

Baylor University Faculty Senate Minutes

14 Feb 2017

109 Rogers Engineering & Computer Science Bldg • 3:30 p.m.

Members Present: Senators White, Joseph for Baldrige, R.S.; Beal, Ron; Bolen, Bradley; Burgess, Cynthia; Burlison, Debra; Cook, Garrett; Cordon, Matt; Dixon, Andrea; Ellor, James; Farwell, Beth; Faucher, Mary Ann; Geiger, T.J.; Hagelstein, Paul; Hultquist, Beth; Johnston, Hope W; Long, Mark; Macgregor, Jason; McGlashan, Ann; Mencken, Kimberly; Morgan, Ron; Neilson, Bill; Newberry, Byron; Nichols, Curt; Parrish, Michael; Pounders, Steven; Robinson, Eric; Schubert, Keith; Sielaff, Steven; Souza-Fuertes, Lizbeth; Stone, Sara; Stroope, Michael; Supplee, Joan; Tsang, Jo-Ann; Umstead, Randall; Walter, Janelle; Wilcox, Walter; Wood, Randy M.; Woody, Margaret; and Staff Council Representative Lori McNamara

Members Absent: Senators Edwards, Elise; Hurtt, Kathy; Ostlund, Sandor

I. Call to Order

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

II. Invocation

Executive Vice President and Provost L. Gregory Jones offered an invocation.

III. Approval of Minutes: January 2017

A request was made to correct the minutes with an additional issue raised during the discussion of transfer credits. Senator Walter Wilcox made a motion to approve the minutes for the Senate meeting of Jan 17, 2017 with corrections; Senator Cynthia Burgess seconded. The minutes were approved.

IV. Update on Provost's Academic Initiatives

Executive Vice President and Provost L. Gregory Jones presented an update on the activities and initiatives of the Provost's office. He began with an outline of current focuses:

1. Leadership
 - All-inclusive approaches to leadership development and assessment
2. Research Infrastructure.
 - Enhancement of our current research infrastructure
 - Strengthening pre and post awards for research
3. Admissions and Faculty Hiring

- Long term strategy to look at enrollment and the hiring of tenure and tenure track faculty

The Provost's office is currently gathering data to help make these decisions, while maintaining an undergraduate target of 14,300 students. There are healthy signs for next year's enrollment both in terms of number and quality of students. A freshman class of 3,300 is the aim.

The Provost continued with a recap of initiatives presented at the Spring Faculty Meeting. He began by emphasizing the Baylor Edge, in areas such as the university's Christian character (including the cultivation of virtues) and ability to work together across disciplines. The initiatives include:

- Leveraging assets in health (involving all schools and departments)
- Hospitality innovation
- BAY-SIC (the Baylor Social Innovation Collaborative) designed to promote human flourishing
- Opportunity Hiring Program to enable appointments of quality faculty that advance Pro Futuris, faculty of color and/or women in STEM fields, and faculty that teach in more than one discipline.

Following this presentation, the Provost answered questions from senators. A number of issues raised involved Title IX, including concerns about the mission fit of the recent online Title IX training program, the reasons that Baylor did not seek religious exemptions from some Title IX applications, clarification that all students will be required to undergo Title IX training with no exemptions, and how Baylor finances will be affected by the recent sanctions by the Big 12. A few senators questioned the accounting of time and effort mentoring graduate students, an issue the Provost would investigate. The question session ended with a brief discussion of work with search committees to facilitate diversity hiring and the current tabling of the search for a chief diversity officer until the hiring of a new president.

V. Canvas Observer Status – Student Athlete Academic Services

Chair Newberry requested senate feedback on a plan by Student Athlete Academic Services to implement the monitoring of student athletes through Canvas. Athlete monitors would automatically be enrolled in their Canvas courses; faculty could opt out by deleting the monitor from the course if desired. The monitors would only have the ability to monitor the student athletes for whom they are responsible.

In the discussion that followed senators asked whether this development would require faculty to keep grade and attendance records on Canvas if they were not

already doing so; the answer was that there would be no additional requirements on faculty, though Student Athlete Academic Services might still reach out to faculty through email for any information not found on Canvas. Another senator expressed concern that FERPA guidelines were properly followed in the implementation of this program, and that faculty could be held liable if FERPA guidelines were not protected. One senator expressed support for the implementation because of the potential reduction of excessive email correspondence currently required for large classes with a number of student athletes. A final concern was raised that faculty receive clear communication about this new use for Canvas. Chair Newberry will share the responses of the Senate with Student Athlete Academic Services.

VI. Substitute Senator

Chair Newberry reported that Senator Dan Walden would be on leave for the remainder of the spring semester, and had nominated Professor T. J. Geiger of the Department of English to act as his substitute on the senate. Senator Hope Johnston made a motion to empower Professor Geiger as Senator Walden's substitute for the remainder of the academic year. The motion was seconded by Senator Joan Supplee and approved unanimously.

VII. Senate Protocols – Public Statements

Chair Newberry presented public statements made by the Faculty Senate, especially those drafted and approved between formal meetings of the senate, as a topic of discussion.

In late January, the Senate Executive Committee, via email, recommended to the Senate the following statement be put out regarding the federal immigration order:

Faculty Senate Statement on Federal Immigration Policy Changes

The Baylor Faculty Senate values robust global engagement. Given the complex nature of such engagement, Christian commitments to hospitality and grace serve as helpful guides in troubled times. In light of these values and commitments, we express concern that recent changes to federal immigration policy have created uncertainty in the lives of members of the Baylor academic community, including current faculty, staff, and students, visiting scholars, and alumni, as well as for many of our friends and colleagues in the United States and abroad.

The Baylor Faculty Senate is committed to supporting a campus that welcomes, respects, and values students and scholars from around the world. While being mindful of our country's need for a prudent, just, and well-enforced visa policy, we affirm the fundamental importance that international exchanges of people and ideas have for Baylor's mission of educating men and women for *worldwide* leadership and service. Unnecessary obstacles to such exchanges detract from our institution's ability to fulfill its mission, as well as create hardships for specific members of our community.

The Faculty Senate encourages Baylor faculty, students, and staff to reinforce relationships, and to support and comfort those members of our academic community who may be negatively impacted by these current events. This can be done by actions as simple as sharing a meal or lending a compassionate ear. If you are aware of someone on campus experiencing difficulties or uncertainty related to immigration policy, please direct them to consult with Baylor's Center for Global Engagement, particularly with respect to international travel.

Following a vote of the Senate, the statement was released in an email to all Baylor Faculty on February 1, 2017.

The Senate held a vote electronically to approve, or not, releasing the statement, as drafted by the Executive Committee, but there was no discussion by the Senate about the statement. The Executive Committee's rationale was that it was a time-sensitive matter. The release of the Statement was approved by a large majority, yet there were also a significant minority who either voted against the statement or abstained. Given that the statement was voted upon without discussion, addressed an issue that is politically contentious, and garnered discernable opposition within the Senate, the Chair suggested discussing the process by which this was done.

In the discussion that followed some senators expressed disapproval of the process, suggesting that such actions should be reserved for extreme emergencies, there was little precedent for the action, and that the lack of deliberation and ability to edit the document made it less effective. Another senator noted that the quick action did not allow time for senators to consult their constituents. Other senators supported the process generally, noting that the statement was in line with the university administration and provided advocacy for students and faculty impacted by the executive order. A senator added that the senate bylaws were inadequate to provide guidance for the issue. A general consensus was reached that the bylaws should be updated on the matter, clarifying the types of situations calling for senate action outside of monthly meetings, and outlining procedures. These procedures might include Senate suggestions such as an electronic

discussion group and additional voting options that might include (1)Yes, (2)No, (3)Delay until the next Senate meeting. The Chair will follow up by organizing a committee to make recommendations.

VIII. New Business

Chair Newberry requested Senate input on issues he should raise during an upcoming fifteen-minute presentation he will make to the Academic Affairs Committee of the Baylor Board of Regents. His initial plan is to discuss the uncertainty felt by many faculty members, especially in the areas of (1) stability on campus, (2) who the next president will be, and (3) commitment to shared governance.

Issues suggested by individual senators included:

- Outcome measures to assess Baylor's Title IX compliance
- Student concerns about Baylor's SACS accreditation warning
- The question of whether there is too much or too little vetting of our football players
- The operation and staffing of the Title IX office
- Graduate enrollment and tuition support, expressed especially by the Nursing School
- The reputation of the university and its effect on fundraising
- The problem of transparency; the inability to address the problems of the Title IX crises, when information is withheld; the continued portioning of new information to the press
- The perception that the Regents operate separately from the university; and that the university receives collateral damage from the information revealed by Regents' lawsuits
- The promotion of long-term views and plans for the university shared in collaboration between regents and faculty

IX. Adjournment

A motion to adjourn the meeting was made by Senator Beal and seconded by Senator Morgan. The motion passed.

The meeting was adjourned at 5:01.

Respectfully submitted,

Steven Pounders
Recording Secretary