

## FACULTY SENATE MINUTES

3 March 2009  
Room 303, Cashion  
3:30 p.m.

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

**Members Absent:** Senators Baker, Duhrkopf, Harvey, Korpi, Sadler.

### I. Call to Order and Invocation

The meeting was called to order at 3:30. Senator Still gave the invocation.

### II. Guest: Reagan Ramsower, VP for Finance and Administration

- A. Fall Student Enrollment: Reagan indicated that we're aiming for 3,000 students for fall 2009. 30,361 applications, which is up 25% from last year. 19,511 completed applications. 14,829 acceptances (as of 3/2/09), which is up 28% from last year. 2,953 net deposits. Reagan is predicting a 20% yield, down from 24% last year (deposits) to matriculation. The university will continue to accept all "admissible" students. All measurements this year look like last year's. Baylor will admit more students this year because of the economy. Reagan also commented on the "remarkable" diversity at Baylor. In the last three years, more than 50% of applicants are from "ethnic minorities," which is up 1.7% from last year. 30% is the target. Finally, Reagan announced that male applicants are up 2% from last year.

Senator: What's the discount rate this year? Reagan: "37%. That's close to last year's discount rate."

Reagan: Scholarships are up 10% from last year. Baylor's trying to attract "high ability students" and "need-based students."

Senator: Are there any data on majors? Reagan: "No, but the information is available to the deans."

Senator: Is there any information on where students are coming from? Are they coming from public and private schools. Reagan: "We do well with Christian private schools. We're short of goals in public schools in Houston, Dallas, and South Texas. There are no firm numbers, but discussions have been taking place about getting applicants from Houston, Dallas, and South Texas."

- B. Financial Update/Budget Report: Reagan said that because Baylor's a tuition driven institution, we need 3,000 students to matriculate in the fall.

In next year's budget, the raise pool will be equivalent to this year and last: 4.5%.

The raise pool will be determined by fall enrollment. A higher "raise pool" may be considered early in September. We need to weather this year. Reagan said that we're competitive with other institutions regarding compensation and hiring.

He expects operating expenses will be "flat" (e.g., travel expenses, supplies, etc.). Library materials will be raised by 5%.

Senator: "Do you have any feel for families getting student loans?" Reagan: "I don't know how that will turn out." President Obama and his administration are making funds for loans available. Stafford and Pell loans will be available.

Reagan said that Baylor will help students with loans. He mentioned being able to do so for seniors, but what about sophomores? "That may be problematic."

In 2008, 51% filed for financial aid/loans. The average income is \$75,000 for incoming students' families.

The average annual cost (total) amount is \$8,600. So the debt a student accumulates in four years is in the 35-38K range.

The endowment's down. "We're in better shape than comparable institutions." He indicated that he and others are watching the endowment carefully. "We think we're positioned well."

A complete audit will take place 31 May 2009.

Senator: Are there any "freezes" on positions? Reagan: "No." Hiring will be higher this year. "We're not cutting back on hires."

### **III. Approval of the Minutes**

Senator Baldrige moved to approve the minutes as amended; Senator Longfellow seconded the motion.

The minutes were approved with specified amendments.

### **IV. Old Business**

- A. Election and PR Update

Senator Losey informed his fellow senators that the election was going well and asked senators in A&S to encourage their colleagues to vote.

B. Dead Week Issues

There's no policy in place for dead week, which is the four-day period before the beginning of final exams. No exams or makeup work is due during the four-day period. Because there's no policy in place, senators took no action.

**V. Committee/Liaison Reports:**

A. Undergraduate Curriculum Committee (Myers)—No report.

B. Academic Freedom (Longfellow)—No report.

C. Enrollment Management (Lehr)—Senator Lehr indicated that in 2009 there have been 2,853 deposits compared to 2,668 last year. 14,825 have been accepted; net deposits are up 19% compared to last year's deposits. The mean SAT is 1215; ACT 26.43.

D. Student Life (Wood)—Senator Wood gave a report. (See Attachment A.)

E. Ad Hoc Committee on Master Teacher criteria (Pennington)—Senator Pennington presented the final recommended version of the document for identifying and selecting Master Teachers (See Attachment B.) Senator Pennington moved to approve the recommended document. Motion was passed by voice vote. The recommended document will be forwarded to the President's office.

F. Ad Hoc Committee on Parking Services (Purdy, Vitanza)—No report.

G. Ad Hoc Committee on Lecturer Concerns (McGlashan)—Dr. McGlashan indicated that the 26 February 2009 listening session yielded low attendance. The committee's working on a preliminary report that includes the following items: revising the evaluation document; explaining how to become a senior lecturer; creating a voice within each academic unit; exploring "temporary" lecturers and identifying the problems. She indicated that the committee will "prioritize" the issues and present a report to the senate. The committee will continue to gather data.

Senator: "Temporary" full-time lecturers hired by chairs should get a terminal two-year contract as stated by policy. There should be no "wobble room" on the "temporary" lecturer policy.

Senator Cannon made the following motion: "The Faculty Senate requests that the administration postpone for one year the implementation of automatic terminations after two years for 'temporary' full-time lecturers so that the Faculty Senate can study the issue for another year."

Senator Cloud seconded the motion.

One senator commented that the senate should act “because human lives are at stake.” And another senator stated, “I want to express concern for the faculty whose lives are being affected.”

The motion passed unanimously.

#### H. Liaison Reports

1. Council of Deans (Green)—Senator Green indicated that the Council of Deans will meet 4 March 2009.
2. Athletic Council (Blackwell, Sadler)—Senator Blackwell stated that the council has not met. One senator expressed concern about athletic advisers letting athletes into closed classes.

Senator Supplee “moved to have the Athletic Director and Assistant Athletic Director in Academic Advising attend the April meeting.” Senator Vitanza seconded the motion.

The motion passed by voice vote.

3. Personnel, Benefits, Compensation (Cloud)—No report.

#### **VI. New Business: Items from the Floor**

- A. Senator: “Who can vote on faculty hires?” Is there a policy in place for non-tenured faculty to vote? The policy, which is unwritten, only allows tenured faculty to vote.
- B. Senator: Mathematics has returned to Sid Richardson and has a complaint about the beepers, chimes, buzzers, and bells that toll every 15 minutes in Sid Richardson.

Senator Cannon moved that the administration “turn off the chimes, bells, and beepers that signal the beginning and ending of classes in every building.” Senator Hurtt seconded the motion.

The motion passed unanimously.

#### **VII. Adjournment**

The meeting was adjourned at 5:20.

Respectfully submitted,

Jay Losey, Secretary

**Attachment A—Student Life (Wood)**

**Baylor University  
Faculty Committee on Student Life and Services  
February 4, 2009 12:15 pm  
McMullen-Connally Faculty Center #207**

**Minutes**

**Members**

Burnie Battles, absent	Michele Henry, absent
Kathy Hutchison, absent	Sara Stone, absent
Matt Burchett, present	Rizalia Klausmeyer, absent
Kenneth Carriveau, absent	Douglas Matthews, absent
Scott Delgado, absent	Anabel Reeser, absent
Liz Foreman, absent	Martha Lou Scott, present
Cynthia Fry, absent	Randy Wood, present
Dub Oliver, present	

**Next Meeting**

**April 7, 2009**

**Discussion**

1. New Faculty in Residence Search

There were 8 great candidates for this position and the committee has interviewed them and submitted its report to the VP for Student Life and the Provost. Hopefully, there will be an announcement in the near future.

2. Replacement for VP for Student Life

The search committee, chaired by Dean Englehardt hopes to have a recommendation my March 15.

3. Spring Student Life Activities/ Sing

10-15 people are meeting in the BoBo Center daily for prayer

On Feb. 9 Baylor will be named to the American President's Community Service Honor roll at ACE.

21<sup>st</sup> Century Housing award by ACUCO with two other national universities. This committee will design new residential/living learning centers 4/8/09.

There will be a new Entrepeneur Living and learning Center in North Village.

Beginning talk about a New Union Building near the SLC.

Beginning discussions about enlarging the SLC

University 1000 recruitment has begun and we would like to have at least 150 faculty members participate. In 08 there were 98 faculty participating.

1. Other discussion items

The BU Health Center is NOW accredited by the AAAHC and it has received the maximum accreditation possible from this agency.

## Action

None

## Adjournment

1:00 p.m.

### **Attachment B—Ad Hoc Committee on Master Teacher Criteria (Pennington)**

Final Report: Faculty Senate *ad hoc* Committee on Qualifications for Appointment to Master Teacher

Pennington, David, Beck, Rosalie; Brown, Ellen Kuniyuki; Bradley, Randall; Cloud, Robert C.; Garner, Linda F.; Jeffrey, David L.; Madden, Charles S.; Miller, Elizabeth; Yancey, Gaynor I.

March 3, 2009

Baylor Origin of Master Teacher

In the first five years of Dr. Herbert H. Reynolds' administration, there were a number of special academic initiatives, among them the establishment of the Distinguished Visiting Professors Program and the creation of the Robert Foster Cherry Great Teacher Awards, which provide recognition of some of the world's finest teachers and brings them to Baylor for specific teaching and lecture roles. Others included the designation of Baylor professors as Master Teachers, the highest honor granted to Baylor faculty members, which began under Reynolds in 1982; the designation of 12 Distinguished Professors and the creation of "In-Residence" faculty positions for faculty with unique talents and backgrounds, such as Diplomat-in-Residence, Writer-in-Residence and Organist-in-Residence, with wide latitude in their professorial and professional activities.

Baylor News from "Baylor Mourns Death of Dr. Herbert H. Reynolds..."

#### Historical Background

In 1982 then President Herbert H. Reynolds first designated Baylor professors as Master Teachers, the highest honor granted to Baylor faculty members with the appointment of Professor Ann V. Miller (English) and Professor Robert L. Reid (History). In July, 1990 four additional appointments were made honoring Emeritus Professors Dr. Robert G. Packard (Physics), Dr. James W. Parsons (Accounting), Dr. Emerson O. Henke (Accounting), and Angus S. McSwain (Law). These selections were made based on results of an Institutional Research & Testing random survey of alumni from the classes of 1964, 1969, 1974, 1979, 1984, and 1989 to obtain ratings of Baylor faculty retrospectively. In June of 1993 eight additional faculty members were named on the basis of student and alumni data, Dr. Reynolds' own personal observations, and twenty-five years or more years of excellent teaching: Professors Dr. Robert M. Baird (philosophy), Jochem F. Burckhardt (German), Tommye Lou Davis (Latin), David M. Guinn (Law), Dr. Roger E. Kirk (Psychology), Dr. Harold W. Osborne (Sociology), Dr. David E. Pennington (Chemistry), and Dr. James W. Vardaman (History).

At Homecoming, 2003 then President Robert B. Sloan, Jr. appointed two Professors as Master Teachers based on their profound impact in the classroom and on students' lives: Professors Dr. F. Ray Wilson, II (Biology) and, posthumously, Emeritus Professor, Dr. Helen H. Ligon (Information Systems). The following year he named five additional faculty members as Master

Teachers: Rachel H. Moore (English), Dr. R. Alden Smith (Classics), Dr. J. William Petty (Finance & Entrepreneurship), Dr. C. William Thomas (Accounting), and William D. Underwood (Law).

Finally, in 2005 Interim President William D. Underwood conferred Master Teacher appointments upon Dr. D. Thomas Hanks (English) and Gerald R. Powell (Law).

**Representative attributes desirable in nominees recommended for appointment as Master Teachers:**

1. Knowledge and use of effective and engaging pedagogy;
2. Advocacy for teaching and learning--
  - Passion for teaching and learning,
  - Engaging students—mentoring undergraduates and/or graduates in research, active learning classes, group work, service learning, and/or community-based learning,
  - Impact beyond nominee’s own courses—e.g. curricular development, mentoring of other faculty colleagues, publications, presentations, or web resources;
3. Sustained (minimum ten years at Baylor University) commitment to teaching excellence as may be measured by, but not limited to--
  - Teaching-Evaluations by students tempered by an assessment of grade distributions and the level of courses taught ,
  - Peer review of teaching,
  - Retrospective surveys of alumni regarding the impact a professor has had on helping to shape their lives and/or careers,
  - Baylor recognition for outstanding teaching, e.g. Collins Outstanding Professor, The Cornelia Marschall Smith Award, School or Departmental Teaching Awards,
  - External recognition for outstanding teaching, e.g. Minnie Stephens Piper Award, The Dreyfus Outstanding Teacher-Scholar Award, or other Regional or National Awards.

**Nomination procedure for consideration of the appointment as Master Teacher at Baylor University**

1. Nominations may be made by the Provost, Dean of a School or College, Department Chair, faculty, alumni, or current student(s) to a selection committee comprised of:

- Two Administrators—the Provost and one other (Dean or Vice President), selected by the Executive Council,
  - Four Faculty Members—a Master Teacher and three others or two Master Teachers and two others, selected by the Faculty Senate,
  - Three students (two undergraduates, selected by Student Government & one graduate student, selected by the Graduate Student Association).
2. The selection committee shall evaluate the nominees with respect to their application dossier and the set of desirable attributes delineated above. A set of nominee names will then be forwarded to the Office of the Provost for submission to the President for her/his consideration. The President, in consultation with the Provost, makes the appointment.