

**Baylor University Faculty Senate Meeting Agenda**  
**Cashion 506**  
**March 21, 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, Chris Hansen, Julie Holcomb (Elesha Coffman), Tamara Hodges, Kristi Humphreys, Karon LeCompte, Michael Long, Elissa Madden, Ann McGlashan, Matthew Piech, Denyse Rodgers, Keith Schubert, Lynn Tatum, Jamie Van Eyck, Anzhong Wong, Mariah Humphries, Kevin Tankersley, Kimberly Black, Bob Kane

Absent: Scott Gibson, Angela Reed, Lauren Weber, Cindy Riemenschneider, Lourenço Paz,

- I. Call to Order: 3:30 p.m.
- II. Invocation: (Senator Tatum) 3:32 p.m.
- III. Approval of February Minutes (Senator Perry): 3:35 p.m.
- IV. Guests: 3:40 p.m.
  - a. None
- V. Reports: 3:40 p.m.
  - a. Executive Committee Meetings (Senate Chair)

Brian Raines came to talk to the EC about the Business Transformation. This hiring process is run through a consulting firm and these folks will manage Ignite. This addresses the lack of support and training concerning the Ignite software package. On a larger scale, this will meet the needs of Baylor as we expand and become more susceptible to audits. The software can meet that need if we have the positions to run it. There will be Business Officers, Financial Managers, and Financial Administrators. These folks will work out of the Dean's Office rather than reporting at the department level. They will do all things in terms of financial reports, reimbursements, etc... These administrators are hired in cohorts. The cohorts are trained in two-week intensive trainings on Baylor's use of Ignite.

Update on Baylor Family Food Security Endowed Fund- We raised 21K and need 7k more by May to endow the fund.

We spoke about ways to support Aramark employees. We talked about the diminished benefits to include tuition benefits and compensation concerns. This falls into a gray

area of how we can advocate given that they are outside contractors and faculty can advocate but have no role in determining these contracts.

We are still attempting to collect information on program directors and levels of compensation.

b. Provost/EC Meeting (Senate Chair)

We asked for an update on the third-tier lecturer/teaching faculty concerns. We addressed the fact that the Provost Office thought the ball was still in our court and then put things into motion for further discussion.

We also discussed mentorship for non-tenure track faculty that mirror the resources given to tenure track faculty.

The Provost noted a large jump in retention between first year and second year students and in particular those students who are high need.

We asked the Provost what her perspective on the Aramark situation with their employees is, and she discussed the impending expiration of that contract.

c. HR Meeting (Senate Chair)

Casidy Orand and/or Hank Steen concerning any UMR claims or things that need to be addressed concerning health benefits.

Senator- There were speech therapy claims that were denied, but a review period was put in place. It is a temporary fix and may result in denial of claims for speech, physical, and occupational therapy.

Senator Collins- Please, continue to address these problems with the above contacts. The more points of contact, the more likely that they are to fix these issues.

*Text of email sent to Senate Chair Collins re: Nation Wide Adderall Shortage:*

We've had a few faculty reach out over the last few weeks sharing that they've had increased costs to the prescription Adderall concerned that the increase was based on Baylor's switch to United healthcare. This specific issue isn't related to our medical plan transition to United Healthcare/UMR. Our prescription coverage continues to be provided through CVS and there were no changes to the CVS prescription plan for 2023. The issue that several of our faculty and staff are experiencing is a result of a nationwide shortage of Adderall, which is the main drug used for ADHD meds. Initially, this shortage

caused a supply issue with generic options which are typically less expensive than brand name drug options. We have heard that now even brand name options are in shorter supply as a result of this issue.

The suggestion we've been providing is for faculty and staff to reach out to their doctor and see if they have any copay cards available for their specific medication. These are sometimes available that will help offset the cost. Your doctor may also be able to provide an alternative medication that is less costly or available. Unfortunately, we aren't able to provide a whole lot of solutions at this time but did want to provide clarity that this is not associated with the transition to United. <https://www.fda.gov/drugs/drug-safety-and-availability/fda-announces-shortage-adderall> We remain in contact with CVS to ensure we are able to support and adjust as necessary.

Let me know if you have any questions. Please feel free to share this message as you see fit.

**Casidy Wegwerth Orand**

Assistant Vice President of HR Programs  
Division of Human Resources

Senator- Baylor needs to know that some students are missing class because of the Adderall shortage.

*Text of email sent to Senate Chair Collins re: Update on UMR Healthcare Transition*

Quick updates:

- You'll likely remember in 2022 we were able to issue faculty contracts and pay change statements through Ignite for the first time however the acceptance of the document was a bit clunky. We've made progress in streamlining the acceptance feature for contracts to be issued in May. I hope to be able to provide you screenshots or an example when we meet in March or April.
- An email was sent last week with information regarding the new TIAA integration that allows employees to log-in to [www.tiaa.org/baylor](http://www.tiaa.org/baylor) and update their contributions to their 403(b) plan. This includes the ability to sign-up for auto increases in contributions (for example: increase your contribution each year by 1% on a certain date).
- Thank you for the recent feedback in regards to the prescription drug coverage. We have not made any changes to prescription coverage through CVS. There continues to be supply chain issues across the US that are impacting generic prescriptions. This is not associated with the transition from BCBS to United and we are working with CVS to monitor and work with our members whenever possible until the supply chain issues are resolved.
- We received feedback last week from an HR Advisory council member in regards to the way a speech therapy claim was recently processed through UMR/United. We were able to take that information and quickly connect with United to investigate the claim (and all other speech therapy claims) to ensure the claims were being processed as we intended (and previously processed with BCBS). If/when you receive any feedback in regards to claims processes, please share that with Hank Steen and myself and we'll connect quickly to review the specific situation

but also ensure that similar claims are reviewed as well. We anticipate that 99% of claims will not require our intervention but in some rare cases that involve continued care that crossed over the calendar year we may need to intervene. United has been great in partnering with us to get these updated the same day, contacting providers and communicating with faculty and staff.

**Casidy Wegwerth Orand**

Assistant Vice President of HR Programs  
Division of Human Resources

d. Senate Policy Committee (Senator Chevis)

Nothing to report.

VI. Unfinished Business: 4:00 p.m.

a. Associate Professor Committee/Phase II: Associate Professor Outreach Committee (Senate Chair)

Phase II Outreach, only 1 volunteer wants to work on this committee. Please, volunteer and let's form this committee by the April meeting. Faculty do not need to be on the senate to serve on the committee.

b. Senate Elections Commission (Senator Perry)

The election has been completed. We are working to finish one unfilled seat for the business school. Senator Perry will work on creating a FAQ/Trouble Shooting guide that can be used in future elections.

c. Discussion: Role of Associate/Assistant/Divisional Deans in Faculty Senate (Senate Chair)

Qualtrics Survey- concerning whether Associate Deans should serve on the senate.

20 -No

6- Yes

Senator- Brian Raines and Randy Umstead were two of our most effective senate chairs. I would hate to see folks like this excluded from serving on the senate.

Senator- in Nursing, we have 8 Associate Deans, and these positions operate differently. Our associate deans are exclusively in a leadership role and do not teach. They are appointed by the Dean.

Senator- I agree with the characterization that the two associate deans did a great job here, but I disagree with the conclusion. I talked to a former general counsel at another school who explained a quid pro quo situation where faculty on the senate who were administrative roles could be enticed with professional advancement or promotion.

Senator: What administrative level would we cut this off?

Senator: Associate Dean because they're appointed.

Senator: Chairs?

Senator: Chairs should be elected or put in place by their departments.

Senator: There could be a situation in which faculty might be less inclined to run for senate if they were running against an associate dean or other senior faculty.

d. BU Survey Guidelines (BU PP XX) (Senate Chair)

Senator Collins- The displayed guidelines have been interpreted 4 different ways by as many different entities. The policy creates situations in which a department chair might have to get permission to send a survey to their faculty or the senate chair might need to get approval to send a survey to the senate.

Senator Chevis- The policy committee read it differently. We saw this as non-controversial because it did not seem like it would create the situations in which polls are being administered to departments or senate chairs to the senate.

Senator- If the second way is the way that we read this, it needs to be made explicit. Policies are not for good times, they are for bad times. There has always been a problem when the administration needs to approve things when the senate needs to something out to the faculty. There needs to be a way to react quickly to things in terms of sending out communications with clear definitions of what surveys, polls, etc...

Senator- Could we change this to academic research survey guidelines?

Senator Collins- That is not what this addresses. We need clarification because this is not about formalized academic research.

Senator- It should be clarified that this should not be about faculty opinion gathering.

Senator- The only actual restriction the way this is written is if it's over 100 students. In that sense, we can survey faculty.

Senator- Why would interdepartmental communication need to be monitored in this way?

Senator- Our cohorts are 100 students, we cannot wait for approval to gather information from them.

Senator- This sounds like a bunch of BS and that creates extra work.

Senator- There's no statistician present on the committee that would be responsible for instruments or methods of data collection.

Senator- It is important that the faculty senate should be able to send out communication without approval from the Provost's Office.

Senator- We cannot currently send out emails to everyone as it is.

Senator- Exactly, that should be fixed.

Senator- In previous administrations when a vote of no confidence took place there was a similar policy that forced us to vote off campus.

VII. New Business: 4:40 p.m.

a. BU PP 745 – Summer Study Abroad Compensation (Senate Chair)

The newest change here is on the flat rate compensation for Summer work on study abroad courses of 7,500 or 15,000 for 2 classes. The ACE recommendation was 6,250, so CGE came up to the current number. These are recommendations, we can take feedback now, but we should see this through the policy committee.

Senator- This does not change summer compensation versus summer abroad compensation.

Senator- Is there any consideration of what the pay disparity might cause?

Senator- Is there a consideration of how the current number might go up tied to inflation, cost of living, etc...?

Senator- Is there a consideration of whether or not the course is required for a degree?

Senator- Is there an indication of the problem this was meant to solve?

Senator- Yes, this addresses the problem that faculty compensation comes out of tuition dollars.

Senator- There will be a problem eventually given the people can make more in Waco, rather than study abroad because it is so much more work to travel abroad. There are more risks involved and more work in recruiting, etc...

Senator- This is a precursor to what's coming in terms of a broader change across the university in dropping the pay across the university in terms of flat rate summer pay rather than the % based model.

Senator- That is the same feeling that I have in terms of the long-term aim of adjusting summer compensation across the board.

Senator- Do we have the numbers that would show how many faculty would lose money in this model?

Senator- Previous reports indicate that this would be a raise for many people.

Senator- Could there be a compromise in increasing the program director fee?

Senator- I believe that was in the last revision that we voted on and approved.

Senator- I would like to ask for consideration that there are different types of courses that fall into study abroad and some that are more intense, especially since these courses are required for the degree.

Senator- Who made this decision?

Senator Collins- This was the ACE committee, I believe. It has been floated through more entities.

Senator- Could we get study abroad directors and faculty together to discuss this with the new head of CGE that is incoming before this is put into place?

b. Nominating Committee (appointed by Chair)

The bylaws call for the appointment of a nomination committee before or at the April committee. Please, contact Holly if you would be willing to serve on this nominating committee. This committee will propose a slate of offices. Senators can nominate from the floor.

We also need nominations for the policy committee. List of schools that have not served on policy committee:

VIII. Announcements: 4:55 p.m.

We need Baptists volunteers for HR Committees. The people need to be members in good standing of a BGCT church.

Regulatory concerns are addressed.

Senator- There needs to be consideration of expertise in these areas

IX. Adjourn

Pittman and Theriot.