Welcome New Baylor Faculty 2017
New Faculty

Amber T. Adamson, A&S, Journalism
Andrew D. Baker, A&S, Art
Daniel Barish, A&S, History
Daniel Beard, A&S, Film & Digital Media
Captain Austin BuChans, A&S, Military Science
Jordan Carson, A&S, English
Aurea Chu, A&S, Chemistry and Biochemistry
James M. Fulton, A&S, Geosciences
David J. Garcia, A&S, Film & Digital Media
New Faculty

Dominique Glaros, A&S, Theatre
Jennifer Hargrave, A&S, English
Kristi Humphreys, A&S, English
Peter James, A&S, Geology
Yan Li, A&S, Mathematics
Karenna F. Malavanti, A&S, Psychology
Maj Roy C. Martin, A&S, Aerospace Studies
Kimberly McCray, A&S, Museum Studies
Mandy McMichael, A&S, Religion
New Faculty

Jonathan R. Meddaugh, A&S, Mathematics
Jonathan P. Miles, A&S, Biology
Michael Muehlenbein, A&S, Anthropology
Timothy W. O'Connor, A&S, Philosophy
Jason Pitts, A&S, Biology
Kayla B. Rhidenhour, A&S, Communication
Stacy Ryan-Pettes, A&S, Psychology
Ann Ward, A&S, Political Science
Lee Ward, A&S, Political Science
New Faculty

Thomas Ward, A&S, Philosophy
Daniel Watkins, A&S, History
Lauren M. Weber, A&S, Theatre
Alisha Wray, A&S, Psychology
Tricia Blalock, RCHHS, Health, Human Performance and Recreation
Melony Cannon, RCHHS, Communication Sciences & Disorders
Debra Harris, RCHHS, Family and Consumer Sciences
Diane Loeb, RCHHS, Communication Sciences & Disorders
New Faculty

Janet Sanker, RCHHS, Communication Sciences & Disorders
Emily Smith, RCHHS, Health, Human Performance and Recreation
Tomas Cerny, ECS, Computer Science
Steven Potter, ECS, Electrical and Computer Engineering
Anne Spence, ECS, Mechanical Engineering
Elon Terrell, ECS, Mechanical Engineering
Annette von Jouanne, ECS, Electrical and Computer Engineering
Alexandre F. T. Yokochi, ECS, Mechanical Engineering
Jessica Akers, SOE, Educational Psychology
New Faculty

Kevin Magill, SOE, Curriculum and Instruction
Kristen L. Padilla-Mainor, SOE, Educational Psychology
Sandra Talbert, SOE, Curriculum and Instruction
Allison Alford, HSB, Information Systems
Paul E. Anderson, HSB, Finance, Insurance, and Real Estate
Bhagwan V. Bhojwani, HSB, Information Systems
David Dicks, HSB, Finance, Insurance, and Real Estate
Randolph T. Hacker, HSB, Marketing
Kaylee Hackney, HSB, Management
New Faculty

Nisha P. Kulangara, HSB, Management
John Laurie, HSB, Entrepreneurship
Tyrha Lindsey, HSB, Marketing
Michael W. Wright, HSB, Management
Qinxi Wu, HSB, Finance, Insurance, and Real Estate
Karen Cotter, LHSON, Nursing
Renea Powell, LHSON, Nursing
Meagan Soltwisch, LHSON, Nursing
Leanna Barcelona, LIB, Texas Collection
Joshua Been, LIB, Central Libraries
New Faculty

J. Michael Thompson, LIB, Central Libraries
Charlotte Daniel, SOM, Instrumental Studies
Amy Fleming, SOM, Academic Studies
Kelly Hollingsworth, SOM, Music Education
Benjamin D. Johansen, SOM, Academic Studies
Jani Parsons, SOM, Keyboard Studies
Brian Schmidt, SOM, Ensembles
Stephanie Boddie, GSSW
Luci Hoppe, GSSW
Sarah Ritter, GSSW
New Faculty

John Childs, GRD, Physical Therapy
Tim Noteboom, GRD, Physical Therapy
Brett Beuning, GRD, Physical Therapy
Kendra Gagnon, GRD, Physical Therapy
Casey Unverzagt, GRD, Physical Therapy
Shane Koppenhaver, GRD, Physical Therapy
Brian Young, GRD, Physical Therapy
Teresa Bachman, GRD, Physical Therapy
Louie Puentedura, GRD, Physical Therapy
Kyle Adams, GRD, Physical Therapy
Mike Walker, GRD, Physical Therapy
Fall Faculty Meeting
August 24, 2017
Dr. Michael K. McLendon
Interim Provost
STUDENT

Maria Dell’Orefice

MUSIC

Rachmaninoff's Prelude op. 23 no. 3 in D minor
Dr. Michael K. McLendon
Interim Provost
Faculty Awards
2017
Dr. Burt Burleson
University Chaplain
Dean of Spiritual Life & Missions
VISION
Called to Lead

GOAL
Establish Baylor as a “Tier One” Christian research university.
Called to Lead

STRONG    SECURE    STRATEGIC
STRONG: Build University leadership capacity in support of Baylor’s mission and strategic direction.

- Create a strong, cohesive leadership team and develop a succession plan for key university leaders.
- Complete implementation of revised board structure and governance model.
- Resolve as many investigations and lawsuits stemming from the Pepper Hamilton investigation as practicable.
- Initiate pathways for reconciliation within the Baylor Family and outside entities.
- Enhance efforts to strengthen the formation of Christian faith and character.

SECURE: Enhance the University’s financial and operational security, as well as overall climate and well-being.

- Launch a comprehensive fundraising campaign in support of Phase 2 implementation of Pro Futuris.
- Complete integration of systems, procedures and reporting requirements in accordance with PH105.
- Initiate comprehensive reviews, planning and implementation as appropriate related to climate and diversity.
- Bolster enterprise risk management assessment and mitigation planning.

STRATEGIC: Create an action plan that positions the University for “Tier One” status in advancing the Pro Futuris vision.

- Complete 5-year institutional goals (FY2014-18) outlined in Phase I of Pro Futuris.
- Develop Phase 2 scope (FY2018-22) to complete implementation of Pro Futuris:
  - Comprehensive academic strategy to further Tier One aspirations while strengthening Christian commitment
  - Grow existing and new revenue streams and identifying alternative financial models.
  - Priorities for building renovation and construction
  - Integration of Athletics into University structure and governance.

Initiate Baylor Reintroduction Campaign
Build/Rebuild Trust Among Key Constituents
Investigations / Litigation
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Build/Rebuild Trust Among Key Constituents
Financial

- Financially able to absorb recent unexpected costs; reserves in place
- External credit rating affirms Baylor’s financial strength with an A+/Stable long-term rating
- Freshman demand for a Baylor education at an all-time high; quality of entering class remains strong
- Affordability initiative will be fully implemented in 2018/19 with 4% tuition increase
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Build/Rebuild Trust Among Key Constituents
Phase II: The Road to Baylor’s Academic Strategic Plan
The Academic Strategic Plan will be grounded in the *Pro Futuris* Vision:

“We hold firm to the conviction that the world needs a preeminent research university that is unambiguously Christian – where such a commitment does not imply a lack of scholarly inquiry, but rather requires scholarship and creative endeavors at the highest levels of quality to complement and inform its teaching and service.”
What Do We Mean by Tier 1?

*Pro Futuris* 1) calls us to become one of the nation’s preeminent research universities, 2) compels us to compare ourselves with other leading universities and 3) points us toward Carnegie R1 status.

*Baylor Tier 1* will include a continued commitment to and an accelerated pace toward R1 status, even as we build upon distinctive strengths in areas throughout our university.
What is New or Different About this Academic Strategic Plan?

• It will be an Academic Strategic Plan.
• Articulates outcomes in areas such as research and scholarship, graduate and professional education, and faculty recruitment and development
• Specifies how new forms of revenue can fund our strengthened academic enterprise
• Identifies other supports (e.g. infrastructure and facilities) that are needed for success
On What Will We Continue to Focus in this Academic Strategic Plan?

- Our Christian faith commitment
- Baylor’s Vision, as embodied in Pro Futuris
- High standards of excellence and robust funding for undergraduate education
- The importance we place on teaching and mentoring
Changes Enabling the Success of an Academic Strategic Plan

- Alignment of university leadership in pursuit of our goals
- Intense focus placed now on the academic core of our University
- Deepening integration of our work and collaboration among senior leaders
Academic Planning Efforts

- Identify *Pro Futuris* imperatives to guide our planning
- Identify indicators and measures that will allow us to assess improvement toward Tier 1
- Prioritize specific projects and forms of investment in our academic core enabling long-term success
- Thread academic priorities throughout planning efforts, such as Development/Comprehensive Campaign and Facilities
- Continued conversation with faculty and other campus leaders
What We Will Need From Our Faculty and Academic Leaders?

- Continued commitment to our *Pro Futuris* calling
- Resist the temptation of false choices
- Trust sufficient so we do not breathe into the present the distrust of the past