

**Baylor University Faculty Senate Meeting Agenda
Foster 143/144**

**April 16, 2024
3:30pm-5:00pm**

Absent: Bob Kane, Bridget Fuselier, George Cobb, Lauren Webb, Rebecca Thornton, Ron Morgan, Haylee Beard, Bradley Bolen, Matthew Laube

- I. Meeting Called to Order at 3:30 p.m.
- II. Invocation (Senator Perry): 3:31 p.m.
- III. Approval of March Minutes (Senator Malavanti): 3:32 p.m. Senator Perry moved, Senator Olafsen seconded. Unanimously approved
- IV. Guests: 3:40 p.m.
 - a. Curtis Reynolds, Vice President of Business and Finance and Chief Financial Officer (CFO), with Provost Nany Brickhouse
 - b. CFO Reynolds introduced himself and gave a Finance and Operations presentation
 - Financial highlights including FY 2021-22 was the last year that operating revenue growth exceeded operating expense growth
 - Operating expenses have increased 17%, driven by salaries and benefit growth of 27.5% (keeping pace w/ inflationary wage increasing and supporting R1 trajectory)
 - At the end of FY 2023-24, endowment is expected to exceed \$2B. Total assets surpassed \$4B. Our credit rating is stable with A+ with positive outlook from S&P. Tremendous success of the returns of endowment, likely in the top 5 nationally with less risk than other schools with higher returns. 64% of the endowment directly supports academic programs. Distributions to support operations have increased 25% in the last 3 years. Endowment distributions to support scholarships have increased by \$12M since FY 2019-20.
 - We are in the top 10 amount annualized returns over last 8 years (Brown, Bowdoin, MIT, Wesleyan, Dartmouth, Yale, Notre Dame, Davidson, Princeton, Baylor... ahead of Duke, Wash U, Tulane, Penn, UNC).
 - UG Tuition comprises 81% of all tuition revenue in the 2024 budget, and UG tuition dependency continues to decrease as BU expands revenue based through additional avenues of education.
 - Greatest expenses are salaries, benefits, and fixed costs.
 - Governance of Resources in IT: Constituent group prioritization (F/S, students, public), usage prioritization (teaching & learning, etc).

- 5 Year Strategic Priority Projects by facility type—to be presented to BOR for approval.
 - CFO would like to hear from academic units (Deans) and faculty to hear concerns and questions; he says “All ships rise.” Electronic surveys will be forthcoming.
 - Senator comment: Request to make sure infrastructure is in place for increased graduate education focus, such as staffing.
 - Senator question: Question about why we did so much better on endowment returns? Answer: “Our team is better” and has a “better philosophy.” We have Baylor students employed in our office. However, we have less resources and alumni than others.
- c. Chair Chevis will send out a copy of the presentation after the Board of Regent meeting. Please sent questions to her.
- V. Reports: 4:10 p.m.
- a. Executive Committee Meeting, Provost/EC Meeting (Senate Chair)
- Mid-Career Uncertainty Committee preview to Provost and Vice Provost for Faculty Affairs
 - Deans coordinating rubrics for evaluating teaching. It will be part of academic leadership seminar. Discussions are ongoing. Common elements are going to be listed through Interfolio for promotion (and annual evaluations) in the future. Self-reflection of teaching, peer-review of teaching, and course evaluation and responses. This is prompting additional responses from units.
 - 0 applications for Ombudspersons thus far. Please consider applying. It does need to be a tenured full professor or retired at that level. Encourage people to apply. Also wondered about time to revisit policy.
 1. Senator comment: what is the compensation? Response: 1 course reduction per semester and a stipend.
 - David Brooks will visit and keynote on 9/10 as part of civil discourse series. Please mark this in your calendar!
 - Strategic plan is on track to present in May.
 - Provost Office is working on press release for IFL.
 - Continuing discussions with the Deans about getting service in workload.
 - Clarification about clinicals voting on lecturers and vice versa? What is in BU policy: At rank and above, vote on tenure-track and tenureds promotions. Tenured and lecturer at rank or above vote on lecturer promotions. Tenured and clinicals at rank or above vote on clinical promotions. Continued conversations. Perhaps this will be some overlap to expand on policy.
- b. HR Advisory Committee (Senator Hunter)
- Spring HR Advisory meeting updates:

1. Process for Chartwell decision as of 6/1. Evaluation criteria and how decision was made. Next level and innovative dining. High quality food. More partnership oriented and more innovation. Dining advisory council will be created. Price increase for faculty dining is based on 2019 recommendation.
 2. Mental Health First Aid training is available for all Baylor employees. Course is in Ignite. Mental Health resources include Teledoc (\$54 co-pay for PPO). Employee Assistance: Optum (5 free sessions per issue).
 3. December pay-roll date will move to last week of the month to avoid 6-week gap in pay for employees.
 4. Question: Contract dates? Answer: No, not discussed in HR Advisory. Senate Chair says it is supposed to be clearer: Week before classes through week of May commencement.
- c. Mid-Career Uncertainty Committee (Senator Coffman)
- Committee considered several questions such as:
 1. How do faculty members know when they're ready to seek promotion?
 2. What recourse do faculty members have if they feel they are ready but are told (by a department chair or dean) that they are not ready?
 3. What do you do if there are not enough full professors in a department to oversee a promotion process?
 4. Are promotion procedures consistent, or at least commensurate, across departments and academic units? Across different faculty statuses (tenure track, clinical track, lecturer)?
 5. How will promotion to teaching professor work?
 - Looked at peer and aspirant institutions. Common finding (if not universal): shared governance for promotion, not just tenure committee.
 - Proposal: A combined University Tenure *and Promotion* Committee that would be involved in certain promotion cases. Also, some language changes in promotion and procedures documents.
 - Initial thoughts and feedback?
 1. Senator comment: Was the Feb 1, 2024 update to policy or procedures for promotion seen by committee? Response: No.
 2. Senator comment: UTC doesn't usually work year-round. Usually only convenes December/January. Senator comment: Perhaps review period for promotion not in December/January since committee is staffed all year long.
 3. Senator comment: AAUP stance is that policies should be set by faculty. Yes, there should be input from faculty not just

administrators. Some institutions report 50% time spend on tenure cases, 50% time on promotion.

- Proposal will be sent out by Chair Chevis. Further discussion in May meeting. Reminder about policy path forward includes senate policy committee.

d. Bylaws Committee (Senator Long)

- Changes suggested range from minor to new. Will be sent to full Senate soon by Chair Chevis.
- Clarifies attendance included substitute as well as types of leave, and added Section 04 for attendance. Suggested absences to be max of 3.
- Article III edits. Request for clarification for remote faculty; state explicitly that meetings attend in-person, but there will be ability to vote for these senators.
 1. Clarification that senator meetings are open to general faculty with advance notice and consent of the Chair.
 - a. Senator comment: Announcing agenda to general faculty in advance of meeting would be a good idea
 2. Clarification for Executive Session
 3. Clarification for “in the event of force majeure”
- Committee Suggestion information
 1. Clarify census and move timeline of election commission to start in December
 2. Section added for in the case of there are not enough nominees for a unit
- Send edits, questions, etc. to Senator Long

VI. Unfinished Business: 4:55 p.m.

- a. Senator comment: when are we getting feedback from Provost Office about By-Laws? Some are getting bounced back from the Deans. Another Senator comment: one Dean who says lecturers cannot fully participate (vote) in hiring. Is this “left to the colleges?” If this is the case, request to inquire about this policy. Senator request to make it clear that University policy or department should decide. Why can’t the Provost Office take a stance?
- b. Senator comment: When they first came to Baylor, lecturers could vote. But, they over time lecturers could no longer vote. What changed? Policy did not seem to change.
- c. Ombudsman issue
 - Senator comment: Question about full professor as requirement for ombudsman? Why not 10-years at Baylor?
 - Senator comment: why not associate professors, even if retired?

- Senator comment: This seems urgent! Not to have ombudsman when Kevin leaves would be really bad for the faculty. More urgent than administration thinks.
- Senator comment: What about full clinical professors, senior lecturers? We should pick based on best person for the job.
- Senator comment: Direct to resource, facilitate discussion. They can help with meetings.
- Senator comment: Please emphasize urgency.
- Broad agreement that based on experience (10 years at Baylor) and connection.

VII. New Business: 5:00 p.m.

- a. Officer nominations—Senator Long is new nominating committee member.
- b. Please send nominations or self-nominations to Senator Chevis.
- c. Seeking nominees for Chair-elect, Secretary, Publicity Officer, Senate Policy Committee members (not yet represented: Law, Music, Engineering)

VIII. Announcements: 5:08 p.m.

- a. Guests next time: New Senators!!

IX. Adjourn – 5:08 p.m.