

Baylor University Faculty Senate Minutes
10 May 2016
Law School Room 120 • 3:30 p.m.

Members Present: Senators Allman, Dwight; Bennetti for Baker, Lori; Baldrige, R.S.; Beal, Ron; Burgess, Cynthia; Burleson, Debra; Coker, Joe; Cook, Garrett; Dixon, Andrea; Edwards, Elise; Ellor, James; Faucher, Mary Ann; 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: All members present or represented by substitutes

I. Call to Order

Senate Chair Beal called the meeting to order at 3:30, and welcomed the newly elected senators for the 2016-2017 academic year.

II. Invocation

Senator Wood offered an invocation.

III. Approval of Minutes: April 2016

Senator Baldrige made a motion to approve the minutes for the Senate meeting of April 2016; Senator Jordan seconded. The minutes were approved.

IV. Presentations

A. Vice President for Student Life Kevin Jackson

Vice President for Student Life Kevin Jackson presented on the work of his division this semester to address interpersonal violence, noting in his introduction that he came to Baylor because of the students and because of the Baylor faculty example of teaching and mentoring.

The Vice President shared headlines from universities around the country, to note that Baylor is in a similar situation to peer institutions. Baylor is already approaching a best practices model with its Title IX coordinator and office, revised Title IX policies, counseling center, community policing model, and coordination with city agencies. The university is currently implementing additional Title IX training across campus.

The Vice President reported that an alleged assault occurred just before spring break, and expressed that the event was devastating for Baylor. Student leaders were at the top of the list of those being trained at the time. After spring break, the Vice President met with forty student leaders individually, asking what more could Baylor do to address interpersonal violence. Some of these responses were:

- We need to train all students, faculty and staff (all incoming students had been trained this year, but there was a large group of juniors and seniors left out of this initiative.)
- We need to speak frankly about sexual violence – what it is and what is not.
- We love Baylor and its standards (such as sex within marriage, no alcoholic consumption, respect for others), but how do we respond when students do not hold up these standards. For example students who may need to seek the safety of a residence have sometimes been drinking off campus; their fear of getting caught gets in the way of seeking the safety of the campus and campus personnel. This is a dilemma for students.

The Vice President stated that the division of Student Life will:

- Continue alcohol education
- Continue to enhance student support services for survivors and all students. They are planning to increase the size of the counseling center; the goal is to help students when they need it in a timely fashion. The division will hire more people equipped to help students who have been traumatized
- Emphasize bystander intervention techniques such as deflection, delegation, and being direct.
- Expand positive healthy alternatives for student engagement Thursdays through Saturdays, to keep students from house parties.

The Vice President followed his presentation with a question and answer session.

Q: Do students get in trouble for coming back to dorm after drinking? What do they face?

A: With a light level of intoxication, the student faces an educational conversation. But there is a health concern when highly intoxicated students are allowed back in the dorm. Highly intoxicated students are currently sent to the hospital when caught, and reports are made.

- Q: So some students are spending the night elsewhere?
- A: Yes, and that's not the best situation. Students are not always at a safe place to stay; this is a dilemma.
- Q: If students are sent to the hospital what's the penalty?
- A: For a first offense they are assigned alcohol prevention training, and are placed on probation. Drug cases are different; Marijuana use permeates through a residence hall. In this case, the student is moved to a different hall under very specific sanctions to break the cycle.
- Q: Is there communication with the sports program when student athletes present alcohol problems.
- A: There is very clear communication with student athletic departments. On conduct matters, along with student life processes and penalties, there can be athletic sanctions.
- Q: A senator was told by student athletes that good athletes get away with things while poor athletes don't. Other students have a feeling that Baylor is trying to push problems under a rug; they worry that Baylor takes actions only for public effect. Shouldn't we be the first to say, yes, we sin?
- A: I understand the frustration. The executive council of the university has cooperated fully with the Pepper Hamilton investigation; but they cannot discuss the proceedings until they see the report. The Vice President agrees that we should not sweep problems under a rug.
- Q: There is concern that when the athletic department responds to the media describing the sexual activity of athletic students in terms of "consensual" language; the morality of the issue is sidelined.
- A: In a legal setting the language changes, and this can feel foreign. Right or wrong it is typical language, but I agree that student morality must be considered as well as legality.
- Q: Wouldn't it be beneficial to have a university wide policy for the sanctions applied to students involved in sexual violence, and that such sanctions not be left up to coaches and athletic directors? Those with scholarships might have more to lose, but they shouldn't be held to a different standard.
- A: Because of Title IX, athletics has nothing to do with the sanctions. A student involved in sexual violence is sanctioned through Title IX.

They can appeal, and appeals go to the Vice President for Student Life. Interpersonal violence involves a wide spectrum from the worst forms of rape to notes that make someone feel harassed. Determinations have to be made regarding the level to which such accusations rise. Adjudicators who have done the investigation make a recommendation.

Q: Is there a written report on Baylor's handling of Title IX issues that is public?

A: Not yet, but there will be as we get more information and Pepper Hamilton completes their study. I anticipate a document.

Q: Does the Baylor policy on alcohol form a danger when female students who have been drinking avoid returning to their rooms for fear of disciplinary action?

A: The university is exploring the use of a safe harbor program, in which students could check in to a safe facility on campus, come in and identify what they've done, and ask to be part of the program for the night.

Q: Isn't there a lack of association between alcohol and sexual violence; shouldn't the university use a two-pronged approach would also address the binge drinking which drives a portion of the problem? Other schools have addiction treatment centers. Also, when did the university stop letting athletics determine their own ramifications? The senator recalled an incident in which his committee determined disciplinary action for a student athlete which was later overturned.

A: Next Wednesday the Vice President meets with a donor to request a seven-figure gift for an addiction treatment center; Baylor has a small one now. 76% of sexual violence cases involve alcohol, but drinking is not a reason someone is a victim. We do have alcohol programs on campus. During the Vice President's seven years, any student misconduct reported to student life has been treated with the same procedures. Some of these cases are now handled by the Title IX office. Since 2009, all disciplinary actions have gone through Student Life. There is an appeals process, and perhaps this process was in effect in the incident recalled by the senator.

Vice President Jackson concluded by focusing on the mission of Baylor University: Christian commitment within a caring community. Baylor's Christian character unites the university around an active commitment to prevent violence of any kind on campus.

B. Cody Coll and Father Lee Neslon

Baylor student Cody Coll and Father Lee Nelson of Anglican Student Ministries at Baylor introduced a resolution titled Ecumenical Acceptance in the Practice of Christian Communion. The resolution would make it possible for approved campus organizations to sponsor on or off campus services of Mass or Eucharist utilizing wine. The resolution had passed the student senate and approval is now sought from the faculty senate. The resolution also has the approval of the Division of Student Life and Dr. Burt Burleson, University Chaplain and Dean of Spiritual Life & Missions.

A senator asked if an off campus opportunity existed to partake of wine in such services. Christ Church, Waco offers such services but, according to Baylor policy, these services cannot be sponsored or advertised by Baylor students or organizations.

Another senator asked if Mr. Coll could summarize the arguments of the few student senators who opposed the resolution. There was hesitation in order to support Baylor's dry campus policy. If this resolution were not implemented carefully, with good oversight by student organizations, it could create loopholes that other student groups might abuse.

A senator asked what student organizations would benefit from this resolution. The organizations included Anglican Student Ministries as well as Episcopal, Catholic, Lutheran, and Orthodox student groups. Approximately eighteen student groups are chartered as religious organizations at Baylor, of which seven or eight would benefit from the resolution. These groups have been in conversation about the resolution.

A senator suggested that specific events involving alcohol should be pre-approved by student activities. Coll agreed and noted that the process of registering any event is already fairly rigorous; he is sure that this would be the case.

Another senator expressed confusion, recalling that the Spiritual Life Committee had previously voted against such a resolution. Though the senator was in support of the idea, it would be prudent to invite Dr. Burleson to the faculty senate to clarify his support and that of the Spiritual Life Committee. The senate would want to be sure of the position of the Spiritual Life Committee before approving the resolution.

C. Tiffany Hogue and Jim Bennighof

Senate Chair Beal introduced Interim Executive Vice President and Provost Todd Still, Vice Provost James Bennighof, and Chief of Staff to the Executive Vice President and Provost Tiffany Hogue. Dr. Hogue passed out a newly

updated proposal on faculty performance review. Since an initial draft of the proposal was shared in April, the documents have been revised based on Senate input.

The changes implemented include a recommendation that exceptional and noteworthy rankings only be given to faculty who excel in all areas including academic citizenship. A senator asked if an exceptional ranking overall required an exceptional ranking in service, and Dr. Hogue acknowledged that this recommendation can be interpreted differently. Other senators suggested that a requirement of an exceptional ranking in service could not be fairly applied to many researchers and that faculty should only be measured by the service agreed upon with their supervisors.

Dr. Hogue also noted that there should be only one workload report; she has met with director of Institutional Research and Testing about creating a workload report that is easy to read and accessible by both the chair and faculty member at the time of review.

A senator expressed concern that the work load involved in the planning segment of the proposal doubles the work of a chair during annual reviews. The senator asked if the planning document defined the evaluation rating. Dr. Bennighof replied that it is related but that the purpose of the planning document is to get everyone on the same page. The hope is that the planning document is a meeting of the minds about expectations, and that this would be covered in the training of departmental chairs. He added that it would be useful if each department had a rubric.

Another senator asked if the planning document could be optional for departments. Some professors would be averse to the extra work required for a planning document during a busy time of the year. Dr. Bennighof replied that the planning conversation was an important one.

A senator suggested changing the wording of the excel ranking, as it could be too subjective. Another senator suggested that the planning be combined with the planning already implemented for tenure track professors, to avoid duplication of effort. Dr. Hogue replied that these issues would be considered as work on the document continued during the summer.

A senator expressed confusion about the separation of the workload percentages from the faculty performance review, suggesting that workload assignments are important for the review process. Dr. Hogue clarified that the workload assignments should still be referenced through the IRT report during the performance review, but not duplicated. A new workload report is currently being drafted, but is not yet available.

A senator asked what the impetus was for an annual planning document. Dr. Hogue replied that the idea came from research into how annual performance reviews are conducted around the country. A planning piece was a consistent theme in the research of best practices.

A senator suggested that in an ideal world, a faculty member would want to know how the rating is affected by the planning goals. Dr. Bennighof replied that the answer was something in between; in practice it would be too binding to contractually connect ratings to goals. However chairs should be definitive and clear to an extent in expressing expectations. The senator suggested that the document include sample chair responses as well as sample faculty responses. Dr. Hogue added that the goal of the document is heightened transparency and more accessibility.

A senator suggested that the ratings are related to departmental expectations rather than the planning document. One compromise to the current proposal might be making the planning document optional for faculty. Another senator noted that the ratings include two E's and two N's, which could cause confusion. Dr. Hogue replied that the PDF document would have dropdown box to click on the entire word, not just an initial.

Dr. Hogue will continue meeting with academic leadership and revising the document during the summer, before stepping down as chief of staff. The continued input of the faculty is encouraged.

V. Vote on the Amendments to the Bylaws

The senate voted on the motion to amend the bylaws presented by senate secretary Steven Pounders in April. The motion passed unanimously.

The following modifications to the Faculty Senate Bylaws were approved:

Article I, Section 1, Paragraphs c through f

- c. In December, the full Senate shall elect two Senators (the Secretary of the Senate serves ex officio) to form a Senate Election Commission to assist the Secretary of the Senate in arranging and running the election. No two commission members may be from the same academic unit.
- d. Early in January the Senate Election Commission shall work with the Department of Human Resources and the office of Information Technology Services to create a list of eligible faculty voters according to Constitution Article II, Section 1; determine the apportionment of Senate seats for each academic unit in the following academic year according to

Constitution Article II, Section 2; and develop an electronic ballot. Also in January the Secretary of the Senate shall contact Senators eligible for reelection to determine if they wish their names to be placed on the ballot. Any Senator who wishes to stand for reelection may do so by notifying the Secretary.

- e. Five weeks before Spring Break, the Secretary shall announce by email to the full-time faculty of each academic unit the number of positions on the Senate to be elected by that faculty for the following academic year and the names of the Senators eligible for reelection who have indicated a desire to run for the office again. The Secretary shall call for other nominations to be returned to him or her within two weeks. Nominations may be either in writing or by email. Each full-time faculty member may nominate herself (himself) or one other colleague. On a rolling basis, the Secretary shall confirm that nominees agree to serve if elected. At this point, nominees become candidates.
- f. At the beginning of the week before Spring Break, an email shall be sent to all eligible faculty voters with instructions for accessing, filling out, and submitting their electronic ballots. Faculty members may vote only once. Faculty members with appointments in more than one academic unit shall vote in the unit in which their tenure status is determined, or, if non-tenure track, in the academic unit which is otherwise determined to be their primary affiliation.

VI. Vote on the Slate of Officers for 2016

The senate voted on the slate of officers for the academic year 2016-17 presented in April by Senator Parrish. The vote passed unanimously.

The following officers were approved:

Senator Steven Pounders for secretary
Senator Andrea Dixon for Publicity officer
Senator Anne McGlashan for Chair Elect

As the current Chair Elect, Senator Byron Newberry will serve as Senate Chair in 2016-2017.

VII. Other Business

Senator Ellor made a motion that the proposal for Ecumenical Acceptance in the Practice of Christian Communion presented by Cody Coll be sent to the

Spiritual Life Committee for approval before being considered by the Faculty Senate. The motion was seconded and approved.
After the senate vote, the senator offered praise for Cody Coll's initiative.

VIII. Adjournment

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

The meeting was adjourned at 5:55.

Respectfully submitted,

Steven Pounders
Recording Secretary