

Baylor University Faculty Senate Meeting Agenda
Cashion 506
April 11, 2023
3:30pm-5:00pm

Present: Holly Collins, Gia Chevis, Coretta Pittman, Ann Theriot, George Cobb, Sam Perry, Karena Malavanti, Derek Dodson, Ann Shoemaker, Sara Alexander, Erica Ancira (Carolyn Turner), Jeremy Counsellor, Adrienne Duvall, Tisha Emerson, Bruce Evans, Sarah Ford, LesLee Funderburk, Christy Gantt, Brian Garner, Chris Hansen, Julie Holcomb, Tamara Hodges, Kristi Humphreys, Karon LeCompte, Michael Long, Elissa Madden, Ann McGlashan, Matthew Piech, Denyse Rodgers, Keith Schubert, Lynn Tatum, Mariah Humphries, Kevin Tankersley, Kimberly Black, Bob Kane, Cindy Reimenschneider (Laurie Burney)

Absent: Dwight Allman, Brad Bolen, Gerald Cleaver, Angela Reed, Andrea Shepherd, Anzhong Wang, Jamie Van Eyck

- I. Call to Order: 3:30 p.m.
- II. Invocation: (Senator Soltwisch) 3:32 p.m.
- III. Approval of March Minutes (Senator Perry): 3:35 p.m.
No corrections or updates.
- IV. Guests: 3:40 p.m.

a. McKenzie Arata, Student Government
Student Government representatives, Haley, Senior; Drew Eichorn, Freshman;
Internal VP

PowerPoint, Senate Executive Council, 6 standing committees, and 5 types of legislation (500k allocation budget)

Academic Affairs Committee
Campus Improvements & Affairs Committee
DEI Committee
Finance Committee
Operations & Procedures Committee
Public Relations Committee

70th Legislative Session

Faculty Senate and Student Senate Partnership
- Joint Resolutions

- Academic Affairs Committee and Student Input
- Faculty Input for Student Senate Ideas

Academic Affairs Goals and Questions

- Open Syllabi
- Open Textbook Resources
- Platform for research opportunities
- Canvas pages opening earlier

Senator- How early are talking about having course material available?

Arata- We would be interested in having a syllabus on file that could be updated at some points.

Senator- You want to change the language around the syllabus issue because the syllabus itself is a contract with students. You want to move more to a detailed course description.

Senator- You may want to think about the technology issues. Our department has updated course descriptions every semester, but we do not have a place to post these updates.

Senator- It may help to distinguish between general and core courses, rather than upper division courses.

Senator- What can you all see in the course descriptions?

Arata- We can see the CRN and a brief description, but we would like to see more information regarding course content and formatting.

Open Textbook Resources

Arata- At the Big 12 conference, there were schools that mentioned using book that were free, low cost, or reduced cost. There are some schools that provide stipends to offer these sorts of things.

Platform for research opportunities

Arata- Platform for research opportunities. It is hard for students to sometimes find opportunities for research and students do not necessarily know where to go to find research opportunities.

Senator Collins- Looking into URSA opportunities and knowing that they are attempting move more things into this direction.

Canvas pages opening earlier

Senator- This is also a technology issue. In the past we had the ability to open the Canvas pages earlier, but we cannot do it more than a week before class now.

Senator- This also maybe something where we can work with libraries and technology folks in order to create more functionality around showing some parts of the course and not others that may not change.

Senator- If the open syllabi were available, would the Canvas concern remain?

Arata- No. That would take care of it.

b. Josh Strakos, Baylor Family Food Security Endowed Fund

I am happy to be back. There's nothing like standing asking in front of a group of peers and asking for money.

Josh talks through the context of the Baylor Family Food Security Endowed Fund, specifically the context of food insecurity and knowing that some students do not know where their next meal is going to come from. During Josh's time on the senate he became more aware of the needs of students and the ways in which students may struggle to find financial and food security, especially in light of the social pressures faced by students as they navigate Baylor. In working with the Office of Student Success and Matt Cordon, we were able to start this fund with about 18k. This funded 170 food scholarship cards where students received cards that had 20 trips to the cafeteria loaded on them. This immediately met a need. There are still needs. International students are particularly vulnerable. We know that some of these students may not eat for days and that many with families sacrifice their food security for the their families. Students may not know about the resources available to them, including The Store- which is Baylor's food pantry. There are increases in need every year and the number of students served continues to increase from semester to semester and year to year. These resources are donation dependent. The donations fluctuate quite a bit. Students can donate extra meals from their meal plans to help students in need.

All endowed need 50k to be funded. The endowed fund pays out at 4-5% per year. We are currently at 43k. We need to hit the endowment mark by year 3, which is the coming year. All the money goes straight to meeting student food needs.

- 1- The goal is meet the 50k goal by the end of this year. We need 7k.
- 2- Pray for leadership and stakeholders to meet this need holistically.
- 3- Give as you are able to personally.
- 4- Push this initiative out to your colleagues.

Josh is going to send out an email that can be pushed out to our colleagues. Please, reach out to your colleagues and make them aware of the need.

Senator- How do students access this assistance?

Strakos- The students fill out a form and answer some questions through an intake process in order to verify the need.

Senator- During Giving Day, I went online and tried to donate and there are two food insecurity food. I went to the wrong one.

Senator- The Store, Food Store Pantry also had a link on Giving Day, as well.

Strakos- If you go to the giving page, and you search Baylor Family Food Security Fund you can search the Baylor Family Food Security Fund.

Senator- Do you know if this fund also applies to the nursing school campus?

Strakos- Yes, that was the intent. We want to fund all of our satellite campuses.

V. Reports: 4:10 p.m.

a. Executive Committee Meetings (Senate Chair)

We discussed setting the agenda. We discussed a need to discuss the process for Dean searches with the Provost.

We asked if the University has a position on using pronouns regarding students.

We discussed elections.

b. Provost/EC Meeting (Senate Chair)

We discussed the Dean Search selection process. These committees are appointed, there is a search firm, and there is outreach to faculty to find people who are networked across campus.

Senator- As a department chair, I have been contacted to suggest people to be on these committees.

We discussed the folding of summer research bonuses into base pay. If faculty have a track record of receiving grants, that bonus gets folded into the base pay.

Senator- Will the base pay drop if people do not continue to get the grants?

Senator Collins- That has not been worked out.

Senator- When does this start?

Senator Collins- Summer of 24

We discussed the creation of the third tier for teaching faculty. The Provost is willing to create a third track, but not create title changes. The Provost said she can fast track the third tier. She cannot fast track a title change and this will be an extended discussion. We provided reasons

and evidence that suggested why the titles need to be changed. We pointed out that 9 of 11 Power 5 Private Universities have these titles in place.

Senator- When will the title change for the tier be made or marked if there is a new tier?

Senator Collins- We suggested that the third tier be called "Professor of Teaching"?

Senator- Just to be clear, we are figuring the USN&WR issue as a matter of Baylor paying our lecturers too little?

Senator Collins- Yes, the average salary dropping in USN&WR is the issue.

Senator- What happens to people who by matter of timing are going to make less because of when they were promoted?

Senator- Baylor is not reporting the salaries in the same way that our peer institutions do, as per AAUP?

Senator- What does the three-tier system look like?

Senator- Explanation of the three tiers with the titles Lecturer, Senior Lecturer, and Professor of Teaching?

Senator- Wasn't the title change one of the impetuses for creating the three tiers?

Senator- Yes, this was a major concern when this proposal was being drafted and among those we talked to about the need for a third tier.

c. HR Meeting (Senate Chair)

Update on Speech Therapy and Occupational Therapy Coverage- There are two options on unlimited speech therapy with a review after 25 visits. The other is 60 visits. It seems that they have gone to the second.

Overall UMR is cheaper for care than BCBS, but increases in price are likely related to the prices that individual providers charge based on their relationship with each of these insurance carriers.

Update on Electronic Contract Delivery- Our contract acceptance process will involve fewer clicks. To see summer compensation, it is not in your contract, but that information is in Ignite under additional compensation.

Update on Retirement Assistance- HR agrees that folks retiring need help or should receive assistance in moving or packing up their offices. We also talked about combing the HR and Provost benefits websites together.

Update on Committees seeking BCGT approved Baptist Church members for committees- Asked about non-Baptists serving on those committees that require Baptists, but the ask was rebuffed and we were told that non-Baptist should serve on the HR advisory board.

d. HR Advisory Board (Senator Shoemaker)

Senator Shoemaker- Our meeting with HR was largely related to the Spiritual Well-Being. We talked about whether faculty are using these resources or are going to chapel. We asked if, there are resources for our Jewish colleagues, there are not, but they said that people could create such a group if they wanted to.

Update on TIAA retirement contributions- TIAA has updated their website now there is a way for you to auto-escalate contributions.

Update from UMR- UMR, there is a rewards program (UMR wellness website). If your provider is not in network, they would only continue to pay for their services for the first year.

Update on workplace/service anniversaries- Baylor is considering changing the company that they partner with for milestone awards.

e. Senate Policy Committee (Senator Chevis)

Affiliate faculty policy is back in the Provost Office.

Fraud Policy. Don't commit fraud. University employees who are at an administrative level should create a culture of honesty/not fraudulent. There are reporting obligations.

f. Wintermester Task Force (Senator Ford)

The task force sent a list of recommendations. The President's Council has opted to stay with the same model of a 3 week wintermester model.

VI. Unfinished Business: 4:30 p.m.

a. Associate Professor Committee/Phase II: Associate Professor Outreach Committee

Laurie Burney

Elesha Coffman

Adrienne Duvall

Debra Harris

Elise King

Ann McGlashan

Holly Collins (ex officio)

b. Senate Elections Commission (Senator Perry)

We are still working to fill one seat for the Business school. We will also work to create a basic set of instructions or FAQ type document to help assist with the running of elections.

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

Last month, we discussed whether Associate Deans and above can stay on senate. The executive committee suggests a change to the bylaws. We would vote on these changes next month if we decide to vote.

Proposed change to CONSTITUTION :

ARTICLE II. SENATE REPRESENTATION

Section 1. Eligibility

- The Faculty Senate is composed of the full-time faculty members of the various academic units, where “academic units” comprise the various schools and libraries, the colleges, the seminary, and other such academic entities falling under the leadership of an academic dean.
- All full-time faculty members holding continuous appointments within academic units and with ranks at or below the rank of department chair or equivalent administrative position are eligible to serve and vote. Excluded from Senate eligibility is anyone holding the title of Assistant, Associate, or Divisional Dean. Anyone with Dean in their title would be ineligible.
- Any senator who is appointed to an administrative position above chair or equivalent while serving a term may finish their current term but may not run for re-election.

Discussion of wording, especially in relation to divisional and departmental titles. Any title including Dean needs to be excluded.

Senator- We also need to make bylaw changes to the Elections policies re: those that do not complete their terms.

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

Meeting with Kristina Campos Davis concerning how poorly this policy is written. This is now being addressed by Gary Carini. In particular, defining what is regarded as a survey and the language around departments and units. We asked for an exclusion to the senate for internal senate business. We also asked for exceptions for those surveying students. We also asked for exceptions on matters of timeliness.

e. Nominating Committee (appointed by Chair)

Gia Chevis
Coretta Pittman
Jamie Van Eyck
Scott Gibson
Chris Hansen
Laurnco Paz
Lauren Weber

- VII. New Business: 4:50 p.m.
a. Josh Strakos resolution

Passes unanimously.

- VIII. Announcements: 4:55 p.m.

- a. update on AirBnB – “Yes, with limitations.” majority of other Universities they’ve used for comparison. The University’s President’s Council has decided that alternative lodging may be acceptable in very limited circumstances, depending on a number of factors. A committee (including OGC and Risk Mgmt) has been formed to consider the different requests, with members of different administrative departments focused on the risk and benefits of such usage.

POLICY RECOMMENDATION(S): Create policy allowing alternative lodging only when (a) there is a substantial cost benefit or (b) no available traditional lodging, dependent on the conditions surrounding the activity. Include the following:

- Prohibition on housing students and faculty/staff within shared spaces. Prohibition on housing faculty/staff without clear delineation of private spaces and security.
- Clear statement that University will not pay for family/guest lodging, with a statement of how costs will be divided when family/guests are present in alternative lodging. Acknowledgement by employee that University will not pay for damages caused by family/guests present.
- Clear statement of the risks/dangers present with alternative lodging, with an acknowledgement by the employee/department that he/she/they are aware of the risks and a statement of why the need for alternative lodging exists.
- Financial parameters given to the Business Officers/department approvers for what defines a substantial cost benefit determination. Requirement that submitters must provide proof for such determination.
- Statement that in the case of foreign travel, employee must be in contract with the Center for Global Engagement and show approval of requested travel. Further restrictions may be instituted in the case of foreign travel, dependent on location.

- b. Update on study abroad summer compensation:
- the average, for all faculty in all programs, goes down by \$2715.08, almost all of the decrease is accounted for by 3 of 22 programs.

- there is no provision for automatic review of the flat rate at this time, and they would prefer to leave it that way for now
- there is a field school requirement for some tracks within Anthropology, I do not believe there is an international requirement. You can check this with Sarah Alexander or perhaps with the Chair, Michael Muelenbein.

IX. Adjourn