

Baylor University Faculty Senate Minutes
10 November 2015
Law School Room 236 • 3:30 p.m.

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

Members Absent: Senators Ellor, James; Mencken, Kimberly; Stroope, Michael; and Wood, Randy M.

I. Call to Order and Invocation

Chair Beal called the meeting to order at 3:31.

II Invocation

Senator Dixon offered the invocation, with introductory reflections on godly wisdom for governance issues.

III. Approval of Minutes: October 2015

A motion to approve the minutes of the September Senate meeting was made by Senator Baldrige and seconded by Senator Umstead. The October minutes were approved unanimously.

IV. Presentations

A. Matt Penney, Director of Parking and Transportation

Director Penney provided a brief history of the Baylor Department of Parking and Transportation, emphasizing that the department was not designed to be proactive. He has made peer to peer comparisons showing that Baylor's parking services are understaffed, with about half the average staff at other institutions. He also acknowledged that high number of parking spaces taken away for construction this year. He is working to educate the university about the ongoing challenges of his department.

Senator Baker asked if some visitor parking spaces might be converted to faculty spaces, now that the visitors are provided more flexibility. After noting that, unlike other universities, faculty and visitors at Baylor are not required to pay for parking, Director Penney stated that he would look into the possibility of Senator Baker's suggestion.

Senator Pounders asked how many permits were issued for parking and how many parking spaces were available. Director Penney answered that Baylor had 11,000 parking spaces, of which 40% were in garages. This includes 2,300 spaces at the Ferrell Center, which are consistently under-utilized. 7,800 parking permits are sold to students each year. There are about 2,200 faculty and staff, each issued two free permits, and about 1,500 auxiliary staff. It was also noted that his department currently has no counters to indicate how many spots are open or closed at any given time. The director did not know at this time the number dedicated faculty parking spots.

Senator Raines noted that the ratio of spaces to permits was poor when the Ferrell Center spaces are taken out of consideration. Senator Ostlund remarked that faculty parking was extreme difficult at times, especially for those who had to leave campus and return, or move from one facility to another, and that this reflected poorly on us as teachers.

Director Penny acknowledged these difficulties while also noting that faculty are allowed to park in student spaces. He suggested changes that might be considered to accommodate the special needs of the Music School, such as zoned parking or dedicated parking for institutions within the university. Senator Dixon mentioned a market segmentation approach, with a permit dedicated to certain zones. Senator Jordan noted that if parking were to be purchased, this would have to be reflected in faculty/staff salaries. Senators Macgregor and Umstead suggested limiting certain student populations to use of the Ferrell Center only.

Senator Hurtt brought up the lack of sidewalks, cross walk, or signal, at the location of the Foster campus. Director Penney acknowledged working this problem with the limitation that the city of Waco does not allow mid-street cross walks. Senators Walter and Umstead expressed safety concerns with the use of bicycles and skateboards on campus. Senator Baldrige suggested reducing the number of student parking permits by making Ferrell Center parking free. Director Penney agreed that this suggestion was worth investigating. Senator Coker noted that there used to be a committee assigned to parking issues, and Director Penney answered that this committee was lost in reorganization, but that it may need to be restarted. The director concluded by providing his email and inviting further input.

B. Ed Trevathan, Executive Vice President and Provost

Provost Trevathan introduced the topic of a Chief Diversity Officer for the university and noted that this issue is an example of why a vibrant faculty senate is vital for a university. He remarked that the impetus for a Chief Diversity Officer came from conversations occurring at least a year and half ago in the university executive council, and various faculty groups, expressing the need to address diversity in academic hiring. There were also opinions noted among students about the need for more women and minority faculty role models.

Based on these continuing conversations, the Provost suggested further faculty input, initiating a call to university units to submit nominations to a Chief Diversity Officer Implementation Planning Group (CDO Group). The CDO Group would get input from the university community and research peer institutions to make recommendations for the position. In addition to looking at best practices, the Provost recommended that the CDO Group also review examples of well-intentioned campuses whose diversity efforts failed. The CDO Group will make recommendations with data to the administration by December 4th.

The Provost made three points regarding recent letters sent to him about this position from faculty and faculty groups:

- 1) Whatever Baylor does to address diversity has to be grounded in the Christian mission of the university.
- 2) He doesn't think there is a disagreement among faculty about whether diversity is a bad thing. Even those who others think are opposed to diversity, speak beautifully in terms of being a welcoming campus.
- 3) No one is suggesting that Baylor is going to hire for diversity in opposition to candidates being highly qualified. A Chief Diversity Officer would work alongside chairs, search committees, deans, and others to help and monitor the process and keep hiring groups in touch with the needs of the university.

The Provost is hoping for a period of transparent feedback on the recommendations from the faculty broadly after the recommendations come are received on December 4th, for at least a few months, and possibly longer. He would like for the faculty senate to be involved in faculty concerns and complaints throughout the process, and asked what the senate thought their role should be.

Senator Faucher expressed appreciation for having a faculty senate representative in the CDO Group (Senator Elise Edwards) and remarked that some faculty fears about the Chief Diversity Officer stemmed from a lack of understanding of the scope of the role. The provost answered that he had spoken to one faculty member with the mistaken impression that a diversity officer would enforce faculty hires regardless of qualifications, which is illegal. He also noted that a diversity officer is a valuable asset given that search committees are often untrained in diversity issues and approaches. Senator Umstead noted the value of Baylor recent Title IX online education and suggested that similar training in diversity might relieve concerns among faculty.

Senator McGlashan asked if the board of regents is involved in the process. The Provost responded that the regents were informed about the process in July, and updated at last board meeting. Though one of the Regents was concerned that this move was related to the Supreme Court ruling on marriage equality, it was noted that the bylaws of the university ensure that the university's view of marriage affects hiring, with or without a chief diversity officer. Senator Baldrige suggested that concerns about the position are the result of a history of top-down decision making in previous

Baylor administrations. He expressed hopes for transparency and enough time create the position well.

Senator Allman discussed a political science search in which the committee reduced the candidates to a short list. While there was concern about the lack of women in the department, the committee didn't want that to trump all other concerns. While the committee wanted to have the best female candidates on the short list, Baylor only allows two final candidates. He asked at what point does diversity become the deciding factor in hiring. The Provost answered that, while the general counsel calls for a large robust search pool, there are no legal numeric requirements. He also noted that deans are already requesting more flexibility in the number of candidates that we bring to campus.

Senator Pounders suggested that the faculty senate primarily wants to be in the loop throughout the process, with enough time for faculty concerns to be vetted. The Provost responded that, while there should be no arbitrary time limit on the creation of the position, he also does not want encourage the perception that university isn't taking the need for diversity seriously enough to move forward. He also does not want the progress derailed. He suggests balance between allowing for faculty input and moving forward. He is especially interested in having input from the faculty senate.

Senator Jordan suggested that some of the concern might come from a recent case in which a woman applying to a Texas law school felt that she was turned down in favor of African American candidates. He also noted concern in public schools about diversity in gifted and talented student programs. Senator McGlashan was encouraged that the process would not be derailed, and was wanted this to be expressed to the university. The Provost remarked that the university's initiatives to increase diversity would not be perfect, but could be approached with continuous improvement.

V. Items of Business

With little remaining time, Chair Beal asked if there were critical committee information to be shared by senate representatives. Senator Edwards noted that the CDO Group is still receiving information, and would welcome additional feedback, but that the recommendations are due soon. Senator Burleson asked if the Senate should make a statement regarding the Chief Diversity Officer position. Senator Baker suggested that such a statement might be more appropriate after the CDO Group recommendations are reported.

A. Institutional Health & Safety Committee Proposal

With reference to the document reviewed by the Senate, titled Institutional Health & Safety Committee Proposal, Senator Baldrige made a motion to approve an overarching Institutional Health & Safety Committee as a

recognized University Committee, with the currently operating committees being subcommittees under this title, along with a new subcommittee for Occupational Health & Safety. Senator Baker seconded, and the motion passed unanimously.

VI. Adjournment

Senator Baldrige moved to adjourn the Senate, and Senator Ponders seconded.

The Senate adjourned at 5:05.

Respectfully submitted,

Steven Ponders
Recording Secretary