

DRAFT

MINUTES OF THE FACULTY SENATE MEETING

March 7, 2006, at 3:30 PM in Cashion 303

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

Absent: None.

Invited guests: President John Lilley; Ms. Lois Ferguson.

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

President Lilley addressed the Senate for approximately 10 minutes and then answered questions from the floor for another 20 minutes.

In his remarks President Lilley emphasized the importance of careful financial modeling. Among first insights gained through such a process is the realization that, at the aggregate level, Baylor can sustain an average 3/3 teaching load for faculty. Individual departments will determine how to allocate teaching responsibilities as even some tenured professors will end up teaching 4/4, while others with high research expectations will likely teach at the 2/2 level. The one scenario is neither more nor less honorable than the other. Correcting certain misconceptions circulating on campus, not all aspects of Vision 2012 will take 20 or 30 years to accomplish but will be realized long before then, depending on the individual objective in question.

In a second major point President Lilley expressed his amazement over how politicized the tenure and promotion process at Baylor has become in recent times, especially when compared to his experience at other universities. As an example he described a situation in which he was recently lobbied on behalf of a tenure candidate while attending a church service. Such politicization cheapens what should be one of the most important responsibilities of university faculty, tenure committees, provosts and presidents. President Lilley promised a fair and

careful review of all tenure notebooks and that tenure decisions would be based professionally on the tenure candidate's record. Present tenure reviews have not quite been completed.

Other subjects addressed by President Lilley included relations to the Alumni Association; fund-raising initiatives; a shared database for all development activities; and the involvement of deans and departments in development efforts.

IV. Ms. Lois Ferguson. Ms. Ferguson updated the Faculty Senate on preparations for President Lilley's formal inauguration on April 21. It will be only the fifth such inauguration in Baylor history. President Lilley desires a joyful occasion. The keynote speaker will be the managing editor of *Newsweek Magazine*, Mr. John Meecham. All classes will be dismissed at noon to encourage broad participation by the university community. Some 1,400 guests from other universities and public figures have been invited for the occasion, with some 200 expected to attend. Baylor faculty will march in the procession. Gown rental is free.

V. Old Business.

A. Committee on Five-Year Salaries and Benefits Trend. Senator Cloud reported that the documents on five-year salary trends have been sent on to the administration. His committee will take up work on the issue of tuition remission after Spring Break, whereas a committee report on the more complicated matter of health care benefits will likely have to wait until the fall.

B. "Evaluation" of the University President and Provost. Senator Chonko reported that, with assistance from Bud McGregor, an instrument for providing faculty feedback on the performance of the Provost and the President may be ready before the end of this semester. He emphasized that any formal evaluation of the Provost and the President remains, of course, the prerogative of the Board of Regents, but that fairly gathered feedback from the faculty may provide useful information to the Regents, the President and the Provost.

C. Selection and Evaluation of Deans and Department Chairs. The Chair stated that the Senate's recommendations have been forwarded to the Provost and will be shared with the President shortly. For administrative reasons, the Provost's Office has decided to conduct the evaluation of Deans and Institute Directors on its own terms this semester, but is open to faculty participation in the future. Faculty participation in the evaluation of department chairs will also likely have to wait until the next academic year, even though the Senate did present its recommendations in good time to the administration as it was charged to do by the Underwood administration last year. Present evaluation arrangements vary widely across campus. Senator Vitanza in particular called for the implementation of a streamlined, campus-wide system as soon as possible to assure equity and fairness. To expedite this process, Senator Pennington moved, seconded by Senator Baldridge, to instruct the Chair of the Senate to "urge the administration to

approve and implement the documents for the evaluation of deans and department chairs as adopted by the Faculty Senate this spring semester pursuant to the charge the Senate received from President Underwood." The motion carried unanimously.

D. Evaluation of University Committees. Senator Cordon indicated that a full report will be presented shortly.

E. Senate Election Commission. Senator Rust reported that the spring elections are running smoothly. Results will be posted by the end of the week.

F. Chair's Follow-up on Questions Raised at Last Meeting:

- a. \$2.5 million are available for a new faculty center. Present plans call for a location between Morrison Hall and Sid Richardson.
- b. The administration is studying whether to make available an on-line pictorial for faculty as well as staff.
- c. All Senate motions passed last month have been communicated to the administration.
- d. The Chair has discussed with the Provost the recent rescinding of a faculty hiring offer in the English Department. While the administration sees the matter primarily as one marked by miscommunication, the Chair expressed the faculty's deep concern over apparent procedural irregularities and possible SACS violations over the reported direct involvement of Regents in efforts to nix a departmental decision. Many Senators expressed their hope that the matter in question remains an isolated case and does not start or continue a pattern of procedural irregularities.

G. Paper vs. Electronic. While the electronic version of the faculty handbook is being cleaned up and brought up-to-date, the possibility of a future printed version remains. The last printed version appeared in 2002.

VI. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator Longfellow, chair): No response has yet been received from the student government over certain matters related to the honor system.

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

C. Faculty Committee on Physical Facilities (Senator Brown, chair): The Committee will meet on April 6.

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

E. Liaison Reports:

1. Athletic Council (Senator Connally): The on-site inspection by the NCAA went well.

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

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

VII. New Business.

A. Coalition on Intercollegiate Athletics. The Chair made available a hand-out on the goals and activities of COIA, an association of faculty senates concerned over disturbing trends involving academics and athletics. Professors Mark Dunn, Mike Rogers and Athletic Director Ian McCaw will be on hand at the Senate's April meeting with additional information.

B. Report on Chair's Meeting with the Council of Deans and the Provost.

(a) Minimesters (between spring and summer) and the possibility of students taking more than six hours per summer session are on indefinite hold.

(b) The administration will grant the Faculty Senate its own budget, office space and part-time secretarial assistance.

(c) Deans are expected to help more in fund-raising efforts.

C. Other New Business. Senator McGlashan raised the question whether anticipated faculty evaluations of deans extend to associate deans, program directors and division directors.

VIII. The meeting was adjourned at 5:22 PM.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate