

## FACULTY SENATE MINUTES

10 February 2009  
Room 303, Cashion  
3:30 p.m.

**Members Present:** Senators Baker, Baldrige, Larson for Blackwell, Bowman, Boyd, Cannon, Cloud, Cordon, Diaz-Granados, Duhrkopf, Garner, Green, Hurtt, Cox for Johnson, Kayworth, Edwards for Korpi, Lehr, Long, Longfellow, Losey, Myers, Nunley, Patteson, Pennington, Purdy, Roberts for Rosenbaum, Sadler, Sharp, Spain, Bracken for Stone, Supplee, Vitanza.

**Members Absent:** Senators Blackwell, Harvey, Johnson, Korpi, Rosenbaum, Still, Stone, Wood.

### I. Call to Order and Invocation

The meeting was called to order at 3:31. Senator Pennington gave the invocation.

### II. Guest: Interim Provost Elizabeth Davis

Davis: "Tenure letters went out yesterday [2/9/09]." Decisions were consistent with the UTC decisions. Notebooks "really looked good." The previous tenure document was in effect. Candidates are meeting expectations and providing projections for future research. Nineteen tenure-track faculty members went up for tenure consideration.

After these opening remarks, Interim Provost Davis indicated that she wanted to address three senate concerns: 1) Dean evaluations; 2) Chair searches; and 3) New procedures for tenure ballots.

- A. **Dean evaluations.** The Executive Committee will review the evaluation instrument. Deans Lyon, Kelley, and Toben volunteered for review.

Senator: "What were the results or outcome of the last evaluations?" Davis: "Differentiated raises were given." But she indicated that she wasn't privy to the conversation. "No one was fired."

Senator: "Do you as provost have a record of the previous evaluations?" Davis: "Yes, I do." The goal of the evaluation is to be "developmental." It's not a tool "to get rid of a dean."

Senator: What's the timeframe for all the deans to be evaluated? Davis: The Executive Committee will decide, but should be able to complete all evaluations in the fall. Evaluations will have to be online. She indicated a willingness to explore a scantron option.

Discussion ensued about the evaluation document and the process for evaluating deans.

Senator: If it's done online, who receives the evaluation? Will it be anonymous?

Davis: "Yes, anonymity can be maintained. Kathleen Morley is the IT person who can create the instrument."

Discussion ensued about the evaluation document.

- B. **Chair searches.** Interim President David Garland and Interim Provost Davis reviewed the current policy of not allowing faculty to vote. Davis explained why she and Garland oppose a vote. Identifying strengths and weaknesses is helpful to the dean and provost. The senior administration is "not ready to go down the vote path."

Senator: Why not do both (evaluation and vote)? Davis: "What if you and the administration don't agree?"

Discussion ensued about the chair search process.

Davis indicated that she would discuss the issue with David Garland. But she can't change the search process for spring 2008.

Senator: You pick administrators. Why can't we pick chair candidates? Davis: "I understand."

Senator: There's an issue involving "trust." I'm referring to "principle," not specific cases. The department needs to have control over its own destiny. Davis: "I'm not disagreeing. I'll talk to David Garland."

Senator: What's the status of the presidential search? Davis: We may have a decision by Friday (2/13/09).

- C. **Tenure ballots.** Davis: The Faculty Senate discussion was heard. Other faculty and deans also participated in the discussion. After all perspectives were evaluated, the administration decided to go forward with chairs and deans reviewing ballots.

Senator: Is it inappropriate for chairs to confer with faculty members? Davis: Yes, the chair should not discuss an individual vote.

Discussion ensued about the tenure ballot policy.

### **III. Approval of Minutes**

Chair Green asked if there were any additions or corrections to the minutes.

Senator Baldrige moved to accept the minutes as distributed; Senator Longfellow seconded the motion.

The minutes were approved as distributed.

#### **IV. Old Business**

##### **A. Presidential Search**

The senate went into executive session.

Chair Green reviewed the history of the presidential search.

Discussion ensued about the presidential search.

The senate returned to regular session.

At the invitation of Regents Chair Howard Batson, the Executive Committee recommends that Bob Baird, Jimmy Diaz-Granados, and Georgia Green be considered for inclusion on the presidential search committee.

The senate agreed to send these three names to Chair Batson.

##### **B. Financial update**

Chair Green indicated that 4.5% (4.2% for departments) is available in the raise pool.

Discussion ensued about merit pay raises. There's little wiggle room this year, according to one senator who's also a chair.

Senator: Those who had a "banner" year will not receive an adequate merit pay raise. Will they receive merit pay next year? Chair Green will ask Reagan Ramsower, VP for Finance, to appear at the March senate meeting.

#### **V. Committee/Liaison Reports:**

- A. Undergraduate Curriculum Committee (Myers)—Senator Myers indicated that the committee continues to monitor the electronic CAF process.
- B. Academic Freedom (Longfellow)—No report.
- C. Enrollment Management (Lehr)—No report.
- D. Student Life (Wood)—No report.
- E. Ad Hoc Committee on Master Teacher Criteria (Pennington)—Senator Pennington thanked the members of the committee: Rosalie Beck, Ellen Brown, Randall Bradley, Robert Cloud, Linda Garner, David Jeffrey, Charles Madden, Elizabeth Miller, and Gaynor Yancey. Senator Pennington reviewed the draft he distributed prior to the

meeting. Should a Master Teacher have a minimum of 10 years' teaching experience at Baylor? Discussion ensued. The general consensus is that a nominee should have 10 years at Baylor. Pennington plans to present a revised version of the criteria at the March senate meeting.

F. Ad Hoc Committee on Parking Services (Purdy, Vitanza)—There are lingering concerns about parking spaces at the Highers-Simpson complex. Senator Purdy mentioned that additional parking-related structures are being considered. For example, shelters may be added to bus routes. There have been discussions about issuing new faculty decals, but no timeframe has been mentioned. A fee structure for faculty members is no longer being considered.

G. Ad Hoc Committee on Lecturer Concerns (McGlashan)—No report.

#### H. Liaison Reports

1. Council of Deans (Green)—Most of the meeting centered on proposed Ph.D. programs and the process for getting Ph.D. programs approved at Baylor. Presently, there's no process in place for approving such programs.

There will be no "University 1000" for one-hour credit; faculty expressed little support for offering a one-hour credit for the course.

2. Athletic Council (Blackwell/Sadler)—Senator Sadler mentioned student athlete attendance. Blake Burleson is trying to hold coaches accountable for scheduling so as to give athletes more flexibility in their classroom attendance. Discussions are ongoing with the Athletic Director.

3. Personnel, Benefits, Compensation (Cloud)—No report.

### **VI. New Business**

#### A. Approval of General Education Committee

Background: Naymond Keathley indicates that the committee is necessary for the SACs process and wants it to become a regular rather than an ad hoc committee.

Chair Green read from a report to approve the "General Education Committee."

Senator Diaz-Granados moved to approve the report; Senator Longfellow seconded the motion with two minor revisions to the report. Sixteen, not fourteen, members will serve once Social Work and Nursing members are added to the committee.

Motion passed by voice vote.

## B. Senate Elections and Public Relations Campaign

Chair Green introduced Billy Collins, a senior specializing in PR. He and Chair Green considered ways to increase voter turnout at the upcoming senate election. A newsletter will be created in the next week or so. This newsletter will inform faculty about the senate and the election process. He will stress the importance of participating in faculty elections.

## C. Other Items from the Floor

Baylor is searching for an Associate VP for Human Resources and has hired the search firm Witt/Kieffer. Any comments or questions regarding this search can be sent to the following addresses: [BaylorHR@wittkieffer.com](mailto:BaylorHR@wittkieffer.com) or [amiller@wittkieffer.com](mailto:amiller@wittkieffer.com) or [jcourson@wittkieffer.com](mailto:jcourson@wittkieffer.com).

A senator asked about dead week and the scheduling of exams. Chair Green indicated that the provost is working on regularizing dead week and final exams.

## VII. Adjournment

The meeting was adjourned at 5:33.

Respectfully submitted,

Jay Losey, Secretary