

Baylor University Faculty Senate Meeting Agenda
Foster 143/144
November 14, 2023
3:30pm-5:00pm

Present: Gia Chevis, Sarah Ford, Holly Collins, Eric Swan, LesLee Funderburk, Jessica Peck, Sam Perry (sub), Erin Killingworth, Adrienne Duvall (sub), Haylee Beard, Erica Ancira, Ron Morgan, Cristy Gantt, Lynn Tatum, Ann McGlashan, Lauren Muhl, Rizalia Klausmeyer, Michael Long, Jill Klentzman, Bruce Evans, Sinai Woods, Joel Weaver, Elissa Madden, Stanton Greer (sub), Elesha Coffman, Lotte Bostick, Sara Alexander, Derek Dodson, Tamara Hodges, Emily Hunter, Bob Kane, Hope Johnston, Jeffrey Olafsen, Matthew Piech, Jennifer Robbins, Matthew Williams, Kayla Collins, Kevin Tankersley, Lauren Weber
Absent: Jeremy Counsellor, Bridget Fuselier, Matthew Laube, Scott Koziol, Jamie Van Eyck, Bradley Bolen, Anzhong Wang

- I. Call to Order: 3:31 p.m.
- II. Invocation: 3:32 p.m. (Senator Klentzman)
- III. Approval of May Minutes: 3:33 p.m. (Senator Malavanti)
 - a. Senator Ancira motions to approve, Senator Evan seconds, Motion passes unanimously.
- IV. Guests: 3:33 p.m.
 - a. Provost Nancy Brickhouse, Co-Interim Business Officers Susan Anz and Brett Powell, Vice Provost Deanna Toten Beard, Provost Chief of Staff Kristina Campos Davis
 - Dr. Powell gave an Operating budget update
 1. Expenses outpacing projections. Revenue growth is smaller this year and has slowed down.
 2. Since Fall 2018, enrollment has grown by 21%. With Graduate/Professional Education (GPE), growth at >700%. Strategically limiting [UG] enrollment growth now. Baylor is providing more GPE providing instead of partner (2U - online program manager). This is great news for the university.
 - a. Response to senator question on potential revenue drivers: Summer enrollment, summer camps, academic conferences in the summer
 - i. Follow-up request to survey faculty who may contribute to summer teaching, etc.
 - b. Response to senator question on how to grow tuition revenue: Hold UG steady and grow GPE (online, and here) strategically.

- c. Response to senator question on where departmental budgets are in the pie chart? Department budget is generally in Instruction category (35% of expense allocation). Flat departmental budgets are constrained because of increased hiring across the institution. Right now, we typically use last year's operating budget to project next year. Some universities make each department justify every dollar, but this means departments compete with each other. There have not been resources to add to operating budgets.
 - d. Response to senator question on how we compare to other R1s: Our "Research" expense allocation and revenue is low related to other R1s. Plus our endowment is too low compared to other R1s.
 - 3. Investment priorities include: Strategic Plan, Compensation (hiring/merit), Research faculty & support, Mandatory & inflationary cost increases, Major contract changes (facilities & dining), Capital investments
 - 4. Phase II Capital Planning (5-year planning horizon)— Data gathering underway; Recommendations to President's Council for integration with Strategic Plan in April 2024.
 - a. Response to senator question: planning index will show which buildings are too costly to renovate and instead warrant a new build
 - 5. Facilities Services Contract(s)
 - a. Current 10-year contract consolidated all facility operations and dining operations but did not have key performance indicators for accountability and contract management
 - b. Will replace with unbundled 6 contracts with accountability (penalties and incentives). Hoping to achieve increased value per dollar spent and increased levels of service.
 - i. Note: There are still ongoing supply chain issues (i.e., Elevator parts)
 - c. Dining and facility contracts will be focused on capabilities, but Baylor will also make sure they are hiring and retaining the right people (including better compensation/benefits). This may include hiring the same folks currently completing these jobs on campus now.
- Slide deck will be emailed by Senator Chevis.

- Teaching Professor Policy- reminder that it was emailed by Senate Chair Chevis and announced by Provost Brickhouse.

V. Reports: 4:20 p.m.

a. Executive Committee Meeting (Senate Chair)

- Discussed agenda for our meeting with the Provost, which included:
 1. Concerns for Piper Center and off-site buildings
 2. Follow-up with process for reporting ‘colleagues of concerns’
 3. Seeking possible exceptions for promotion to Teaching Professor for Senior Lecturers who have already initiated retirement process.
- Discussed future items of discussion for next meeting: UG vs High School Accelerate in online courses

b. Provost/EC Meeting (Senate Chair)

- Provost reported 113 white paper submissions, 94 SPG listening sessions, and 276 surveys completed. She was pleased with the process. The Strategic Planning Group is evaluating each proposal for University-level (vs College-level) initiatives. College-level initiatives will be shared with the Deans.
- VP for Undergraduate Affairs and the Honor Council recommended we turn off the AI part of *Turn It In* due to false positive rate.
- We discussed adding a Faculty Rep on Alternative Lodging Committee, which was met positively.
- Changes to Carnegie R1 classifications (# PhDs, research expenditures) were discussed, but this does not change our overall ranking as an R1.
 1. Post-docs no longer count. We are well above research expenditures, and this is probably a less exclusive “club” but still probably the only Protestant University who is R1
- Provost said Colleges are taking the lead on teaching evaluation guidance
- 3rd tier for Lecturers formally approved. Depts will have standards for promotion submitted by May 2024.
- Title IX visit discussion report from October Provost/EC Meeting
 1. Student Title IX training—there are more LGBTQ examples for their training than in the faculty training
 2. Of the 5 issues reported, only 1 was related to student-to-student conduct.
 3. In response to a question: Unmarried (Faculty) partners living together is only actionable when it becomes a distracting issue for the department. Reminder not to bring unmarried partner on study abroad trips.
 4. In March, Laura Johnson (Title IX Coordinator) will come visit with the full Senate

c. HR Meeting (Senate Chair)

- Reminder: Priority Registration Policy was changed so that dependents of Faculty/Staff no longer qualify based on the criteria
- Executive coaching opportunities are available via 3rd party, usually faculty moving into leadership roles, but anyone can apply
- Transitioning HSA and FSA accounts to FSA Bank, which is closely affiliated with UMR. FSA Bank has better investment options. HR will need consent to move your investments to the new account to avoid transfer fee. Please consent ASAP otherwise you may have the transfer fee.
- Feedback on F/S Appreciation Night, especially for ways to engage older kids such as teenagers at the event
- New Employee Assistance Program via Optum becomes live on 12/1/2023 and should be easier to get continuous care
- Retirement Committee needs a replacement (needs to be a Baptist)
- “Great College to Work For” survey important to participate in – insights from data will be sent to Deans and Units

d. Business Office Meeting (Senate Chair) - Discussion was about content of presentation to Senate

e. Senate Constitution and Bylaws Ad-hoc Committee (Senator Long)

- The Committee consists of Erica Ancira, Adrienne Duvall, Kayla Collins, Jeremy Counsellor, and Michael Long (chair).
- Questions about adding language to clarify attendance policy and examine senator elections to fill vacancies.
- Add a new section to attendance; add language to article 2.1 addressing meetings i.e., ability to shift to online meetings during COVID; clarify rules for executive sessions; add minor updates for Senate Officers

f. Associate Professor Outreach Committee (Senator Coffman)

- Examined at peer and aspirant institutions and found out that Baylor’s promotion policy is unusual because there are several choke points
- Looking to adopt promotion language already used peer and aspirant institutions, perhaps a University Promotion Committee different from University Tenure Community

VI. Executive Session: 4:35 p.m.

a. Determination of Faculty Regent Slate (Senator Ford)

- Senator Collins moves and Senator Weber seconds to approve the faculty regent slate of 8. This was unanimously approved.

VII. Unfinished Business: 4:35 p.m.

a. Change in timing of stating intention to retire

- The timing (11/15) is an unmovable deadline, but they clarified this just starts the retirement process. Signing the contract is then commitment

to retire in 2 years (45 days to review; no penalty for not signing contract).

1. Senator comment: Language should be updated to reflect this clarification

VIII. New Business: 4:45 p.m.

- a. Call for volunteer: Election Commission
 - Senators Perry and Long have agreed to serve
- b. Call for volunteer: Alternative Lodging Committee
 - Email nominations to Senator Chevis
 - Senator comment: Committee makeup should be listed in an area that is easy to find
- c. Call for information: Workload distribution for clinical faculty
 - VPFA Deanna Toten Beard has asked for the Deans to share information
 - If you are in a unit with clinical faculty, please share with Senator Chevis
 1. Teaching load
 2. Time allocation to clinical/consulting work that is used for evaluation of workload, etc
 3. (This request will be emailed to all Senators)
 - Senator comment: Expectation for separate workload for UG vs graduate students
 - Senator Chevis said VPFA asked: Are clinical faculty satisfied with the arrangement? And, this is the first year for promotions to 3rd rank in Clinical Professors for many in this role
 1. Senators raised questions about data gathering related to gender disparity among NTT vs TT faculty
- d. Proposal to discontinue AI module in Turnitin
 - Vice Provost Wes Null and a representative for Honor Council and Libraries reported at an EC meeting with the Provost that the AI detection in Turn It In has false positives (1%, 2300/year at Baylor), which causes errant flagging. AI detector may discriminate against English-as-a Second-Language (ESL) students, particularly if they use tools like Grammerly.
 - Senator comment: Guest next month can also address questions about AI
 - Senator suggestion: Use tools like this non-punitively
- e. Senator Question about retention rate for male UG students, which appear to be 5% less than female retention (shown at new faculty orientation last year).
 - Senator comment: Wes Null will be the contact on this (Strategic Enrollment Management Group)
- f. Items from the floor for next time
 - Senate Meetings used to be open to the public. Should they be public?

- Request to follow-up with Provost Office about concern of Saturday finals and buildings/rooms being inaccessible / not safe

IX. Announcements: 4:55 p.m.

- a. Guest next meeting: Jon Allen, Associate Vice President & Chief Information Officer & Chief Information Security Officer
- b. Senator Chevis met with Kevin Chambliss (OVPR) to discuss faculty concerns, he will give update in January.
- c. New Senator from Business School– vote on approval next time

X. Adjourn: 4:58 p.m. Collins, Tankersley move to adjourn. Approved.