



# BEARS FOR LEADERSHIP REFORM

## Governance Reform Plan

### I. Allow the Baylor Constituencies to Elect a Majority of Regents

We call on the regents to amend the Baylor bylaws to provide that a majority of regents would be elected by Baylor constituencies provided those constituencies conduct their elections<sup>1</sup> in a process free from control by Baylor staff, administration or the BOR. The constituency groups that currently elect non-voting Regents (faculty, "B" Association, Bear Foundation and student body) should elect full-voting regents. The overall BOR should still elect a substantial number of regents, but BOR-elected seats should be a minority. With those principles in mind, Bears for Leadership Reform calls for amendments to bylaws to elect future regents as follows:

- Ten (10) regents elected by the Baptist General Convention of Texas. The BOR will also relinquish its right to not seat a regent elected by the BGCT.
- Ten (10) regents elected by Baylor alumni in a process similar to the current Alumni-Elected Regents process.
- Ten (10) regents elected by the full membership of the Baylor Board of Regents.
- One (1) regent elected by the "B" Association Board of Directors.
- One (1) regent elected by the Baylor Bear Foundation Board of Directors.
- One (1) regent elected by the Student Senate.
- One (1) regent elected by the Faculty Senate.
- All regents (except the student regent) would serve three-year terms and be eligible to serve no more than three total terms.
- No regent could serve more than two years as BOR Chair.
- The current Executive Committee should be disbanded, and no committee should be empowered to take action on behalf of the Board.

## II. Allow for Transparency of University Business

To cure the culture of secrecy that surrounds the current Board, Bears for Leadership Reform calls on the Baylor Board of Regents to:

- Conduct Board of Regents meetings in open session, subject only to adjournment to executive session for truly confidential matters such as personnel matters, property acquisition, or consultation with an attorney.
- Publish Board meeting dates, agendas, and minutes.
- Publish University governance documents on its website. (Current Bylaws, Board of Regents Code of Conduct, the Confidentiality Agreement signed by Regents, Conflict of Interest policies, and all policies governing Board internal operating procedures.
- Identify the Board committees, who is on each committee, and what the committees do.
- Discontinue the requirement of a Non-Disclosure Agreement, thus giving regents the freedom to voice their opinions to the Baylor Family.
- Hold press availability with media after Board meetings to discuss Board decisions. Schedule regular public discussions with students, faculty, and alumni.

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### <sup>1</sup> Comparison of Current vs. Proposed Regent Elections

CURRENT BOARD COMPOSITION	PROPOSED BOARD COMPOSITION (10-10-10-4)
BGCT elects 8 (25.0%)	<b>BGCT elects 10 (29.4%)</b>
Alumni elect 3 (8.8%%)	<b>Alumni elect 10 (29.4%)</b>
Entire BOR elects 23 (67.6%)	<b>Entire BOR elects 10 (29.4%)</b>
Faculty elects 1*	<b>Faculty elects 1 (2.9%)**</b>
"B" Association elects 1*	<b>"B" Association elects 1 (2.9%)**</b>
Bear Foundation elects 1*	<b>Bear Foundation elects 1 (2.9%)**</b>
Student Congress elects 2*	<b>Student Congress elects 1 (2.9%)**</b>

**Bold** = Voting Member

\* Advisory Director – Cannot vote, attend committee meetings or executive sessions

\*\* Changed from Advisory Director to Voting Director with all privileges