

Baylor University Faculty Senate Meeting
March 20, 2018
Truett Seminary 107 ♦ 3:30-5:00pm

Members Present: Senators Baldrige, R.S.; Bolen, Bradley; Cordon, Matt; Elkins, Nathan; Farwell, Beth; Beal, Claudia for Faucher, Mary Ann; Garner, Brian; Hansen, Christopher; Hultquist, Beth; Stanley, Charles for Hurtt, Kathy; Johnston, Hope; Korpi, Michael; LeCompte, Karon; Leidner, Dorothy; Leutholtz, Brian; Long, Mark; Macgregor, Jason; McGlashan, Ann; Morgan, Ron; Neilson, Bill; Neubert, Mitch; Nichols, Curt; Ostlund, Sandor; Parrish, Michael; Pounders, Steven; Raines, Brian; Robinson, Eric; Rodgers, Denyse; Schubert, Keith; Sielaff, Steven; Souza-Fuertes, Lizbeth; Parrish, Maxie for Stone, Sara; Supplee, Joan; Umstead, Randall; Pittman, Coretta for Walden, Dan; Wilcox, Walter; Nuner, Joyce for Wilfong Jr., Stanley; Woody, Margaret

Members Absent: Senators Ellor, James; Mencken, Kimberly; Newberry, Byron; Stroope, Michael; and Staff Council Representative Lamar Bryant

I. Call to Order

Senate Chair Ann McGlashan called the meeting to order at 3:33pm.

II. Invocation

Senator Dorothy Leidner offered an invocation.

III. Approval of Agenda

Chair McGlashan asked to change the order of the agenda in order to accommodate the update on the Committees Structure—Part 2, to later in the meeting. Senator Robert Baldrige made the motion to approve the change in the agenda and it was seconded by Senator Eric Robinson. The agenda change was approved by the senate.

IV. Approval of Minutes: February 2018

Senator Robert Baldrige made a motion to approve the minutes for the Senate meeting of February 13, 2018. The motion was seconded by Senator Charles Stanley and the minutes were approved by the senate.

V. Request for input on policy query from Registrar – Chair

Registrar Jonathan Helm asked for feedback from the Faculty Senate regarding a proposed change to the standards Baylor uses for determining eligibility for Latin honors for those students completing undergraduate degrees. The proposed change is that Baylor would apply the current standards for students completing a minimum 94 hours of credit at Baylor to any undergraduate student graduating from Baylor *regardless of the number of hours completed*. Currently the standards are based on the number of hours that a student completes at Baylor. One senator gave the example that a student graduating with a 4.0 but who came to Baylor with dual credit could

not be Summa Cum Laude, causing much frustration among students and their parents as well. The Faculty Senate believes this makes sense and agrees that it should be changed.

VII. Proposed changes in Senate by-laws – Chair

1. Clarification of definition of “faculty”.

There was an issue regarding the definition of the term “faculty” that arose during the last Faculty Senate election period. In the Faculty Senate bylaws, there is no distinction between temporary and regular (formerly permanent) lecturers. Nevertheless, due to the fact that the apportionment is calculated based on regular faculty (not temporary) and because senators serve a total of three years in a term, it is not regulated for temporary full-time faculty to vote. Therefore, it is necessary to clarify the wording in the constitution and bylaws. A discussion ensued regarding the different possible terms, especially since some colleges and schools use different terminology for full-time regular faculty. The plan is to bring a draft of the possible changes to the April faculty senate meeting and probably be voted on at the May meeting.

2. Change to timing of handover from outgoing Senate Chair to incoming Senate Chair.

In the past, officers of the Faculty Senate have taken office at the Fall Faculty Meeting each year. However, it is not in the scheduling to have a faculty meeting in Fall 2018, creating the need to have a more specific date for this to take place. The faculty senate executive committee suggested that we change it so that officers serve from August 1st to July 31st of each year which, in turn, would allow experienced officers to cover the summer months. Furthermore, the new faculty senate chair would begin his/her term at the beginning of August rather than at the end of the first senate meeting of the academic year. All committees would follow this schedule as well. Past experience is evidence that this would be a better time frame overall. Senator Supplee made the motion that at the April meeting we would make these changes. The motion was seconded by Senator Farwell and approved by the senate.

VI. Report: updating committee structure Part II – Matt Cordon

Senator Cordon, who chairs the Committee on Committees, explained that there are still seven “problem” committees, so defined mainly because they are out of date. He asked if the faculty senators could approve ten of the revised committees today, leaving the other seven to be studied and updated at the April meeting. He also mentioned that this committee would be meeting with Vice Provost for Undergraduate Education and Institutional Effectiveness Wes Null and Vice Provost for Academic Affairs and Policy Jim Bennighof in order to move the Committees Listing from the Provost’s website to the Faculty Senate website. Senator Cordon also mentioned they are working on having an even rotation on each committee, so they function efficiently.

One senator asked if the Grievance Committee was one of the “problem” committees and Senator Cordon confirmed that it is. One of the issues is that it is not fully represented by

Robbins College and he will study the BUPP to ensure that the committee description matches it and he will also add updates.

Another issue is the fact that sometimes deans select committee members and this practice does not fit with the BUPP regulation. One senator observed that faculty prefer to choose their members for committees.

A senator asked if there is a task force on grievance policies and another explained it would be back in April.

The changes for the Committee on Committee came from the task force.

VIII. Report: Priority registration change – Ron Morgan

Senator Morgan stated that the group of ten Baylor Research Fellows would be given priority for registration. They belong to a new degree plan in scientific research, located in Arts and Sciences. It was approved by the Council of Chairs in Spring 2017.

IX. Report: Leadership Taskforce – Eric Robinson

Senator Robinson, of The Leadership task force, was co-charged by former Faculty Senate Chair Byron Newberry and former Provost Greg Jones to address three main areas of academic leadership; evaluation, development, and accountability. The task of the committee is to review existing policy and procedures as well as determine best practices across the three areas.

Three sub-committees were created to work on each area and tasks were completed intermittently over the academic year. All tasks are not completed at this time, and, due to the transition of Dr. Jones out of his role as Provost and having an interim in position, the three sub-committee members have agreed that it is best to complete the tasks and bring the proposal to the Faculty Senate once there is a permanent Provost as he/she will make final decisions.

Regarding evaluations, from department chairs and up, no school or college has a policy on evaluating associate deans. Some are evaluated as part of their annual review; the same happens with center directors. Department chairs should be evaluated every three years but sometimes are not. There has not been a policy on evaluating deans and the intent is to bring this back in May or possibly September, once there is a permanent provost. There is a policy, but it is quite old and needs to be updated.

Chair McGlashan mentioned that she and chair-elect Umstead spoke with President Livingstone and Provost McLendon and they are working on dean evaluations.

There is no set evaluation form for department chairs. It was suggested that these evaluations should be done anonymously online.

X. Report: Council of Deans—Chair

Chair McGlashan mentioned that there is no report because the meeting was canceled.

XI. Update: Task force on revising promotion policy – Byron Newberry

Chair McGlashan mentioned that Senator Newberry was not present, but he appreciated all input received regarding the revision of the promotion policy. If anybody has more comments, they should contact him directly.

XII. Update: First Annual Retirees Reception – Chair

Chair McGlashan stated that there will be a Retirees Reception on April 23 at 3:30 in Cashion. In the past, it used to be the Faculty Senate and the AAUP Baylor Chapter that sponsored the retiree reception which was coupled with the University Address, however, since Judge Starr, there has not been a University Address. Individual departments sometimes sponsored a reception for individuals as well. As an AAUP officer, Chair McGlashan requested that the university also sponsor the reception. The retirees will be honored with a gift and a certificate. One senator mentioned that the timing was not good because it was during class time for many faculty.

XIII. Heads up: Nominating committee to be seated by April

The Nominating Committee will be seated at the April faculty senate meeting. They will decide on the chair-elect, secretary, and publicity officers. It is a seven-member committee, usually comprised of senators who are rotating off faculty senate. If anybody is interested, they should contact Chair McGlashan.

XIV. Old Business

One senator mentioned that there is little transparency in opportunity and diversity hires. Chair McGlashan had spoken with Vice Provost for Strategic Initiatives Lori Baker, but this issue was moved to the provost's office. She will give us a report at the April meeting. It is important to have a policy in this regard.

Another senator mentioned there was an attempted hire in her department and Chair McGlashan asked senators to let her know of any others. In the attempted hire, an email was sent out to all faculty in that department, listing the qualifications of the candidate. Another senator said that in a diversity hire, different tenure standards were being applied, which caused a problem. It was very different from a standard hire. In another case, the opportunity versus diversity concepts appeared to be confused. One senator stated that instead of interdisciplinary hires, his department created opportunity and diversity hires. There seemed to be some confusion at the departmental level and possibly at the dean's office. There needs to be a policy for these hires.

Chair McGlashan thanked the election committee members, Senators Souza-Fuertes, Cordon, and LeCompte, for their work in the election process. Also, thanks were given to Senator Pounders, for his valuable assistance to the committee. Chair-elect Umstead plans on having an introductory meeting with the new senators for orientation before the first fall meeting.

XV. New Business

One senator asked if there was an update regarding the provost search committee. Senators Umstead and Raines, the faculty senate representatives on the search committee, mentioned that there are updates on the provost's website and that, while they cannot give any specifics on the search, the committee was on the timeline.

Another senator asked about the status of student evaluations. Senator Raines, who was chair of the task force last year had passed on information to Vice Provost for Undergraduate Education and Institutional Effectiveness Wes Null who then spoke with the provost. The suggestion was that we wait until the fall and have an implementation group once there is a permanent provost.

XVI. Adjournment

A motion to adjourn the meeting was made by Senator Baldrige. The motion was seconded by Senator Hansen and approved by the senate. The meeting was adjourned at 4:54pm.

Respectfully submitted,
Lizbeth Souza-Fuertes
Recording Secretary