

# **Minutes, Baylor University Faculty Senate**

**12 November 2013 • 3:30 • Cashion 111**

**Members Absent: Jordan, Neubert, Parrish, \* Riemenshneider<sup>†</sup>**

**The meeting was called to order at 3:30 PM by Senate Chair Patton, and an opening invocation was offered by Senator Yancey.**

- The Chair asked for a motion to reorder the day's agenda. The motion was made by Senator Coker, seconded by Senator Baldrige, and passed.

**Chair Patton introduced the Provost, Dr. Elizabeth Davis, who addressed the Senate regarding the issue of incorporating service into annual evaluations of faculty.**

- She stated that the Senate has the ability to make a fundamental contribution to how we think about what kinds of service faculty participate in, how faculty contribute to the mission of the University, and how the University rewards their service.
  - The Provost feels that there is a strong need to take service into account in evaluations, but it is tricky to do so without developing some sort of criteria or matrix by which to evaluate it.
- The Provost then took questions from the Senate.
  - Senator Maddox inquired whether there was a way to take into account the ebb and flow of academic careers, to which the Provost replied that some institutions look at service over a 3-year cycle rather than a single year at a time.
    - She also noted that it is possible to alter our expectations of how much service will be performed at different stages of one's career.
      - For example, service might count as a lower percentage of the overall evaluation of a tenure-track person in his/her first few years, then gradually increase as they progress, reflecting an expectation that as an

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\* Kim Kellison attended in his place.

† Carrie Ford attended in her place.

associate professor they will take on greater responsibilities within the University.

- The Provost stated that the more transparency there is in the kind of service the University values and in the way that service is rewarded, the better.
- The Senate expressed appreciation for the Provost's remarks and for her support of this topic.

### **Discussion of the issue of evaluating faculty service continued.**

- Senator McGlashan argued that the University needs to establish at least some minimum expectations for faculty, and noted that many faculty members go years without serving on a single committee.
  - Chair Patton concurred, and stated that the Senate had an opportunity here to lead on this issue.
- Senator Allman asked whether criteria for evaluating service shouldn't be left up to individual departments and schools.
  - Senator Yancey noted that the committee on Informed Engagement determined that individual units should set the standards for themselves rather than having a University-wide standard imposed upon them.
    - But she also drew a distinction between Informed Engagement and faculty service.
- Senators Beal, Newberry, and Morgan all noted that in their departments/schools service is still factored into annual evaluations.
  - Senator Still added that this inconsistency across the University—and the reality that service counts in some departments but does not in others—is why this is such an important initiative for the Senate to take up. He encouraged the Senate to work towards establishing some parameters to give to the administration and to the departments regarding service expectations and rewarding service.
- Senator Baldrige moved that the Senate establish a committee to consider the best means for fairly and effectively evaluating faculty service as part of the annual evaluation so that it might be appropriately encouraged and rewarded, and then to bring recommendations to the full Senate.
  - Senator Harvey warned that while service should be incentivized, the details of establishing criteria by which to measure and reward service is fraught with pitfalls and

problems, and that we should be very wary of trying to establish a University-wide matrix for evaluating it.

- A vote was taken, and the motion passed unanimously.

**Senator Baldrige made a motion to approve the minutes from the October meeting, Senator Baker seconded the motion, and it was passed.**

**Reports were received from several committees.**

- Senator Baker reported from the Board of Regents meeting that when she announced that the Senate was going to take up the issue of service, some Regents expressed enthusiastic support for this initiative.
- Chair Patton reported from the Parking and Transportation Committee that an increased number of students are relying upon bikes, scooters, and skateboards for transportation.
  - This raises some important safety issues, and Parking and Transportation is investigating how best to address this.
    - One option is registration of scooters and requiring registrants to receive safety instruction and training.
- Chair Patton reported from the Staff Council meeting that the proposed calendar changes were discussed, and noted that it was a very contentious issue there as it had been for the Senate.
  - For staff, dropping Labor Day and adding days to Thanksgiving Break equates to them losing a day of vacation.
  - He added that the Staff Council's scholarship fund continues to grow.
- Senator Walter reported from the Early Registration Committee that a document was being crafted that should significantly alter the number of students who get to register early.
  - She noted that the only two categories of students who have a legitimate need to register early are student athletes and OALA students.

- Some groups (e. g. faculty children, honors students, etc.) may lose early registration privileges.
  
- Chair Patton reported from the Council of Deans that training is going to become an increasingly big part of our lives, and that in the future, faculty will not be eligible for annual review until they have undergone whatever training is viewed as necessary by their department/school.

### **New Business**

- Chair Patton noted that President Starr's title had been expanded to President and Chancellor, and that his duties would increasingly focus on work in Washington with a consortium of schools working on global justice and equity issues.
- Senator Baldrige moved that the Senate draft a statement congratulating President Starr on his expanded role and offering our support in all his efforts.
  - Senator Spies seconded the motion, and it was passed unanimously.
  - The statement read:
    - “The Baylor Faculty Senate congratulates Judge Ken Starr on his recent appointment as Chancellor and commends his service and leadership as Baylor's President especially his spirit of cooperation and shared governance.”

**A motion to adjourn was made by Senator Still and seconded by Senator Baker, and the meeting was adjourned at 4:45 PM.**

Respectfully submitted by Joe Coker