

## **Baylor University Faculty Senate Minutes**

**10 October 2017**

**Truett Seminary 107 • 3:30 p.m.**

**Members Present:** Senators Baldrige, R.S.; Bolen, Bradley; Cordon, Matt; Elkins, Nathan; Ellor, James; Farwell, Beth; Garner, Brian; Hansen, Christopher; Hultquist, Beth; Hurtt, David for Hurtt, Kathy; Hemenway, Arna for Johnston, Hope W.; Korpi, Michael; LeCompte, Karon; Leidner, Dorothy; Leutholtz, Brian; Macgregor, Jason; McGlashan, Ann; Morgan, Ron; Neilson, Bill; Neubert, Mitch; Newberry, Byron; Nichols, David for Nichols, Curt; Ostlund, Sandor; Parrish, Michael; Pounders, Steven; Raines, Brian; Robinson, Eric; Rodgers, Denyse; Schubert, Keith; Sielaff, Steven; Mazé, Louis for Souza-Fuertes, Lizbeth; Stone, Sara; Tucker, Dennis for Stroope, Michael; Supplee, Joan; Umstead, Randall; Walden, Dan; Wilcox, Walter; Wilfong Jr., Stanley; Woody, Margaret; and Staff Council Representative Lamar Bryant

**Members Absent:** Senators Faucher, Mary Ann; Long, Mark; and Mencken, Kimberly

### **I. Call to Order**

Senate Chair Ann McGlashan called the meeting to order at 3:35.

### **II. Invocation**

Senator Steven Sielaff offered an invocation.

### **III. Approval of Minutes: September 2017**

After a general agreement that some of the motions and seconds from the September minutes would be noted without specifying senators, Senator Robert Baldrige made a motion to approve the minutes for the Senate meeting of September 12, 2017. The motion was seconded by Senator Brian Raines and the minutes were approved by the senate.

### **IV. Report on Council of Deans, October Meeting**

Senate Chair Ann McGlashan provided a summary of the most recent meeting of the Council of Deans. As planned, a special committee drawn from other universities in the SACSCOC (Southern Association of Colleges and Schools Commission on Colleges) region visited the campus this month to assess Baylor's compliance with the warning sanction related to Title IX issues delivered to the university by SACSCOC in December of 2016. The special committee will make a recommendation regarding Baylor's compliance to the SACSCOC Board of Trustees. The council seemed pleased with the visit.

Plans to implement the retirement planning document are moving ahead. The senate chair received the following responses to senate questions about the document:

- The offered course reductions and sabbaticals in the document cannot be taken away by deans though they may be negotiated; there is no additional compensation for retiring professors who opt out of course reductions or sabbaticals.
- To the question of whether professors can "back out" of the retirement plan, the retirement plan is optional, but once signed, it is a contractual agreement.
- The 3.25% salary raise in the document is a cap, not a starting position.

- The requirement in the document that professors meet professional standards refers to the overall yearly evaluation, not each individual category of the evaluation.
- The funding provided for retirement planning does not compete with external research funding.
- The set monetary amount for the retirement incentive in the current document, replacing the salary percentage incentive proposed in the draft document, will remain in place.
- The document has been back dated to August 1<sup>st</sup> of this year, and the program is for 2.5 years, possibly to be extended.
- There will be faculty question and answer sessions regarding the retirement planning document on Friday, November 3<sup>rd</sup> from 10:00am to 12:00noon and on Monday, November 6 from 2:30 to 4:30pm, attended by representatives from Human Resources and the Provost's office.

The council also received an update on what it would mean for Baylor to become an R1 research university, such as the number of doctorates and support staff required. The areas in which Baylor currently lacks resources are in STEM fields.

#### **V. Update on Communications Initiatives**

- Faculty Senate Canvas website. Senator Randall Umstead demonstrated the use of electronic discussion boards on the new Faculty Senate Canvas site.
- Senate Mailing. Senator Jason MacGregor has created labels and a logo and is ready to send out a mailing to all faculty, as discussed in the September meeting. The first mailing will be a list of the faculty senators by college and name.
- Upgrades to Faculty Senate website. Senators Steven Pounders, Steven Sielaff, and Kim Mencken will be meeting with Baylor's IT department on October 11 to discuss improvements and goals for the Faculty Senate website.

#### **VI. Introduction to Upgrading Committee Structures**

Senator Matt Cordon presented a brief history of the development of the current forty-four university committees managed through the committee on committees and the reasons that committee descriptions are inconsistent and out of date. Currently there is no well-defined system in place for developing committees or managing their reporting structure. Some committees no longer meet or function as originally intended. Many of the questions that his task force will pursue will involve administration. Noting that the shared governance of the university is ensured through university committees, Senator Cordon suggested considering committee descriptions in this way: "The [blank] committee is important to shared governance because [blank]".

In the question and answer session that followed, the following points were raised:

- There needs to be a policy with instructions for setting up new committees. This will require input from the Provost's office.

- Since many committees report to the Faculty Senate, and the senate is the primary body ensuring shared governance, it would be appropriate and useful to host the committee lists, with descriptions and membership information, on the Faculty Senate website.
- The reporting lines for each committee need to be reviewed to determine if the reporting lines are functioning and whether additional committees should include the Faculty Senate in their reporting lines.
- Committee minutes could become the standard reporting mechanism. If the minutes are published, some may require redaction.
- Some committees may have conflicting or overlapping charges and responsibilities. This should also be reviewed.

## **VII. Update on the Status of Possible Provost Search Committee**

Chair McGlashan requested an update on the provost search from Chief of Staff to the President and Vice President of Board Relations Robyn Driskell. The only update is that the administration is currently assessing the pros and cons of employing a search firm. The Senate Chair will request that the senate be included in these discussions.

## **VIII. Committee Reports**

The Senate Chair discussed the status of the recommendations of the task force on student evaluations with Vice Provost for Undergraduate Education and Institutional Effectiveness Wesley Null, and determined that the work had been sidetracked by other university issues. Senators serving on the committee suggested that the next step forward would be implementation groups tasked with each of the four recommendations of the task force.

## **IX. Update Art and Sciences Core Curriculum**

Chair McGlashan reported that some faculty had contacted her about the coming vote of the College of Arts and Sciences chairs on the adoption of the new common core developed by faculty committees over the past five years. Some faculty requested that the senate become involved in reviewing the possible adoption of the core by the college; other faculty were of the opinion that such involvement in a college process is not the purview of the senate. Some discussion followed regarding the effect of a new college core on other academic units, possible appeals to the committee on academic freedom and responsibility, and whether faculty concerns about the proposed core adoption were about the process or the outcome.

## **X. Senate Response to the Texas Tech Shooting Tragedy**

The senate executive committee proposed a response to the recent shooting tragedy at Texas Tech University, citing Article IV, Section 1 of the senate Constitution and Bylaws: “The Senate shall seek to express collective faculty judgment, as appropriate, on such matters as it deems significant.” The proposed statement included a paragraph in support of the Texas Tech University and the Texas Tech Police Department as well as a paragraph in support of the Baylor University Police Department. After discussion and collective wordsmithing, the senate decided

to remove references to campus firearm policies and focus on support of the institutions. It was also decided to distinguish two different statements, one for the Texas Tech community and one for the Baylor community.

Senator Randall Umstead made a motion, seconded by Senator Robert Baldrige, to send the following statement to the Texas Tech University Faculty Senate:

The members of the Baylor University Faculty Senate stand with our colleagues and friends at Texas Tech University. We were deeply saddened to learn of the death of Texas Tech Police Officer Floyd East, Jr., and we hold the entire Texas Tech Community in our prayers. We extend our appreciation for the heroic actions of the Texas Tech Police Department, and we join in solidarity with the entire Texas Tech community.

The motion passed unanimously.

Senator Randall Umstead then made a motion, seconded by Senator Robert Baldrige, to send the following extended statement to the Baylor University community:

The members of the Baylor University Faculty Senate stand with our colleagues and friends at Texas Tech University. We were deeply saddened to learn of the death of Texas Tech Police Officer Floyd East, Jr., and we hold the entire Texas Tech Community in our prayers. We extend our appreciation for the heroic actions of the Texas Tech Police Department, and we join in solidarity with the entire Texas Tech community. We offer prayers, gratitude, and support for Chief Brad Wigtil and the members of our Baylor University Police Department who also carry out welfare checks such as the one that precipitated this horrendous act in Lubbock.

The motion passed unanimously.

Senator Sandor Ostlund made a motion, seconded by Senator Robert Baldrige, to send the second statement directly to the Baylor University Police Department. The motion passed unanimously.

Senator Joan Supplee made a motion, seconded by Senator Robert Baldrige, to send the second statement to the local press, specifically the Waco Tribune Herald and the Lariat. The motion passed unanimously.

Senator Jason Macgregor concluded these proceedings by offering a prayer for the Texas Tech Community, and the Police Departments of both our universities, on behalf of the Baylor Faculty Senate.

## **XI. Adjournment**

A motion to adjourn the meeting was made by Senator Robert Baldrige and seconded by Senator Eric Robinson. The motion passed and the meeting was adjourned 5:05pm.

Respectfully submitted,

Steven Pounders on behalf of  
Lizbeth Souza-Fuertes  
Recording Secretary