

## FACULTY SENATE MINUTES

13 September 2011

Room 111, Cashion

3:30 pm

| Absent  | Senator-At-Large Past Chair             |                                | Term Expires |
|---|---|--------------------------------|--------------|
|   | Cannon, Raymond (Sub Lance Littlejohn)  | Mathematics                    | 2012         |
| <b>College of Arts and Sciences</b>           |   | <b>17 members</b>              |              |
|   | Allman, Dwight                          | Political Science              | 2014         |
|   | Baker, Lori                             | Anthropology, Forensic Science | 2013         |
|   | Beck, Rosalie (chair)                   | Religion                       | 2012         |
|   | Blackwell, Frieda                       | MFL -- Spanish and Portuguese  | 2012         |
|   | Coker, Joe                              | Religion                       | 2013         |
|   | Cook, Garrett                           | Anthropology                   | 2014         |
|   | Duhrkopf, Richard                       | Biology                        | 2012         |
|   | Hanks, Tom                              | English                        | 2013         |
|   | Long, Michael                           | Modern Foreign Languages       | 2013         |
|   | Losey, Jay                              | English                        | 2012         |
|   | Patton, Jim                             | Psychology and Neuroscience    | 2013         |
|   | Shoaf, Mary Margaret [Sub Brian Raines] | Mathematics                    | 2013         |
|   | Supplee, Joan                           | History                        | 2012         |
|   | Taylor, Mark                            | Biology                        | 2014         |
| A   | Toten-Beard, DeAnna                     | Theater Arts                   | 2013         |
|   | Tsang, Jo-Ann                           | Psychology                     | 2014         |
|   | Walter, Janelle                         | Family and Consumer Science    | 2014         |
| <b>School of Business</b>                     |   | <b>5 members</b>               |              |
|   | Burleson, Debra                         | Information Systems            | 2014         |
|   | Hurtt, David                            | Accounting                     | 2014         |
|   | Madden, Stan                            | Management                     | 2012         |
|   | Neubert, Mitchell                       | Management                     | 2012         |
|   | Riemenshneider, Cynthia                 | Information Systems            | 2014         |
| <b>School of Education</b>                    |   | <b>3 members</b>               |              |
|   | Johnsen, Susan                          | School of Education            | 2012         |
|   | Jordan, Mary Ann                        | Education Administration       | 2013         |
|   | Wood, Randy                             | Curriculum and Instruction     | 2014         |
| <b>School of Music</b>                        |   | <b>2 members</b>               |              |
|   | Claybrook, Doug                         | Music                          | 2013         |
|   | McKinney, Tim                           | Academic Studies               | 2012         |
| <b>School of Engineering/Computer Science</b> |   | <b>1 member</b>                |              |
|   | Newberry, Byron                         | Mechanical Engineering         | 2014         |
| <b>Honors College</b>                         |   | <b>1 member</b>                |              |
|   | Harvey, Barry [Mark Long sub Fall 2011] | Honors College/Great Texts     | 2014         |
| <b>School of Law</b>                          |   | <b>1 member</b>                |              |
|   | Beal, Ron                               | Law                            | 2013         |

|                              |                         |                                   |      |
|------------------------------|-------------------------|-----------------------------------|------|
| <b>Libraries</b>             |                         | <b>1 member</b>                   |      |
|                              | Patteson, Rita          | Libraries                         | 2014 |
| <b>School of Nursing</b>     |                         | <b>1 member</b>                   |      |
|                              | Spies, Lori (temporary) | Nursing                           |      |
| <b>Truett Seminary</b>       |                         | <b>1 member</b>                   |      |
| A                            | Still, Todd             | Truett Seminary                   | 2014 |
| <b>School of Social Work</b> |                         | <b>1 member</b>                   |      |
|                              | Yancey, Gaynor          | Social Work                       | 2014 |
|                              | Spain, Rufus            | Director, Retired Professors Prog |      |

**I. Call to Order**

Chair Beck called the meeting to order at 3:34 and recognized special guest, Dr. Ed Burger.

**II. Change of Agenda**

Chair Beck recognized Senator Patton who moved for a change of agenda which was unanimously accepted by voice vote. This was necessary to address the Big XII issues.

**III. Invocation**

Senator Patterson provided the invocation.

**IV. Approval of Minutes: May 11, 2011**

Senator Durkoff made a motion to approve the Senate meeting minutes from May 11, 2011. Senator Mary Ann Jordan seconded the motion which passed by unanimous voice vote.

**V. A Senator's Responsibilities Outlined by Chair Beck**

- a. To attend the Senate meetings or find a representative to attend on your behalf. Attendance will be taken and reported in the Senate minutes.
- b. To bring to the Senate concerns of faculties. This can be done by sending an email to the Chair.
- c. Be willing to work on Senate committees. There are a number of standing committees that need representatives from the Senate.
- d. Be courteous and considerate in the meetings and with others as you represent the Senate.
- e. Use good judgment when portraying information to others. Discussions are at times heated; therefore we need to be aware of what we convey as a senator.

**VI. Presentation on Scholarly Communication**

Chair Beck welcomed Billie Petersen-Lugo and Beth Farwell to discuss scholarly communication.

They presented issues in scholarly communication and a summary of Baylor's resources. They discussed their work as an effort to bring faculty into conversations regarding the issues of scholarly communication. The Faculty Senate is asked to help forward the initiative on scholarly communication on campus.

**Issues Presented Included:**

Copyright (<http://www.baylor.edu/copyright/index.php?id=56491>)

You can send questions regarding copyright to: [Copyright@baylor.edu](mailto:Copyright@baylor.edu)

Scholarly Communication is changing in a significant way because of the internet and the accessibility of information.

### **Fair-use**

Exceptions related to using copyrighted material in education--

4 factors for fair use and all have to be considered:

1. The purpose and way you are going to use the information – in thesis can use charts / graphs
2. The nature of the work – fiction/nonfiction, highly creative more likely not fair use
3. The amount of work used – Is it the heart of the work? It depends upon how important it is to the entire work
4. Impact on the market – heart of the work was already there and did not have to see book to know

### **Student Theses**

Students' theses are made available online after degree completion. Students can embargo their works for 1 or 2 years so they have time to get publications out. This can be extended through an application process.

A Senator expressed concern regarding the transparency. For example, in a dissertation there is a major bibliography and new insight included. If this is picked-up by someone else, then the graduate student only gets a footnote instead of an article.

Additionally, some university presses say they will not publish a book from a dissertation that is sitting in an open environment; however, others that say they see a much different work after working with press.

It was recommended by Billie Petersen-Lugo that we all talk to the publishers and see what journals look at theses as a pre-print.

A Senator asked for further clarification of the "Policy of embargo". Students must request an embargo through their faculty mentor. At the end of the embargo, there is a one semester grace period in which to request further embargo. Patent pending and military information can be embargoed forever

Chair Beck: Thanked our guests and recommended that we have conversations in our units regarding the policies.

## **VII. Presentation on the Secondary Major Initiative**

Chair Beck introduced Dr. Edward Burger, Vice Provost of Strategic Educational Initiatives who attended the Senate meeting to discuss the Secondary Major Initiative.

Dr. Burger explained that this initiative grew out of conversations with many different constituents and provided a copy of the draft of the proposal in current state.

Overview:

If an undergrad at Baylor picks major but then wants to add another, it can be impossible if one of the majors is in a different degree program. There is then a lot of extra work so whether in the same school or not, the student may then have to get two Baccalaureate degrees and would have to be at Baylor for an extended amount of time. Most students who have a diversity of intellectual interests are encouraged to focus on the one interest so can graduate in four years. This would allow the student to pursue both majors of interest thoroughly, but would reduce the amount of course work.

Currently, how Baylor deals with the different core requirements is a problem and students are not able to take the classes that they would like to take. This affects admissions in that Baylor loses students who desire to have two diverse degrees to other schools who offer these types of options.

This initiative started in spring 2011 with the Faculty Senate and the Deans. All of the Deans have now vetted the initiative.

This is breaking the bounds between a major and a degree. Students can earn a BS in Biology and also a secondary major in classics without earning an additional baccalaureate degree.

It is not mandatory for any major to grant these. It is not possible for some departments, like Psychology, as there are not enough faculties to deal with huge numbers of majors currently so additional secondary majors would be impossible. However, there are fourteen departments across the university that have expressed interest in being a part of the program.

The only differences, in some cases, the secondary majors may not have the core courses so the secondary major may look quite different.

Suggestions/Reactions?

Senator: It is a wonderful idea. Business students who also wanted to do Anthropology in the past had difficulty.

Dr. Berger shared an example: Dr. Alden Smith asked if we can we do it right now. He has a student who is a premed Biology major with a 3.94 GPA. This student took a classics course and fell in love with the discipline but cannot pursue it further because the student is working toward a BS and a Classics degree is a BA program. What can be done? The student wanted to go to Italy to study for the summer and there is a program that she could apply for in Classics. However, only majors in Classics are considered for scholarship funds. This would be a good example of how and why this initiative is needed.

A Senator asked about comparing colleges and see how long it is going to take to graduate.

Dr. Berger thinks it will attract our stronger directed students, so he hopes students can do it in 4 years. The current system would take much longer than 4 years.

Chair Beck commented that if students are in a program with a lot of electives, then this not a concern but if not in such a program, this is more difficult.

A Senator commented that political science is an ecumenical lot and many majors see the benefit of many other classes in other departments. In addition, medical schools seem impressed by applicants that can handle the science and something else like political science or classics.

How is it that you go about making hour requirement decisions?

Dr. Berger said that departments would have to look at courses required for a BA, determine how that looks and if there are there any holes in that. Then determine what you absolutely need?

A Senator asked if this is done anywhere else.

Dr. Berger said that Stanford has data on this that has been reviewed. The diploma would be in primary area and the transcript would indicate that the student has a secondary major. This will help our good students who see that their trajectory in college will be enhanced.

Chair Beck welcomed all of those substituting for senators. She also explained her surprise at the number of committees the senate is represented on. There may be a need for more senators on additional committees.

## **VIII. Old business**

a. Lecturer Policy.

Chair Beck reported that this has been approved by Judge Starr and a PDF will be available on the Senate website. This is the policy that was produced by a Senate committee headed by Ann McGlashan.

b. Master Teacher Policy.

Chair Beck reported that this policy should be out and ready to vet in the spring semester.

c. Attendance Policy.

Chair Beck reported that these are coming in from the various schools because there is no longer an overall university policy. If your school has developed a policy, please let Chair Beck know so that it can be made available to the faculty.

d. Strategic Planning.

Senator Neubert: Nothing new to report

e. Transfer Credit.

Senator Losey is representing the Senate on the task force. They have met three times and are still gathering data and hope to have something before end of the semester.

**IX. Committee / Liaison Reports**

a. Undergraduate Curriculum Committee: There is a need for someone to be on this committee to represent the senate. It is an important committee so if interested, send an email to Chair Beck.

b. Academic Freedom: Senator Tsang. Committee has not met yet.

c. Enrollment Management: Senator Still. Chair Beck went to the meeting and reported:

Freshman class on the 12<sup>th</sup> reporting day has 3033 new students 449 transfer students. The average SAT is 1230 and 25% have higher than 1330. The average ACT is 26.7. Baylor retained 85% of last year's class.

Scholarship money was affected by the Texas Equalization Grant (TEG) which was cut by 25% for this year. Baylor did not offer TEG to new students so that the level of money promised to existing students did not have to be cut. Baylor used what would go to new students and distributed that to existing students.

Fewer students coming in to Baylor requiring need based scholarships but there are more merit based scholarships that were awarded. The discount rate for this year is 46%.

d. Student Life: Senator Burleson. No report

e. Liaison Reports

- i. Council of Deans: Chair Beck: The Chair reported that the Council of Deans met September 7, 2011. The Provost reported that the Strategic Plan is moving through the process. All the regents and deans have worked through the "themes" document created by Mitch Neubert's committee. The Plan will include a section on "The State of Higher Education in America" and a section on "The State of the Economy." The Provost stated that Ed Burger's Secondary Major Initiative is part of her office's continuous review of what works best for and with the students in light of the state of higher education. Edward Burger explained the Initiative.

Wes Null presented a study on how students who transfer in certain classes do in their follow-up classes at Baylor. For example, he examined how students do in higher-level English classes when they transfer in English 1302. He found that students tend toward

the same grade in subsequent classes that they transferred in, except in subjects like math. Null wants faculty to be thoughtful and come to a common understanding of the university's attitude toward and position on transfer credit.

Charlie Beckenhauer Led a discussion of the situation in the Big 12 that resulted from Texas A&M joining the SEC. He noted these are uncharted waters and that all legal and moral persuasion options remain open to Judge Starr and the university

Sinda Vanderpool presented statistics on the entering freshman class:  
3033 students; SAT 1236 [26% have higher than 1330]  
449 transfer students  
Retained 85% of last year's class into the sophomore class

- ii. Athletic Council: Senator Blackwell
- iii. Personnel, Benefits, Compensation: Senator Madden working on a policy that would substantially support adoption as a benefit – up to 3,000 per adoption 30,000 university wide
- iv. Personnel Policies NONE
- v. Admission: Senator Walter NONE
- vi. Staff Council: Senator Patton reported that Paulette Edwards is now the Chair of the Staff Council and Marilyn McKinney is the Faculty Senate liaison.

## **X. New Business**

### **a. International Travel Taskforce**

Chair Beck: Senator Mike Long raised some issues regarding the Council for the Center for International Education. Chair Beck will attend the next meeting.

The Senate has requested a task force to investigate how it is currently operating. It seems that much of the current operation is by concerned about potential litigation issues but the current operation may pose problems for travel when faculties are on sabbatical and grant funds. The Senate focus is on the summer sabbatical issue and will look at student involvement at a later date.

Chair Beck said that this should be a standing committee rather than current system of an appointed committee.

### **b. Big XII Update**

Chair Beck said she has been overwhelmed by the positive response by Baylor to the Big XII issues. She explained that the issue was prompted by Texas A&M in the attempt to leave the Big XII prior to the end of their contract. They have the right to go independent but do not have the right to affiliate with another conference. Currently, the SEC is not willing to undertake litigation for the addition of Texas A&M. Texas A&M is willing to pay the exit fee but schools maintain the right to pursue litigation for revenue lost over the next 20 year.

Senator: What does the Texas legislature say about this given that A&M is a state school and gets states money?

Chair Beck: The legislature is quiet on issue. Baylor will take a massive financial hit over time and a lot of academic stuff is funded by money received from TV rights. In addition, student recruitment will take a big hit because of the advertising US wide with our sports to markets we would not normally reach. Baylor would most likely go to the Big East or Mountain West. This

would increase time invested in travel by students and Increase in cost of travel which would double in costs.

Chair Beck she thinks that Judge Starr has showed himself to be of deep integrity in this conflict. She would like us to consider a vote of confidence that Judge Starr continue to proceed in this same ethical and transparent manor.

MOTION: Senator Shoaf for a vote of confidence

SECOND: Senator Madden

The wording of the vote of confidence was discussed.

MOTION: Senator Patton that Chair Beck write the prose and the Executive Committee vet and then send to everyone

A Senator suggested a letter of appreciation rather than vote of support or confidence.

Chair Beck said she would draft a letter of appreciation and support and it send around for editing.

#### **XI. Adjournment**

MOTION: Senator Long moved to adjourn the meeting.

SECOND: Senator Supplee seconded the motion.

Chair Beck adjourned the Senate meeting with unanimous approval at 5:05 p.m.

#### **Addendum to the minutes:**

September 13, 2011, the following message was sent to Judge Starr by Chair Beck:

The Faculty Senate of Baylor University supports the actions of President Kenneth Starr in demonstrating and encouraging integrity and transparency in discussions of the best interests of Baylor, its partners in the Big 12, and all student athletes.