

MINUTES OF THE FACULTY SENATE MEETING

February 14, 2006, at 3:30 PM in Cashion 303

Present: Senators Baldrige, Boyd, Brown, Chonko, Cloud, Connally, Cordon, Diaz-Granados, Gardner, Garner, Green, Mary Lynn Klingman (for Hanks), Longfellow, McGee, McGlashan, McManness, Miner, Myers, Ngan, Norman, Nunley, Patton, Pennington, Purdy, Robinson (Chair), Rosenbaum, Rust, Spain, Stanley, Stone, Sturgill, Tolbert, Vitanza, Richard Duhrkopf (for Wallace), Wilcox.

Absent: None.

Invited guests: President John Lilley; Dr. Kent Gilbreath; Mr. Ken Pollard (and staff members).

- I. The meeting was called to order at 3:32 PM. Following the Chair's welcome, Senator McGee offered the invocation.
- II. The minutes of the Senate's January meeting, distributed earlier by e-mail, were unanimously approved.
- III. **President John M. Lilley.**

President Lilley addressed the Senate for approximately 10 minutes and then answered questions from the floor.

In his remarks President Lilley stated that he has had good and productive meetings with the Senate's Executive Committee and especially respects the confidentiality with which sensitive matters are being handled. He has not yet seen the Senate's proposed selection and evaluation procedures for chairs, division directors, and deans. He anticipates that the documents will be forwarded to him shortly by the Provost. He reminded the Senate and the faculty that still much work must be devoted to the SACS reaccreditation effort, with assessment of present arrangements preceding planning for future improvements. This necessary process will drive the distribution of resources on campus. In addition, financial modeling for Baylor's future will become much more sophisticated than in the past. An area of particular concern and under special scrutiny is teaching load distribution. Here departments have to be creative and realistic in assuring equity and fairness concerning the respective weight of scholarship and teaching.

Asked about a recent situation where a department voted in its majority to make an offer to a job candidate only to see this offer rescinded by the administration, President Lilley stated that the offer was "unauthorized" and that, contrary to campus rumors, he personally had not received a telephone call from a regent in

the matter. Upon follow-up questioning, President Lilley refused to offer any further details or comments on the subject.

Other subjects raised by Senators and addressed by President Lilley included teaching load vs. student load; teaching overloads; faculty concerns in the School of Nursing; and a possible move away from Baylor's traditional "need-blind" admission policy.

IV. Old Business.

A. Committee on Five-Year Salaries and Benefits Trends. After thanking the members of his committee for their work, Senator Cloud presented his committee's final report to the Senate. In addition, Senator Cordon illuminated specific features and recommendations, many of them based on research by former Senator Kent Gilbreath and the 2004 report from the Task Force chaired by Bill Thomas. The latter report and its central conclusion, that Baylor faculty salaries "lag dramatically behind" other top-tier schools, is apparently unknown to President Lilley and has never been publicly acknowledged by the previous administration.

Upon conclusion of the presentations by Senators Cloud and Cordon, the Senate passed two resolutions unanimously and without dissent:

First, in a motion proposed by Senator McGlashan and seconded by Senator Longfellow, it was resolved that "The Faculty Senate urges the Baylor administration to report in the future lecturers' salaries as instructors' salaries to the AAUP and the Chronicle of Higher Education for inclusion in their reports."

Second, in a motion proposed by Senator Baldrige and seconded by Senator Vitanza, the Senate moved to forward the entire report of the Cloud committee to the Provost and the President, with the inclusion of a friendly amendment by Senator Rust, that "The Faculty Senate respectfully renews its request of April 2004 that the administration of Baylor University reconsider the decision to provide only merit increases in determining faculty salaries. The Senate also requests that the administration invite representatives of the faculty to participate in the discussion regarding faculty salaries and, once a decision has been made, articulate this decision and the reasons behind this decision to the faculty as a whole."

Upon passage of the resolutions, the Senate thanked Senator Cloud and his committee with a round of applause for their hard work.

B. Evaluation of the University President and Provost. Senator Chonko reported that Bud McGregor will work with the committee in drawing up an evaluation instrument that would be available by Fall 2006.

C. Selection and Evaluation of Deans and Department Chairs. The Chair stated that the Senate's recommendations have been forwarded to the Provost and will be shared with the President shortly.

D. Evaluation of University Committees. The Chair and Senator Cordon distributed a "Draft of Topics for Discussion" that will guide the remaining work of the committee. The response to Professor Beth Miller's questionnaire to present committee chairs has been most encouraging. The committee will remain active and invite the participation of faculty members outside the Senate.

E. Senate Election Commission. Senator Rust stated everything regarding the spring elections is on track. He will send out a reminder that nominations must be in by February 24. Elections will be held March 7 and 8; one week earlier in the School of Nursing.

V. **Committee/Liaison Reports**

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator Longfellow, chair): No report.

B. Faculty Committee on Enrollment Management (Senator Sturgill, chair): Student demand for freshman admission and the number of deposits are so high that there seem few prospects of students moving off the waiting list for Fall 2006. The university is reviewing admission criteria and procedures for future semesters. The number of prospective transfer students appears not to have grown as dramatically as the request for freshman admissions.

C. Faculty Committee on Physical Facilities (Senator Brown, chair): The Committee met with Vice-President Ramsower and received a limited update on the master plan. Government plans to expand Interstate 35 and rearrange entrance and exit ramps may have an impact upon certain Baylor projects, including Brooks Village.

D. Faculty Committee on Student Life and Services (Senator Chonko, chair): No report.

E. Liaison Reports:

1. Athletic Council (Senator Connally): Baylor's NCAA self-study has been submitted. An on-site inspection comes next. Baylor has added a fourth compliance officer to its staff. An academic success center is in the works.

2. Staff Council (Senator Robinson): The Staff Council met today but could not muster a quorum. Questions were raised to what extent its members should be elected or appointed. There is a prospect for an ombudsman for staff issues.

3. Personnel, Benefits, Compensation (Senators Ngan, Patton): No report.

VI. Presentation by Mr. Ken Pollard, Executive Director of Facilities.

Mr. Pollard, assisted by Mr. Don Bagby and Mr. Scott Babinski of his staff, addressed the Senate on matters of energy conservation and long-range energy planning for Baylor. Both consumption and the cost of energy have been steadily rising, with yearly budget expenditures approaching \$17 million. The goal is to save as much energy as possible by reducing heating and cooling in largely unused buildings during holidays and by keeping the heating range between 68 and 72 degrees, the cooling range between 72 and 75 degrees. Baylor's campus is unusually complex because of its age and layout, requiring imaginative solutions. Faculty and staff members are permitted to use electrical heating devices in their offices, provided they have no open coils.

VII. New Business.

A. Presidential Inauguration. Inauguration festivities for President Lilley will be held April 20-21. On April 21, a Friday, all classes will be dismissed at noon so faculty, staff and students can participate in the procession and ceremonies slated to begin at 2 PM and lasting approximately two hours. Participation is strongly requested; regalia rental courtesy of Baylor.

B. University 1000. The Chair reported that some 80 faculty members have signed up for this freshman program.

C. Paper vs. Electronic. Senator Longfellow issued what he considers the last report of his committee. There are good chances that a faculty/staff phone book will be printed, possibly also an updated version of the faculty handbook at a later date. Less likely is the reappearance of a printed class schedule. The Baylor Roundtable is considering reissuing the traditional green triangular stand-up calendars that many faculty and staff recall with much nostalgia.

D. Report on Chair's Meeting with the Council of Deans and the Provost. Minimesters (between spring and summer) and the possibility of students taking more than six hours per summer session have run into considerable concerns on part of the faculty and the administration and will not be pursued at this time, except for small-scale programs in certain departments.

Merit pay this year beyond a 1 percent base may be as much as 3.5 percent. The Senate continues its efforts to see merit pay kick in only after cost of living adjustments due to inflation have been fully met. The administration is looking at ways to adjust the salaries of full professors so that they are more in line with those offered at peer institutions.

E. Meeting with President. The Senate's Executive Committee met with President Lilley on February 9. Discussion covered a wide range of topics, with both sides pledging confidentiality regarding issues that may cause undue harm or speculation regarding the university and its governance.

F. Other New Business. Senator Stone invited faculty to frequent the Season's Café in the North Village, an establishment offering excellent food at reasonable prices. The café is in danger of closing because of a lack of customers.

VII. The meeting was adjourned at 6:18 PM.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate