

Baylor University Faculty Senate Meeting Agenda
Cashion 506

January 17, 2023
3:30pm-5:00pm

Present: Holly Collins, Gia Chevis, Coretta Pittman, Ann Theriot, George Cobb, Sam Perry, Karenna Malavanti, Derek Dodson, Ann Shoemaker, Sara Alexander, Dwight Allman, Erica Ancira, Brad Bolen, Jeremy Counsellor, Gerald Cleaver, Adrienne Duvall, Tisha Emerson, Bruce Evans, Sarah Ford, LesLee Funderburk, Christy Gantt, Brian Garner, Shelby Garner, Chris Hansen, Julie Holcomb, Tamara Hodges, Kristi Humphreys, Karon LeCompte, Michael Long, Elissa Madden, Ann McGlashan, Lourenço Paz, Matthew Piech, Denyse Rodgers, Cindy Riemenschneider, Keith Schubert, Lynn Tatum, Jamie Van Eyck, Anzhong Wang, Lauren Weber, Mariah Humphries, Kevin Tankersley, Kimberly Black, Bob Kane, Scott Gibson,

Absent: Stanton Greer, Angela Reed

- I. Call to Order: 3:30 p.m.
- II. Invocation: (Senator Gibson) 3:32 p.m.
- III. Approval of December Minutes (Senator Perry): 3:35 p.m.
 - a. Debra Burleson subbed for Erica Ancira
 - b. Kevin Tankersley (Correct Spelling)
 - c. Move to approve Michael Long, Seconded Chris Hansen
- IV. Guests: None.
- V. Reports: 3:40 p.m.
 - a. Executive Committee Meetings (Senate Chair)
Set the agenda, discussed teaching professor committee, update on the election, calendar and wintermester are being considered. Discussion of Intellectual Property issues, but no concrete updates.
 - b. Provost/EC Meeting (Senate Chair)
 1. Update on VP for Faculty Affairs; we discussed the importance of the faculty member's experience being broad and wide arranging across the university, necessary revisions to orientation, someone who has a strong sense of policy and shared governance, and someone who does not have their own particular agenda to pursue in this role. Dr. Brickhouse agreed with our descriptions of the role and reinforced a particular emphasis on shared governance. Provost also emphasized an existing knowledge of the university.

2. Questions concerning the travel policy or updates on the travel policy.
 - a. Senator LeCompte- No one is using the new guidelines in their department.
Senator Collins- This is a gradual roll out process. There is not a universal travel provided that has been named because there is still testing and checks to see how all of the changes will work.
3. Search for VP for CGE
4. Update on Honor Code is coming
5. Wintermester updates are coming soon
6. Are there additional items that faculty would like to hear in the university wide faculty meeting?

Discussion

Senator - Is there any discussion of raise pools and the rate of inflation?

Senator- Are there concerns about AI and plagiarism?

Senator Collins- Yes, this is already on the agenda.

7. Final exam schedule issues including that there were final exams scheduled after the date to turn in grades. Registrar's Office said that Grad classes can set their own exam dates.
 - a. Senator- If a course is cross listed, can we change the exam dates for undergraduate class dates?
Senator Collins- There are strict rules around this and the undergraduate exam times should not be changed.
Senator- There are still inconsistencies in the exam schedule with regard to when exams are scheduled and the dates are changed.

Side discussion on search for Vice Provost for Faculty Affairs

Senator- One of the requirements for the VP Faculty Affairs is that someone is a Full Professor. If the requirement was changed from Associate Professor then the pool should be reopened.

Senator Pittman- This person could apply if they are going up for full.

Senator Long- Could the position include promotion to full?

c. HR Meeting (Senate Chair)

d. Teaching Professor Committee (Senators Malavanti and Tatum)

PPTX presentation shows ranking updates for three tiers for teaching professor- Assistant, Associate, Full.

Faculty Senate approved the motion to work on this endeavor last year and the committee has now completed its charge and is now reporting.

An expanded committee has drafted BUPP, created procedures on expectations, rights, and privileges afforded teaching faculty.

BU-PP would create 1-3-5 year contracts, rather than 1 year contracts.

These tiers and the accompanying raises would put us in line with Power 5 Private Institutions.

Individual units and departments would create their own policies and guidelines.

Transition plan focuses on lateral moves into titles and a process for promoting people to the 3rd rank for those with at least 12 years of experience and 6 at would be considered the new Associate categorization. Currently there are 46 eligible senior lecturers that could move to Full.

Question and Answer:

Senator- Evaluation of professors at every 2 years? Point of clarification on timelines for reviews at different ranks?

Senator- The evaluation schedule is consistent with policies of other universities.

Senator- Are these rolling contracts? In previous iterations of policy, there were terminating contracts.

Senator- There is a terminal contract component.

Senator - You have a tier for folks on teaching contracts that want to move from Associate to Full, would there be contingencies in which Clinical Faculty could move into teaching positions should they want to.

Senator- I am curious about the contract issues raised at 1-2-5? Is it correct that someone can be terminated for cause, why are we making changes to these terms of appointment?

Senator- That was not in the purview of the committee.

Senator- The teaching promotions have been essentially de facto tenure, why would we change that?

Senator- That is not actually the case.

Senator- Are there criteria for advancing to Full level of teaching?

Senator- Full professors of teaching would have 12 years of experience, time at rank, excellence in teaching, and there would be more specific guidelines issued from within the department.

Senator- One of the things that we consistently heard back was that lecturers/teaching faculty have such broad experience in terms of teaching and serving and departmental roles that the departments would then create more specific guidelines.

Senator- There is a misplaced mention of summer sabbaticals. The procedures for the teaching create an issue in terms of external reviews of teaching and professional achievement. How would someone secure these letters and how would other people be qualified to make this judgment?

Senator- It would need to be people external to the department and provides a large swath of ways to assess performance.

Senator- Be careful in encouraging various actions or types of work so that we will not be required to do things that were originally encouraged.

Senator- An appointment comparable to tenure should involve outside reviews?

Senator- Getting someone who has not observed teaching is not preferable.

Senator- The promotion in terms of external reviews, this was not in our purview.

Senator- Are people who have been teaching 5/5 for overtime at the request of their departments going to be eligible for promotion, as we tell those folks not to do service in the department?

Senator - There is nothing that says someone who could not be promoted for being a hell of a teacher.

Senator- I am concerned with the presence of external review letters. This implies that the faculty in the department do not have the expertise to assess the performance of the faculty.

Senator- We were lining this up with clinical faculty. We were trying to be as flexible as possible.

Senator- I don't see anything in the document saying that there can't be more letters proffered than the external letters is this correct?

Senator Collins- time to move on

e. Associate Professor Committee (Senator LeCompte)

Slides are available on join.nearpod.com

Preliminary report shows the data, both qualitative and quantitative.

141 responses to Associate professors of all eligible.

Year hired at Baylor is included.

Most common words in the qualitative survey are displayed in word cloud.

Service roles are also illustrated in a word cloud.

More males than females responded to the requests.
Lower rates of response from women and minority faculty.

What are the suggestion to the committee on how to proceed with the data?

Senator LeCompte- The process on promotion to Full from Associate looks different for everyone. The primary measure within the context of R1 should national recognition.

f. Senate Policy Committee (Senator Chevis)

Follow up with Benninghof on Grievance Policy. Benninghof still needs to talk with Provost Brickhouse.

Updates on various personal conduct policies.

g. Outside Activities & Interests Committee (Senator Cobb)

The group is looking at how to report and if there should be reporting on outside interests. There are 4 possible bins ranging from does not need approval to requires prior approval. There is a wide range of things that need to be accounted for in terms of the ways in which different types of work might be reported or recorded.

VI. Unfinished Business: 4:15 p.m.

a. Faculty Regent Nominations (Senator Chevis)

Provost Brickhouse is in the process of making her recommendation to the Regents.

b. Discussion & Feedback: Teaching Professor Committee (Senator Chevis)

We are not voting on the teaching professor policy today. This has been voted out of committee, we will continue to have discussions concerning this policy.

A heads up on changes that could be coming. There is pushback on the titles of assistant, associate, and full ranks. As more transparency has been gained as to how US News & World Report does their rankings, administration has raised concerns about these tiers. US News & World Reports records compensation as a means of ranking. If the ranks are changed, they would be included in this USN&WR ranking the previously titled lecturer tiers would be included in this

compensation assessment. That could drop Baylor in the rankings. The committee concluded that their recommendation is clear and that they are not interested in changing the titles, but the administration may push back on this basis. We have not been given data on how or if this would drop Baylor in the rank.

Senator- Is the rank dropped because of the salaries of the lecturers are so low?

Senator- I was under the impression that we were doing this because it is in line with other comparable institutions, is not fair then that Baylor would actually be judged on this?

Senator - AAUP has said that we shouldn't be penalized for doing the right thing. The problem is with USN&WR.

Senator Chevis - There is an indication that we are trying to raise salaries across the board.

Senator- Last year we had a 4% raise pool. This was given to the Deans with the goal that the increase from 2.75% would be used to level out pay disparities for those who are being paid less.

Senator- The title change is very important to those currently titled as lecturers. Please, advocate for your colleagues because this puts those in this tier at a disadvantage.

Senator- Should there be an argument made to the administration in that we should take the hit in the USN&WR in order to move the university more broadly based on all the concerns just raised.

Senator - The Dean of Temple Business School is now in federal person for fudging this sort of data that was submitted to the AAUP. This is on the basis of defrauding students who are making decisions on the basis of rankings

Senator- Why do we care about USN&WR?

VII. New Business: 4:50 p.m.

- a. Senate Elections Committee (Senator Perry)
- b. International Agreements Policy feedback (Senator Chevis)

We need to per ACE Lab recommendations have a policy concerning international agreements. There are specific circumstances that require formalized agreements. Agreements are listed.

Senator Long- I read this carefully. This resembles what we have been doing for years. This formalizes those processes.

VIII. Announcements: 4:55 p.m.

University wide faculty meeting will include a discussion of ChatGPT. Baylor has produced a link to Honor Code issues concerning AI produced assignments.

Name tents have been resolved.

The BoR reception will be in February rather than March.

Senator- I found it very interesting who the BoR chose as the committee to deal with our athletes.

IX. Adjourn