

**Baylor University Faculty Senate Minutes**  
**9 February 2016**  
**Law School Room 236 • 3:30 p.m.**

**Members Present:** Senators Allman, Dwight; Baker, Lori; Baldrige, R.S.; Beal, Ron; Burgess, Cynthia; Burleson, Debra; Coker, Joe; Cook, Garrett; Dixon, Andrea; Edwards, Elise; Ellor, James; Faucher, Mary Ann; Walden, Dan for Gardner, Kevin; Hurtt, David for Hurtt, Kathy; Johnston, Hope W.; Jordan, Mary Ann; Macgregor, Jason; McGlashan, Ann; Mencken, Kimberly; Morgan, Ron; Neilson, Bill; Newberry, Byron; Ostlund, Sandor; Parrish, Michael; Pounders, Steven; Raines, Brian; Souza-Fuertes, Lilly; Stroope, Michael; Tsang, Jo-Ann; Umstead, Randall; Walter, Janelle; Wood, Randy M.; Woody, Margaret, and Staff Council Representative Will Telfer

**Members Absent:** All members present or represented by substitutes

**I. Call to Order**

Senate Chair Beal called the meeting to order at 3:34.

**II. Invocation**

Senator Burleson offered an invocation.

**III. Campus Safety**

The Senate Chair introduced Baylor Vice President for Public Safety and Security, Mark Childers, and Chief of Police, Brad Wigtil. Vice President Childers began by expressing thanks and prayers for Campus Safety and Security personnel. He referenced his background with the Secret Service to note that he considers himself to be protecting “over 16,000 presidents” on campus. He also discussed the formation of Baylor’s current Department of Public Safety, based on the assessment of campus safety and security programs by an outside firm in 2014.

Chief Wigtil followed by referring to his own background in threat assessments, and said that he currently has Baylor’s threat assessment policy under review. Baylor is currently in the process of pursuing accreditation with the International Association of Campus Law Enforcement Administrators. Chief Wigtil noted that Baylor police are moving toward a more proactive officer engagement model for safety and security emergencies and that Baylor has a large, fairly unprecedented number of security personnel. The Baylor DPS has also been reviewing traffic and parking policies.

Chief Wigtil then described a number of additional initiatives for safety and security:

- With the BU Campus Guardian cell phone app for contacting the Police Department, students are able to send pictures and text to the police department for more effective communication; and they can report anonymously. The program was launched last September, and about 1700 users have downloaded the app.
- A number of Baylor police personnel have taken the Mental Health Peace Officer Program, a certification process for first responders to work with mental health issues.
- Bike patrols are being added to campus security with training for the officers.
- Plans are being made to close campus buildings at all times outside the working hours of 8:00am to 5:00pm by fall 2017, though this will require flexibility for some building usage.
- Baylor DPS is working on a no-drone policy for the campus.

In a subsequent question and answer session, Vice President Childers and Chief Wigtil fielded a number of questions from senators.

A senator had noticed some behaviors ignored by security patrols during stadium games and asked about the charge of these patrols. Chief Wigtil responded that Baylor DPS works with Sheriff's department personnel from Waco, Woodway, and elsewhere in order to staff the games. He appreciated the input of the senator because of the importance of quality control.

A senator asked if it was important for all faculty members to be trained to respond to safety and security issues. Vice President Childers encouraged as many faculty as possible to seek training, and noted that emergency preparedness training sessions were available for any faculty or staff group on campus. Additionally, the emergency preparedness section of the Baylor DPS website includes instructions for a number of emergency situations, including a 3 minute video on the topic of active shooters.

A senator mentioned that card access to buildings on campus can be inconsistent. Vice President Childers responded that Baylor DPS will seek to improve this problem as part of its plan to add card access at buildings across campus.

A senator asked how wide is the scope of campus security jurisdiction. Chief Wigtil answered that Baylor police officers have the same authority that McLennan County officers would have. He added that a number of apartments adjacent to campus are under their jurisdiction as well. Property under

Baylor's jurisdiction has to meet certain safety standards and come under annual re-certifications.

A senator asked how fast the Baylor DPS could respond to an active shooter situation. Vice President Childers responded that Baylor police officers could respond in 3 minutes. They are armed with weapons in their patrol cars to deal tactically with active shooters; they will not wait for a SWAT team to arrive. He noted that, while the Baylor police line (254-710-2222) was the most direct way to contact Baylor Police, they would be contacted quickly if 911 calls were routed to the Waco PD.

A senator asked if the Baylor DPS would consider a student evaluation system, similar to the evaluations that faculty receive for their courses. The Vice President responded that a campus survey was conducted every four years, and that feedback was also solicited through the DPS website. Their intention is to stay in touch with students. There was extended discussion on this matter during which the Vice President asserted that his actions were directed by his expertise, not by student input. Senators responded that there is still value in assessing student responses to safety and security issues. While the Vice President and Police Chief did not accede the need for a student evaluation, they concluded the discussion by affirming that they sought student feedback in a variety of ways throughout the year.

Chief Wigtil stated that his department was required by federal law to report several types of offences that occur in their jurisdiction. He noted the Clery Act Report published annually that is available on the DPS website. He also noted the regularly updated Campus Crime and Fire Log available on the website. Some senators stated that they were unable to find recent crime activity online during the discussion. Chief responded that he would look into the matter.

A senator asked if there was a threshold for reporting increases in crimes on campus. Chief Wigtil responded that imminent threats trigger an emergency notification, and that there are timely warnings of aggravated robberies on campus through texts and emails. Faculty and staff are also notified of patterns of crime that occur. The Chief noted that the majority of sexual assaults occur off-campus and aren't reported to his department, but that they do receive notification of those reported to the Waco PD.

A senator asked if there were ways to encourage students to report crimes. The Chief noted the "See it; Report it" initiative, which the DPS sponsored with Baylor Student Life. He also noted the training that is provided for CL's working in campus residence halls.

A senator asked what faculty can do with crime information that is posted to them. Chief Wigtil responded that the information increases awareness, which helps all on campus to act with caution and mindfulness.

Some discussion followed of sexual assaults on campus. Chief Wigtil noted that complaints filed with the Title IX office aren't always reported to the police, but that statistics are shared with the DPS even when details are confidential. When a sexual assault occurs on campus and there is a suspect at large, a notification goes out. There were some questions of whether Baylor was working aggressively enough to curb sexual assault, including date rape. The Vice President responded that he is working hard to ensure that Baylor is following and exceeding the best practices for safety and security, and that the Title IX office on campus, is working hard as well.

Vice President Childers concluded by providing his campus number, and inviting senators to call him at any time.

#### **IV. Interim Provost and Dean of the Seminary Todd Still**

After thanking the Faculty Senate for their service, Provost Still began by discussing his transition to the Provost's office. Since the resignation of Provost Trevathan, he has worked to reach out to all deans and to the Provost's office staff. The Provost's office staff is making it's way through a considerable list of appointments. Provost Still has also met with student government and will meet soon with the graduate student association. He is convinced that Baylor is served by a very capable Provost's office staff, and he expressed gratitude especially for the work of Tiffany Hughes, James Benninghof, Wes Null, and Michelle Berry. The Provost noted that 76.34 % of our budget annually comes from tuition; and given that the university seeks to decrease tuition and class sizes, it is a challenge to stay within budget.

The Provost mentioned rumors that interviews have ceased during this period, and he assured the Senate that this was not true. Interviews for new positions and tenure processes continue unabated. He specifically noted that the search for the Dean of the School of Social Work and the search for the Chair of the Department of Communication Sciences and Disorders have not been delayed.

With reference to the recent concerns expressed by the Faculty Senate, the Provost stated that he has met with administrators to discuss the importance of academic citizenship. A proposal will soon be made to insure the importance of academic citizenship in the annual review process, and he will seek faculty responses to this proposal, hopefully by next month. He also mentioned that the report of the Provost's Committee on Diversity will be made available on the web with a mechanism for responses.

A senator asked where the search for a new provost stands. Provost Still responded that he did not know and that he would not be involved in the new search committee.

A senator thanked the Provost for his positive engagement of students at the recent vigil for sexual assault victims on the lawn of the Allbritton House. The senator asked how faculty might engage with students who have these concerns. The Provost suggested offering empathy where possible, a safe place, and listening, while also letting students know what cannot be communicated for legal reasons and to protect victims.

A senator asked the Provost about the ongoing need to improve support for scholarship at the university. The Provost mentioned recent meetings on the topic at Barfield, including conversations about grand challenges that might enable us to secure funding.

A senator asked Provost Still if he would be willing to stand as a candidate for the long-term position of Provost. He responded that he has not given the idea any consideration and has not been asked.

## **V. President Ken Starr**

President Starr began by offering reflections on the event last evening at Allbritton House and Truett Seminary. He was in Dallas when he heard that students were organizing a vigil. He could not attend because, ironically, he was speaking at an event in Washington D.C. on the topic of the rights of students to engage in freedom of speech on campus.

The President said that the students were welcome at Allbritton house, and that we should encourage the ethos on the campus that students should join the conversation, participate, and be engaged. Voices of hurt and anger emerged at the event that deeply moved him. He has tried to address the Baylor Nation about the processes under way to address these issues, but that the constraints of federal law place limits on what can be said. The President laments that he cannot say more about the process until the firm of Pepper Hamilton has completed its review. He also noted that Pepper Hamilton does not report to the administration, but to a special committee of the Regents.

The President expressed concern that the university is struggling to communicate with students on these issues. Though there is hurt, empathy, compassion, and shared outrage for the victims of sexual violence, the process by which the university deals with these issues may sound legalistic to students. The President will continue to seek advice, including that of student leaders, about how to communicate effectively with students; and he

would appreciate faculty voices about what students feel and are concerned with. He has no higher priority at this time than addressing these concerns.

The President also announced that Senator Lori Baker has agreed to chair the President's Advisory Council on diversity. He now wants to broaden the conversation to hear from students, staff, and faculty on diversity, while also trying to restore the spirit of unity even when we inevitably differ. The Advisory Council will be considering best practices at other institutions as well. Before taking questions, the President added that progress had slowed on the Provost Search Committee because of other events; he stressed the importance of making this decision well.

A senator asked if it would help students to convey to them best practices when accusations of sexual assault are made. The President noted that our university's practices are already ahead of many institutions but that there may be gaps in our communications with the student population. Another senator conveyed a situation in which a student was upset because she was a witness to sexual harassment, but had no idea what was going to happen when she reported it. Students should know what they have to go through in reporting procedures. The President took this under advisement.

A senator expressed concern that there is a naivety about sexual crimes happening at Baylor, because of the expectations at a Christian university. The President agreed that, while Baylor is more intentional in dealing with this issue, this is an important cultural point about expectations.

Other concerns of students were noted by senators. Some students feel that the sexual violence training they receive in orientation should be followed up regularly. The President agreed while also pointing out the universal training that has been achieved. A senator noted that some students are frustrated, when they are told that answers about sexual violence issues will come later. A senator made the point that the president is not in control of all aspects of investigations, but that students are not aware of this. The President agreed and remarked on the information that could not be shared during the ongoing review by Pepper Hamilton. However, he also noted that the review of Pepper Hamilton does not help current students; it only goes toward institutional effectiveness over time.

A senator brought up the criticism in the press about the Sunday email in which the President discussed the issue of sexual violence with the Baylor Nation. Though the senator certainly believed that the President cared about the issues, there was a perception among some faculty that talking points were just being repeated in the email. The President agreed that he had heard this criticism, but that he had also heard favorable comments. He accepted blame for the timing of the email, but he was concerned to address the issue as soon as possible.

After asking how many students had attended the vigil at Allbritton House (there is an estimate of 225 to 250), a senator expressed admiration for the students' desire to act, pleased that they are thoughtful about these issues.

A senator asked if there were any concerns about the sexual violence issues having long-term effects on hiring and recruitment at Baylor. The President stated that it is too soon to tell. He noted his opinion that press venues such as the Outside the Lines segment on ESPN, failed to give context, treated Bethany McCraw unfairly, and created a false narrative that Baylor is failing to handle sexual violence occurrences.

A senator noted that diversity and sexual violence issues have a long history at Baylor and asked if Baylor was sufficiently responsive in the past. The President responded that irrespective of the past, the university is on a good course now. He seeks a restoration of unity for Baylor, and to address the university's current responsiveness to sexual assault issues.

A senator expressed concern that students may not feel that the university wants to hear their stories; students may feel they are voiceless. The senator suggested that future emails on the issue of sexual violence might assure students that the university wants to hear their concerns and requests for help, especially when they have been victimized.

A senator noted that the President is not bound by Pepper Hamilton, and could provide more information to the university and the public, if the need to do so outweighed the advice of the independent review.

A senator stated that students might be less inclined to approach faculty for help, if they are worried about being ushered into Title IX processes. Some discussion among senators followed about the difficulties posed by the Title IX requirements to report (faculty may maintain student confidentiality but not their anonymity). Because of these requirements, students may be afraid to report.

A senator stated that sexual assault has been widespread at secular universities for many years, and asked if the statistics of such assaults occurring at secular universities had been compared to those at Baylor. The President replied that the unwarranted sense of embarrassment and shame that kept students from reporting are universal, but he added that he had not compared such statistics.

A senator noted that an overwhelming percentage of campus rapes start with alcohol consumption. The senator suggested that a secondary approach to preventing sexual assault is training in alcohol awareness. Another senator

suggested that the President create opportunities for casual conversations with students, engaging them on these issues.

**VI. Approval of Minutes: January 2016**

Senator Ellor made a motion to approve the minutes for the Senate meeting of January, 2016, Senator MacGregor seconded. The minutes were approved unanimously.

**VII. Adjournment**

A motion to adjourn the meeting was made by Senator Baldrige and seconded by Senator Newberry . The motion passed.

The meeting was adjourned at 5:38.

Respectfully submitted,

Steven Pounders  
Recording Secretary