

MINUTES OF THE FACULTY SENATE MEETING

April 11, 2006, at 3:30 PM in Cashion 303

Present: Senators Baldrige, Brown, Chonko, Cloud, Connally, Cordon, Diaz-Granados, Gardner, Garner, Mary Lynn Klingman (for Hanks), Longfellow, McGee, McGlashan, McManness, Miner, Myers, Ngan, Norman, Nunley, Patton, Pennington, Purdy, Robinson (Chair), Rosenbaum, Rust, Spain, Stanley, Stone, Don Farris (for Sturgill), Tolbert, Vitanza, Wilcox.

Absent with notification: Senators Boyd, Green, Wallace.

Invited guests: President John Lilley; Prof. Mike Rogers; Dr. Mark Dunn; Mr. Ian McCaw; Mr. Don Riley; Dr. Joe McKinney.

- I. The meeting was called to order at 3:31 PM. Following the Chair's welcome, Senator McGee offered the invocation.
- II. The minutes of the Senate's March meeting, distributed earlier by e-mail, were unanimously approved as amended.
- III. **President John M. Lilley.**

President Lilley addressed the Senate for approximately 15 minutes and then answered questions from the floor for another 30 minutes.

In his remarks President Lilley acquainted the Senate with his extremely hectic schedule: numerous meetings with alumni and alumnae as well as Baptist groups and congregations throughout the state; welcoming Senator Kay Bailey Hutchinson on a visit to the campus; preparing his family's move into Allbritton House later this week; and supervising arrangements for the presidential inauguration on April 21.

The administration is in the process of solidifying the status of lecturers by offering, upon review, permanent status to some lecturers whose present position is classified as temporary. President Lilley reemphasized his desire to get deans and department chairs more involved in fundraising activities; indicated that Vice President Richard Scott will enjoy a terminal sabbatical until his retirement at the end of the year; and announced that Dean Larry Lyon will be placed in charge of overall strategic planning. The Provost will be formally designated Baylor's Chief Executive Officer with all supporting staff and offices concentrated in Pat Neff Hall.

In other matters President Lilley expressed his view that commencement ceremonies should place the graduating students at the center of attention instead of prominent speakers. Regarding the incoming freshman class this fall, the

situation looks highly encouraging with record average SAT scores likely, a very large and rising number of national merit scholars, and fewer than ten percent "provisional" students.

After concluding his remarks, President Lilley received a round of applause.

- IV. Honorary Degrees.** Dr. Joe McKinney, on behalf of Baylor's Committee on Honorary Degrees, presented to the Senate the strong recommendation of his committee that honorary doctoral degrees be awarded to Mr. Harry Jeanes, a long-time benefactor of Baylor, and Professor Jacques Sys, President of the University of Artois and a prominent C.S. Lewis scholar.

After discussion, upon a motion by Senator Nunley and seconded by Senator Myers, the Senate voted without dissent (one abstention) to endorse the honorary degree for Mr. Jeanes. In a unanimous vote, upon a motion by Senator Vitanza and seconded by Senator Cloud, the Senate voted to send the nomination of Professor Sys back to the Honorary Degrees Committee with a request for further information and for clearer guidelines that would govern the awarding of honorary degrees to individuals who lack close ties to Baylor University.

- V. Old Business.**

A. Coalition on Intercollegiate Athletics (COIA). Professors Mark Dunn, Mike Rogers and Athletic Director Ian McCaw addressed the Senate on the question of whether Baylor's Faculty Senate should become a member of the Coalition on Intercollegiate Athletics, a lobbying organization of faculty senates for greater academic accountability in NCAA sports. All three agreed that Baylor is well represented both on the governing entities of the Big XII Conference and of the NCAA, that Baylor is far ahead of other universities in assuring that athletes meet and maintain rigorous academic standards from recruitment through graduation, and that, if problems existed or arose, it would be wiser to influence policy from within than from without the NCAA.

Senators expressed appreciation for the information and perspectives provided and for the candor with which this matter and other issues related to Baylor's academic program were addressed. By common consensus the Senate decided to accept the position of the presenters and will not join COIA at this time.

B. Committee on Five-Year Salaries and Benefits Trend. Senator Cloud presented several pages of statistics on tuition remission benefits for spouses and children of Baylor employees and related trends in recent years. He acknowledged that the matter is more complicated than he and his committee had initially thought and that further study of the data and additional discussions with the administration are needed before definitive recommendations on this issue and healthcare benefits can be presented later this year. The current tuition remission arrangements are the product of a Regents decision in the 2002/2003 academic

year based on the perception that Baylor's benefits, in comparison to peer universities, were too generous.

C. "Evaluation" of the University President, Provost, Deans and Department Chairs. Senators Chonko and Robinson provided an update on this matter which is still under discussion with the administration. Ideally, evaluation procedures will be in place by the end of the calendar year. While the Provost has undertaken an evaluation of all deans and is doing the same for center, institute and division directors this spring, no university-wide guidelines and procedures exist for the evaluation of department chairs. Some have not been evaluated in many years.

D. Evaluation of University Committees. Senator Cordon indicated that the situation is still under review, with priority allocated to changes that have to be implemented by this fall.

E. Chair's Follow-up on Questions Raised at Last Meeting: ITS advises the Senate of technical difficulties expected in producing a faculty/staff pictorial directory. The Senate chair will continue to press for a satisfactory resolution of this matter.

VI. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator Longfellow, chair): No report.

B. Faculty Committee on Enrollment Management (Senator Sturgill, chair): No report.

C. Faculty Committee on Physical Facilities (Senator Brown, chair): The new faculty center, to be constructed of red brick and white stone with a gray slate roof, will likely be located in the parking lot between Morrison Hall and Sid Richardson. Harrington House will be maintained, possibly as a conference center. The new Brooks complex is scheduled to be completed in time for the Fall 2007 semester.

D. Faculty Committee on Student Life and Services (Senator Chonko, chair): No report.

E. Liaison Reports:

1. Athletic Council (Senator Connally): No report.

2. Staff Council (Senator Robinson): No report.

3. Personnel, Benefits, Compensation (Senators Ngan, Patton): No report.

VII. New Business.

A. Senate Officers for 2006-2007. The Executive Committee will present a slate of proposed Senate officers in time for the May meeting.

B. Council of Deans Meeting. The Executive Committee will represent the Senate at a meeting requested by Dr. Van Gray to discuss performance indicators for Vision 2012.-- The administration wishes to consolidate categories for lecturers and to standardize both the definition of positions as well as performance evaluations for lecturers throughout the university. Faculty input is desired.

B. Report on Chair's Meeting with the Provost. In his absence, Senator Vitanza represented the chair at the meeting. Matters discussed included recent tenure decisions; a meeting of the Provost with untenured tenure-track faculty; and the evaluation of department chairs. Apparently only three department chairs have been evaluated this spring in accordance with the evaluation cycle that is currently in place.

C. Other New Business. Senator McGlashan will circulate to Senators a draft of the proposed evaluation instrument for department chairs.-- Senator McGee raised the issue of "fair" wages and benefits for Baylor University employees, including outsourced jobs. This would follow a student government initiative. Senators McGee and Cloud will work on a resolution for the May meeting.-- Senator Baldrige inquired whether the administration intends to change the nature of questions about the religious background of job candidates.

VIII. The meeting was adjourned at 6:18 PM.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate