

## FACULTY SENATE MINUTES

10 November 2009

Room 303, Cashion

3:30 pm

**Members Present:** Senators Baker, Erich; Baldrige, R. S.; Beal, Ron; Blackwell, Frieda; Bowman, Judy; Boyd, Jean; Cannon, Raymond; Diaz-Granados, Jaime; Duhrkopf, Richard; Garner, Linda; Green, Georgia; Harvey, Barry; Hurtt, David; Wu, Cindy for Johnson, Kevin; Johnsen, Susan; Korpi, Michael; Lehr, Larry; Longfellow, David; Losey, Jay; McGlashan, Ann; McKinney, Tim; Myers, Dennis; Neubert, Mitchell; Nunley, Patricia; Patteson, Rita; Pennington, David; Rosenbaum, Stuart; Sharp, Pat; Spain, Rufus; Still, Todd; Sturgill, Amanda for Stone, Sara; Supplee, Joan; Vitanza, Dianna; Walter, Janelle; Wood, Randy.

**Members Absent:** Senator Rosalie Beck

### I. Call to Order

Dennis Myers called the meeting to order at 3:32 and recognized Interim President David Garland as our special guest. Due to time restrictions, Chairman Myers asked to suspend the agenda temporarily to make time to hear from Dr. Garland.

### II. Interim President Garland

1. Financial Health. Senate chairman Dennis Myers asked Interim President David Garland to comment about the financial health of the university. Dr. Garland stated that Baylor's financial status was good compared to other universities, particularly public universities; however, Baylor's budget will be 'flat' this year. Regarding Baylor's debt burden, President Garland said that it will be slightly less than 5% of the operating budget. This is less than the ~6% of operating budget for debt in 2002. Because of budget restrictions, Baylor will not be expanding programs like in other 2012 years. President Garland also noted that raises are being planned, although they will not be as much as last year.

In addition, Dr. Garland noted that one of the few aspects of World News and World Report rankings that the university has direct control over is faculty salaries, which account for 7% of ranking scores. As such, the administration will continue to attempt to raise salaries.

2. Baylor Alumni Association. A senator asked Interim President Garland why the administration withdrew its proposal for the incorporation of the Baylor Alumni Association (BAA) into the University. Dr. Garland responded that there was overwhelming evidence that the BAA was not in favor of the proposal, so it was withdrawn. He added that if the BAA wanted to be independent, Baylor would not hinder them. President Garland added that the administration's decision to disinvite BAA representatives from the graduation ceremonies was a decision to "control our graduation." When asked by a senator if this decision would discourage faculty from attending graduation, Dr. Garland responded that this was not the intent and such an outcome would be disappointing.

Elaborating on the BAA and the Board of Regents (BoR) tension, President Garland stated that he did not know their exact origins, but a rift has been present at some degree for many years. It was the Baylor administration's intention to create the Baylor network as a means to serve all of Baylor alumni, more than the subset being served by the BAA.

Dr. Garland was asked by a senator to comment on a quote that Dr. Garland made regarding the BAA giving Baylor a 'black eye.' He stated that he had no recollection of the exact context of the quote, but did recall that was to convey a perception of infighting within the Baylor community.

In his closing remarks, Dr. Garland said that he was absolutely certain that the course of action undertaken by the Baylor administration was best for Baylor in the long run, even though it may not favor him personally. He said that it is imperative to get beyond the BAA-BoR division because it would be difficult to attract a president with the current tension.

### **III. Invocation**

Senator Randy Wood gave the invocation.

### **IV. Approval of the Agenda**

Senator Longfellow moved to accept the meeting agenda. The motion was seconded by Senator Supplee and unanimously approved.

### **V. Approval of the Minutes**

Minutes of the October 13, 2009 meeting were distributed and moved for adoption by Senator Supplee and seconded by Senator Baldrige. After a minor correction to the section of extramural support, the minutes were approved by voice vote.

### **VI. Old Business**

1. Promotion Policy. Nothing to report.
2. Senate Recognition Program. Nothing to Report.
3. Baylor Alumni Association. Senator Longfellow motioned that the faculty senate make public the following position statement: "The conflict between the Baylor Board of Regents and Administration, on the one hand, and the Baylor Alumni Association, on the other, has been a source of deep concern to the Baylor Faculty Senate and the Baylor community as a whole. The Senate sees no good that can come from the repeated imposition of restrictions and penalties, large and small, on the BAA actions that can only weaken the Association's effectiveness, discourage donor giving, and alienate significant numbers of Baylor alumni. Disagreements about university policies, which are to be expected in an academic community committed to free and open debate, have too often degenerated into the presentation of ultimatums, curt dismissal of contrary opinions, and acts of petty harassment. Baylor's leaders and the members of the Baylor Alumni Association need to embrace the policy of cooperation and coordination that characterized the relationship for virtually all of the last 150 years. The Faculty Senate stands ready to assist in any way it can to foster a spirit of Christian reconciliation and forgiveness." The motion was seconded by Senator Pennington. There was some discussion about how far back the tension between the BAA and BoR went. Regardless of its origins, some senators voiced a concern that the senate does not have enough information about the tension to make supportive statements for either organization. Others argue that the Interim President's statements, when combined with the negative response of BAA members at large, provide enough information.

Senator Cannon motioned to remove the third sentence from the proposed statement as it might be perceived as inflammatory. The motion was seconded by senator Lehr. Discussion continued about the proposed impact of any such statement made by the Faculty Senate and how would it benefit the faculty. The motion passed to remove the third sentence: 22 for, 10 against, 2 abstentions. A motion to call the question was made and seconded; the motion failed 12-20, with 1 abstention.

Discussion continued on the motion, with senators debating the neutrality of the statement, a perceived bias in the Faculty Senate towards the BAA, and whether or not a statement from the senate might further degrade possibilities of BAA-BoR reconciliation. Senator Cannon moved to delete the second sentence of the statement; seconded by Senator Neubert. The motion carried with a vote of 22 for, 11 against. Senator Supplee moved to add back into the statement the wording: "Disagreements about university policy are to be expected in an academic community committed to free and open debate." The motion was seconded by Senator Losey, and passed with a vote of 30 for, 3 against. Discussion ended on the motion to provide a public statement regarding the current BAA-BoR tensions. The final vote by show of hands was 23 for, 6 against, with 3 abstentions. The amended and passed statement reads:

"The conflict between the Baylor Board of Regents and Administration, on the one hand, and the Baylor Alumni Association, on the other, has been a source of deep concern to the Baylor Faculty Senate and the Baylor community as a whole. Disagreements about university policies are to be expected in an academic community committed to free and open debate. Baylor's leaders and the members of the Baylor Alumni Association need to embrace the policy of cooperation and coordination that characterized the relationship for virtually all of the last 150 years. The Faculty Senate stands ready to assist in any way it can to foster a spirit of Christian reconciliation and forgiveness."

Senator Longfellow motioned that the faculty senate make public the following position statement: "The Baylor Faculty Senate congratulates the Baylor Alumni Association on 150 years of faithful service to the students, faculty, administrators, graduates and friends of this university. Without the loyal support of its alumni and their Association, Baylor might not have weathered the many challenges it has faced over the last century and a half. That it has survived and prospered, steadily enhancing its national and international reputation is due in no small part to their efforts, and we offer our thanks on behalf of the Baylor community as a whole." The motion was seconded by Senator Sharp. During discussion it was noted that this statement in conjunction with the first one would actually imply bias in Faculty Senate intent. Senator Pennington motioned to change the phrase "community as a whole" to "faculty." This was seconded by Senator Lehr and passed, 25 for, 3 against, with 5 abstentions. The final vote to pass the amended motion was given by a show of hands: 16 for, 13 against, 4 abstentions. The amended and passed statement reads:

"The Baylor Faculty Senate congratulates the Baylor Alumni Association on 150 years of faithful service to the students, faculty, administrators, graduates and friends of this university. Without the loyal support of its alumni and their Association, Baylor might not have weathered the many challenges it has faced over the last century and a half. That it has survived and prospered, steadily enhancing its national and international reputation is due in no small part to their efforts, and we offer our thanks on behalf of the Baylor faculty."

Senator Lehr motioned that these statements not be released simultaneously; seconded by Senator Patteson. It was argued that separating the release times of these statements would be counter to the notion of transparency and open records. The motion failed by show of hands: 9 for, 16 against, 5 abstentions.

4. Science Building Safety. The issue has been resolved.
5. Web Site and Faculty Communication. Chairman Myers congratulated Senator Blackwell and Christi Redmer and their production of the new Faculty Senate brochure. He also noted that the new Faculty Senate website will be online Friday, November, 13<sup>th</sup>.
6. President's Reception for the Faculty Senate. Chairman Myers thanked Faculty Senate members for

joining the president at the yearly reception.

7. Sabbaticals/Research Leave. As an information item, Chairman Myers reported that summer and semester sabbaticals cannot be combined to extend research leave.

## **VII. Committee / Liaison Reports**

- A. Undergraduate Curriculum Committee: Dennis Myers. No report.
- B. Academic Freedom: David Longfellow. No Report.
- C. Enrollment Management: Larry Lehr. No report.
- D. Student Life: Randy Wood. No Report.
- E. Ad Hoc Committee on Master Teacher: David Pennington. No Report.
- F. Ad Hoc Committee on Parking Services: Dianna Vitanza. No report.
- G. Ad Hoc Committee on Lecturer Concerns: Ann McGlashan. No report.
- H. Ad Hoc Committee on Summer Compensation: Dianna Vitanza. No report.
- I. Ad Hoc Committee on Attendance Policy: Janelle Walter. No report.
- J. Liaison Reports
  - i. Council of Deans: Dennis Myers. No report.
  - ii. Athletic Council: Mark Dunn reported on three areas: Academic Performance, Academic Integrity, and Student Welfare. He noted that student athletes set many records last year in academic performance. He also said that there is a request that faculty assist student athletes when they are absent from classes and that the athlete programs are addressing concerns over morning practices and their effects on early class performance. Finally, the student athlete survey is positive and encouraging and topics like the assimilation of student athletes with the student population will aid with recertification.
  - iii. Personnel Policies: Mitch Neubert. No report.
  - iv. Staff Council: Jean Boyd. No Report.
  - v. Admissions: Barry Harvey. No Report.

## **VIII. New Business.**

1. One year, interim term for Athlete Council. Chairman Myers proposed the Senator Frieda Blackwell be appointed to an interim term as the Faculty Senate representative to the Athlete Council. The motion was made by Senator Lehr, seconded by Senator Baldrige and passed by unanimous voice vote.
2. Chair Evaluation revisions. Some senators pointed out that some units continued to use old or different evaluation forms and procedures to evaluate chairpersons. Chairman Myers asked for senate input to current evaluation procedures and noted that he shared previous senate attempts to establish unified procedures with Jim Bennighof.
3. Staff Council request. Paulette Edwards, the Faculty Senate staff council representative, requested that faculty support the Endowed Scholarship Fund Honoring Baylor Staff. The scholarship is available to anyone who meets the criteria but honors our staff. Secondly, she requested that the Faculty Senate support the Food for Families Service Project sponsored by CARITAS. Faculty are asked to bring food to special boxes by November 19<sup>th</sup>.
4. Speak up, Speak out: Protect the Faculty Voice on Campus. Faculty senators would like to

speak to issues concerning the protection of academic freedom and its relationship with the AAUP. Tabled.

5. Transparency for pay policy for extramural support. Tabled to next meeting.

6. Makeup of Graduate School Faculty. Tabled to next meeting.

**IX. Appointments**

1. Still no Bookstore Committee Appointee.

**X. Adjournment**