

FACULTY SENATE MINUTES**January 10, 2012****Room 110, Cashion****3:30 pm**

Absent	Senator-At-Large Past Chair		Term Expires
	Cannon, Raymond	Mathematics	2012
College of Arts and Sciences		17 members	
	Allman, Dwight	Political Science	2014
	Baker, Lori	Anthropology, Forensic Science	2013
	Beck, Rosalie (chair)	Religion	2012
	Blackwell, Frieda	MFL -- Spanish and Portuguese	2012
	Coker, Joe	Religion	2013
	Cook, Garrett	Anthropology	2014
	Duhrkopf, Richard	Biology	2012
	Hanks, Tom	English	2013
	Long, Michael	Modern Foreign Languages	2013
	Losey, Jay	English	2012
A	Patton, Jim	Psychology and Neuroscience	2013
	Shoaf, Mary Margaret	Mathematics	2013
	Supplee, Joan	History	2012
A	Taylor, Mark	Biology	2014
	Toten-Beard, DeAnna	Theater Arts	2013
	Tsang, Jo-Ann	Psychology	2014
	Walter, Janelle	Family and Consumer Science	2014
School of Business		5 members	
	Burleson, Debra	Information Systems	2014
	Hurt, David	Accounting	2014
	Madden, Stan	Marketing	2012
	Neubert, Mitchell	Management	2012
	Riemenschneider, Cynthia	Information Systems	2014
School of Education		3 members	
	Johnsen, Susan	Educational Psychology	2012
	Jordan, Mary Ann	Education Administration	2013
	Wood, Randy	Curriculum and Instruction	2014
School of Music		2 members	
	Claybrook, Doug	Music	2013
	McKinney, Tim	Academic Studies	2012
School of Engineering/Computer Science		1 member	
	Newberry, Byron	Mechanical Engineering	2014
Honors College		1 member	
	Harvey, Barry	Honors College/Great Texts	2014
School of Law		1 member	
	Beal, Ron [Sub: Matt Cordon]	Law	2013
Libraries		1 member	
	Patteson, Rita	Libraries	2014
School of Nursing		1 member	
	Spies, Lori	Nursing	

Truett Seminary		1 member	
	Still, Todd	Truett Seminary	2014
School of Social Work		1 member	
	Yancey, Gaynor	Social Work	2014
	Spain, Rufus	Director, Retired Professors Program	

I. Call to Order

Chair Beck called the meeting to order at 3:32p.m.

II. Invocation

Senator Spain offered the invocation.

III. Approval of Minutes: 6 December 2011

Senator Jordon: I move we accept the minutes.

Senator Duhrkopf: I second.

Minutes passed by voice vote.

IV. Reports:

A. Chair Report

Chair Beck: Senators Patton and Blackwell will represent Baylor on January 21st at COIA. They will report to the Senate at the February meeting. Senator Still represented the Senate at a meeting to discuss the proposed new on-campus stadium prior to the Alamo Bowl.

Senator Still: The meeting was roughly one hour and did not include discussion of the strengths and weaknesses of a new stadium but centered on discussion of whether it can be built and if the funds can be raised.

Chair Beck: Do you wish to make a statement in support of an on campus stadium?

Senator: Who in development would ask a donor to give to a scholarship but not to the stadium?

Chair Beck: None would

Chair Beck: The Executive Committee met with Provost Davis and Judge Starr and we were satisfied that proper procedure in the Ellis case is being followed by the administration. In addition, we discussed the stadium meeting that would take place before the Alamo Bowl. Judge Starr is not convinced this is the best use of resources. We discussed the need to find money for scholarships and the endowment.

Senator: There may be people who want to give money for things that the University should reject, like money given for endowed chairs with strings attached regarding who can hold that position. Real universities should reject these. It is immoral that the university should spend so much money on a football stadium when have so many other needs.

Senator: I remember hearing something from Ian McCaw regarding that the deferred maintenance that is needed for Floyd Casey stadium would run into seven figures. There are structural issues that need to be repaired. Is this the hill that we want to die on? Are you sure this is the windmill you want to tilt?

Chair Beck: The EC will draft a statement and then bring it for approval or disapproval.

Senator: Does anyone know why this is being pushed now?

Senator: Out of the Big 12 BCS bowl eligible teams, Baylor is the only team that does not have an on campus stadium.

Senator: In the strategic plan input phase, this was something that came up and not by a small number of people. It was not a slam dunk but there and the tilt towards being positive.

Senator: What percentages of students write the administration and ask whether there is an on campus stadium when choosing between Notre Dame and Baylor.

Senator: Why does it need to be on campus? Is the BRIC on campus, is social work on campus?

Chair Beck: For February, we could do an informal poll and see what the faculty thinks.

Senator: When you build anything new, everything that we do right now, when our budget is based on nearly 90% tuition, it is on credit. You may be able to buy a Bentley because you have good credit but that doesn't mean it is a good idea. In the past, Baylor has been very close to financial crisis but we made it because we had no debt, but now we do. We may have people pledge 100% but then they only give 80% but we still have to pay 100%.

B. Academic Freedom (Tsang)

Senator Tsang: There were two primary points of discussion in this meeting. The first was the consideration of Baylor's procedures for the Faculty Dismissal Committee. The second was the role of the faculty in vetting speakers being reviewed by Student Life. The results of the committee's deliberation are two resolutions for consideration by the Senate

Resolution concerning the composition and deliberation of the Faculty Dismissal Committee

The Academic Freedom and Responsibility Committee feels that the current process for dismissal has two significant flaws that make it likely that the university will risk censure by AAUP and other academic entities in that:

- 1) The composition of the Faculty Dismissal Committee is flawed in that one-half of the members of the committee are appointed by the administration.
- 2) The Faculty Dismissal Committee's standard of proof does not meet AAUP standards of "clear and convincing" evidence.

The committee calls upon the senate leadership to work with the administration to address these issues immediately. We encourage the administration to comport with AAUP standards.

Resolution concerning academic freedom and speaker review

In the interest of academic freedom our committee recommends that negative decisions by Student Life regarding campus speakers be submitted for review and recommendation by a faculty committee. The Student Life and Services Committee or the University Lectures Committee might be appropriate committees for this review.

C. Enrollment Management (Still)

Senator Still: During the fall semester, the committee worked on the academic actions regarding probation, suspension and dismissal. These were revised 12-5-11. A copy has been sent to you via email attachment so please review these and provide feedback.

Senator: In what way does this change what is in place now?

Senator Still: I will need time to look at that because it is multi-layered. I can send you the document with which we began work and what we have now so that you can see the changes.

Senator: Will the academic warning part be in there?

Senator Still: Yes ma'am.

D. Student Life (Wood)

Senator Wood: We have Drs. Jackson and Palacios here with us today so I will defer to them for the report.

E. Liaison Reports

- i. Council of Deans (Beck)
- ii. Athletic Council (Blackwell) We have not met this semester. Dr. Burluson made me aware that there were two Lady Bear basketball games during exams last semester. I raised this with Mark Dunn so that it would be discussed with Ian McCaw.
- iii. Personnel, Benefits, Compensation (Madden) No report
- iv. Personnel Policies (Beal) No report
- v. Admission (Jordan) We met last week. There are 25 students in jeopardy of losing the right to attend the university this spring. There were eight approved appeals. Not all students appealed.
- vi. Staff Council (Patton) Jim Patton is ill today. Marilyn McKinney gave the update. The Staff Endowed Scholarship Fund has a goal of raising \$25,000 and we found out today that we are only \$1300 away from that goal. We are currently considering proposals for our spring service project.

V. New Business:

A. Collaboration of Faculty with Student Life

Dr. Kevin Jackson; Dr. Liz Palacios

Dr. Jackson: I appreciate the opportunity to be here this afternoon. I created some slides to start our discussion.

Mission of the Division of Student Life

Student Life seeks to enrich the Baylor experience through life-changing programs and services resulting in an integrated education known from leadership, service, Christian faith, and the total development of students.

Student Life Goals

- Enlarge student leadership development opportunities
- Expand the impact of community service and civic engagement
- Enhance student health and wellness programs and services
- Cultivate student-led spirit and tradition
- Expand spiritually formative experiences
- Encourage discussion of complex world issues within an environment that fosters biblical perspectives
- Increase the quantity and quality of on campus living and learning experiences
- Integrate assessment into the culture of the division

Structure

- Martha Lou Scott, Ed.D. - Associate Vice President for Student Life - Wellness
- Elizabeth Palacios, Ph.D. – Dean for Student Development
- Burt Burleson, D.Min. – University Chaplain and Dean
- Jeff Doyle, Ph.D. – Dean for Student Learning and Engagement
- A total of 160 people working together to advance Baylor University

Academic and Student Life Collaborations

- Faculty partners, LLCs, and residential colleges
- Discipline specific missions
- BU/University 1000
- HOT North Central Marketplace Health Alliance
- 180 faculty serve as student organization advisors
- Community service and civic engagement
- Students of concern
- Care for students in crisis
- Student Life and Services, Spiritual Life advisory, new staff selection and other committees

Establishing a Culture of Excellence

Three hundred and twenty people were involved in missions last year. This year we are aiming for 400 people working in missions. Many are discipline specific programs such as Becky Kennedy and Janelle Walter plan to go to Honduras to work specifically on a mission regarding nutrition. Lisa Baker will travel once again to Kenya. There are programs in the Accounting Department and in Engineering.

Every mission trip goes through the approval process through the ITC.

Chair Beck: There is a taskforce that is discussing how all of the mission trips coordinate with academic credit.

Senator: For students of concern, where does the Paul Foster program fit into your structure or is that in Student Life

Dr. Jackson: It is not a part of Student Life but we work closely with them.

Senator: Can you contact the residential life about a student in trouble and have them contact the student?

Dr. Jackson: Staff can contact the student for a wellness check. Or you can contact Martha Lou Scott and she can enact this wellness check.

Senator: I did have a student of concern last semester and I did call Martha Lou Scott and things just rolled into action.

Chair Beck: How are faculty partners and those living in residence halls given their positions?

Dr. Jackson: This is done by a selection committee. The Provost is notified that there is a vacancy. A notice is sent to the community about opening. If the opening is specific to a school then the notice is sent to all that are part of that school. If it is a general opening, then it is sent to all faculty. People then apply and the selection process takes place.

Senator: Are we sensitive to people of other faiths in reaching out to those students?

Dr. Jackson: Yes, especially when in a crisis. If we are specifically looking for someone of a different faith, then we would have to look into some of our resources in the community.

Senator: Typically, when young person is struggling then the strength is found in their particular faith.

Dr. Jackson: Burt Burleson is fantastic. He knows all of our resources in the community and keeps in touch to make sure we can meet the needs of our students.

Dr. Jackson: I guess you have questions about campus speakers so I am going to turn it over for specific questions.

Senator: Our real concern is with the decision process. It is that everyone that has a student group that has an outside speaker fills out the questionnaire form. If Student Life says that this person is not an acceptable speaker, then this is a significant decision and it should be made with faculty to make sure to protect academic freedom.

Dr. Jackson: Something that we need to consider is that academic freedom does not apply to students, only to faculty. Students do not have academic freedom.

Dr. Palacios: In the last six years, there has been no controversy regarding the speaker process.

Senator: At Notre Dame, it was viewed that the “Vagina Monologues” were not consistent with the university’s mission so they brought in another speaker to ensure both points of view were presented. It seems like we should have faculty involvement when we think we have a problematic situation. I’m not saying that you shouldn’t have a “nix” but when that does happen it should be done in consultation with faculty.

Senator: Can you give us an indication of how many have been denied?

Dr. Jackson: In the last 2 ½ -3 years I have been here, none have been denied. We have asked questions. Typically these are about the learning outcomes. Students give me blank looks regarding these questions. We are trying to help develop the students and their thought process. Most of the time students have just heard of a good speaker and want to bring them in. We want them to begin to think about what their goals are.

Dr. Palacios: We have them solicit faculty interaction. When things are edgy, we have them seek the reflection of faculty so that they don’t do things in isolation.

Senator: When we were in our committee meeting some student groups want to bring in someone’s uncle or father. Student Life has done a good job of saying let’s bring in someone with some expertise in this topic. Students have to be developed. When getting ready to make the decision, it would be nice to have faculty involved.

Chair Beck: There is a committee that is involved that has at least one faculty member involved? Is that correct?

Dr. Jackson: Not right now.

Dr. Palacios: There are different levels of speakers, so we may need to clarify that.

Chair Beck: Okay, let’s take Cornel West for example. We know that it didn’t get to that point but if a student group does want to invite someone like Dr. West and it looks controversial, where does it go?

Dr. Jackson: It goes to the president. He has designated this power to me but it could be appealed to him. Cornel West is a good example because he came from a student group and a department. It was already on the website of Student Life before the request had gone through the process.

This caused some misinterpretation that Dr. Jackson does not like Cornel West's politics. Things were not well done in that it even had the incorrect title of what he was going to speak on. We went back and asked questions, like with any speaker invited: What are the outcomes and is Cornel West the best person to accomplish these outcomes?

Chair Beck: I am concerned on 2 levels. How is it determined who is the best to assess these measures? And that the faculty members are not in consult by Student Life on these decisions.

Dr. Jackson: I think a committee with faculty would be a good part to the vetting process to get feedback and to have a discussion. It could be the committee that they interact regularly with rather than a new committee every year.

Dr. Palacios: The best practice is to find a partnering department so the speaker can be used more in classes and so forth.

Senator: What causes me a little hesitation on this, is that the process by which we govern all of this has to reach out to students and say "challenge us."

Senator: We are not trying to stop students. I hear you say that the committee will discuss this and have input.

Dr. Jackson: We are getting at the heart of what is a private Christian university policy. I am held responsible for enacting policy and the policy sets some boundaries. I am responsible for interpreting this policy.

Chair Beck: Are you able to add faculty into this decision process?

Dr. Jackson: Student groups do not have academic freedom and staff does not have academic freedom. It would be helpful if the Faculty Senate made a recommendation to say that a faculty committee should be established to facilitate the speaker approval process.

Chair Beck: If you will craft a statement that will be most helpful, then we will take a vote of the Senate. Is this something the Senate will consider? (many nods of the Senators)

Senator: We had a discussion about changes that were made to student groups such as changes to GPA requirements.

Dr. Palacios: We do have a committee with faculty that considers these requirements. We will start the process earlier so that this will go out to faculty advisors sooner. We have a timeline but did vote too late this year. We will do a better job of having this done a lot sooner. If you are interested, then please let us know because we can't do our jobs without you and we can make your jobs with students a lot more effective and fun.

Dr. Jackson: Another lesson we learned, is that when we are making changes like that we need to go to the committee for feedback.

Chair Beck: The grade policy change, will you explain that to us?

Dr. Palacios: The changes are as follows:

If you want to be a member of an organization Baylor used to require a 2.5 overall GPA and 2.25 current GPA and there were many ways to get on probation. The committee looked at other schools and found that many do not have GPA requirements. The committee decided that for those students in leadership role should have a 2.75 current GPA and a cumulative 2.5 GPA. Membership in an organization the GPA requirements were dropped from to a 2.0 to

give students a cushion as there is no longer probation. If you do not have a high enough GPA then you do not get to be the president of your organization. This is non-negotiable.

Senator: Why do we not go with the higher standard? Aren't we concerned that standards are higher outside of Baylor?

Senator: I would like to talk more about the speaker approval policy and students. There are lots of ways to say no without saying no. My wife does it all of the time to me. "Are you sure you want to wear that tie?" I would like this committee to be involved early in the process because it is easy for a student to be intimidated early on not just at the end.

Dr. Jackson: Yes, this is not an appeals process but part of the regular process. One of our challenges is getting the right information. I talk with the student and ask questions such as how are we going to fund the speaker. There are some things that need to be determine before this goes to a committee. I am a big student advocate and I want to come along with students, but I also want to honor Baylor.

Senator: I am confused about many things. If a department is supporting a speaker, such as if the department had been able to continue supporting the visit of Cornell West, would this still have been an issue?

Dr. Jackson: We got way ahead of ourselves in that issue. First they put it on the website then went about trying to find faculty partners. It is a greater process when it is an all-university event.

Senator: Regarding University 1000, I am under the perception that credit came with this class.

Dr. Jackson: No, this is part of chapel. It is tied to some hybrid courses this year. In music, for example, all majors take a first year course. This year they take this course and U1000. This year, we tried to take outcomes from U1000 and see if can be integrated into the existing course and, when compatible, to incorporate learning outcomes.

Chair Beck: So they get chapel credit, not academic credit?

Dr. Jackson: Yes

Senator: Should Student Life be creating courses which are resulting in academic credit?

Dr. Jackson: No. The process we are talking about is done through Sinda Vanderpool's office because Student Life does not have the authority to create classes.

Chair Beck: I want us to discuss how faculty can be more helpful to Student Life and Student Life to faculty. Maybe just knowing that the faculty can contact Martha Lou when we have students in crisis fulfills this.

Chair Beck: Any other concerns or questions?

Senate: None

Senator Hanks: I move we adjourn.

Senator Neubert: Seconded the motion.

VI. Adjournment

Chair Beck adjourned the meeting at 5:05p.m.