

Baylor University Faculty Senate Minutes
12 September 2017
Truett Seminary 107 • 3:30 p.m.

Members Present: Senators Baldrige, R.S.; Bolen, Bradley; Cordon, Matt; Elkins, Nathan; Ellor, James; Farwell, Beth; Faucher, Mary Ann; Garner, Brian; Hansen, Christopher; Hultquist, Beth; Hurtt, Kathy; Hemenway, Arna for Johnston, Hope W.; Korpi, Michael; LeCompte, Karon; Leidner, Dorothy; Leutholtz, Brian; Long, Mark; Macgregor, Jason; McGlashan, Ann; Mencken, Kimberly; Morgan, Ron; Neilson, Bill; Nichols, Curt; Ostlund, Sandor; Parrish, Michael; Pounders, Steven; Raines, Brian; Benson, Nick for Robinson, Eric; Long, Kara for Rodgers, Denyse; von Jouanne, Annette for Schubert, Keith; Sielaff, Steven; 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: Senator Newberry, Byron

I. Call to Order

Senate Chair Ann McGlashan called the meeting to order at 3:30.

II. Invocation

Senator Mark Long offered an invocation.

III. Approval of Minutes: May 2017

Senator Robert Baldrige made a motion to approve the minutes for the Senate meeting of May 9, 2017. The motion was seconded and the minutes were approved by the senate.

IV. Vote on substitute senators

A motion was made to approve the substitution of Arna Hemenway on behalf of Hope Johnston, who will be gone all semester. The motion was seconded and approved unanimously.

Senator Chair Ann McGlashan made a motion to approve Mitch Neubert as the senator from the Business School for Andrea Dixon's unfinished term; Senator Joan Supplee seconded. The motion carried unanimously.

V. New initiatives on better communication within Senate and with constituents

- Faculty Senate Canvas website. Last year former Senate Chair Byron Newberry had the idea of creating a discussion board on Canvas for situations when the Senate needs to make decisions in record time, instead of calling for an unscheduled meeting. The discussion board will be used only for these cases. Invitations to join the discussion board have been sent to all senators. For other issues, faculty senators can contact Chair McGlashan directly.
- Senate Mailing. Senator Jason MacGregor presented the idea of having the Faculty Senate send out a mailing, one-third page in size, to all faculty twice a semester. The basic goal is to make faculty aware not only of the Faculty Senate presence but to ensure

that any faculty member can contact a senator to voice any concerns or issues of interest. The first mailing would be a list of the faculty senators by college and name.

- Upgrades to website. Senator Steven Pounders mentioned that Baylor's IT has been implementing new website designs for departments across campus and the Faculty Senate could request an update to our website. We could add a newsletter section, more permanent information, and improve the visibility as a whole. A small subcommittee consisting of senators Steven Pounders, Steven Sielaff, and Kim Mencken will work on this improvement.

VI. Retirement Planning Incentive Program.

Last May, Michelle Berry, Vice President for Academic Operations and Strategic Finance, had attended the Faculty Senate meeting and presented a draft retirement planning program. At that time, many questions and comments were made and, over the summer, Chair Newberry and Chair-Elect McGlashan met with Vice President Berry to further discuss the topic. A new draft was presented at today's meeting and several senators raised questions, such as if this is a planning document for retirement or is this meant to incentivize people to leave early, and Chair McGlashan confirmed it was a planning document; will the options automatically be accepted by each administrator or would it be necessary to negotiate. Others observed that one of the goals was to be able to hire a replacement during the "notice period" in order for the department in question to have somebody in place once the retirement occurs. That raised the question if a person gives notice of retiring and later decides to stay, if it would be allowed.

The document also allows retirement planning up to three years in the future and that you might have a higher financial incentive the earlier you notify your plan to retire. A senator noticed that the May document had a percentage incentive while the current one presented a flat rate and did not find that necessarily better. Another question was regarding the availability of faculty offices for those who retire and continue working and publishing their research and/or those who have ongoing external grants; this is a critically important issue. The document includes incentives such as the possibility of a class load reduction and a sabbatical, and a few questions raised the issue of someone who would like to continue teaching until they retire; would the sabbatical interfere with current research sabbaticals; and that there is no real incentive for anybody to continue teaching full-time based on this document. There is the issue of getting the document approved soon so that those who retire this year might take advantage of the benefits.

Chair McGlashan will mention to Vice President Berry that the Faculty Senate is generally in favor of the document and would like to see the final document for further discussion online.

VII. Report from Council of Deans meeting

Chair McGlashan reported the following items to the Faculty Senate from the Council of Deans meeting:

1. Provost's Council on Studies in Religion and Faith
The provost will convene the Truett Dean, Chair of Religion, University Chaplain, Director of IFL and Director of ISR for discussion and collaboration (assisting in both internal and external coordination of events, initiatives, etc.) among major units of the

university that formally study matters of religion and faith on the Baylor campus. The provost asked to give the Faculty Senate his assurance that we will closely review all future proposals establishing centers or institutes. Strengthening and regularizing these processes is important, a view he has conveyed to deans on two separate occasions.

2. Faculty Development

- a) Discussed a revised opportunity hiring program intended to provide an additional pathway for hiring women and underrepresented minorities. Program document reviewed by the deans and with HR for review.
- b) Discussed frequency and nature of pre-tenure review process. Discussed pros/cons of reducing formal reviews to years 2/4 or 3/5 with annual reviews occurring with the chair. There was much discussion around this and the topic will be revisited.
- c) Discussed improving clarity around processes for tenured associate/full professor promotion. Strengthening faculty development is a central goal of the Provost's, the Academic Affairs committee of the Board of Regents and of the President. We do not want lack of clarity or procedural laxness to prohibit faculty from advancing in their careers.

3. Academic Strategic Planning process update

They discussed the development of a two-part process to review these initiatives with deans and align them with Phase II of Pro Futuris.

VIII. New Task Force: Updating committee structures

Senator Matt Cordon, who is chair of the University Committee on Committees, mentioned that nobody has updated the Committee descriptions in a long time. Currently the Committee on Committees falls under the Provost's website and he believes it would be more efficient to change it to its own website where Committee descriptions and the Committee Report could be easily accessed for any updates. He asked for a task force to work on this and senators Margaret Wooddy and Kathy Hurtt volunteered to participate.

IX. Update on Ombudsperson search

Chair McGlashan reported that the ombudsperson committee of six members, from all ranks, met over the summer. The co-chairs are Pat Wilson from the Law School and Kevin Dougherty from Sociology. The call for applications has gone out to the faculty twice, but so far there has been little feedback. We should work on nominating people. According to the BUPPs, the Ombudsperson has to be a Full Professor.

X. Reports

- Leadership Taskforce. Chair McGlashan reported on behalf of Senator Eric Robinson that the Leadership Taskforce is currently in the process of gathering information on policy and practice regarding the recruitment, development, and evaluation of academic leaders from the department chair level through center/institute directors, assistant/associate

deans, assistant/associate/vice provosts, and through the provost and president. He expects a final report for the senate and provost by the end of October.

- Grievance Policy. Senator Randall Umstead will be working on updating the grievance policy and senators Eric Robinson and Sandor Ostlund volunteered to assist him.
- Staff Council Report. Senator Randall Umstead mentioned that this Council has been asking for a staff ombudsperson and in the past the Faculty Senate had passed a vote in favor of it, but since it has been so long they might come back to us and request another vote.

XI. DACA press release

Chair McGlashan asked if any more action needed to be taken. Senator Beth Farwell had mentioned that members of the BU Faculty of Color Alliance have started talking about options for helping Baylor students that may be affected by changes to DACA's status.

XII: Hurricanes Harvey and Irma: dealing with faculty and students affected

Chair McGlashan suggested that helping staff council would probably be our best option and Senator Jason McGregor mentioned that Becky Kennedy in Missions is sending teams over during Fall and Spring Break and they need more professional variety, such as engineers, music and any other area. Senator McGregor is the contact person.

XIII: New Business

- Admissions Committee. The Admissions Committee needs a new senator and Senator Beth Hulquist volunteered.
- New Senators Meeting. Chair McGlashan met with the new senators two weeks ago for a discussion of the bylaws and procedures of the senate. She would like to make it an annual event, perhaps in April or May, when the new Senators have been elected.
- Parking Issues. Chair McGlashan has received several emails regarding campus parking. One senator asked if we ever had any feedback from the consulting firm that was hired to study the issue, which we did not, and suggested we further the discussion via Canvas once we have more information.
- Task Force on Student Evaluations. Senator Brian Raines mentioned that several proposals were passed last year, each followed up by Vice Provost Wes Null. The Senate needs to request a follow up on this issue.

XIV. Adjournment

A motion to adjourn the meeting was made by Senator Baldrige. The motion was seconded and approved. The meeting was adjourned at 4:56pm.

Respectfully submitted,

Lizbeth Souza-Fuertes
Recording Secretary