

**Draft**

**MINUTES OF THE FACULTY SENATE MEETING**

**May 3, 2005, at 1:30 PM in Rogers 109**

**Present:** Senators Baldrige, Boyd, Brown, Chonko, Cloud, Connally, Cordon, Cox, Diaz-Granados, Garner, Green, Hanks, Lehr, Mathis, McGlashan, McManness, Ngan, Norman, O'Brien, Patton (Chair), Pennington, Pinney, Purdy, Robinson, Rosenbaum, Rust, Spain, Stanley, Sturgill, Vitanza, Wallace, Williams.

**Absent with notification:** Senators McGee, Miner.

**Invited Guests:** Prof. Bill Underwood, President-Elect, Baylor University; Dr. Larry Lyon, Senior Vice Provost and Dean of the Graduate School; Mr. Rick Creel, Associate Vice President for Operations and Facilities; Dr. Gina Green (ISY); Dr. Robyn Driskell (SOC); Ms. Tiffany Hogue, Assistant Provost; newly elected Senators David Longfellow, Patricia Nunley, Sara Stone, Charles Tolbert, II.

**I.** The meeting was called to order at 1:32 PM. Following the Chair's welcome Senator O'Brien offered the invocation.

**II.** The minutes of the Senate's April 2005 meeting, distributed earlier by e-mail, were unanimously approved as amended.

**III.A. Prof. Bill Underwood, President-Elect, Baylor University.** Professor Underwood addressed the Senate for approximately thirty minutes. He thanked Senators for the opportunity to speak and stated that in the past weeks he has met with various representative groups on campus. He remains amazed and elated how relatively few the areas of disagreement over major issues are, and how much all Baylor constituencies share as common values, persuasions and experiences. This situation should offer a solid foundation from which to start the healing process and from where to move Baylor into a brighter future.

Professor Underwood identified "Faith and Learning" as one of the most complex and divisive issues on campus. On the one hand, Baylor enjoys an advantage over public universities in being able to bring into classroom discussions faith-related subjects and viewpoints that would be anathema in a public forum. This enriches the value of Baylor's education and enhances the discourse on campus. On the other hand, "Faith and Learning" touches on fundamental academic freedom questions if applied in a prescriptive and coercive fashion to, say, classroom situations or hiring procedures. Professor Underwood stressed that there are multiple ways of "integrating faith and learning" other than in a

classroom setting. His personal view remains that in a true Christian's life, "conduct is more meaningful than words."

On the issue of teaching vs. research, Professor Underwood emphasized that a university's business is ultimately about learning, and that this can be achieved in multiple ways, teaching and research being simply the most obvious and prominent ones. Historically, as the quality of alumni and alumnae bears out, Baylor's focus on top-notch teaching has paid off very well. Still, the modern successful academy requires adjustments in its culture that also embrace cutting-edge research and opportunities for deep reflection to remain competitive with peer institutions. But teaching at Baylor remains "most important."

According to Professor Underwood, administrative moves in the past to divide the faculty (teaching vs. research; A vs. B; "classic" vs. "visionary;" "distinguished" vs. regular; "world-class" vs. non-"world-class," etc.) have been detrimental to faculty morale and unnecessarily divisive. Under his administration no such rigid delineation will be made--all faculty will be viewed as faculty. Still, they bring different gifts, backgrounds, styles and talents to the campus, and such diversity should be recognized and, indeed, celebrated.

At the same time, Professor Underwood warned older faculty against being "jealous" of their younger colleagues over perceived privileges, for instance when it comes to teaching loads. Recent administrative moves seem to address several such areas of perceived inequity. On the other hand, younger faculty must be aware that their lowered teaching loads and increased research and publication opportunities are only possible thanks to the efforts of older faculty and lecturers who take on a proportionately much larger share of classroom teaching. Until Baylor's financial resources improve dramatically, the current arrangements will likely see little change. Therefore it is crucial to broaden Baylor's financial base, not only to assure fair and competitive compensation for faculty, but also to diminish and eliminate residual areas of faculty "jealousy."

Upon concluding his remarks, Professor Underwood received a lengthy standing ovation, followed by the adoption, by acclamation, of the following resolution:

"Be it resolved that the Baylor University Faculty Senate commends and expresses its gratitude to the Baylor University Board of Regents for their selection of William D. Underwood, JD, as Interim President of Baylor University. The Faculty Senate further commends the Board of Regents for their openness to faculty-regent dialogue and faculty input during the Presidential search process. The Baylor University Faculty Senate pledges to work with and support Professor Underwood in any way he may desire as he prepares to assume his responsibilities and thereafter during his tenure as President."

### **III.B. Mr. Rick Creel, Associate Vice President for Operations and Facilities.**

Mr. Creel indicated his appreciation for the opportunity to address the Faculty Senate and distributed a flow chart of the various Baylor operations under his supervision. In his remarks he emphasized that his top priority is to serve his constituents, especially to create an environment in which students and faculty can thrive. He will make every effort to be accessible in person and for suggestions and praised the good relationship he maintains with Senator Ellen Brown on the Physical Facilities Committee.

Senator Hanks commended Mr. Creel for his part in creating the beautiful campus everyone enjoys. Senator Stanley inquired about Baylor's relationship with Aramark. The current contract runs out in 2008 and will be opened for competitive bids at that time.

### **III.C. Dr. Larry Lyon, Senior Vice Provost and Dean of the Graduate School**

Dr. Lyon spoke briefly to issues related to the impending SACS reaccreditation activities, distributed a handout outlining changes in the procedures from the last time around, and then introduced Dr. Gina Green, Dr. Robyn Driskell and Assistant Provost Tiffany Hogue who each clarified specific aspects of the changed procedures Baylor has to follow.

Dr. Green is in charge of updating and verifying faculty credentials to ensure that all courses and students are taught by qualified faculty according to SACS guidelines. This verification process should be completed by the end of the summer.

Dr. Driskell will oversee the academic assessment portion of the operation. This involves a lengthy data collection process that will stretch out over several semesters.

Ms. Hogue specified elements of the Quality Enhancement Plan that every SACS-accredited school is asked to develop. This plan offers more flexibility than others required in the past based on rather flexible SACS guidelines.

The entire process is on track with the first deadlines set for early September 2005.

At the end of their presentations Dr. Lyon and his delegation received a round of applause.

### **IV. Senate Officer Election**

After Senator Rust had introduced newly elected and re-elected Senators in the wake of this spring's elections, Senator Diaz-Granados of the Senate officer

selection committee presented the following slate of proposed 2005-2006 Senate officers as the committee's unanimous choice:

Chair: Eric Robinson; Chair-Elect: Dianna Vitanza; Secretary: Eric Rust;  
Publicity: Patricia Norman.

With no further nominations received from the floor, the slate was accepted by acclamation.

## **V. Committee on Committees Report**

Dr. Greg Speegle, Chair of the Committee on Committees, presented his report for 2005-2006 which had been previously distributed by e-mail to individual Senators. After it had been pointed out that the constitutionally mandated Enrollment Management and Personnel Benefits Committees had not been convened in the past year, and that issues remained over the composition of the Tenure Committee, Senator Robinson moved, seconded by Senator Cloud, that the Senate defer a final decision on Dr. Speegle's report until after June 1. At that point, upon necessary modifications and consultation by e-mail with other Senate members, the Executive Committee will be entitled to give final approval to the report. The Senate approved this arrangement on a voice vote and thanked Dr. Speegle and his committee for their work.

## **VI. Recognition of Outgoing Senators**

The Senate Chair recognized and distributed certificates of appreciation to the following outgoing Senators: Joe Cox, Larry Lehr, Frank Mathis, Kevin Pinney, and Jane Williams.

In turn, and to a standing ovation, Chair-Elect Eric Robinson presented a plaque of appreciation to outgoing Senate Chair Jim Patton.

## **VII. Temporary Replacements**

The Senate voted unanimous approval for the temporary replacement of Senator O'Brien by Dr. Rosalie Beck (all year) and of Senator Rust by Dr. Joan Supplee (fall only) during the 2005-2006 academic year. Senators O'Brien and Rust will be on research leave and out of the country, respectively, during the periods indicated.

## **VIII. Committee/Liaison Reports**

Only two reports were presented.

Senator Stanley (Enrollment Management) reported that Baylor has now received 3,700 gross deposits and 3,250 net deposits for its Fall 2005 freshman class. Even with the normally expected "melt" of these numbers, anticipated enrollment levels may cause both housing and academic staffing problems. The number of provisional students hovers around 350.

Senator Brown (Physical Facilities) submitted her report in writing. A copy is attached as Appendix A.

## **IX. BU-PP Reviews**

Under the guidance of Senator Robinson, the Senate perused and voted on a number of new or updated Personnel Policies (BU-PPs).

BU-PP 702 (Promotion): The Senate approved this document unanimously on a voice vote after recommending several changes in the wording of the policy.

BU-PP 708 (Faculty Development): The Senate approved this document on a voice vote after recommending a number of changes in the wording of the policy and expressing the need to incorporate so-called "academic professionals" under its provisions.

BU-PP 715 (Research Leave): The Senate approved this document unanimously on a voice vote.

BU-PP NEW (Summer Sabbaticals): The Senate approved this document on a voice vote after recommending several changes in the wording of the policy and expressing the need to clarify the status of lecturers and so-called "temporary lecturers."

BU-PP NEW (Academic Credentials): Approval of this SACS-driven document was postponed upon the discovery of inconsistencies between the text of the document and statements made earlier by Dr. Gina Green.

## **X. New Business.**

**A. On-line Faculty Evaluations by Students.** Upon learning that the administration appears ready to go along with an initiative by student government that would make faculty evaluations by students available on the internet, the Senate voted unanimous approval for the following motion, introduced by Senator Norman and seconded by Senator Baldrige:

"Any publicly disclosed faculty evaluation system by students should not be put into place without approval by the full faculty."

**XI.** The meeting was adjourned at 4:42 PM.

Respectfully submitted,

Eric C. Rust  
Secretary, Faculty Senate

## Appendix A

### Physical Facilities Committee Notes 21 April 2005

#### project updates

- ∑ **7<sup>th</sup> Street Mall:** in study phase; has engineering report and plans to get feedback from Student Life, libraries, Waco Hall
  - phase 1 – install bollards at Baylor & 7<sup>th</sup> and Speight & 7<sup>th</sup>; uncertain about installing across 7<sup>th</sup> [hopes to have feedback by 1<sup>st</sup> week of May; bollards will be removed during August move-in]
  - phase 2 – relocate utility lines underground
  - phase 3 – identify circular drives
  - phase 4 – install paving stones at circles on Baylor and Speight avenues
  - phase 5 – landscape
 project will begin summer '05 if feedback is positive; will lose 60 on-street parking spaces
  
- ∑ **parking garage:** last planned garage will be across Allen-Dawson halls on corner of 8<sup>th</sup> & Speight, or possibly further down 8<sup>th</sup> across Collins
  
- ∑ **Ivy Square:** will eventually become green space and at corner of University Parks and IH 35, a new visitor center and Baylor entrance signage will be added
  
- ∑ **Academic Success Center:** no change, waiting for lead gift for this \$6 million project
  
- ∑ **Marrs McLean Science Building:** planned future use will be for-profit research and conference center think tank under the direction of Truell Hyde
  
- ∑ No significant changes on other projects

Rick Creel again expressed interest in meeting with the faculty senate to discuss campus master plan possibly in May or first meeting in fall.