

Baylor University Faculty Senate Minutes
13 Sep 2016
Cox Lecture Hall, Armstrong Browning Library • 3:30 p.m.

Members Present: Senators Allman, Dwight; Baldrige, R.S.; Beal, Ron; Bolen, Bradley; Burgess, Cynthia; Burleson, Debra; Cook, Garrett; Cordon, Matt; Dixon, Andrea; Edwards, Elise; Ellor, James; Farwell, Beth; Faucher, Mary Ann; Hultquist, Beth; Hurtt, Kathy; Hanks, Thomas for Johnston, Hope; Long, Mark; Macgregor, Jason; McGlashan, Ann; Mencken, Kimberly; Morgan, Ron; Neilson, Bill; Newberry, Byron; Ostlund, Sandor; Parrish, Michael; Pounders, Steven; Hagelstein, Paul for Raines, Brian; Schubert, Keith; Souza-Fuertes, Lizbeth; Steven Sielaff; Bracken, Sharon for Stone, Sara; Stroope, Michael; Supplee, Joan; Tsang, Jo-Ann; Umstead, Randall; Walden, Dan; Walter, Janelle; Benesh, Greg for Wilcox, Walter; Wood, Randy M.; Woody, Margaret; and Staff Council Representative Lori McNamara

Members Absent: Senators Hultquist, Beth and Robinson, Eric

I. Call to Order

Senate Chair Byron Newberry called the meeting to order at 3:32.

II. Invocation

Senator Michael Parrish offered an invocation.

III. Approval of Minutes: May and June 2016

Senator Robert Baldrige made a motion to approve the minutes for the regular Senate meeting of May 10 and the special Senate meetings of May 26, May 31, and June 16, 2016; substitute Senator Tom Hanks seconded. The minutes were approved.

IV. Unfinished Business

- a. Senator Byron Newberry reported briefly on the ongoing work of the Faculty Senate Task Force on Student Course Evaluations, noting that proposals have been made, which are awaiting further discussion.
- b. Senator Mary Ann Faucher reported briefly on the progress of the Task Force on Transfer Credit Policy. Some clarification of the charge of the committee will be pursued before the next meeting of the Task Force.
- c. Senator Newberry reported that the new Annual Faculty Performance Review Form (submitted to senators in draft form via email) had been

presented to departmental chairs during the summer with plans to implement the planning portion of the document in January of 2017. A brief discussion followed in which faculty requested additional input before finalizing of the document. Senator Newberry agreed to invite Vice Provost for Academic Affairs and Policy James Bennighof to attend a subsequent Faculty Senate meeting for further discussion.

V. New Business

- a. Senator Newberry noted that the Committee on Committees Report had been completed. The published report with faculty committee assignments had been delivered to faculty senators via email.
- b. Senators Andrea Dixon and Bill Neilson, the faculty representatives on the Presidential Search Committee, presented a plan to conduct listening research. The goals of the research are to elicit input from Baylor faculty, staff, students and administrators on the needs in senior leadership and on the candidates and job descriptions for the presidential search.

A document provided to faculty senators via email outlined the methods of the research, including faculty listening sessions to be conducted by each faculty senator. Senators Dixon and Neilson concluded the presentation by answering faculty questions regarding scheduling, representation, and guidelines for the listening sessions. Each senator was asked to conduct a 30 to 45 minute session with related departments, seeking input from 6 to 8 full-time faculty members representing a diversity of faculty. A member of the Listening Research Team will attend and take notes.

VI. Pepper Hamilton Update

Two law partners of Pepper Hamilton LLP, Gina Smith and Leslie Gomez, delivered a presentation on the governmental oversight, legal history, institutional requirements, and faculty responsibilities of Title IX issues. Baylor General Counsel Christopher Holmes, Title IX Coordinator Patty Crawford, and Kristan Tucker were in attendance to offer additional perspectives and answer questions. After providing background information including their personal vocational investment in the issues and the history of Title IX requirements, the attorneys presented an outline for institutional effectiveness in responding to Title IX.

Following the presentation, the Pepper Hamilton attorneys and Baylor General Counsel answered questions about reporting obligations, faculty and student training, and the specific findings of Pepper Hamilton on the past failures of Baylor University to address Title IX concerns and investigations.

The Pepper Hamilton representatives affirmed their opinion that the actions taken by the Baylor Board of Regents to address the findings of their investigation were extraordinary for a private university.

After the Pepper Hamilton representatives and the Baylor General Counsel concluded, Patty Crawford and Kristan Tucker remained briefly to answer additional faculty questions regarding the staffing and effectiveness of Baylor's Title IX office. Faculty senators raised concerns about the adequacy of the office to manage the number of incoming reports, and expressed a willingness to advocate for the added resources needed by the office.

VII. Adjournment

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

The meeting was adjourned at 5:12.

Respectfully submitted,

Steven Ponders
Recording Secretary