

**Faculty Senate Minutes**  
6 March 2012, Cashion 110  
3:30 p.m.

Absent	Senator-At-Large Past Chair		Term Expires
	Cannon, Raymond	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 [sub: Hope Johnston]	English	2013
	Long, Michael	Modern Foreign Languages	2013
	Losey, Jay	English	2012
	Patton, Jim	Psychology and Neuroscience	2013
	Shoaf, Mary Margaret	Mathematics	2013
	Supplee, Joan	History	2012
	Taylor, Mark	Biology	2014
	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
A	Hurtt, David	Accounting	2014
	Madden, Stan	Marketing	2012
	Neubert, Mitchell	Management	2012
	Riemenschneider, Cynthia [sub:Carilyn Monroe]	Information Systems	2014
<b>School of Education</b>		<b>3 members</b>	
	Johnsen, Susan	Educational Psychology	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	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 [sub: Claudia Beal]	Nursing	2012
<b>Truett Seminary</b>		<b>1 member</b>	
	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 Program	

**I. Call to Order**

Chair Beck called the meeting to order at 3:30p.m.

**II. Invocation (Coker)**

Senator Coker offered the invocation.

**III. Approval of Minutes: 7 February 2012**

Senator Blackwell: I move we accept the minutes

Senator Patteson: I second

Minutes passed by voice vote.

**IV. Old Business:****A. Online Directory information**

Chair Beck: There was some difficulty in trying to use the online directory. Was this rectified? Yes, good. The other issue was the faculty picture. If a faculty member's photo does not appear, it means that at some point, they checked the do not publish button. Go in and uncheck that and it should appear.

**V. Reports:****A. Chair Report**

Chair Beck: This month we have normal kinds of things going on. Senate elections will take place shortly. It will be electronic. There is a need to elect two members to assist Lori with elections.

Adrienne Conrads our admin is having a full-hip replacement tomorrow. Please sign this card to send to her. She is very good to us.

**Faculty In-Residence**

Kevin Jackson has put in place a procedure for the selection of faculty to live in residence. This procedure would have the Deans recommend faculty to sit on a selection committee and make a recommendation to the Provost who will make the final determination. There is a document of the procedures in which faculty are involved all the way in the process.

**Relay for life**

Student Contact: Aakash Bhuta can arrange for a faculty team and she will get us the information sooner next year so that we may participate.

**Student Electronic Evaluations**

The committee that designed this process determined that no classes with 5 or fewer students would be evaluated. However, people received notice that thesis student courses were to be evaluated. The committee was contacted and they have confirmed that these small courses

will not be evaluated. There is a need for the Senate to discuss the way these are done. There is a need to determine if this is truly the best way to do this.

Senator: We were one of the groups in the fall that participated in the pilot program. One place that showed differences in responses from paper to electronic forms was our concern for the students. In most classes, we didn't have half of the students complete the evaluations.

Chair Beck: Yes, this is a concern. More of the university will be involved in the electronic process this spring. Yes, it will save money but maybe that is not the best thing to do on something so important.

#### Update on Strategic Plan

Senator Neubert: The Strategic Plan has been online for a number of months. There is a group of a couple dozen folks that were mostly on the input phase and that are now on the feedback group. The plan is more incremental than in the past so there is no shock value. People want to know about the specifics. This portion of the plan will not be specific but that will come after this guidance is given to the colleges. The colleges and departments will then decide on the details for their group and that will not be distributed on the internet.

There were roughly 50-60 online submissions of what is liked and what people are not sure of. In addition, some groups have submitted feedback. We hope that if anyone is going to weigh-in that they do it as soon as possible so that it can be integrated into all of the feedback.

Chair Beck: When does it close?

Senator Neubert: There is a lot of work to do before then so if something comes in at the end, then it will be read but may not be reflected on much. It needs to be in right away

B. Academic Freedom (Tsang) – No Report

C. Enrollment Management (Still) – No Report

D. Student Life (Wood) – No Report

E. Liaison Reports

i. Council of Deans (Beck)

Meets tomorrow for 3 hours so will have report next month

ii. Athletic Council (Blackwell)

Senator Blackwell: We met March 1<sup>st</sup>. The GPAs for last semester were high for student athletes. We were nationally ranked in almost all sports.

NCAA is making some changes to the BCS bowl structure. There will be two games in lieu of a championship game. The money is so big that it is hard to fight against this.

The Athletic Council is divided into four subcommittees:

Governance and Rules Compliance, Academic Integrity, Fiscal Integrity, and Commitment to Equity

Governance and Compliance

In 2005, we had to do a compliance report for the NCAA. The NCAA has decided to change this process so that it no longer certifies for 10 year blocks but requires a series of reports that Baylor has to submit on a regular basis. This is an ongoing

evaluation. We reported that we had plans to address student welfare and athletes in student life so the NCAA is going to look at those plans and see how we have done.

The issue of having basketball games during final exams was discussed and Ian McCaw said that was a big mistake and it will not happen again.

Senator: Was the recent email about what is permissible and not in student athletic recruitment because something happened?

Senator Blackwell: They work with students going pro and they had to be very careful to make sure that we have no recruiting violations like at other schools. This was more a preemptive strike than anything else.

Senator: Who prepares the report for the NCAA?

Senator Blackwell: The Faculty prepares the report using statistics that are provided.

Chair Beck: Who provided you with the financial reports?

Senator Blackwell: I think IRT gives that to us.

Chair Beck: What I was thinking about was a report that Baylor was 20-30 million in the red this year on athletics. I would like to know what the numbers are and where they come from.

Senator: This information can be found in federal reporting of income and expenditures. The difficulty has to be how you count scholarships.

Chair Beck: Let's discuss the role of the faculty athletic representative. Mike Rogers has been the rep for years. Do we need to consider any changes given that he is not responsible for teaching undergraduates therefore doesn't have interaction with student athletes?

Senator: He is only on 1/3 appointment. Most of his salary is paid by the university rather than law school.

Chair Beck: The problem is that he is not being chosen by faculty to represent this cause. I have written to others and the norm is that they are chosen by the president. The Athletic Council is big black box in trying to see how people are chosen. I would like to look at this in April.

Senator: What is being done to enhance revenue? Is there any evidence in the number of applications?

Chair Beck: Applications by male students are up.

Senator: We will most likely see the increases from our success this year in subsequent years.

Senator Blackwell: You cannot buy 6 pages of publicity in Sports Illustrated. The positive publicity we have gained is immeasurable.

Chair Beck: I am interested if any of the effects of this has been quantified. If you know of anyone doing this, please let me know.

Senator: We are in the red how much?

Chair Beck: 20-30 million dollars.

Senator: If we are this successful now, how will we ever be in the black?

Chair Beck: The better the school, the less their deficit because of TV revenues. The 22 that do make a profit do so because of football and men's basketball. To be Division 1, you have to have a certain number of teams and with only 2 of those making money, then it is an issue.

Senator: The 1<sup>st</sup> time LSU won a championship, there was a study. This increased their applications but not necessarily their eligible students. We must recognize that you benefit in many other ways that are difficult to measure and, if you do, you will argue about results.

Senator: Women's basketball is angering old fans that were told they will lose their long time seats unless give donation of \$1500 per seat.

- iii. Personnel, Benefits, Compensation (Madden) – No report

Chair Beck: There are CVS issues regarding medication. Would you please look into this?

- iv. Personnel Policies (Beal) – No report

- v. Admission (Jordan) – No report

Chair Beck: Would you please find out the statistics for our next meeting?

Senator: It would be nice to get ranges or quartile ranges or scatter plot of the admissions so that there is some context. I would be nice to see the distribution.

- vi. Staff Council (Patton) – No report  
Marilyn McKinney noted – The Staff Council are doing our elections and service project for Waco human society

## VI. New Business:

- A. URSA to become standing committee  
Senator Still: Made a motion to make URSA a standing committee.  
Senator Yancy: Seconded the motion  
The motion was unanimously approved by voice vote.
- B. Elections Committee  
Senators Frieda Blackwell and Debra Burleson agreed to serve on the elections commission.  
Senator Jordon made a motion to accept Senators Blackwell and Burleson as the election commission for 2012.  
Senator Duhrkopf seconded the motion.  
The motion was unanimously approved by voice vote.

Senator Baker: The School of Education is still in need of nominations for the open Senate seat. Please encourage faculty in the School to nominate willing colleagues.

C. Plus and Minus grading

Chair Beck: Dr. Henry, we have invited to you discuss the lack of consensus on the plus and minus grading system by the UUCC.

Dr. Henry: We received an inquiry as to why we do not have the minus grade options by Ed Burger. We were invited to consider this in the December meeting. Our grading policy is anomalous when compared to our Big 12 cohort.

Our committee did not make a recommendation because we felt that this needs to be represented by a larger faculty input rather than this small committee. We offer our report on findings.

Chair Beck: Is Baylor the only school in the Big 12 with the plus but not minus grading option?

Dr. Henry: Yes.

Chair Beck: My understanding is that in 2001, when this was addressed, the Provost chose not to make the change because the student government did not want the changes. What are the most salient arguments?

Dr. Henry: Faculty freedom to make more refined judgments is one of the arguments. There is some concern that plusses without minuses contribute to grade inflation. Without looking more closely at the data, then we don't know that they contribute to grade inflation and it may be the opposite. Another line of reasoning puts the burden on us to justify the anomaly and I don't know of a good argument for this.

Chair Beck: What about arguments for a straight number grade versus a letter grade?

Dr. Henry: I don't know about that.

Chair Beck: Some professional schools do not count our students' plus grades because there is no minus grade.

Senator: In the political science doctoral program it creates inflation when comparing applications of Baylor students to those of students from other schools.

Senator: In an informal poll in MFL, all polled thought that the addition of minuses is a good idea. If you look at charts, a C- is not a 2.0, it is below that and this may put athletes out of eligibility. It is something to consider

Senator: This is a measurement issue of trying to classify into categories a Likert scale. Several years ago there was the same problem looking at faculty performance. There should be some consistency in how we divide students. When we do that we need to think about how reliable are we at assigning these grades? We calculate the mean to 3 significant digits but we don't assign thousandths of a degree. We should do all of this because we follow TT or whatever school. We, as academicians, should think about this critically and, if we do this, then we should make it very clear that people are still allowed to assign whole grades.

Senator: If we address student fairness, then this is an argument for students to distinguish themselves from those who squeeze by.

Chair Beck: Should this go to academic freedom and responsibility? How would you feel about assigning this back to the committee?

Senator: Have you had any conversation with the provost on this?

Chair Beck: No.

Senator: The Provost nixed this in the past because Baylor is in the business of affirming people. I do not see any reason in pursuing this if the Provost will not consider this.

Chair Beck: If you authorize me to talk about this with the committee then I will pledge to talk with the Provost about this.

Senator: Is there pressure to do this?

Chair Beck: Ed Burger had several faculty members discuss this with him and he is responding to comments.

Senator: What are you expecting the committee to look at?

Chair Beck: For the committee to make a recommendation.

Dr. Henry: We were given a serious question and so we gave a serious response. We were not asked to make a recommendation. If we were asked to do that by you, we would.

Senator: I don't see why th Academic Freedom Committee is needed if the faculty are not forced to make these classifications.

Senator: I agree. I do not see how it impacts academic freedom so I would say we ask the University Undergraduate Curriculum Committee to make a recommendation.

Senator: Excellent report, Doug, and I think we should ask that committee to come back with a recommendation.

Senator Patton: I move that we send the issue back to the UUCC to make a formal recommendation to the Senate.

Senator Harvey seconded the motion.

Amendment – if they make a recommendation to do that then what percentages will be added?

Chair Beck: The recommendation on whether we do this or not can be made then when they bring us a recommendation, we can ask Jonathan Helm to bring us data on the grades assigned to these categories.

Chair Beck: Would your group feel comfortable making these recommendations?

Dr. Henry: We meet this week and we can make that recommendation and then I can ask if we feel comfortable with that other decision

Senator: If you are going to ask that committee to make a recommendation, then we should ask them to make a full recommendation with as specific recommendation as possible. If it is recommended to add minuses then give the GPA breakdown of that.

Vote: Passed by unanimous voice vote to ask the UUCC to make a recommendation regarding the addition of minuses to the grading system and to give a GPA breakdown.

Chair Beck: I will send a formal email tomorrow with this request.

## **VII. Adjournment**

Chair Beck adjourned the meeting at 4:45 p.m.