

## FACULTY SENATE MINUTES

9 September 2008  
Cashion, Room 303

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

**Members Absent:** Senator Longfellow.

### I. Welcome and Invocation

The meeting was called to order at 3:30 p.m. Senator Sadler offered the invocation.

### II. Guests:

A. Interim President David Garland was introduced and offered to take questions.

Senator: How has the job been? I have an excellent staff. Selecting Elizabeth Davis as provost was a “wonderful move.” “She’s very effective, efficient, and firm.” I’ll obviously have to relate to more people than I did as dean of Truett. I was impressed by the faculty who participated in the academic summit in June.

Senator: What is your immediate greatest challenge? Two presidents have been dismissed. The biggest challenge is to pull in the same direction. “How can we do that best together?” “Every faculty member should be treated respectfully.” “I approach this job as a faculty member.”

Senator: How do you see this coming together unfold? I don’t see how it will happen yet. I’ll see how this unfolds. “I’m going to have to make decisions.” There will be decisions that will make people unhappy.

Senator: What markers are you going to discern that we aren’t coming together? One area: tenure policy. Summit: clear up policies. Information disseminated. “For me, not have the issue emerge as in the last tenure decision.” “Go to tenure process and do it well.”

Senator: What’s the balance between research and teaching for associate professors to receive promotion? This needs to be under consideration. The policies aren’t clear. Several factors will be under consideration.

Senator: Will you have autonomy in your relations with the Board of Regents? I want to build trust between myself and the Board of Regents. I want to “earn some sense of trust.” I must work with the board.

Senator: What about your relations to the BAA? I recently had dinner with some leaders of the BAA. I want to keep communication lines open. I don't want an adversarial relationship. The BAA does have autonomy.

B. After Interim President Garland left, Vice President for Development Dennis Prescott was introduced.

Mr. Prescott gave a summary of the campaign planning study report, which he had previously presented to the Board of Regents. The report is over 100 pages long. He explained the methodology, process, and timeline.

Bentz Whaley Flessner is the firm Baylor contracted with.

The firm indicated that “Baylor should prepare for a new comprehensive campaign to raise 600M; however, if issues among Baylor's leadership, key volunteers, and important constituents are successfully resolved, the campaign could reach 1B.”

There have been positive reactions generally to Baylor moving in the right direction.

Mr. Prescott indicated that Baylor has attracted 15 gifts of 4M and larger from a diverse group.

How can we attract new donors? Mr. Prescott stated that overall Baylor's core constituencies are prepared to give and to work on the new campaign.

In a nutshell: we're ready to enter the campaign.

After his presentation, he entertained questions.

Senator: Are donors concerned about personalities or direction? More personalities. The BAA is tired of hearing about infighting.

Senator: Faculty support a “distant second”? Endowed chairs and professorships. There's a lot of work to do in educating donors about endowed chairs and professorships.

Senator: No silent phase unless permanent president? What about the two-year gap? In general, it's not a good idea to go forward, but if Baylor receives a big hit in the silent phase (100+M), go with public phase. Major strategic proposals: some revising of the process.

Senator: Baylor's master plan. What about classroom buildings? On anyone's radar? I'm not aware of any conversation.

Senator: Donors are waiting. Why? Things to calm down? Case-by-case basis. One-on-one with people. Your question is one of the more difficult ones to answer.

Senator: People are frustrated. What's the BOR's response? Are individual regents frustrated? "I don't know I have an answer." There have been some responses. It starts with the BOR.

One senator expressed the need for all constituencies to "come together." He asked that Mr. Prescott take the message of "harmony and cooperation" to the BOR.

C. Patti Orr, Dean of Libraries, and Billie Peterson-Lugo, Director of Electronic Library Resources

Dr. Orr gave a brief presentation on copyright issues.

The last revision to Baylor's copyright document was in 1992. Digital media has changed the thinking on copyright issues.

She provided a website link that offers copyright guidelines for faculty and students: <http://www.baylor.edu/copyright> .

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

Senator Baldrige moved that the May minutes be approved as distributed. Senator Cannon seconded the motion.

The May minutes were approved unanimously.

### **IV. Old Business**

#### **A. Graduate Faculty Review/Reappointment Policy**

Chair Green has had a conversation with Interim Provost Davis. She indicated that she'll talk to Interim President Garland and get back to Chair Green soon.

#### **B. Appointment of Ad Hoc Committee—Master Teacher Criteria**

Senator Pennington is chair of the committee. The committee will meet through the fall and offer a recommendation sometime in the spring.

#### **C. Appointment of Ad Hoc Committee—Lecturers**

Chair Green indicated that she isn't sure what the problem is. Is there a policy? What is it? Before appointing a committee, Chair Green indicated that she needs to know the charge to the committee. She will follow up on this matter.

## V. Committee/Liaison Reports

- A. University Curriculum Committee (Myers): no report.
- B. Academic Freedom (Longfellow): no report.
- C. Enrollment Management (Lehr): The goal for enrollment for Fall 2009 is 3,050 students. The gender gap will remain at 20%.
- D. Student Life (Wood): no report.
- E. Liaison Reports
  - 1. Council of Deans (Green): Sixty students took the minimester; twenty-one students took both the minimester and the first summer session. There were 11 more students this year than last. Chair Green indicated that there were some scheduling issues and concerns about faculty salaries (minimester and first summer session). She indicated that Baylor will have three commencement ceremonies in May 2009.
  - 2. Athletic Council (Blackwell/Sadler): no report.
  - 3. Personnel, Benefits, Compensation (Cloud): no report.

## VI. New Business

### A. Presidential Search Resolution

Chair Green provided the background for the resolution. Then, the resolution was discussed by senators. One senator suggested deleting “appropriate” in the second bolded item under “Resolved” and adding “reflect best practices at other leading universities” at the end of that same bolded item.

Senator Purdy moved that the resolution be accepted along with the two changes noted above. Senator Supplee seconded the motion.

The resolution passed unanimously.

## **Resolution Concerning a Representative and Inclusive Presidential Search**

Whereas the Baylor Board of Regents, in an effort to unify the Baylor University community, reached out for significant input from the faculty and other constituencies in the recent naming of an interim president and interim provost;

Whereas the Baylor faculty desires to broaden and deepen these efforts at communication between the Board of Regents and the faculty;

Whereas Baylor’s standing in the larger academic community and its ability to raise institutional funds has been significantly hampered by transient leadership, perceptions of disunity, and perceptions of non-standard procedures and searches;

Whereas many of America's greatest academic institutions provide appropriate models for presidential searches; and the models at these universities always incorporate full and robust participation of faculty and regents;

Whereas presidential search processes at America's best universities are characterized by the following traits: full faculty participation with voting rights, inclusive search committees that are centered around regents and faculty, and voting participation from students, staff, and alumni; and

Whereas the Baylor faculty desires not only to abide by the best academic practices, but also to facilitate the regents' call for building unity among all Baylor constituents; now, therefore, be it

**Resolved** that Baylor's faculty requests that the Baylor Board of Regents form a presidential search committee constituted according to the following four principles:

- That faculty representatives serve on the presidential search committee with full voting rights;
- That the balance between regents and faculty on the search committee reflect best practices at other leading universities;
- That the search committee also include, with full voting rights, appropriate representation from Baylor's other constituent bodies (e.g., the Baylor student body, the Baylor staff, the Baylor Alumni Association, the Baylor AAUP, and the Baptist General Convention of Texas, etc.); and
- That the search committee members be selected by the appropriately elected bodies they represent, according to procedures to be set up by these bodies.

Submitted by  
The Baylor University Faculty Senate  
Georgia Green, Chair

Senator Long made a motion to appoint an ad hoc committee to work with the BOR chair and the presidential search committee (once it's appointed). Senator Lehr seconded the motion. After discussion, the motion was not approved by voice vote.

The faculty senate endorsed Chair Green to put together an ad hoc committee at her own discretion.

#### B. Approval of Revisions to University Honor Code

Senator Purdy raised several questions about students who cheat and ways to prevent cheating. After brief discussion, Senator Cloud moved to approve the revisions to the Honor Code and Senator Baldrige seconded the motion.

The motion was approved unanimously.

### C. Other Items from the Floor

Senator Hurtt wondered if it would be possible to shut off buzzers signaling the beginning and ending of classes. Chair Green indicated that she will talk to Interim Provost Davis about the matter.

Senator Boyd expressed concern for a colleague in the music school who recently broke his ankle, but had had difficulty finding adequate transportation on campus (e.g., a university golf cart).

Senator Supplee expressed concern about the process by which chair search committees are being formed by deans.

## **VII. Adjournment**

The meeting was adjourned at 5:35.

Respectfully submitted,

Jay Losey, Secretary