

FACULTY SENATE MINUTES

8 September 2009

Room 303, Cashion

3:30 pm

Members Present: Senators Baker, Erich; Baldrige, R. S.; Beal, Ron; Beck, Rosalie; Blackwell, Frieda; Bowman, Judy; Boyd, Jean; Cannon, Raymond; Duhrkopf, Richard; Garner, Linda; Green, Georgia; Harvey, Barry; Hurt, David; Johnson, Kevin; Korpi, Michael; Lehr, Larry; Longfellow, David; Losey, Jay; McGlashan, Ann; McKinney, Tim; Myers, Dennis; Neubert, Mitchell; Nunley, Patricia; Patteson, Rita; Pennington, David; Rosenbaum, Stuart; Sharp, Pat; Spain, Rufus; Still, Todd; Stone, Sara; Supplee, Joan; Vitanza, Dianna; Walter, Janelle; Wood, Randy.

Members Absent: Senator Diaz-Granados, Jaime

I. Group Picture

II. Call to Order

Dennis Myers called the meeting to order at 3:35pm and made two recognitions:

- The new senate secretary is Erich Baker.
- Special guest, VP for Student Life, Kevin Jackson.

The meeting agenda was approved by show of hands.

III. Invocation

Rosalie Beck gave the invocation.

IV. Approval of Minutes

Minutes of the August, 8, 2009 meeting were distributed, amended, and moved for adoption by David Longfellow, seconded by Robert Baldrige. Minutes were approved by voice vote.

V. Old Business

A. Promotion Policy

Dennis Myers reported that he had been in communication with Interim Provost Davis about the faculty senate's continuing concerns regarding the promotion policy and that the executive committee brought up promotion policy concerns with Chairman Stone of the Board of Regents. No other progress was reported. A follow up with interim Provost Davis will be initiated.

B. Annual Performance Review

1. A faculty senator expressed concerns that the new Annual Performance Review had no workload percentage for **Service**. The senator wondered if this suggests that service has no weighting or indicates that junior faculty ought not to perform service as they will not receive credit for it. A senator responded by noting that there is a difference between evaluation percentage and workload percentage and these forms are often misleading due to a perceived connection between the two of them. Another senator noted that Annual Performance Reviews are not attached to the tenure process and that non-tenured faculty should complete service as a matter of tenure. In addition, extraordinary service may be weighted as workload if it can be argued as Administrative Assignments.

It was also noted that there is no abbreviation for “Not Applicable” in cases where there is 0% assignment. This might lead to some confusion. There was a consensus that there needs to be required rater training to address matters of unevenness. Dennis Myers agreed to invite Interim Provost Davis to the October meeting to discuss these issues.

2. A faculty senator requested clarification as to *when* an Annual Performance Review form may get altered: what is the process, communication, or whether or not it even happens. Dennis Myers agreed to include this with a list of discussion topics with the Interim Provost during the October senate meeting.

VI. Presentation

Dennis Myers presented the *More than Me*-Baylor United Way Opportunity. He noted that this will be the only presentation related to the United Way campaign that will be placed on the Agenda.

VII. Committee/Liaison Reports

- A. Undergraduate Curriculum Committee: Dennis Myers. Reported that the university will launch its electronic Course Action Form on March 1st.
- B. Academic Freedom: David Longfellow. No Report.
- C. Enrollment Management: Larry Lehr, Patricia Nunley. First meeting to be held September, 17. There will be an emphasis on recruiting high performance students.
- D. Student Life: Randy Wood. No Report.
- E. Ad Hoc Committee on Master Teacher criteria: David Pennington. No Report.
- F. Ad Hoc Committee on Parking Services: Dianna Vitanza. No Report.
- G. Ad Hoc Committee on Lecturer Concerns: No Report
- H. Liaison Reports
 - a. Council of Deans: Dennis Myers reported that the council of Deans discussed issues of competencies and how general education relates to University outcomes.
 - b. Athletic Council: No Representative
 - c. Personnel, Benefits, Compensation: No Report.

VIII. New Business

- A. Bookstore Committee: The bookstore expressed the need for an advisory group to meet with bookstore representatives in order to help the bookstore operate more efficiently. Frieda Blackwell moved that the senate create a bookstore committee, seconded by Diana Vitanza, and passed with unanimous voice vote with one abstention.
- B. Attendance Policy: A senator noted that OALA information appears to contradict Baylor's 25% attendance rule. Dennis Myers read a letter from Vasek Dae, OALA Director, stating the scope of OALA requested exemptions to the 25% rule. Dennis Myers also read a statement from Provost Davis regarding the legacy of the attendance policy and offered to form a committee to examine the relevance of the policy. The senate unanimously accepted the provost's recommendation. In addition, Richard Duhrkopf moved to request that the provost monitor the health of the university in light of the Swine flu and, if necessary, suspend the 25% attendance rule. Motion was seconded by Robert Baldridge and passed by show of hands with four opposed.
- C. Summer Compensation: Dennis Myers read a letter from Interim Provost Davis inviting the senate to appoint a committee to examine issues related to summer compensation. David Longfellow moved to create a Summer Compensation committee, seconded by Joan Supplee, and passed by voice vote. Committee to consist of:
 - a. Chair – TBA

- b. Diana Vitanza
- c. David Longfellow
- D. Staff Council: There were no objections to allowing a representative from the staff council to attend the general faculty senate meetings.
- E. Senate Recognition: The faculty senate voted unanimously to formalize the recognition of individuals that serve Baylor's faculty as such times arise. The benefactors of the McMullen-Connally Faculty Center will be recognized first.
- F. Meeting with Dary Stone – Board of Regents: Dennis Myers gave a brief overview of the executive committee's breakfast with Dary Stone. Executive committee members noted the historic nature of such a meeting, Dary Stone's recognition of the faculty senate as the faculty's elected voice, and the invitation to open communication between the Faculty Senate Executive Committee, the Interim Provost, and the Chair of the Board of Regents

IX. Appointments

- A. Staff Council: Jean Boyd
- B. Admissions : Barry Harvey
- C. Parking: Diana Vitanza

X. Adjournment