

BU

R1



Baylor University



Fall Faculty Meeting

September 8, 2022



Welcome from the Provost

Nancy Brickhouse

Invocation

Burt Burleson

Outstanding Faculty Awards

Teaching (Tenured)



Jeremy Counseller
(School of Law)



Teaching (Tenured)



Jon Eckert
(School of Education,
Educational Leadership)



Teaching (Tenure-Track)

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Jessica Akers
(School of Education,
Educational Psychology)



Teaching (Tenure-Track)

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Kelly Jo Hollingsworth
(School of Music,
Music Education)



Teaching (Non-Tenure Track)

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Rachel Woods
(Hankamer School of Business,
Management)



Teaching (Non-Tenure Track)

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Joel Weaver
(Truett Seminary)



Teaching (Non-Tenure Track)

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Tommy Bryan
(College of Arts & Sciences,
Mathematics)



Scholarship (Tenured)

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Jonathan Hu
(School of Engineering
& Computer Science,
Electrical and Computer
Engineering)



Scholarship (Tenured)



Tonya Davis
(School of Education,
Educational Psychology)



Scholarship (Tenured)

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Patrick Flavin
(College of Arts & Sciences,
Political Science)



Scholarship (Tenure-Track)

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Angela Gorrell
(Truett Seminary)



Significant Contributions to the Academic Community



Michael Muehlenbein
(College of Arts & Sciences,
Anthropology)



Special Awards

Centennial Professor Award



Jay Yoo
(Robbins College of Health
and Human Sciences,
Apparel Merchandising)



Centennial Professor Award



Byron Newberry
(School of Engineering &
Computer Science,
Mechanical Engineering)



Collins Outstanding Professor Award



Mojgan Parizi-Robinson
(College of Arts & Sciences,
Biology)



Cornelia Marschall Smith Award



Kenneth Van Treuren
(School of Engineering
& Computer Science,
Mechanical Engineering)



New Deans

Robbins College of Health and Human Sciences



**Dean
Jason Carter**

School of Engineering and Computer Science



**Interim Dean
Erich Baker**

New Vice Provost

Vice Provost for Faculty Diversity & Belonging



**Vice Provost
Stephen Breck Reid**

American Council on Education (ACE) Internationalization Lab Recommendations

Jeff Hamilton, Vice Provost for Global Engagement

Baylor University ACE Internationalization Lab



Co-Chairs

Ben Cox, Institutional Effectiveness
Jeff Hamilton, Center for Global Engagement
Tiffany Hogue, Office of the President
Liz Palacios, Student Life

Steering Committee

Jared Alcantara, Truett Seminary
Carlos Cardoza-Orlandi, A&S, Religion
Christina Chan-Park, Central Libraries, STEM Coordinator
Jeremy Counseller, Law School
Steve Driese, Graduate School
Steve Gardner, Hankamer School of Business, Economics
Adrienne Harris, A&S, Modern Languages and Culture
Monique Ingalls, School of Music
Tim Kayworth, Hankamer School of Business, ISBA
Sungseek Moon, Diana Garland School of Social Work
Terrill Saxon, Education, Educational Psychology
Lori Spies, Louise Herrington School of Nursing
Mike Stroope, Truett Seminary
Ken Van Treuren, Engineering and Computer Science
Nadine Welch, Robbins College, Communication Sciences & Disorders
Colleen Zori, Honors College, Baylor Interdisciplinary Core



Standing Committee Members

Mark Bryant, ISSS, Center for Global Engagement
Sara Dolan, Graduate School, (A&S, Psych & Neuroscience)
Andy Hogue, A&S, Engaged Learning
Deborah Holland, Office of the Vice Provost for Research
Becky Kennedy, Student Life, Missions and Public Life
Bobby Leis, Global Baylor, Center for Global Engagement
Jana Marak, Institutional Research
Paul Martens, A&S, Religion
Kevin O'Donoghue, Graduate Student, Higher Ed. & Leadership
Cuevas Peacock, Community Relations
Lauren Poor, A&S, History
Christopher Richmann, Academy for Teaching and Learning
Brandon Riddle, Institutional Research
Jeronda Robinson, Student Life, Student Development
Lakia Scott, Education, Curriculum and Instruction
Lisa Turner, Office of General Counsel
Bo White, Study Abroad, Center for Global Engagement
Chris Zakrzewski Libraries, Libraries and Technical Services

Ad Hoc Committee Participants

Julio Aguilar, A&S, MLC
Guilherme Almeida Feitosa de Almeida, A&S, Theatre Arts
Clay Butler, A&S, English
Rafael Climent-Espino, A&S, MLC
Alfredo Colman, School of Music
Juan Carlos, Esparza Ochoa Institute for Studies of Religion
Malcolm Foley, Office of the President
Annie Ginty, A&S, Psychology & Neuroscience
Paige Gloeckner, A&S, Communication Studies
Grace Kallimel, Counseling Center
Annie Mathew, Counseling Center
Maria Monteiro, School of Music
Moises Park, A&S, MLC
Lyn Prater, Louise Herrington School of Nursing
Yuko Prefume, A&S, MLC
Jose Reyna, A&S, MLC
Lizbeth Souza-Fuertes, A&S, MLC
Matthew Whelan, Honors College



Goal 1: Amplify Communications to Improve Campus-Wide Engagement and Internationalization

Strategy 1.1: Global Dashboard

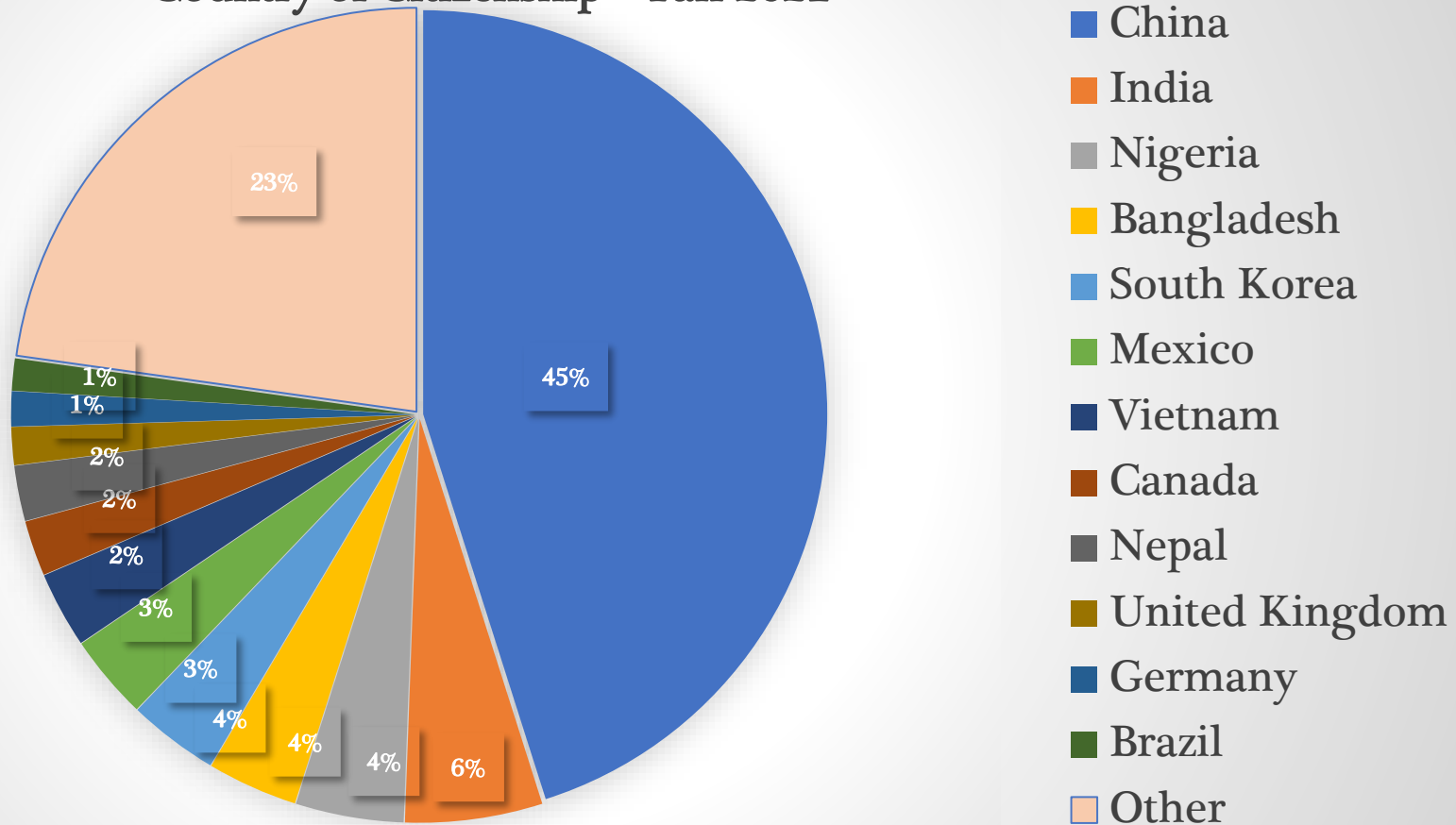


Program Name	Country	#Students
		10
Al Akhawayn University (Exchange)	Morocco	1
Baylor Great Text in Italy	Italy	1
Baylor in Costa Rica Winter	Costa Rica	7
Baylor in Great Britain Winter	England	16
Baylor in Maastricht Fall	Netherlands	6
Baylor in St Andrews Fall	United Kingdom	12
CEA Prague	Czech Republic	1
Comillas Pontifical University	Spain	1
European Winter Seminars	Italy	3
FIE London	United Kingdom	3
HealthSci in Costa Rica Winter	Costa Rica	1
IAU College: Aix-en-Provence	France	3
Paris School of Business (PSB)	France	1
SAI: Florence University of the Arts	Italy	1
SAI: John Cabot University	Italy	3
SAI: The American University of Paris	France	5
St. Louis University, Madrid	Spain	2
Thailand with ISDSI (International Sustainable Development Institute)	Thailand	1
University College Dublin (UCD)	Ireland	4
Yonsei University (Exchange)	South Korea	2
Total		84

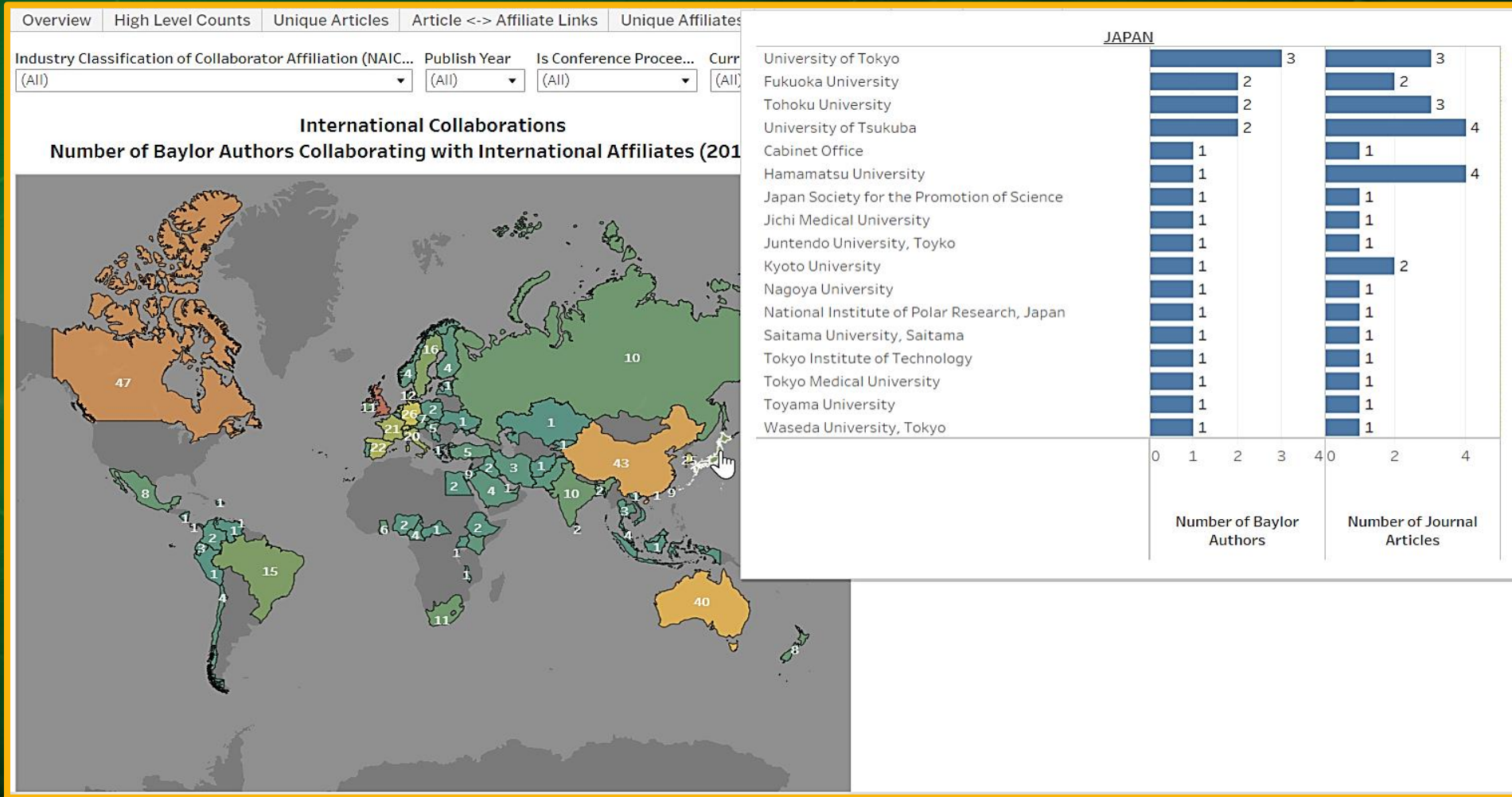
Fall 2021 data: BU Study Abroad Participants

Strategy 1.1: Global Dashboard

Country of Citizenship – Fall 2021



Strategy 1.1: Global Dashboard



Fall 2021 data: Faculty collaborative Publication: Japan

Goal 2: Expand Resources to Support Internationalization



2.1

Eliminate 10% Reserve Fund, reducing program cost by \$750

ACHIEVED

2.1

Proposal to move to flat-rate compensation for Study Abroad

- Per course rate of \$6,250 (2021 & 2022 average) recommended.
- Reduce cost and streamline budgeting process

PROPOSED

2.1

Establish new scholarships and enhance existing scholarships

IN PROGRESS

2.2

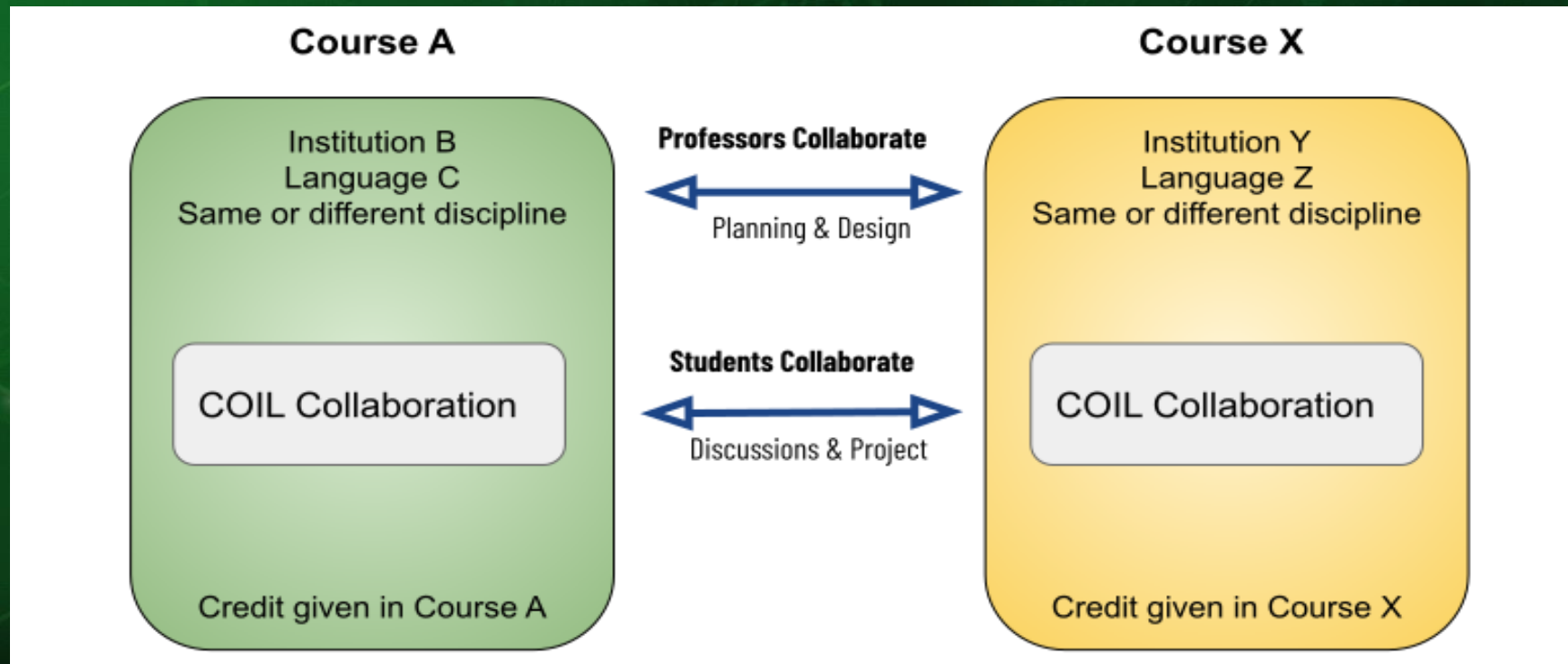
Fund Global Research Partnership Awards with the Office of the Vice Provost for Research

LONG-TERM GOAL



Goal 4: Build Innovative International Engagement Opportunities

Strategy 4.1: Prioritize development of Collaborative Online International Learning (COIL)





Visit the
COIL website!



Information Sessions
Sept 12 or 13 / 12-12:30pm
Zoom



1

Develop resources for faculty to identify partners and design/adapt courses which incorporate a COIL component

2

Provide workshops on incorporating and measuring intercultural student learning outcomes.

3

Provide the technical expertise required to run a successful COIL course.

4

Offer limited travel grants for faculty to visit/collaborate with international partners before the course.

5

Provide funding support for technology (as needed).



Goal 4: Build Innovative International Engagement Opportunities

Strategy 4.2: Develop robust 3-week and 5-week Wintermester Study Abroad options

**21-22 saw
6 programs
with
68 students
travel to
4 countries**

**22-23 anticipates
8 programs
with
100 students
traveling to
5 countries**

**23-24 anticipates
10 programs
with
125 students**

**Explore the
possibility of
5-week programs
doubling
students and
revenue**



Read the full report by scanning the QR code below.

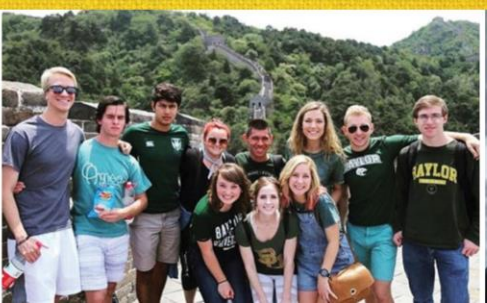


BAYLOR UNIVERSITY

ACE Internationalization Laboratory

FINAL REPORT

March 15, 2022



Questions?

Put them in the questions box on your screen.

Questions will be addressed at the end of the meeting.

Please indicate to whom your question is addressed.

President's Report

Fall Faculty Meeting

Linda A. Livingstone, Ph.D.

September 8, 2022





ILLUMINATE

Presidential Goals

FY2022-23

Presidential Goals

1. Expand existing efforts to strengthen Baylor's Christian mission while maintaining the University's historic Baptist roots.



Presidential Goals

2. Enhance ongoing support for research growth in the implementation of *Illuminate* and the University's continued progress as a R1 institution.

Presidential Goals

3. Position Baylor as a “best value” among private R1 universities across the country.



MARKETSFINANCE

Inflation Bets Recede After Powell Speech

Fed chairman's remarks last week have fueled wagers on sustained higher rates and more stable consumer prices

By Matt Grossman [Follow](#)

Updated Aug. 30, 2022 4:26 pm ET

Investors knew they would get tough anti-inflation talk from Federal Reserve Chairman Jerome Powell last week. The speech he delivered continues to rattle debt markets anyway.

Compensation Investments

Actual Costs	FY18	FY19	FY20	FY21	FY22	FY23 Current Budget	Last 5 Years
Salaries / Wages	230,109,385	240,454,361	251,069,029	253,171,781	252,468,751	285,212,983	1,512,486,289
Retirement	22,795,573	24,244,535	25,239,630	19,094,801	25,484,701	30,803,002	147,662,242
Total	252,904,957	264,698,896	276,308,659	272,266,582	277,953,452	316,015,985	1,660,148,531
Annual % Increase Salaries/Wages/Retirement		4.7%	4.4%	-1.5%	2.1%	13.7%	25.0%

Presidential Goals

4. Continue the Give Light philanthropic campaign past its initial goal of \$1.1 billion, with an annual FY2022-23 productivity goal of \$160 million and a stretch goal of \$180 million.



Presidential Goals

5. Elevate personal voice and leadership and concurrently Baylor's presence in the national conversation regarding higher education and intercollegiate athletics.

Capital Projects

Mark &
Paula Hurd
Welcome
Center



Paul and
Alejandra
Foster
Pavilion



Fudge
Football
Development
Center



Collins Hall Renovation



Alexander/
Memorial
Renovation –
Honors College







Baylor University

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Provost's Report

Nancy Brickhouse, Ph.D.

New Academic Challenge Chairs & Professors *2022-2023*



Division	Endowed Chair	Postholder
Research	The Jim and Tammy Snee Endowed Chair in Food Security	Craig Gundersen
Engineering	McCollum Family Chair in Data Sciences	Ziaoxu Han
Engineering	The Kenneth and Celia Carlile Chair in Materials Science (1)	James Jordon
A&S	Tim & Sharalynn Fenn Family Chair in Materials Science	Julia Chan
Engineering	The Mearse Endowed Chair in Biological and Biomedical Engineering	Alan Wang
A&S	The James R. Schofield Endowed Chair in Biomedical Studies	Aaron Wright

Faculty Hiring Diversity Numbers

Preliminary Data



Incoming Faculty Cohort

36%

BIPOC

21%

URM

55%

Women



Baylor University

Faculty Hiring in 2022-2023



- **Faculty Hiring-** Hiring nearly 175 new faculty members.
- **Endowed Chairs & Professorships-** We have 8 (and counting!) active endowed chair and professorship searches.
- **Vice Provost-** Search for a Vice Provost for Global Engagement is underway.
- **Third Tier for Lecturers-** We have been listening to different groups from around campus, as well as the COACHE survey and the Faculty Senate, to begin talks to formulate a third tier for lecturers.

Welcome to Our New Students



3,299 new freshman students

1,232 new graduate students

**Preliminary as of 09/02/2022*

Reasons Students Come to Baylor



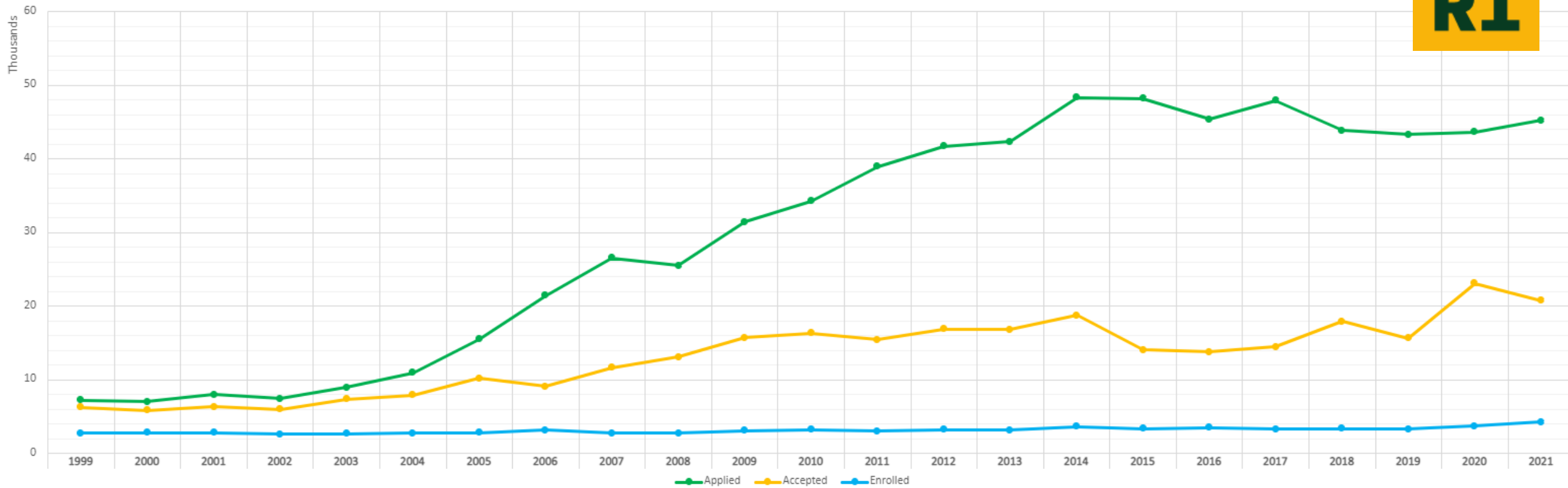
- The school has **strong name recognition**, 44% (up 5 points from 2017);
- The learning experience is rooted in a **Christian faith**, 42% (up 12 points from 2017);
- The school has a **strong academic reputation**, 39% (up 13 points from 2017);
- The school has **rigorous academics**, 24% (up ten points from 2017);
- The school has a **focus on research**, 17% (up 11 points from 2017).

Strategic Enrollment Management (SEM) Plan

What is Strategic Enrollment Management (SEM)?

- Strategic Enrollment Management (SEM) is a comprehensive process designed to help an institution achieve and maintain optimum enrollment, where optimum is defined within the academic context of the institution. It's a concept and process that enables the fulfillment of institutional mission and students' educational goals.

Baylor Enrollment 1999-2021



Why We Need an SEM Plan

- Improve planning for entering students.
- Strengthen communication and working relations across divisions.
- Improve retention and graduation rates.

SEM Plan Strategies & Tactics

Strategies & Tactics

1. Earlier and enhanced engagement with diverse and talented high school students.
2. More fundraising focused on scholarships for students with financial need.
3. Address courses with unexpectedly high failure rates.

Strategies & Tactics

4. Review policies that impact retention.
5. Develop college-specific retention and graduation plans.
6. Increase high-impact practices such as study abroad, internships, and living/learning communities.

SEM Implementation

Executive Team

- **Nancy Brickhouse**, Provost.
- **Brett Dalton**, Chief Business Officer.
- **Kevin Jackson**, VP for Student Life.

Implementation Team

- **Kristina Campos-Davis**, Chief of Staff to the Provost.
- **Mary Herridge**, Assistant Vice President of Enrollment Management.
- **Sharra Hynes**, Associate Vice President for Student Life.
- **Kathleen Morley**, Assistant Vice Provost, Office of Institutional Research – Academic Affairs.
- **Wes Null**, Vice Provost for Undergraduate Education and Institutional Effectiveness.
- **Coretta Pittman**, Former Faculty Senate Chair & Associate Professor of English.
- **Brian Raines**, Associate Dean for Research, Operations, & Strategic Planning.
- **Steve Reid**, Vice Provost for Faculty Diversity and Belonging.
- **Marissa Tiner**, Assistant Vice President of Enrollment Management Operations, Data Analytics and Financial Services.

**Learn more about the SEM Plan
by scanning the QR code below.**



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