



FACULTY SENATE NEWSLETTER

The Faculty Senate serves and functions as the representative, deliberative, and legislative body of the Baylor University Faculties.



Faculty Colleagues,

On November 1, 2016, as Faculty Senate Chair, I was asked by the *Chronicle of Higher Education* for comments on recent news stories and on Baylor's new website. I composed a response, which I am sharing with you.

First, let me say that since these developments (WSJ article and new website) are very recent, the full Senate has not had a chance to meet and discuss them. So I can't say I know at the moment what the Senate as a whole thinks about them. I'm also not privy to conversations with any public relations firms, so I do not know what advice the university has been given, nor how any such advice has affected the decision to create the website or speak out in the media.

That said, the Senate and Senate leadership have been in frequent communication with both senior administration and regents throughout the summer and fall. Since the announcement of the Pepper Hamilton findings in late May, we have been consistent and clear in conversations with administrators and regents that we believe it important to be forthcoming with information about our institution's mistakes, and have advocated for greater transparency. The Senate is resolute that we must make every effort to minimize the threat of sexual violence to our students, and to maximize the quality of support for those so victimized. The more information that is available about what went wrong, the better the chance of correcting the problems.

At the same time, we have been working cooperatively with Baylor's leadership to help implement the Pepper Hamilton recommendations, as well as on other tasks to address problems and move the University forward. The Senate placed faculty to serve on, and in some cases lead, teams organized to implement various Pepper Hamilton recommendations, ranging from concrete outcomes such as improving policies and procedures, to more intangible ones such as improving culture and climate. Senators are serving on the search committee for a new president, which is obviously critical to establishing a foundation for effective leadership into the future. With respect to that search, senators have devoted countless hours this fall to facilitating listening sessions in departments all across the university to collect input to inform the presidential search process. The Senate is also currently working with the office of the Provost on an initiative to identify and implement best practices for leadership development, assessment, and accountability at all levels of the university.

You ask specifically about the particular modes by which regents and senior administrators have now chosen to release new information. Ideally, critical information would have been released more completely, and more directly, some months ago, but I think the Senate generally welcomes any movement on the part of the university to be more transparent and forthcoming with relevant information.

I hope this provides you with some useful insight.

Byron Newberry, Chair
Faculty Senate

2016-2017 Executive Committee

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Browning Library*

Eric Robinson, PhD
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Educational Psychology

Randall Umstead, DMA
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School of Music, Vocal Studies

Senate Statements and Motions

In May 2016, the Faculty Senate passed the following motion:

We, the Faculty Senate, share in the heartbreak of the larger Baylor community for the victims of violence and sexual assault at Baylor University. Threats to the welfare and safety of Baylor students cannot be abided. On behalf of the faculty at large, we pledge to do all we can to make the academic environment as safe as possible, while holding to our mission of educating students for worldwide leadership and service.

Senate Priorities and Work Items

1. Faculty Senators hosted Listening Sessions for the Presidential Search process.
2. Faculty Senate Task Force is evaluating the Student Course Evaluation process; several proposals are under review.
3. Faculty Senate Task Force is evaluating the Transfer Credit Policy process.
4. Faculty Senate reviewed the new Annual Faculty Performance Review Form, scheduled for implementation in January 2017 (planning portion of the review process). Faculty Senate is requesting to meet with representatives of the Provost's Office this Fall for further discussion.
5. Faculty Senate is inviting Admissions to present the Baylor Enrollment Model to Faculty Senators, which allows Senators to speak intelligently to the Baylor faculty community about our enrollment algorithm.
6. Faculty Senate is conducting a study of faculty classifications over the past 10 years. The Provost's Office is providing data and Senators will code faculty names (tenure vs. non-tenure vs. part-time) accordingly. This process ensures our Senators categorize faculty properly. The Provost's Office will compile the final results for review with Faculty Senate.
7. Faculty Senate is developing a Task Force to identify the barriers to research productivity. Senators will conduct qualitative research this Fall (identifying questions/topics for the survey) and collect quantitative data in Spring.
8. Provost's Office, with input from the Faculty Senate, is developing a Leadership Assessment process to assist in the assessment and development of Baylor leadership.
9. Provost's Office launched a strategy for supporting 3rd & 4th candidates to diversify faculty candidate pools and provide funding for new recruitment strategies. Faculty Senate is encouraging additional messaging to create greater understanding of the support available.
10. The Pepper-Hamilton Report initiated a Culture and Climate team which includes two Faculty Senators. That team is working with Student Life, Title IX, and the Wellness Center on a Faculty/Staff Mentor/Advocate program to help students in crisis.

Note From The Faculty Senate Chair:

The faculty senate is the elected, representative body of the faculty. Let me encourage you to communicate frequently with any elected representative to express your opinions and/or concerns about life at Baylor.

Email your suggestions to: faculty_senate@baylor.edu.

2016-2017 Senators

College of Arts and Sciences

Dwight Allman, PhD
R.S. Baldrige, PhD
Garrett Cook, PhD
Elise Edwards, PhD
Hope Johnston, PhD
Ann McGlashan, PhD
Ron Morgan, PhD
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Steven Pounders, MFA
Brian Raines, PhD
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Sara Stone, PhD
Joan Supplee, PhD
Jo-Ann Tsang, PhD
Dan Walden, PhD
Walter Wilcox, PhD

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James Ellor, PhD

George W. Truett Theological Seminary

Michael Stroope, PhD

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Debra Burlison, PhD
Andrea Dixon, PhD
Kathy Hurtt, PhD
Jason Macgregor, PhD
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Honors College

Mark Long, PhD
Bill Neilson, MD

School of Law

Matt Cordon, JD

Louise Herrington School of Nursing

Mary Ann Faucher, PhD
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School of Music

Bradley Bolen, DMA
Sandor Ostlund, DMA
Randall Umstead, DMA

Robbins College of Health and Human Sciences

Janelle Walter, PhD
Margaret Woody, PhD

School of Education

Eric Robinson, PhD
Randy Wood, PhD

School of Engineering/Computer Science

Byron Newberry, PhD
Keith Schubert, PhD

University Libraries

Cynthia Burgess, MLIS
Beth Farwell, MLIS

Academic Affairs

Steven Sielaff, MA