

FACULTY SENATE MINUTES

14 October 2008
Cashion, Room 303

Members Present: Senators Baker, Baldrige, Blackwell, Bowman, Boyd, Cannon, Cloud, Cordon, Diaz-Granados, Duhrkopf, Garner, Green, Harvey, Hurtt, Johnson, Lehr, Long, Longfellow, Losey, Myers, Nunley, Patteson, Pennington, Purdy, Sharp, Spain, Still, Stone, Supplee, Vitanza, Wood.

Members Absent: Senators Kayworth, Korpi, Rosenbaum, Sadler.

I. Call to Order and Invocation

The meeting was convened at 3:35.

Senator Still gave the invocation

II. Welcome New Senator from Hankamer School of Business—Kevin Johnson

Chair Green welcomed Kevin Johnson as a new senator filling an unexpired term.

III. Approval of Minutes

Senator Wood indicated that his year of appointment at Baylor began in 1985, not 2002, as currently listed on the Faculty Senate, 2008-09 roster.

September minutes were unanimously approved.

IV. Old Business:

A. Regent Response to Resolution Concerning Presidential Search

Chair Green indicated that the BAA recently passed a resolution supporting the Faculty Senate's resolution calling for inclusion on the presidential search. The BOR will meet the Thursday and Friday before Homecoming.

B. Evaluation of Deans by Faculty

Chair Green stated that the evaluation of deans will take place later this semester or early spring. She wondered how a small group of faculty will be selected. A senator expressed reservations about the intended policy. Chair Green said she will invite the interim president and provost to the next meeting. She invited senators to send her any questions for the interim president and provost.

C. Graduate Faculty Review/Reappointment Policy

The Graduate School website is not yet ready for graduate faculty to review the policy and procedures. The reviews for graduate faculty up in 2008 will take place in the spring. According to Chair Green, Interim Provost Davis has stated that reviews should be done by department. Senator: "Why are we sending names forward?" Senator: "Ask Larry Lyon to attend the November meeting." Chair Green indicated that she would.

V. Committee/Liaison Reports:

- A. University Curriculum Committee (Myers): Senator Myers indicates that the committee will review current documents (e.g., Curriculum Action Form). Electronic review will take place. CAF will be electronic, not paper.
- B. Academic Freedom (Longfellow): No report.
- C. Enrollment Management (Lehr): No report.
- D. Student Life (Wood): This committee will meet on Oct. 21st and Nov. 9th.
- E. Ad Hoc Committee on Master Teacher Criteria (Pennington): The committee has met. Is it possible that other entities make the decision? The committee's creating a survey to determine criteria for this distinction. Length of service is an issue. There's a need to harmonize large and small departments because of issues involving size. The committee's addressing criteria, whether large or small, on selecting master teachers.
- F. Parking Issues: A senator voiced a concern about the possibility of faculty paying for parking. This senator suggested polling faculty and staff to determine issues. Are there salary issues? Under the proposal, faculty will have to pay for parking. Senator: "Why will faculty have to pay for parking?" Another senator noted that a stipend will be given, but that faculty and staff don't have to use the parking option.
- G. Liaison Reports
 - 1. Council of Deans (Green)

The deans want to review tenure guidelines, but stated that the guidelines currently in place will be used for tenure decisions in the spring.
 - 2. Athletic Council (Blackwell/Sadler)

Senator Blackwell indicated that the members of the Athletic Council toured the new sports facility center. She stated several concerns: the lack

of consistency regarding pass-fail; absence policy (“What’s the policy?”); academic integrity.

3. Personnel, Benefits, Compensation (Cloud)

Richard Amos, Assistant VP and Director of Compensation and Benefits, was also present.

Senator Cloud distributed a handout and noted there will be a rate increase of 6%+. Also, there will be increases in faculty copays. Some consideration is being given toward bariatric surgery. Senator Cloud indicated the possibility of a one-time \$15,000 commitment. He said some answers may emerge from the October 21st Administrative Committee meeting. He stated his support for bariatric surgery. He further noted his support for the recommendation to increase copays because he believes the raises are reasonable. One senator asked if costs had ever gone down? Will bariatric surgery decrease costs? Richard Amos replied that paying for the need up front may decrease costs. But at least three years or more will have to pass. Another senator noted that, on the document Senator Cloud distributed, categories D, E, and F appear equal; it’s a group. Maybe front end costs are there? A third senator asked about generic and brand names. The process takes care of the process: \$30 generic; \$55 brand name preferred; \$115 brand name nonpreferred.

Discussion followed about specific scenarios involving mental health issues (e.g., mental health coverage, children’s mental health coverage).

A senator asked if numbers can be generated? Richard Amos said yes, but didn’t indicate when those numbers would be made available.

Richard Amos referred to a survey indicating that Baylor covers a significant amount of retiree costs/benefits. “What we’re doing for retirees seems to be on the generous side.”

VI. New Business:

A. Student Government Request for Study of Faculty Evaluation Instrument

Students want to be more involved in the tenure process. The faculty evaluation is not a good indication of student involvement. Senator Green wants to know exactly what are the shortcomings and how would they address the shortcomings? Recommendations from the student government body are forthcoming.

B. Proposed Tenure Policy and Procedures Documents

Discussion ensued regarding the Proposed Tenure and Promotion Policy document.

Chair Green wondered if we should use AAUP language at the end of Section VII: Tenure Decisions. Further discussion ensued.

Senator Myers made the following motion: “The Faculty Senate recommends that this statement be included in the Proposed Tenure and Promotion Policy document, p. 6, section VII, Tenure Decisions: ‘The President should, in accordance with AAUP guidelines, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail to the University Tenure Committee.’”

The motion was seconded.

The motion passed 30 for, one nay, no abstentions.

The tenure document, as now worded, makes permanent the requirements to become full professor. The emphasis is on an outstanding research record and publications. What about associate professors who have been at Baylor a long time and had different expectations when they were hired?

Senator Cannon made a motion: “I move that we delete all references to full professors.”

Senator Blackwell seconded the motion.

The motion passed 30 for, no nays, one abstention.

Discussion continued about tenure procedures and about proposed changes.

Senator Hurtt made a motion that the tenure-track candidate be informed of the departmental vote each year.

Senator Longfellow seconded the motion.

Motion was unanimously approved.

Further discussion ensued on procedural concerns.

Senator Johnson moved that the statement include more than the vote of departmental tenured faculty.

There was no second.

Motion was not approved.

Senator Duhrkopf moved that AAUP language be added to the tenure document.

Senator Diaz-Granados seconded the motion.

The motion passed 30 for, one nay, no abstentions.

Senator Duhrkopf moved that the appeal process be based on procedural error.

Senator Diaz-Granados seconded the motion.

Motion passed unanimously.

C. Other Items from the Floor

Senator Pennington stated his concern regarding the \$300 bookstore voucher the admitted students were offered to retake the SAT. He moved that “The Faculty Senate expresses its disapproval of the \$300 bookstore account as academically dishonest and ought to be discontinued.”

Senator Supplee seconded the motion.

The motion passed 29 for, two nays, and no abstentions.

VII. Adjournment

Senator Johnson moved to adjourn; Senator Myers seconded the motion.

The meeting was adjourned at 6:00.

Respectfully submitted,

Jay Losey, Secretary