

**Baylor University Faculty Senate Minutes**  
**18 April 2017**  
**109 Rogers Engineering & Computer Science Bldg • 3:30 p.m.**

**Members Present:** Senators Baldrige, R.S.; Beal, Ron; Bolen, Bradley; Burgess, Cynthia; Burlison, Debra; Cordon, Matt; Dixon, Andrea; Ellor, James; Farwell, Beth; Faucher, Mary Ann; Geiger, T.J.; Hultquist, Beth; Hurtt, Kathy; Johnston, Hope W; Long, Mark; Macgregor, Jason; McGlashan, Ann; Mencken, Kimberly; Morgan, Ron; Neilson, Bill; Newberry, Byron; Nichols, Curt; Ostlund, Sandor; Parrish, Michael; Pounders, Steven; Robinson, Eric; Schubert, Keith; Sielaff, Steven; Souza-Fuertes, Lizbeth; Stone, Sara;; Tsang, Jo-Ann; Umstead, Randall; Wilcox, Walter; Wood, Randy M.; Wooddy, Margaret; Walter, Janelle; and Staff Council Representative Lori McNamara

**Members Absent:** Senators Cook, Garrett; Edwards, Elise; Hagelstein, Paul; Stroope, Michael; and Supplee, Joan.

**I. Call to Order**

Senate Chair Byron Newberry called the meeting to order at 3:30.

**II. Invocation**

Senator Randy Wood offered an invocation.

**III. Vice President and Director of Athletics Mack Rhoades**

Director Rhoades made a brief presentation to the senate about the progress and goals of Baylor's athletic program. He expressed the aspiration that Baylor's athletic program become a flagship for other programs in higher education, and stressed the importance that must be placed on the development of young people academically and spiritually. He noted current progress in a number of areas: a more robust vetting process for athletes, an improved substance abuse policy, better cooperation among the coaching faculty and staff, and partnerships with national groups focused on Title IX education and prevention.

The director commented on additional issues during the question and answer session that followed. He conveyed the need for balance in valuing Christian forgiveness with student athletes while allowing no second chances for some behaviors, and stated that procedures would be set in place by the fall to help coaches facilitate counseling for students. In response to concerns about the complexities of offering nonathletic scholarships to student athletes, he cited NCAA compliance requirements. The director also noted that a number of student athletes participate in summer mission trips, and that these are highly encouraged. When a senator asked about the relationship of athletics with the Baylor Title IX office, Title IX Coordinator Kristan Tucker, attending for a later presentation,

volunteered that she had recently conducted Title IX training sessions with athletic groups and could affirm her positive interactions with athletics staff and faculty.

#### **IV. Title IX Coordinator Kristan Tucker**

Title IX Coordinator Kristan Tucker provided an update on the progress of the Title IX office. There has been quite a lot of transition and growth in the office during the past month, which will continue with added and back-filled positions, including a new administrative support position and a new trainer position. Recently, the office has worked with the Student Advisory Council to conduct training in Green Dot bystander intervention; and Director Tucker encouraged faculty to participate in the Green Dot program as facilitators. There are now three full-time investigators in the Title IX office with three different but usefully relevant backgrounds: law, law enforcement, and student life.

In January, the office launched a revised Sexual and Gender-Based Harassment and Interpersonal Violence Policy. Also in January, a Social Climate Survey was conducted to better understand the social climate on campus and identify areas in which campus culture can be positively impacted; the data from the survey is currently being assessed. Director Tucker concluded her presentation by passing out card-sized pocket guides for faculty, outlining resources and five steps to take when faculty receive a report of a Title IX concern.

A question and answer session followed the presentation. Director Tucker assured senators that her office is working on ways to create a presence for the Title IX office for the Nursing School in Dallas, including Green Dot training; she also took this opportunity to further elaborate on the purposes and organization of the Green Dot program. The director agreed to look into concerns about the lack of electronic acknowledgment of Title IX reports submitted on the website, which may stem from errors in receiving pop-up messaging. To concerns about where to take students with Title IX issues, she responded that there is no one-size-fits all plan; but in general, students who want to report immediately can be taken directly to the Title IX office, while students who need counseling should be taken to the Counseling Center, which can then communicate to the Title IX office. The director also answered concerns about the rigor of Title IX training for the police department, and about the low bar of evidence that can lead to student suspensions and other penalties. The director discussed the preponderance of evidence model that the office is required to use and some of the difficulties inherent in Title IX investigations, but assured senators that all of their investigations are reviewed by attorneys.

## **V. Approval of Minutes: March 2017**

Senator Robert Baldrige made a motion to approve the minutes for the Senate meeting of March 21, 2017; Senator Ron Beal seconded. The minutes were approved.

## **VI. Change to the Bylaws**

Chair Newberry presented two proposed changes to the Faculty Senate bylaws. The first change is a rewording of Article I. Section 2, clarifying that the Chair of the Faculty Senate, unlike other officers, is elected a year in advance as the Chair-Elect. The second change is additional wording in Article I. Section 3.a, suggesting a course release for the Faculty Senate Chair during the Fall and Spring semesters. In discussion, senators supported the changes, but also suggested stronger wording and asked if it would be possible to gain funding from the Provost's office for course releases. The senate will vote on the proposed changes during the May meeting.

## **VII. Faculty Regents' Nomination**

Chair Newberry explained to the senate that the Board of Regents had requested nominations for the faculty regent positions within a short time frame in order to expedite the inclusion of new faculty regents during the coming scheduled meetings of the Board of Regents. Some senators expressed concern that the time frame would bypass the selection process that the senate is currently developing for faculty regents; other senators encouraged the senate to expedite the current request for nominations, while continuing to develop a more rigorous process for future nominations. Prior to the meeting, the Senate Executive Committee had already requested nominations for the positions from the Faculty Senate via email and a number of nominees had been submitted along with CVs and letters of intent.

After further discussion, Senator James Ellor made a motion that the Faculty Senate conduct an online election on the following day to be concluded by end of day Thursday, selecting three faculty regent candidates in ranked order. Senator Jason McGregor seconded. The motion carried with two opposed and one abstention.

Senator Jason McGregor made a motion that current Faculty Regent Andrea Dixon be one of the candidates nominated by the Faculty Senate for one of the new voting Faculty Regent positions. Senator James Ellor seconded. The motion carried unanimously.

## **VIII. Adjournment**

A motion to adjourn the meeting was made by Senator Baldrige and seconded by Senator Beal. The motion passed.

The meeting was adjourned at 5:04.

Respectfully submitted,

Steven Pounders  
Recording Secretary