

Baylor Faculty Senate 2007-08

Statement of Intent: Priorities, Goals, and Issues for Discussion and Action

The Baylor University Faculty Senate is committed to serving as the representative body and voice of the faculty. The Senate on September 11, 2007 unanimously agreed to this statement of intent, which captures the priorities, goals, and issues the Senate will discuss and on which the Senate plans to take action during the 2007-08 academic year. All faculty members are invited to comment on the contents of this statement.

1. Reform the Faculty Hiring Process

The Senate encourages the administration to engage in a thorough reform of the practices and procedures used in the faculty hiring process that will allow Baylor University to become more competitive, responsive, and efficient in the faculty job market.

2. Restructure Faculty and University Committees

The Senate will take appropriate steps to seek reform in the operation and structure of university and faculty committees. Each committee on campus should be operational and functional and should be comprised of appropriate representatives from the various units across campus. The Senate invites the administration, faculty members, staff members, and students to participate in a process that will build consensus regarding the function and composition of each committee, as well as the process employed to select committee members.

3. Provide Equitable Opportunities for Promotion to Full Professor

The Senate is committed to working with the administration to develop policies and practices that will give associate professors equitable opportunities to produce scholarship that will better qualify these faculty members for promotion to the rank of full professor under newly-developed University standards.

4. Establish an Effective Voice for Lecturers

The Senate pledges to establish a committee to consider issues that are unique to those with the rank of lecturer. This committee will provide regular reports to the Faculty Senate.

5. Continue to Establish, Revise, and Refine Evaluation and Feedback Processes

The Senate vows to work with the administration to establish effective and appropriate processes to evaluate and provide meaningful feedback to the President, the Provost, deans, and department chairs.

6. Complete an Ombudsperson Policy and Appoint an Ombudsperson

The Senate will work with the administration to complete and approve a policy regarding the appointment of an ombudsperson. The Senate will then serve its appropriate function in the timely appointment of a faculty member to serve as the ombudsperson.

7. Endorse the Code of Ethics

The Senate will engage in discussions about the proposed Code of Ethics and will consider full endorsement of this statement after appropriate opportunities for review and discussion.

8. Participate in the Strategic Planning Process

The Senate will continue to participate in the strategic planning process through its representation on the Strategic Planning Council.

9. Assume a Leadership Role in the United Way Campaign

The Senate will assume a leadership role among faculty in Baylor University's United Way contribution campaign.

10. Continue Dialogue Regarding Faculty Compensation Increases and the Level of Benefits

The Senate will continue its discussions with the administration regarding issues of increases to the base salaries of and benefits provided to faculty members.

11. Properly Address Additional Issues

The Senate will provide an open forum for discussion of issues in addition to those listed in this Statement. The Senate encourages all faculty members to offer suggestions, input, or comments to the Chair of the Faculty Senate or to appropriate elected representatives on the Faculty Senate.

12. Strengthen the Senate's Relationship with Other Representative Units

The Senate will strive to strengthen its working relationship with each of the other representative units on campus, including, but not limited to, the Board of Regents, the Executive Council, the Council of Deans, the Staff Council, and Student Government.