

FACULTY SENATE MINUTES

13 October 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; Diaz-Granados, Jaime; Duhrkopf, Richard; Garner, Linda; Green, Georgia; Harvey, Barry; Hurtt, David; Johnsen, Susan; 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: Senators Korpi, Michael; Johnson, Kevin

I. Call to Order

Dennis Myers called the meeting to order at 3:35 and recognized two guests:

- VP for Student Life, Kevin Jackson
- Visiting member of the staff council, Paulette Edwards

The meeting agenda was approved by show of hands.

II. Invocation

Barry Harvey gave the invocation.

III. Conversation with Interim Provost Davis

1. Discussion of the promotion policy. Interim Provost Davis stated that she will recommend to Interim President Garland that there be a two year exception to the solicitation of external letters concerning a candidate's distinguished body of research if forwarded with the approval of the chair and dean. She emphasized that these exceptions are for research letters only and are not intended to uniformly grandfather all candidates.
2. Annual performance review and the value of service. Interim Provost Davis indicated that service was removed from a weighted percentage in order to provide more flexibility to department chairs for determining the extent that service ought to be considered given department standards, individual faculty roles, and location in the tenure process, for example. She stated that in the past service percentages were often used to reduce the amount of meritorious raises, and this policy was an attempt to move away from this paradigm. Provost Davis confirmed a senator's suggestion that 0% weighting in any category should be considered "Not Applicable" for the purposes of calculating scores.
3. Training. Departmental chair training to establish unified evaluation standards is done by Interim Provost Davis and Vice-Provost for Academic Affairs and Policy, Dr. James Bennighof.
4. Role of Faculty Service within the university. Dr. Davis reiterated that the removal of a service percentage does not at all indicate that service is not expected from faculty or undervalued by the administration. There was a consensus from faculty senators that service must be recognized for its cost in time, effort, and as a core of Baylor's identity, while at the same time it is incorrect to argue that faculty should be paid for service. One senator suggested that service be moved to the top of the evaluation form in order to highlight its importance.

5. Would an annual performance review be modified without notifying the faculty member in question? Interim Provost Davis indicated that occasionally adjustments to evaluation forms occur in order to provide separation between members within a department. It shall be the case that everyone is involved in this adjustment.
6. Dean evaluations. Honors College, School of Music and the School of Nursing are currently underway. There is a rotating schedule due to the use of the office university research, which is conducting on-line surveys. In the spring of 2010, the remaining deans will be evaluated. Chairman Myers indicated that dean evaluation progress should be placed on the faculty senate website.
7. Strategic enrollment management. The enrollment management council has met twice to engage academics in the process of enrollment planning. Enrollment planning is not just about admissions; it also includes retention and recruitment. As such, there is a new initiative underway to recruit high achievement students.
8. A senator asked Interim Provost Davis to examine the process for allowing nonstandard meeting times for classes. There was an argument that the current policies were cumbersome and not in sync with current practices.

IV. Approval of the Minutes

Minutes of the September 9, 2009 meeting were distributed and moved for adoption by Senator David Pennington and seconded by Senator Duhrkopf. Minutes were approved by voice vote.

V. Old Business

1. Susan Johnsen was recognized as the new faculty senator from the School of Education.
2. Issues of promotion and annual performance review were waived as they had been discussed in great detail by Provost Davis and the faculty senate during her remarks.

VI. Committee / Liaison Reports

- A. Undergraduate Curriculum Committee: Dennis Myers. Reported that the UCC will meet on October 23rd.
- B. Academic Freedom: David Longfellow. No Report.
- C. Enrollment Management: Larry Lehr. The committee reported that the federal guidelines regarding student loans for under-17 individuals is changing, allowing them to receive financial aid. Senate discussion highlighted possible consequences such as student life and housing concerns and called into question a reasonable lower age limit for support. It was decided that the committee should consult other universities with early and accelerated programs to better address the scope of the issues.
- D. Student Life: Randy Wood. No Report.
- E. Ad Hoc Committee on Master Teacher: David Pennington. No Report.
- F. Ad Hoc Committee on Parking Services: Dianna Vitanza. The committee discussed new routes for the DASH, to include apartments, and extending operating times past 5:30 pm and adding weekends. The committee also discussed the addition of more bike lanes.
- G. Ad Hoc Committee on Lecturer Concerns: Ann McGlashan. Issues concerning Senior Lecturers are still being considered.
- H. Ad Hoc Committee on Summer Compensation: Dianna Vitanza. Senator Patricia Nunley agreed to join the committee.
- I. Ad Hoc Committee on Attendance Policy: Janelle Walter. Other members of the ad hoc committee

will include Senators Rufus Spain, Jean Boyd and Bob Baldrige.

J. Liaison Reports

- i. Council of Deans: Dennis Myers reported that the deans discussed enrollment management and the recruitment of high performance students, deliberated a response to the promotion policy, and discussed the creation of a digital graduate catalogue.
- ii. Athletic Council: No Representative.
- iii. Personnel Policies: Mitch Neubert reported that the committee will discuss staff personnel policies. Senator Ron Beal agreed to join the committee.
- iv. Staff Council: Jean Boyd. No Report.
- v. Admissions: Barry Harvey. No Report.

VII. New Business

1. Baylor Alumni Association (BAA). A senator brought to the floor a desire to support the BAA which has had a record of supporting Baylor faculty. Senator Jay Losey moved that the faculty senate support the BAA in their ongoing negotiations with the Board of Regents (BOR). The motion was seconded by Senator Supplee. During discussion it was pointed out that the BAA has established no position to voice support for. The motion was withdrawn.
 - a. Senator Rosenbaum motioned that the faculty senate thank the BAA for its 150 year support of Baylor and support its continued independence. It was argued during discussion that the faculty senate does not have enough information to engage in such a vote and called into question whether such a motion was in the best interest of the faculty. Others argued that perceived pressure of alumni by the university was inappropriate. Senator Durkopf moved to table the motion; seconded by Senator Diaz-Granados. The motion to table passed with a vote of 21 for, 7 against, 0 abstentions.
 - b. Senator Joan Supplee motioned to invite Interim President Garland to discuss the BAA. It was seconded by Senator Baldrige. The motion was withdrawn after discussion.
 - c. Senator Cannon moved to invite the Interim President to the next faculty senate meeting; seconded by David Longfellow. Passed by unanimous show of hands.
2. Science Building Safety. A Senator brought to the floor their displeasure with the policy to lock the science building from the inside after hours. Senator Ron Beal moved that the senate invite the head of risk management to discuss the safety concerns of the science building and campus safety. Bob Baldrige seconded the motion. There was some discussion as to whether this should be limited to just the science building. The motion was passed with a unanimous show of hands.
3. Web site. Chairman Myers reported that this was ongoing and close to completion.
4. Chairman Myers discussed a possible change to the date, time and venue of the President's reception honoring the faculty senate. The senate agreed to keep its current appointment.
5. A senator brought to the floor the idea of extending fall break by one day. After some discussion Senator Supplee moved to request that fall break be Thursday – Sunday in the future. The motion was seconded by Senator Stone. After further discussion, the motion failed: 5 for, 20 against.
6. A senator expressed concern that the university administration was using CV's to credential faculty members instead of transcripts as done previously. It was unclear how CV's were being used.
7. A senator expressed concern over a perceived inconsistency in the supplemental pay policy for those obtaining extramural support. It was decided that more evidence needed to be gathered to

determine the extent of any differential compensation.

8. A senator questioned the university's sabbatical policy. In deference to time constraints, there was no conversation on this topic.

VIII. Appointments

1. There continues to be a faculty senator vacancy on the bookstore committee.
2. Senator Pennington agreed to serve on the ITS advisory council.

IX. Adjournment