Senator follow up- Does each office have a dedicated development officer?

O of A- Each unit should have a dedicated development officer. Some schools have one officer that works across multiple schools.

3 for athletics, 15 for academics, various regional officers

Senator- How do we get the Food Insecurity Fund off the ground and out of the stagnate phase?

O of A- It probably comes down to find a lead donation that would hit the amount that would endow the scholarship. It also would help for the faculty senate to emphasize the priority. It would also be beneficial to get the word out beyond the senate to make sure that there are lots of contributors.

V. Reports

a. EC meeting

- i. Administrative Evaluation for Chairs and Deans. We need to make sure that the evaluations are happening. The evaluations should be triggered immediately. 2022 Music and Social Work were evaluated this year. 2023 upcoming evaluations include Henry and Hagen-Burke; 2024 deans Plank and Mazumder.
- ii. Intellectual Property issues
- iii. Survey of Program Directors to assess and gather information on summer work re: compensation

b. Provost and EC Meeting

- i. Delay of bylaws deadlines
- ii. Discussion on lecturers voting on tenure track/tenured hires
- iii. Re: i and ii, there probably will not be movement on these decisions until February

- c. No HR Meeting
- d. Report on Teaching Professor Committee
 - i. We have had regular meetings focused on BU PP policies.
 - ii. Also on procedures and standards, balance between specificity and flexibility.
 - iii. Work on the transition for title changes and the promotion processes for those seeking promotion.
 - iv. Deadlines and implementation- It could be possible to have it for the 2023 contracts. They hope to bring full proposal to the senate in February after a January meeting to finalize and resolve some language and create templates that will continue to need to be worked on as the plan moves through various levels of administration.
 - v. There will be a Senate vote, then Provost, then a couple of rounds of negotiations
- e. Associate Professor committee (Senator LeCompte)
 - i. 140 approximate responses to this survey
 - ii. A report will come in January
 - iii. Senator Collins is serving ex officio
- f. Policy Committee (Senator Chevis)
 - i. Grievance policy discussed last time, this has been sent to VP Benninghof and the concerns raised in the meeting last time were related to him.
 - ii. Study abroad policies have been sent to CGE and were approved.
 - iii. University Policy Committee shared new policies
 - 1. Lactation policy, there need to be accommodations
 - 2. Code of Ethics, people should be honest and not steal things.

Enter Executive Session- No minutes

VI. New Business

- a. Faculty Senate Election Committee- Denyse Rodgers and Jeremy Counsellor have volunteered to serve on the committee with Senator Perry

Senator Hanson moves to accept

Senator Humphreys moves second

Committee unanimously approved.

- b. Staff Council needs a faculty representative
- c. Student Life committee
 - i. Increased needs in terms of students arriving on campus with diagnoses
 - ii. LifeCare online, on demand care
 - iii. Student Support/Intervention
 - 1. Student
 - 2. Faculty
- d. United Health Care cards will be sent out December 15th. The information on those cards is available in the SmartBen HR portal

- e. George Cobb- Liasson to outside activities and work groups still waiting to meet with Huron consultants.

Senator LeCompte moves to adjourn

Senator Kristy Humphreys seconds motion to adjourn.