

FACULTY SENATE MINUTES
November 8, 2011
Room 111, Cashion
3:30 pm

| Absent | Senator-At-Large Past Chair | | Term Expires |
|---|---|--------------------------------|--------------|
| | Cannon, Raymond | Mathematics | 2012 |
| College of Arts and Sciences | | 17 members | |
| A | 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 [Sub: Dan Walden] | English | 2013 |
| | Long, Michael | Modern Foreign Languages | 2013 |
| | Losey, Jay | English | 2012 |
| | Patton, Jim | Psychology and Neuroscience | 2013 |
| A | Shoaf, Mary Margaret | Mathematics | 2013 |
| | Supplee, Joan | History | 2012 |
| | Taylor, Mark | Biology | 2014 |
| A | Toten-Beard, DeAnna | Theater Arts | 2013 |
| | Tsang, Jo-Ann | Psychology | 2014 |
| | Walter, Janelle | Family and Consumer Science | 2014 |
| School of Business | | 5 members | |
| A | Burleson, Debra | Information Systems | 2014 |
| | Hurt, David | Accounting | 2014 |
| | Madden, Stan | Management | 2012 |
| A | Neubert, Mitchell | Management | 2012 |
| | Riemenshneider, Cynthia | Information Systems | 2014 |
| School of Education | | 3 members | |
| | Johnsen, Susan | School of Education | 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 | |
| A | Harvey, Barry [Mark Long sub Fall 2011] | Honors College/Great Texts | 2014 |
| School of Law | | 1 member | |
| | Beal, Ron | Law | 2013 |
| Libraries | | 1 member | |
| | Patterson, Rita | Libraries | 2014 |
| School of Nursing | | 1 member | |
| | Spies, Lori [Sub Claudia Beal] | Nursing | |

| Truett Seminary | | 1 member | |
|------------------------------|---------------------------------|------------------------------------|------|
| | Still, Todd | Truett Seminary | 2014 |
| School of Social Work | | 1 member | |
| | Yancey, Gaynor | Social Work | 2014 |
| | Spain, Rufus [Sub Glen Hilburn] | Director, Retired Professors Prog. | |

I. Call to Order

Chair Beck called the meeting to order at 3:30 p.m.

II. Invocation

Senator McKinney offered the invocation

III. Presentations

A. Melanie Smith, International Student Relations Coordinator in the Center for International Education, joined the Senate to present the needs of our foreign students during the holidays.

She thanked the faculty for patience with our Kaplan students and the extra time that was spent mentoring these students during their first year. The international student population is growing at Baylor and if there are ever concerns for a student, please contact her for assistance.

Many of our international students do not understand the Thanksgiving holiday. Ms. Smith coordinates the "Welcome Family" program and the PAWS (People Around the World Sharing) to help welcome our international students into homes. Some of our international students are left with no place to go during the holidays and she helps to facilitate connections in the community for the students. In addition, this year there is an international Thanksgiving dinner at home of some students for those without place to go. In addition, as we move toward the Christmas season, many of these students are missing their home and families.

Senator: Are these students well enough informed about these options?

Ms. Smith: Yes, the students are sent emails every Monday to make them aware of opportunities and activities. If we find a student who seems to be unaware, please have them email her and she will help connect the student with families and other students.

Senator: There is an International Thanksgiving Dinner and a Call of Nations on Tuesday, November 16th in Cashion hosted by Baylor Roundtable for all international students. Nancy McKinney and Melanie are cohosting this event.

IV. Approval of Minutes: 11 October 2011

A motion was made by Senator Cannon to approve the Senate minutes. It was seconded by Senator Blackwell. A voice vote was taken and the minutes were accepted.

V. Old Business:

A. Transfer Credit (Losey)

Task force was created to consider the transfer credit options. Senator Losey informed the Senate that the task force is still collecting data for use in making recommendations to submit to Provost Davis. The Chair of the committee, Wes Null, would like to have the recommendations ready to submit after the December meeting.

The charge of the task force is to:

- 1) Clarify policies
- 2) Remove unreasonable barriers
- 3) Ensure Quality

In this charge, the committee is considering raising the minimum grade required for credit transfer from a C to a B.

Senator: There is differential treatment of transfer credit for students who are already students matriculated at Baylor verses new students.

Chair: Students transferring in courses taken in the humanities and fine arts do fine in follow-up courses; however, this is not the case for courses in the sciences and math. There is a need to know what course can be taken elsewhere and the student still have a high probability of success in follow-up courses.

Senator: Many beginning foreign language classes that are transferred in are a problem for subsequent course success by students.

B. Romantic and Sexual Conduct Policy

Chair Beck met with Jim Bennighof and inquired as to what is requested of the Faculty Senate in regard to the proposed new policy. The Senate is asked review the policy and determine if we need such a policy and if it the proposed new policy is fair and clear.

Senator: What is the context for this new policy?

Chair: There is no precipitating case at this time but there are several cases each year that arise. It would be appropriate to have a policy that outlined the inappropriateness of those in a supervisory position having a romantic relationship with someone under their supervision.

Senator: I object to wording of the policy.

Senator: I have reviewed the policies of other universities and have found that most policies are short and specify that those in a position of power should not be in a romantic relationship with those under their supervision. Most universities have a paragraph but our draft policy is two pages. Do we need this much?

Senator: What is the definition of romantic?

Chair: Currently, this is poorly defined, but is preliminary to an actual physical relationship. There needs to be a plain statement on this as broad as possible and clear on power discrepancies. I will write things out and vet them with the EC if that is okay with Senate.

VI. Reports:

A. Chair Report

The Admissions Committee has made the decision not to require the SAT or ACT for foreign students. Instead there are a number of ways for foreign students to satisfy the English requirement for admission.

Ways Foreign Students Can Satisfy the English Requirement for Admission:

- a. proof of completion of one year of full-time study at a school in the U.S.
- b. proof of completion of one year of full-time study at a school where English is the language of instruction
- c. SAT 1 Critical reading score of 470 or ACT English score of 20
- d. IELTS score of 6.0
- e. TOEFL score of 540 [paper-based], Or 207 [computer-based] or 76 [Internet-based]. The score must be transmitted directly from TOEFL

- f. if the foreign student lives in a country where English is either the official language or a recognized native language, the English Proficiency requirement will be waived.

There were problems encountered regarding the first group of Kaplan students from China and there are new rules in place now to ensure a better experience by students and faculty. These new rules include: no more than 20 students will be in the Kaplan program, the students must meet a certain English competency and the students will not have the ability to drop or add classes by computer. Despite the problems that were encountered, the group did well and there was 100% retention of the first group of Kaplan students.

B. Academic Freedom (Tsang) – No report

C. Enrollment Management (Still)

The Committee has met twice this semester. Currently, the Ad Hoc Committee on Academic Policy Affecting Retention is working on a recommendation on academic probation, suspension and dismissal that will be submitted.

D. Student Life (Wood)

The Committee met on October 5th and will meet again in December to discuss a number of measures.

A) Student Organization Policy Changes

Student life met and passed a number of policies changes but the student life committee was not involved in these changes. In the future, all changes will be brought to the student life committee and then will be voted on by student life. These changes include:

- 1) All organizations with less than 5 members for 2 semesters will be inactive
- 2) Events will be ranked in order of priority for approval
- 3) Academic Eligibility:
 - Leadership in an organization will require a cumulative GPA of 2.50 and a current minimum GPA of 2.00.
 - Membership in an organization will require a cumulative GPA of 2.25 and a current minimum GPA of 2.00.
 - Probation status has been eliminated.

Baylor student organization policies and procedures can be found at:
<<http://www.baylor.edu/content/services/document.php/155113.pdf>>

There was a general concern by the Senate in the lowering of GPA requirements for student organizations. In particular, we emphasize the development of academic character and lowering GPA requirements seems contrary to our mission.

B) Mandatory insurance coverage for students is now being considered. Please see Appendix I for a brief summary and www.ahpcare.com/baylor has more extensive details about student insurance plans. Senator Johnsen made a motion of support that was seconded by Senator Patton. The motion passed with a voice vote.

E. Liaison Reports

i. Council of Deans (Beck)

Reagan Ramsower updated the Deans on the financial status of Baylor. While not as bad as it was, the current financial situation requires careful management.

Karla Leeper addressed the issue of veterans on campus. The government provides programs that Baylor administers and the University is working hard to make the vets' transition as smooth as possible.

Provost Davis updated the deans on the Strategic Plan. The Regents have worked with it and will release it to the larger university community in mid-December. She will address the December Faculty Senate meeting to update the Senators.

Michelle Berry noted that Baylor continues to have difficulty attracting students to summer school. She outlined a number of issues the Deans need to know in order to make decisions regarding summer school.

ii. Athletic Council (Blackwell)

A Big 12 overview was given by Ian McCaw discussing the new arrivals to the conference: Texas Christian University and West Virginia University.

There are new NCAA requirements. The academic requirement for transfer students is 2.3 GPA. The same number of hours is required but students have to pass 9 hours in the fall in order to still play football.

Reaccreditation is being made easier for universities and Mike Rogers is the new NCAA chairman.

iii. Personnel, Benefits, Compensation (Madden)

There will be premium cost increases for faculty, staff and retirees for next year; however, no number has been given yet.

The committee is considering ways to lower the costs of prescription drugs. There are some ideas but no conclusions yet.

There is a new wellness program called Naturally Slim that is recommended by other schools like SMU. It is not a diet plan but a behavioral modification program.

Senator: We have to make changes to our AFLAC plans now but we don't have the new numbers.

Senator Madden: We will have the new numbers in time for AFLAC to be done.

iv. Personnel Policies (Beal) – No report

v. Admission (Jordan) – No report

vi. Staff Council (Patton)

Please remember that you can make a donation for a student scholarship in the name of a staff member.

Provost Davis gave a budget presentation to the Council.

The Council continued considering revisions to the constitution and bylaws.

Marilyn McKinney: The SC is doing a service project for Caritas and collection bins are provided in every building for donations. The deadline for donations is next week.

VII. New Business:

A. Academic Freedom Issues

Senator Still read a summary of events to the Senate about the development of the invitation of Dr. Cornell West of Princeton to visit campus.

Chair: The International Justice Mission desired to have Dr. West visit for a speaking event. There have been rumors about this; we need to make sure that the facts are out there so that there are no misunderstandings. The IJM is invited to finish the process if they can find a partner for the remainder of the funds to cover Dr. West's speaking fee. Dr. West would be a great speaker to encourage students to think. We are making sure there is not a breach of process and are in conversations about this.

Senator: Have other speakers been asked to vet their talks prior to speaking?

Chair: No, this is first person who has gone through the new process. We are talking with student life, to make sure that if an academic speaker is being considered, then faculty need to be involved in the process. Dr. West has been to campus twice already. This would not have been an issue had this new process not gone into place.

Chair: We will ask the chair of academic freedom committee to look at this issue.

Specifically, to examine who vets the application for potential speakers and who has this authority. There appears to be an issue of non-academics making academic decisions.

Senator: I have no concept of what student life does. They have branched out into so many different areas. This is a concern to me.

Senator: I am confused about core issue.

Chair: For me, the core issue is that an academic decision is being made by non-academic staff.

Senator: Why don't we bring in the VP of Student Life to explain why he has authority in this decision?

Senator: Can the January meeting be devoted to Student Life issues?

Chair: This would be the second day of class and we have that date on the calendar.

Senator Beal: I make a motion that we invite the VP Student life to visit with us January 10, 2012.

Senator Duhrkopf: I second the motion.

The motion passed by unanimous voice vote.

Senator: There is a bill in the student senate that would not allow anyone with a political agenda to be invited to campus.

Senator: We should let the student government make their decisions and then determine if a statement should be made.

B. Teaching Excellence Criteria

Chair: I would like to form a committee of persons who have teaching achievements to establish guidelines on how department chairs can quantify great teachers. We need a definition of what constitutes great teaching.

Senator: This is clearly spelled out in our departmental guidelines. I would rather this be done at the departmental level than at the university level.

Chair: Provost Davis has requested that departments do this. This would be a general set of guidelines to help the departments.

Senator: Why did Provost ask for this?

Chair: This is so that the university can reward good teachers.

Senator: I thought she was talking about at the departmental level.

Chair: Yes, and that may be the place to start, contact each department and see what is out there so that we can prove that we are great teachers.

C. Ombudsman

Dr. Robert Baird has agreed to serve for one additional year as the Baylor University Ombudsman.

VIII. Adjournment

Chair Beck adjourned the meeting at 5:23p.m.

Appendix I

Summary: A Proposal for Mandatory Insurance Coverage

Campus Life is recommending that all students at Baylor be required to purchase the group health insurance policy unless they can provide proof of comparable outside coverage (a hard waiver system). Currently, international students and their dependents and nursing students on the Dallas campus are required to buy the Baylor student insurance plan or provide proof of coverage that meets or exceeds the Baylor plan. Additionally, graduate students in certain classifications have insurance provided through the University.

During the 2010–11 fiscal year 20.64% or 3,827 of the 18,541 patient visits seen in the Health Center and 17.69% or 233 of the 1,317 students visits seen in the Counseling Center were uninsured. When lab tests, x-rays or trips to a specialist are recommended by a Health Center physician, many students choose not to pursue further medical care because of the cost. The issue is especially serious for students with chronic mental health issues. The professional staff at the Counseling and Health Centers seek out clinics that offer sliding pay scales, but that is not a long-term solution. Quite often the students who need hospitalization for mental health issues have no insurance and are unable to receive the treatment needed in local hospitals. This problem places uninsured students' health at risk and has the potential to create serious financial problems for them and their families as well as putting their education in jeopardy.

The University is in the best position possible to require mandatory insurance because of the group policy negotiated last spring. The 2011-12 Baylor student insurance plan offered through Blue Cross Blue Shield is compliant with the terms and conditions of the proposed mandatory health coverage policy currently under discussion in the US Congress. The current plan considers both mental health care and prescription medications as any other illness. This is a key benefit for our students. In the past those benefits have been capped which limited the amount of insurance coverage for mental health care or medications students could receive. This was especially problematic for students with a chronic medical condition, especially psychiatric condition, requiring long-term care for which medications can be very expensive. In 2006, the Health Center began filing insurance claims on behalf of students. The current policy is convenient for students and their families and has the added benefit of generating additional revenue. As a result, in the 2010-11 fiscal year the Health Center exceeded its projected income by \$27,585. In 2010 the Counseling Center began filing insurance claims for psychiatric care. Both services are in-network with the majority of the major insurance vendors. The premium for the 2011-12 Baylor student insurance plans cost is \$1,424. A bid of \$1,392 for mandatory insurance with a hard waiver for all students was also received for sake of comparison.

Other positive outcomes of mandatory insurance would be detected in risk management and retention. We anticipate increased usage from campus health care providers; but more often, we realize that students will be able to be referred to off-campus providers who will be able to offer specialized care. This is particularly noteworthy for the students who need mental health referral. The Blue Cross policy waives the deductible if the student comes to the Health Center - which will help increase the probability of students coming to the Health Center for their healthcare needs. If all students had insurance that included the type of mental health benefits in the current Blue Cross plan, it is reasonable to expect that staff members in the Counseling Center would refer around 100 (~10%) students each year to the community for more appropriate treatment.

The suggested timeline for a mandatory plan would include a decision made in the fall of 2011. This allows time in the spring semester of 2012 to notify parents and students of the upcoming change with implementation of a Hard Waiver Mandatory Insurance Policy for all Baylor University students, beginning in the fall of 2012.