

Faculty Senate Meeting
October 11, 2022 @3:30p.m.- 5:10p.m.
Sid Richardson 226

Present: All Senators not named below

Absent: Kristi Humphreys, Chris Hansen, Sara Alexander, Jamie Van Eyck

CALL TO ORDER

- I) Invocation (Senator Dodson)
- II) Approval of September Minutes
 - a. Erica not Erika
 - b. Bloom
 - c. Adjust meeting time
 - d. Jeffrey Olafson

Include members present and members absent

Motion to approve Coretta Pittman
Second Senator LeCompte

- III) Vice Provost for Global Engagement Jeff Hamilton

Proposal to revise study abroad compensation, BU-PP 745

Last year, a ceiling was set at 25% on summer compensation for summer study abroad

Discrepancy with extant policy on BU-PP 707

The policy has been existence for at least 27 years without change

Concern from upper administration is institutional base salary

The university would like to align with federal granting policies

This will certainly affect the business school in terms of the cap at 20%

Senator, Does this have implications for people who have research appointments that comprise the 20%?

VP Hamilton, that is a question for Dr. Chambliss. The overage of more than 20% cannot continue in these appointments in all likelihood.

Senator Cobb, If someone were teaching a class that requires extra work of various types could there be an administrative pay overload?

Vp Hamilton- This typically falls to the level of the director of these programs

Senator Reimenschneider, What incentives would be able to draw folks, specifically from business, to teach in these study abroad programs because people have made more typically by teaching these classes.

VP Hamilton, It will likely be difficult in areas like business where pay has been higher and there has been an automatic inclusion of 20% summer pay. There is an expectation on campus from admin that faculty are not teaching both summer sessions given that is not the profile of an R1 university.

There maybe more semester long programs in places like the business school.

Senator Paz, What is the % share of business students in the study abroad program?

VP Hamilton, Not entirely sure, but 33%. There are two large business school programs in London and Maastricht.

Senator Paz, There is a fixed cost for running these programs. Second, there are faculty that will be less inclined to teach these programs. 33 1/3% drops because there is less incentive. There is a greater sacrifice with less pay.

VP Hamilton, I'm not buying sacrifice. There is a likelihood that business faculty teaching in the summer maybe taught by outside folks in other programs. The faculty is where the rubber hits the road. The opportunity to teach in places like London and the full funding for room and board is incentive enough for many folks.

Senator, Gantt, For faculty who are already on a 12 month contract, these policies will not apply?

VP Hamilton, My understanding is that these would be supplementary assignment or something where the supervisor approves an overload to teach the course based on whether the supervisor thinks this is a good use of time.

Senator, Is there going to be a modification on the Winter-master?

VP Hamilton, This maybe inconsistent, but the wintermester is currently looked at as an overload. The 25% is a summer cap. Not for the wintermester. The wintermester is being discussed and there is a group looking at the extension of the wintermester to 5 weeks. The task force is looking at all the implications for this – there are many.

Senator McGlashan, Is there a loophole at all for small departments that are trying to do summer abroad where the program has a course that needs to be taught?

VP Hamilton, In the past we have been able to grant exceptions for when certain courses need to be taught. This scenario has not been discussed very much.

Senator Hodges, This applies to people who have grants more than those who don't?

VP Hamilton, Not specifically with this. The 25% is based on the institutional base salary and the 10-month contract. Effort can never exceed 100% in terms of the money being allocated and paid. This is tied to not taking the money out of the grant that exceed the 100%.

Senator Elissa Madden?, I think the concern is the 13.3% and that the money is important in these instances in terms of the amount of research that we are being asked to do?

VP Hamilton, The Budget Office is looking to adjust the salary rates before making allowances (?). The business school and place with Endowed Chairs where there is an automatic added 20%. There needs to be ... We need to be able to survive an audit concerning institutional based salary.

Senator Hodges, I know that you are the messenger. Who do we ask if we want to be able to ask pointed questions?

VP Hamilton, Probably, Kevin Chambliss.

Senator Tatum, Is this in keeping with the salary reporting process to AAUP?

VP Hamilton, I believe that this is based on a 10-month salary, so that it would not change anything regarding this mode of reporting.

Senator Theriot, I am the only person in my program who teaches a study abroad program and I already receive a percentage for being the coordinator for a program within my school. Are there going to be exceptions in these sorts of cases?

VP Hamilton, I would likely refer that up the chain. I would hope that there would be exceptions.

Senator Collins, I will make a note on the questions about exceptions noted by McGlashan and Theriot.

IV (Guest Continued)- Senator Tatum, Introduction to Shared Governance and AAUP

Distribution of small red books containing AUUP guidelines.

AUUP is the organization that represent the American professoriate that sets policies expectations. These policies keep us from having to reinvent the wheel.

Baylor is mostly in alignment with the AUUP guidelines.

Many/most national professional organizations endorse or sign onto the AUUP standards.

The document is signed onto by ACE and AGB.

Summary of primary texts concerning the governing bodies and their relationships to one another which is located in red book.

IV) Reports

- a. EC Meetings- We discussed these points on the agenda. Summer compensation is still under discussion.
- b. Provost/EC Meeting-
We discussed summer compensation for UPDs, GPDs, etc... who have significant obligations over the summer who are not being compensated for that labor. The Provost is sympathetic to the situation, but feels that this is more of a Dean and Chair issue.

Surprise travel policies – The most annoying policy is that the trip must be completed before there is reimbursement provided if you use your personal credit card. The travel card can be used where you are reimbursed prior to the trip even though the responsibility for payment is still on the faculty.

Air BnB not allowed. This is not ideal or possible in long term travel like archival research. This push is coming from OGC so there is not likely to be any give on this, but we need to find a way around this.

Senator Long, this seems like non-sense because the folks who need ADA compliance are not going to book rooms without checking.

Senator Garner, My last trip saved a lot of money because we were able to book a 2 bedroom place and multiple faculty members stayed there.

The new designation for group travel causes confusion. How is this classified? If 10 people are going to the same conference would this likely count to ward the provision for travel or more than 10 people.

Additionally, we raised the question that we as a senate were not being consulted on this. It was approved and passed with our knowledge or saw it.

Senator Paz, There is an additional set of policies approved concerning study abroad that was passed in June that was not conveyed to or run through the senate either.

Senator Alexander, Could you clarify what is defined as group travel?

Senator Collins, The wording is poor. The previous policy spelled out number of faculty and students traveling together. There is a question of what it means for 10 faculty members to travel to the same place or traveling together. There is some question of what larger travel agencies might be included.

Senator Paz, Certain professional organizations require hotels to be booked through them. So, dealing with Allen Samuels house of pain or whatever cannot book these rooms even if we wanted them to.

Senator Collins, Yes, we have had problems with Allen Samuels House of Travel.

Senator Cobb, I will not have a university credit card. Credit card companies will not discharge or dispute fraudulent charges for university cards in the same way that they will for individual card holders.

Senator Gardner, University cards also kick through Ignite because of the way they are tethered. It took 40 hours to resolve all of the Ignite charges for a trip to India.

Staff Council Rep- There were staff at their previous institution that accounted for and took care of these sorts of expense reports. This is not in keeping with best practices for staff professionals doing work that they are specialized in and student life professionals who are trained to do some of the work that is being kicked to faculty in terms of managing systems like Ignite.

Senator Malavanti, There was in a CGE meeting a discussion of having a staff member travel with university faculty to take care of things like this in terms of work.

Staff Council Rep-

Senator Holcomb, The billing cycle may come due prior to the reimbursement being provided.

Senator Gantt- Is this already approved? We travel all the time and I have never heard of this.

Senator Councillor, this is going to incentivize buying last minute flights because people will want to wait until as close to the date of reimbursement as possible.

Senator- Even though this went into effect in January, there is a grace period through the fall.

c. HR Meeting

How can we better support and help our international colleagues? HR is already working on improving processes concerning Visa status and creating a one stop shop for resources needed for international employees.

Open enrollment is coming soon. Make sure that all of your providers are included on the United plan. Open enrollment is October 18- Nov.

BenefitsGo.com/baylorwebscheduler
Go.umr.com/baylor

Question about summer pay distribution. The split on pay is permanent in order to be in compliance with a Texas law where employers must pay within 5 days of labor being completed. There is a way to change and designate withholding for larger summer paychecks.

d. Student Government Meeting

Student government asked for a lot of things; Senator Collins explained she understood their concerns. Students were concerned about weekend and odd times for SI sessions. They wanted to talk about extending drop/add period.

e. Honor Code Task Force

Senator Malavanti, the Honor Code task force has met twice. There is a preamble to the matrix that is being developed. It explains faculty and student rights. The attached matrix is a draft that has to go through the Provost office before being distributed because it is a Provost Office task force. The Matrix provides most common and best practices, as well as a range of sanctions for violation of the Honors Code, but nothing prescriptive in terms of something having to be done in relation to specific violations.

f. Teaching Professor Committee

Senator Malavanti, We are working on it and meeting, we are hopeful and things are going well.

Senator Tatum, We are targeting the end of the semester.

V) Unfinished business

Senator Chevis, there were concerns with wording on the Grievance policies. Those concerns were taken to Bennighof and changes were made. For example, the exclusion of the Ombudsperson has been corrected. This policy addresses things that are not already addressed by existing policies concerning grievances. The wording on that purpose has been made clearer. Additional language has been included to note the President's obligation to explain decisions that run counter to faculty committee decisions.

Senator McGlashan, This looks great. What worries me is that there is not a grievance policy for some of the things that there need to be policies for? Will need to go back and create individual policies for things where policy does not exist.

Senator Chevis, yes, we will need to resolve and create policies where certain grievances are not accounted for.

Senator Cobb, Does this resolve the problem that we were trying to resolve? It still asks for explanation after the decision has been made.

Senator Chevis, The document is consistent with other policies and wording that govern grievances. That's not say there are not issues with this.

Senator McGlashan, The question is concerning when or how the President's decision is final.

Senator Tatum, This is in violation of AAUP standards. The standard is that the president should defer to faculty on these decision except in rare and exceptional cases.

Senator Collins, We will ask for more clarifications and continued edits and come back for approval.

VI) New Business

Executive committee had a chance to review and edit into the by-laws template. The document is still under construction.

Senator Dodson, The by-laws discussion has become top down and prescriptive in terms of the ways in which the by-laws ought to be created. There is little to no inclusion of the faculty in this discussion. Specifically, we know that lecturers are excluded in the hiring votes of tenure track faculty.

Senator Weber, Our department was already creating documents that we were pleased with this and these recommendations change these things.

Senator Long, This is not a secret. We have been told for years that lecturers will not vote on tenure track hires because they are not evaluating folks on tenure decisions.

Senator Tatum, This is not in keeping with ACE or AAUP and standards of

Senator Stan ?, We just had a Dean search in Engineering that was not in compliance with these guidelines, we had lecturers and others on the Dean search.

Senator Pittman, What are we supposed to do if the process of creating by-laws has started without faculty input? Is there recourse?

Senator Collins, There seem to be a lot of discrepancies between departments. We need to take this to the Provost.

Senator Long, We have received a template, but we have not been instructed, as chairs, as to how the by-laws should be constructed. There is not instruction on process of creating the by-laws, so this is going to create problems.

Senator, Speaking of inconsistent policies, the supplemental compensation policies are not uniformed. There are people teaching overloads that are not getting paid for them.

Senator Collins, We can anonymize things, but we need documentation for specific instances of problems. Otherwise it is more difficult to establish a plan of action to resolve situations.

Senator Collins, 0 yes to support wintermester, 7 ambivalent, 32 no. There are extensive comments. I will keep this because I want the surveys to remain anonymous.

Senator Theriot, There was a similar negative reception to this in the council of Deans.

VII) Announcement

Please provide the replacement summer sabbatical policies.

I need a senate representative for a working group put together by Provost Brickhouse and VP Chambliss on OIA and Conflicts of Interest. There needs to be a clarification in order to implement a new system of collecting university's faculty disclosures. There needs to be reconfiguration and optimization of the OIA and Col processes. We can select our representative on this group.

We need to immediately start the faculty regent selection process. The BoR wants to vote on the faculty regent in the February meeting. We need to solicit nominations now. Rules are provided on nominations. Senator Chevis will send an email concerning this process.

Senator McGlashan, is this an expiring term or a complete term.

Senator Long, can we put a process in place so that when a situation like this arises that we are not rushed like using the previously forwarded slate of candidates for this position.

Senator Chevis moves to adjourn.

Senator Shoemaker seconds.