

Baylor University Faculty Senate Minutes
13 October 2015
Law School Room 236 • 3:30 p.m.

I. Call to Order and Invocation

Senate Chair Beal called the meeting to order at 3:35, and Senator Jordan offered an invocation.

III. Approval of Minutes: September 2015

A motion to approve the minutes of the September Senate meeting was made by Senator Baldrige and seconded by Senator Umstead. The September minutes were approved unanimously.

IV. Presentations

A. Jonathan Siktberg, Student Regent

Jonathan Siktberg, the Student Regent and a Baylor Business Fellow, addressed the senate to promote the educational model of blended learning. He shared anecdotes about two of his own professors who invested in blended learning techniques, and provided a handout citing studies on the effectiveness of active learning models for the classroom. He is interested in proposing a pilot project on the topic at Baylor.

Senator Mencken responded with her support for blended learning approaches and discussed her own use of these approaches in her classes. She and Senator Baldrige prompted further discussion with the student regent regarding responses from lower-ranked students, numbers of students in blended learning classes, and models used at other schools. Senator Byron recommended that the student regent contact the Academy for Teaching and Learning at Baylor.

B. Dr. Jim Bennighof, Vice Provost

Senate Chair Beal briefly summarized the proposed Tenure policy and Procedures changes and introduced Vice Provost Jim Bennighof for further explanation. The Vice Provost discussed the collection of items received from departments over the last few years regarding tenure references that had not been mentioned in the tenure procedures previously, both new items and items that needed clarifications. He noted that the library representation had been mistakenly removed from the make-up of the university tenure committee in the first draft of the revised Tenure Policy, but that this representation had been restored. He also noted that the new items and clarifications constituted new options for tenure candidates to reference, not additional requirements for tenure candidates.

Senator Faucher asked why the School of Nursing was no longer represented in the composition of the tenure committee. Vice Provost Bennighof

responded that the representative from the College of Health and Human Sciences would represent the School of Nursing and could be from the School, but that he was also open to an alternative arrangement.

Some discussion followed. Historically, the School of Nursing has been represented on the committee. Senator Newberry suggested that it might be prudent to continue the representation of School of Nursing on the Tenure Committee apart from the College of Health and Human Sciences, given that the association of the School of Nursing within the College is still uncertain. Senator Hurtt expressed some concern that the addition of a fourteenth member to the Tenure Committee would make it possible to have a tied vote for a tenure decision. Vice Provost Bennighof suggested that close votes on the Tenure Committee always raise scrutiny, whether or not a majority is involved. Senator Newberry noted that the Tenure Committee does not make recommendations to the administration by counting votes so much as passing on the individual recommendations of each member.

Senate Chair Beal suggested a straw vote to see if there was consensus on the issue of maintaining a representative of the School of Nursing on the Tenure Committee bringing the total number of members to fourteen. A consensus was clear and Vice Provost Bennighof agreed to make this change to the policy document.

V. Items of Business

A. Tenure Policy and Procedures

Following the discussion with Vice Provost Bennighof, Senate Chair Beal introduced a motion from the Executive Council to adopt the changes to the Tenure Policy document, including the corrections accepted by the Vice Provost in the previous discussion. The motion was carried unanimously. This was followed by a motion to adopt the changes to the Tenure Procedures document. This motion was seconded, and approved by a unanimous vote.

B. Other Business

- Senator Ulmstead shared that colleagues in the school of music were complaining about poor organization for the Family Weekend Parent-Faculty Coffee. The tents were arranged differently from previous years, and were often too small to accommodate the departments that were represented, leaving large numbers of professors and parents in the sun. Other senators seconded these complaints. Senator Raines noted that he had spoken to one of the organizers of the event who indicated that there was an error in the layout.

Senator Wood, as the Faculty Senate representative on the Student Life Committee, remarked that this issue had been vetted at the committee's last meeting and was currently being addressed. The Student Life Committee had learned that the tent layout was set up in error, and also

felt that an area with ample tree coverage should have been used as well. The committee was well aware of the concerns expressed, and spent much of the recent committee meeting discussing solutions.

Senator Wood also suggested a later date in the semester for this event. Some discussion of this possibility ensued. At the end of discussion, Senator Wood noted that he would bring the concerns and suggestions of the senate to the Student Life Committee.

- Senator Raines brought up concerns about the pricing of textbooks at the student bookstore. Based on his investigation of the markup on a book required for his business calculus course, he is concerned that the bookstore markup policy is not being fairly or correctly implemented. Senator Raines plans to pursue this problem further and will report his findings. Senator Walter noted that there is a Bookstore Committee. Senator Telfer remarked that there is little faculty representation on the committee, and that the committee never met last year.
- Senator Ostlund introduced a short discussion of parking issues on campus for faculty members. Faculty members who are required to leave campus to visit clinics and other facilities during the day are often unable to park again on campus when they return for classes later in the day. After further discussion, Senate Chair Beal suggested that a representative from Parking Services join the senate at a later date to address these concerns.
- Senator Faucher asked about the Senate purview with regard to faculty research support, noting the lack of adequate faculty research resources. Professor Alan Schultz, sitting in for Senator Baker, discussed Baylor's lack of personnel with expertise in research support. Senator Ellor noted issues with military grant support. After further discussion, Senator Dixon suggested the formation of a Scholarship Support Assessment Task Force, to gather data on the related issues and make recommendations to the senate.

Senator MacGregor made a motion to create a Scholarship Support Assessment Task Force. Senator Dixon seconded the motion. The motion passed unanimously. After a request from Senate Chair Beal, the following senators volunteered to serve on the Task Force: Senators Burleson, Dixon, Faucher, Hurtt, and MacGregor.

VI. Reports

A. Council of Deans (Ron Beal)

Senate Chair Beal reported that, according to the university provost, the institution of anonymous reviews of chairs and associate and divisional deans was moving forward, and would be logistically achieved by next year. Senator McGlashon noted that the senate had previously developed

instruments for such reviews. Chair Beal will discuss these instruments with Senator Baker.

Chair Beal also learned from Senator Baker that the Senate had previously voted to approve a task force to look at the issue of student evaluations. The new provost has agreed that a provost-initiated task force was in order to evaluate student evaluations. The provost also suggested studies for both undergraduate and graduate evaluations. He is looking for a steering committee.

A task force was also discussed to evaluate the annual merit review form in view of adding credit for service to faculty reviews.

B. Enrollment Mgmt./Staff Council (Byron Newberry)

Staff Council report, September meeting (09/08/2015).

- Associate Vice President for Human Resources Cheryl Gochis spoke to the council about two items:

The request for a staff ombudsperson position has been submitted in BearQuest for fall review, but there is no word yet on status of request.

Staff were encouraged to promote awareness of the Employee Assistance Program (EAP), which is a service that provides counseling services for employees and family members, along with legal consultation, financial consultation, and family issue referrals.
<http://www.baylor.edu/hr/index.php?id=74565>

Staff Council report, October meeting (10/13/2015)

- Allen Pine, Computer Department Manager for the Baylor Bookstore, spoke about the technology services offered.
- Jon Allen Assistant Vice President & Chief Information Security Officer, addressed the Staff Council about electronic security. He gave some information and stories about faculty and students falling prey to phishing and spear phishing scams designed to look like official Baylor communications. He advised never clicking on links in emails. He also said that Baylor will be transitioning to two-factor authentication (already used for VPN) for other Baylor systems such as Banner, Bearweb, Box, etc.
- Baylor will be migrating its email data storage to cloud-based storage. Email storage space will increase by order of magnitude.
- The Staff Council is partnering with Communities in Schools to conduct a backpack drive to collect backpacks for needy school kids. The main part of the drive will occur November 16-20, 2015. You may donate a newly purchased school backpack, or a lightly used one, to any staff council

member, or at Pat Neff Hall between 12-1pm on November 20. Communities in Schools also accepts monetary donations at <http://cis-hotwaco.org/get-involved/donate/>

Enrollment Management Council report, October meeting (10/07/2015)

- Provost Trevathan and Vice President Ramsower discussed the goal that Baylor grow its graduate program, without drawing from undergraduate tuition revenue or depending upon increased endowment. Other sources of revenue, principally extramural funding, and secondarily specialized or professional degree programs that produce revenue, should be relied upon so that the graduate program is self-sustaining.
- Associate Vice Provost for Academic Enrollment Management Sinda Vanderpool and Assistant Vice President of Undergraduate Enrollment Jennifer Carron reviewed progress in developing admissions strategies to decrease the acceptance rate and increase the yield.
- Blake Burlison made a presentation about changes to the Premed designation policy. In 2014-15, the Office of Prehealth Studies began removing the premed designation for students who earned below a 3.0 cumulative GPA at the end of the academic year. Starting January of 2017, there will be an ACT/SAT entrance requirement to qualify for a premed designation.

C. Student Life (Randy Wood and Garrett Cook)

The Student Life Committee is discussing the possibility of building a new student center. The Bill Daniels Student Center is designed for 3000 students, and cannot accommodate Baylor's current enrollment of 16,000.

Student admissions exceeded the goal again this year, resulting in over capacity housing. The committee also noted that staff was a little overwhelmed with students who have psychological issues. There is a new psychologist on staff at the Counseling Center.

In answer to questions from the senate about the lack of busses to recent Baylor games, Senator Wood noted that generally busses were not chartered to games within 100 miles of the campus.

There was some senate discussion about the increasing number of students with psychological issues. Some senators expressed the need for a psychiatrist on staff or an equivalent staff position enabled to issue medication. Other senators discussed the need for faculty support when student psychological issues impact the classroom. Senator Wood suggested that Dr. Martha Lou Scott meet with the Senate to discuss this issue.

VII. Adjournment and Group Picture

Senator Beal suggested bringing senate business to a close, so that the senators might gather outside for a group picture.

A motion to adjourn the meeting was made by Senator Baldrige and seconded by Senator Umstead.

The meeting was adjourned at 5:00pm, and the senators gathered outside the Law Building for a group picture.

Respectfully submitted,

Steven Pounders
Recording Secretary