

FACULTY SENATE MINUTES

14 November 2006

Room 303 Cashion

3:30 p.m.

Members Present: Senators Baldrige, Blackwell, Cannon, Diaz-Granados, Hartberg (for Duhrkopf), Laing, Longfellow, Losey, McGlashan, Pennington, Purdy, Rosenbaum, Sadler**, Stone, Supplee, Johnson (for Tolbert), Vitanza, Park (for Wilcox*), Chonko, Gardner, Kayworth, Agee (for Nunley), Rajaratnam, Cloud, Johnson (for Connally), Johnsen (for Robinson), Cordon, Boyd, Green, Sturgill, Brown, Myers, Garner, Miner, Spain.

*Serving remainder of Randall O'Brien's term

**Serving remainder of Susan Wallace's term

Welcome and Invocation: The meeting was called to order at 3:33 pm. Senator Cloud offered the invocation.

Chair Vitanza welcomed President John M. Lilley and Senior Vice Provost Naymond Keathley and solicited their remarks and responses to questions.

President Lilley: I have just returned from the Baptist General Convention of Texas meeting where I met many people who wish us well, and I have many anecdotes about the meeting filled with much good talk about Baylor. But I am saddened, as we all are, by recent deaths and accidents among our students. It has been a tiring week, but I am happy to entertain your questions and comments. *Senator comment:* I sometimes find it offensive to hear talk about our wanting to imitate other universities; why do we need to emulate other universities? What will be our uniqueness if we seek to emulate other universities? *President Lilley:* Benchmarking is fashionable, and it can be helpful if we see others doing things we would like to do. We are grateful for what Baylor is, but we are concerned to achieve what it might more ideally become. Some Baylor values are timeless, and we have a long history of master teachers, of service outreach and other expressions of our Baptist values; adding scholarship as a requirement, rather than as a desideratum, is a new idea for Baylor. If Baylor is committed to maintaining balance so that we value all of these things, Baylor could have the best of all worlds—not that it's easy, but it's worth striving for, to make Baylor the best it can be. At Penn State we did not do as well in the teaching category, and admittedly there is no recipe for getting the

mix right, but we feel that we need to make the effort. Not many places even try to get the mix put together in the way we are doing here. *Senator comment:* Research has been an on-going activity here for many years. *Senator question:* Math is being evicted from Sid Rich to temporary quarters; can you make that as temporary as possible? Can you accelerate the decision making so that we can be back into that building by the beginning of the fall term? *President Lilley:* I don't know the details about how this is going to come together. (There followed wide spread discussion of the renovation of Sid Rich Hall.) *Senator comment:* We would like our stay in the Science Building to be as temporary as possible. *President Lilley:* We will follow up on it. *Senator question:* Who is the key person for making the decisions about how these things are done and what the chronology is? *President Lilley:* I believe Reagan Ramsower is the one. *Senator comment:* Back to the question about benchmarking in respect to the issue of conferences held at the University; there is a dominant tendency to make the conferences uniform in their content; they seem uniformly conservative Christian. *President Lilley:* The content and participation in such conferences I believe is a faculty responsibility. *Senator question:* What is a strategic hire? *President Lilley:* Being ever mindful of the budget, I would appreciate departments' hiring assistant professors rather than full professors, depending on the needs of the department. *Senator question:* Can we count teaching for professional development purposes? The answer of most professional associations, e.g., ACSB, is no. *President Lilley:* Teaching cannot be seen as a substitute for research. *Senator comment:* We are offering fewer courses for students because we are devoting more time to research, and students are having trouble getting in their required courses because our emphasis on research has led to course reductions. *President Lilley:* There is a budget model that projects what we can afford in course reductions for research time; we can average about 5 courses per year per faculty member, but we cannot reduce teaching loads any further without bringing in new faculty to teach the courses we need taught. *Senator question:* What about rewards? The direction we are heading I would not quarrel with, but what's happening is that we are changing policies that affect faculty members so that outsiders who do not understand our values evaluate us for promotion and tenure. With the idea of promotion we are looking at here, we are asking people who do not understand Baylor to evaluate Baylor faculty; thus our own values will change. *President Lilley:* We need to explain in the letters in which we request the evaluations for promotion what the workloads and priorities of our faculty members are, and the evaluators usually take those constraints on professional publication seriously and make their evaluations accordingly. Also, in terms of our values, we can sell ourselves as a place that values both teaching and research; we do care about people and we treat them accordingly. We are refining our institutional mission and we have to face it straightforwardly, sensibly, and carefully. This should not

be a problem if the letter requesting evaluations is written appropriately. *Senator comment:* We have 2012 expectations with a 2000 budget. *President Lilley:* We're trying to fine-tune our commitment to 2012. *Senator question:* Will you make sure that the tenure and promotion committee understands the perspective you have presented to us? *President Lilley:* Yes; we certainly intend that. Nevertheless people who have been teaching 5 courses per semester may not be able to achieve Full Professor unless departmental arrangements can be made for course reductions for those who wish to pursue a research agenda. A reduced teaching load is requisite for those who hope to attain Full Professor. We need to put the financial resources in place to make it possible for people to have the opportunity for research and publication.

Naymond Keathley: At the October Council of Deans meeting, Dianna reminded us that we were committed to carrying out an evaluation of Deans this semester. We found, however, that it would need to be done as early as possible in the spring semester. Larry Lyon volunteered to share a draft of the proposed evaluation form. If you have comments, please send them to Provost O'Brien. *Senator comment:* The Deans should be evaluated annually just like the faculty. *President Lilley:* We will evaluate in January for the calendar year 2006, just as faculty members are evaluated annually. *Chair Vitanza:* We will discuss later the proposed instrument and make any suggestions for revision we might have. *Senator question:* Where do Associate Deans fall in this process? *President Lilley:* The Dean I assume would do that evaluation. *Senator comment:* All Deans, Associate Deans, and Chairs should be evaluated annually just like the faculty.

Chair Vitanza thanked President Lilley and Senior Vice-Provost Keathley and introduced Doug Rogers, interim Dean of the School of Education, and Laine Scales, Associate Dean of the Graduate School, to speak about the proposed Center for Teaching and Learning.

Drs. Rogers and Scales: We hope to establish a Center for Teaching and Learning. The School of Education and the Graduate School want to move this idea forward as part of the Strategic Planning Process. We would like you, as the Faculty Senate, to endorse this idea, and help us find a faculty member to engage with us in the process of developing this idea. Dr. Scales helped draft the original proposal, and we also want an energetic faculty member to help us further develop the proposal. We hope to get more resources for this Center from a donor. We are the only university in the Big 12 Conference that does not have such a Center. (There was discussion of the proposal among Senators and Drs. Rogers and Scales.) *Senator question:* What are the financial needs of this Center? *Dr. Scales:* We are starting with what we have, and we'll try to move forward from there, and we hope to find a donor. We need a space, a director and associate director, and faculty fellows; these things we hope come to fruition as we begin to get into developing the Center. *Senator comment:* That gradual

strategy is important to get faculty to support the idea, because that method of development will not drain resources from other needs; we don't need another resource drain. *Senator comment:* We once had a similar program that worked with MCC and Paul Quinn. *Senate Chair Vitanza* thanked Drs. Rogers and Scales for their presentation and offered the suggestion that the Senate consider a resolution about the idea of the Center at our next meeting.

I. Old Business:

A. Brooks College (Dub Oliver):

Senator question: Thanks for putting the report together, but we would like to know which faculty members were involved. *Mr. Oliver:* I'll get those names for you. (There occurred vigorous discussion of Mr. Oliver's document.) *Senator question:* Would you rethink the name, "Brooks College?" *Mr. Oliver:* The name is approved by the Regents as "Brooks College," and there are no plans to change the name. *Senator question:* Could you use the name "Brooks Residential College?" Some of the publicity available makes it seem to be more than merely a residential experience. *Mr. Oliver:* Yes. *Senator question:* Why does it need to be an exclusive experience for its residents? *Mr. Oliver:* There will be some openness and some guests. *Senator question:* What is the cost of housing in Brooks Residential College compared to other options for housing? *Mr. Oliver:* I'm not sure, but in general we have three levels of pricing: (1) double-loaded halls, Collins and Penland; (2) Suite style—Alexander and Dawson, e.g.; and (3) apartments with the most amenities. Brooks Residential College will mirror the suite style of pricing; Brooks Flats will mirror apartment level pricing. *Senator question:* What's the difference between the applications for Brooks Village and for the other residential facilities? *Mr. Oliver:* The nature of the application depends on where you live; almost all of the different places have slightly different application procedures. *Senator question:* Does any other facility require a letter of recommendation? *Mr. Oliver:* No. *Senator question:* Concerning the Great Texts faculty members being housed in Brooks Residential College, what is their relationship to the decision to put those faculty members there? *Mr. Oliver:* There are no additional offices over there. If the Great Texts department adds faculty members, the issue of where their offices would be would be part of the decision to employ them. *Senator comment:* There is a concern that there be greater diversity of faculty who are designated as faculty associates of Brooks Residential College.

B. Honor Code/Honor Council (Jane Baldwin):

We have changed the name from "Center for Academic Integrity" to "Office of Academic Integrity" at your suggestion. We also changed the reporting line from the Vice President for Student Life to the Executive Vice President and Provost in accord with your recommendation. We would like a way to remove minor instances of code

violations from students' records so that they would not be affected forever by a minor indiscretion. Students are now able to petition to have such violations removed from their record; the members of the Honors Council will decide whether or not to expunge that record. We don't want to penalize students too harshly in terms of their possibilities for future career prospects if their offense is relatively minor. (Discussion.) *Senator comment:* Should we have Honors Code requirements that we are not able to enforce? Should we require students to report their witnessing of Honors Code violations? Perhaps we should encourage this, but it should not itself be a violation of the Code. *Baldwin:* We'll reconsider this issue and think about ways to revise our wording of this issue so as to soften it; it should not be a toothless policy. *Senator comment:* the three person panel considering expunging a student's record should be charged to consult the faculty members involved in the incident before taking any action. *Baldwin:* I agree. *Chair Vitanza* thanked Dr. Baldwin for coming and responding to the Senate's concerns.

C. C. Honorary Degree Nomination (*Stephen Prickett*):

Honorary degrees are good for everybody, not just the individual involved but also the University. The nominee recommended by the Committee on Honorary Degrees fits our criteria and we should be happy to award him an honorary degree. And we should be reaching out much more to the world wide academic community, partially by giving honorary degrees. This procedure provides excellent publicity for the University. *Senator comment:* The Senate consensus at our previous consideration of this individual was that the publication record was not particularly distinguished. *Dr. Prickett response:* This individual is very distinguished and an excellent classroom teacher. He is highly qualified for an honorary degree. *Senator question:* What about his relationship to the University? *Dr. Prickett response:* I understand he is well regarded among C.S. Lewis scholars, and I suppose real Lewis scholars would know of him. He has made the Francophone world aware of C.S. Lewis. *Senator comment:* I thought the issue was one of policy, not one of a particular individual. One third of the Senate—those newly elected—have not heard of this individual. *Dr Prickett response:* I assumed the Senate would have access to the same materials I submitted last year. *Chair Vitanza response:* We will distribute those materials again. *Chair Vitanza* thanked Dr. Prickett for coming again to answer our questions. (More discussion.)

D. Promotion Policy (*Chair Vitanza*):

The Senate discussed again the proposed promotion policy. **Motion** by Senator Cordon: That the Chair of the Senate write a resolution acknowledging the promotion policy and requesting flexibility during our transition to its full implementation in order to respect the faculty members who will be adversely affected by implementation of the policy.

Second: Senator Cloud. **Vote:** Pass

Adjournment: 6:15 pm.

Respectfully submitted,

Stuart Rosenbaum, Secretary