

**Baylor University Faculty Senate Minutes**  
**08 December 2015**  
**Foster Campus, Room 143 • 3:00 p.m.**

**Members Present:** Senators Allman, Dwight; Baker, Lori; Baldrige, R.S.; Beal, Ron; Burgess, Cynthia; Burleson, Debra; Coker, Joe; Cook, Garrett; Dixon, Andrea; Ellor, James; Gardner, Kevin; Hurtt, Kathy; Johnston, Hope W.; Jordan, Mary Ann; Macgregor, Jason; McGlashan, Ann; Mencken, Kimberly; Morgan, Ron; Neilson, Bill; Newberry, Byron; Ostlund, Sandor; Parrish, Michael; Pounders, Steven; Raines, Brian; Souza-Fuertes, Lilly; Stroope, Michael; Tsang, Jo-Ann; Umstead, Randall; Walter, Janelle; Wood, Randy M.; Woody, Margaret, and Staff Council Representative Will Telfer

**Members Absent:** Senators Edwards, Elise and Faucher, Mary Ann

**I. Call to Order**

Senate Chair Beal called the meeting to order at 3:03

**II. Invocation**

Senator Neilson offered an invocation.

**III. Approval of Minutes: November 2015**

A motion to approve the minutes of the May Senate meeting was made by Senator Baldrige and seconded by Senator Souza-Fuertes . The May minutes were approved unanimously.

**IV. Items of Business**

**A. Texas Campus Carry Legislation**

Chair Beal presented a request from the provost that the faculty senate submit their input on the matter of Baylor's response to the Texas campus carry law that will go into effect on August 1. He opened discussion by asking senators for their opinions on whether Baylor should opt in or opt out of allowing concealed weapons on campus.

Senator Morgan said that a majority of the faculty in the Mathematics department was not in favor of allowing concealed weapons on campus; he suggested that increased insurance costs might be a concern as well. Senator Umstead had queried the faculty of the School of Music by email, and those who responded were all opposed

to allowing concealed weapons on campus. Some of his respondents had written about the inability of police to distinguish between active shooters and defensive shooters. Senator Burgess added that all of the faculty she had queried in her department opposed concealed carry. Senator McGlashan had received responses from about half of the faculty in Modern Languages and Cultures; of these, twenty nine were greatly opposed to concealed carry and one was undecided. Senator Tsang stated that a majority of the faculty in the department of Psychology and Neuroscience were opposed to concealed carry, but one faculty member in favor requested town hall meetings. Senator Dixon stated that a majority in the department of Marketing is opposed to concealed carry, and that her faculty had offered points and counterpoints on the issue. Senator Baldrige stated that the majority of faculty in the department of Biology was opposed to concealed carry, but that one faculty member was in favor. Senator Macgregor stated that the department of Accounting and Business Law was unanimous in their opposition to concealed carry. Senator Ellor stated that the school of Social Work was unanimously opposed to concealed carry.

Senator Allman noted that, while he disagrees, proponents of the new law suggest that we make the campus a target by allowing it to be a gun-free zone. Senator Walter noted that a Baylor police officer offers training for active shooter situations. Senator Mencken discussed the inability to lock doors from the inside and the large number of glass partitions in rooms on campus. There was some discussion of the difficulty which concealed carry might present for recruiting new faculty; and one senator noted a faculty member who favored concealed carry for faculty but not for students. Senator Macgregor brought up the question of the flexibility of the rules in the new law. Senator Newberry had read the law, and noted that private institutions are allowed to craft their own policies. Senator Umstead stated that bringing a firearm on campus would be a violation of current university policy; and senator Baldrige clarified that it was not currently illegal to bring a gun to campus in a vehicle, just not in a building. Senator Newberry cited studies that showed the suicide rate among college students is half that of the same age group who were not college students; the difference seemed to be access to guns.

Senator Allman noted that those who have extensive experience with guns may be more comfortable with the idea of concealed carry, but he underlined that the academy is a space that is partly public, but is also a space to cultivate conversations with those whom we disagree; allowing concealed carry changes the equation. He felt that this was illustrated by a situation at Utah State University; a professor whose research focused on violence in video games was invited to present on

campus (Utah has a campus carry law), but after she received an anonymous death threat, she cancelled her talk when the university declined to prohibit guns from the presentation. Senator Jordan referred to her experience as a principle, and discussed a mother who wanted to know what Jordan would do to protect her child. Jordan was advised that she should tell the parent that she had been in touch with authorities who promised that she would be the first contact if anything happens.

Senators Macgregor, Baldrige, Mencken, Jordan, and Newberry discussed the ability of the university to exempt designated areas, such as football stadiums, from concealed carry under the new law. Senator Ellor expressed an interest in enlarging the discussion of active shooter prevention and emergency preparedness. Senator Baker noted that law enforcement is concerned about who would be targeted in an active shooter situation; and Senator Allman added that Mark Childers, the Associate Vice President of Campus Safety and Security, had made same point in an address to the senate during the spring. Senator Neilson discussed the possibility increasing the size of the campus police force. Senator Baldrige, the citing the speed at which an active shooter could fire, encouraged a proactive approach and suggested selective training for individuals around campus with fire arms. Senator Dixon added the preventative examples of air marshals on planes and bullet-proof back packs purchased by some students. Senators Johnston and Ellor discussed the rules for military personnel at Fort Hood; weapons are banned at Fort Hood, unless checked out by individual personnel.

Senator Gardner noted that having a gun license in Texas does not require training. Senator Raines stated that suicide fatality rates are much higher when guns are accessible, and there are many students on campus with mental health issues. Senator Baker cited a Harvard study showing a link between rates of firearm ownership and suicides. Senator Dixon discussed the issue of identifying risks and reporting behavioral changes in students or faculty/staff.

Senator Pounders reminded the senate that in February, 2015, the faculty senate passed a resolution stating: "Baylor University Faculty Senate is opposed to licensed or unlicensed carrying of firearms on university campuses with the exception of certified peace officers." The senators discussed a new motion on the issue of concealed carry. Senator Ostlund read a comment from a faculty member who felt that permitting guns would be a betrayal of Baylor's Christian mission. Senator Dixon stated that a senate motion would also be an opportunity to encourage the administration to make our buildings more secure, and provide ways for the campus community to identify

and respond to behaviors of concern. Some senators suggested a motion to support the efforts of Mark Childers to implement safety measures for the campus. Senator Newberry noted that the minority of faculty in the school of Engineering who supported concealed carry held Baylor's current active shooter response policies in disdain. Senator Baker mentioned current reporting procedures available on campus.

Senator Baldrige made a motion that the senate reaffirm the February, 2015 statement: Baylor University Faculty Senate is opposed to licensed or unlicensed carrying of firearms on university campuses with the exception of certified peace officers. Senator Allman seconded. After some discussion the motion was withdrawn for a better worded proposal.

Senator Newberry suggested assigning a group of senators to draft a better motion. Senators Ostlund, Allman, and Umstead volunteered to work together on a draft of a new motion. Senator Allman also suggested that the senate should both respond to the Texas campus carry law and encourage Baylor to continue reviewing and implementing improved campus safety procedures. The senator added that the senate should also invite Mark Childers back to revisit the topic; Chair Beal responded that he would make the invitation.

## **V. Reports**

### **A. Council of Deans**

Chair Beal reported that the Council of Deans had approved anonymous electronic reviews of deans, associate deans, and chairs.

The chair also reported that the Council of Deans rejected the senate proposal for including academic citizenship in the faculty evaluation process.\* (there is a correction to this report below)

This was followed by a discussion of a response from the senate. Senator Umstead noted that current practice does not conform with BUPP 706, which states that "ten percent of the evaluation will focus on this non-administrative service". Senator Macgregor suggested that the senate tell the administration that they must follow the policy. Senators Cook and Walter discussed the position of former provost Elizabeth Davis on the issue of faculty service. Senator Baker repeated that the university is in violation of BUPP 706, and that the senate should approach the problem strategically. Senator Umstead referenced a particular situation, in which the conflict between the

policy and the workload evaluation form nearly resulted in a reduced evaluation rating for a Music school faculty member.

After proposals made by senators McGlashan and Macgregor, followed by amendments suggested by senators Tsang and Garner, the senate voted unanimously to approve the following motion proposed by Senator Baker and seconded by Senator Baldrige:

Given the transformative experiences we desire for our students at Baylor it is imperative that our faculty serve beyond teaching and research. The Faculty Senate is dismayed that the council of dean's voted to disregard BUPP 706, and asks that the Provost provide immediate remedy, because we fear university wide service will come to an end and fundamentally change the nature of Baylor.

\* After Chair Beal communicated the above statement of the senate, Provost Edwin Trevathan corrected the record to say that the Council of Deans had not voted to reject the senate proposal on academic citizenship and was supportive of faculty credit for service. Chair Beal invited the provost to the January 12 faculty senate meeting to clarify the position of the council and the provost on faculty credit for service and BUPP 706. Please reference the minutes of the January 12 faculty senate meeting.

#### B. Other Reports

Given that time for reports often runs out, Senator Beal proposed that committee representatives submit reports to be distributed to the senate.

### **VI. Adjournment**

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

The meeting was adjourned at 5:04.

Respectfully submitted,

Steven Pounders  
Recording Secretary