

MINUTES OF THE FACULTY SENATE MEETING

December 6, 2005, at 2:00 PM in Cashion 303

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

Absent: None.

Invited Guests: Prof. Bill Underwood, Interim President; Prof. Mike Morrison, Chief of Staff to the Interim President; Mr. Charles Beckenhauer, General Counsel; Mr. Larry Brumley, Vice President for University Relations.

- I. The meeting was called to order at 2:05 PM. Following the Chair's welcome, Senator McGee offered the invocation.
- II. The minutes of the Senate's November 15 and 22 meetings, distributed earlier by e-mail, were unanimously approved as corrected.

III. Interim President Bill Underwood and Chief of Staff Mike Morrison.

The Chair expressed the Senate's appreciation for the work Bill Underwood and Mike Morrison have done since assuming the leadership of the university in June. In brief remarks, Underwood thanked the Senate and its Executive Committee for helping create an improved climate at Baylor, not least through many joint policy initiatives and the move to open Senate meetings. To a round of applause Underwood also announced that Dr. Tom Hanks would be designated a Master Teacher. After receiving commemorative gifts from the Senate and a standing ovation, Underwood and Morrison left the proceedings.

IV. Vice President for University Relations Larry Brumley.

Mr. Brumley gave a brief presentation to promote a non-profit program entitled "EarthShare of Texas." It would, in a manner similar to the United Way, allow Baylor faculty and staff to authorize payroll deductions to help environmental initiatives. The program has already been endorsed by the university's leadership. Upon a brief discussion, Senator McGee moved, and Senator Vitanza seconded, that the Senate also endorse the program. The motion carried without dissent (one abstention).

V. General Counsel Charlie Beckenhauer.

Mr. Beckenhauer acquainted the Senate with a forthcoming proposal by the administration that would create university-wide policy adoption procedures, a concept designed to end the chaos that currently reigns with regard to policy initiatives, evaluation, implementation and notification. The move aims at getting every individual and every entity involved in the policy-formulation process that would be affected by a particular policy initiative. Central to the innovation would be a so-called Policy Committee through which all policy initiatives would be funneled and whose responsibilities would include the notification and involvement of all affected parties. While the Senate was not asked to endorse the proposal formally at this point, it appeared to be favorably disposed toward the innovation and offered the suggestion to call a university-wide meeting to present, clarify and discuss the proposed new concept.

VI. Senate Chair's Conversation with Members of the Board of Regents.

The Chair briefly summarized recent conversations he had with members of the Board of Regents, in particular with Chairman Will Davis. While the Senate was not formally informed about the presidential selection, Davis did assure the Senate that the Advisory Committee did enjoy input into the decision. The Chair expressed his hope that the future will bring a greater degree of transparency in such matters.

The Chair then circulated two letters, one from the student government in appreciation of the Senate's hurricane relief initiatives, and one from President-elect John Lilley thanking the Senate for the opportunity to meet with faculty representatives.

VII. Old Business.

A. Five-Year Salaries and Benefits Trend. Senator Cloud indicated that progress is being made in the matter and that his committee will meet on Thursday, December 8.

B. Selection and Evaluation of Department Chairs. On behalf of her committee, Senator McGlashan presented for discussion and adoption a draft document regarding the appointment, evaluation and job responsibilities of department and division chairs at Baylor. After discussion and changes in the wording of the document, the Senate decided, on a motion by Senators Hanks and Wilcox, to have a split vote, considering first the search and appointment procedures and later the evaluation process. The first motion, formally introduced by Senators Patton and Baldrige, carried overwhelmingly with one negative vote and one abstention. The second motion to adopt the second part of the document as amended, was introduced by Senators Stanley and Green. It, too, carried overwhelmingly with one negative vote. The document will be forwarded to the Provost for the administration's consideration.

C. Selection and Evaluation of Deans. On behalf of her committee, Senator Green presented to the Senate the proposed new guidelines for the selection and evaluation of academic deans. After discussion, some of which focused on the special situation in the Honors College, the Senate again opted to vote separately on the two parts of the proposed and amended policy, beginning with the selection process, to be followed by the evaluation part. Both motions, introduced by Senators Stone and Baldrige, carried unanimously. Once Senator Green's committee has adopted a specific instrument for the evaluation of deans by their faculty, the proposed policy will be forwarded to the Provost.

D. Evaluation of University President and Provost. Senator Chonko briefed the Senate on the progress his committee has made, including the compilation of a 20-page document containing suggestions and an overview of procedures in place at other universities. The committee will continue its deliberations and present a more definitive report in the future.

E. Common Experiences Program: Action. After hearing a brief report from Senator Diaz-Granados, the Senate voted without dissent (one abstention), upon a motion by Senators Baldrige and Nunley, to endorse the program.

VIII. Committee/Liaison Reports

Due to time restraints, all committee and liaison reports were postponed until the next meeting.

IX. New Business.

A. Committee on Committees. The Senate decided to postpone until January a decision to replace Dr. Barry Hankins on the Committee on Committees. Dr. Hankins has requested this step because other obligations keep him too busy to serve effectively.

B. Other New Business. Senators raised two questions, one concerning recent activity in the Honor Council, the other inquiring whether the A/B faculty designation system has been formally abolished. The Chair promised to seek answers to the questions and offer them at the next meeting.

X. The meeting was adjourned at 5:09 PM.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate