

FACULTY SENATE MINUTES

DRAFT

10 April 2007

Room 303 Cashion

3:30 p.m.

Members Present: Senators Baldrige, Blackwell, Cannon, Diaz-Granados, Duhrkopf, Garner, Ngan, Longfellow, Losey, McGlashan, Miner, Pennington, Purdy, Rosenbaum, Sadler, Stone, Marian Ortuno (for Supplee), Tolbert, Vitanza, Wilcox, Chonko, Gardner, Kayworth, Nunley, Rajaratnam, Cloud, Connally, Robinson, Cordon, Boyd, Green, Myers, Sturgill, Brown, Spain, Vitanza.

Members Absent: Chonko

I. Welcome and Invocation: Meeting called to order at 3:30. Senator Sadler offered the invocation.

II. Guests: President John M. Lilley

Executive Vice President and Provost Randall O'Brien

President Lilley: I defer to the Provost for his remarks here at the outset. *Provost O'Brien:* I have seven comments I'd like to make: (1) Progress on deliberating about strategic proposals presented to the Strategic Planning Council: We are working carefully through the 60 proposals. We're halfway through our deliberations, and we hope by the summer to have a report for the President. The total of requested funding far exceeds the funding available, but my fear for this process is that it might deplete university resources other than financial ones; especially the time and talent that are so valuable to us all. We need to be realistic about these plans, but the efforts you are making are worthwhile in spite of the official outcome of this strategic planning process. We can't empower all the dreams right away, but we are finding many very worthwhile proposals. (2) We now have a new dean for the School of Education, John Englehart. Dean Englehart has been a dean for 10 years at Wichita State University. (3) The search for the dean of the College of Arts and Sciences is down to two finalists; the external candidate is Bob Neely, presently Interim Associate Provost at Eastern Michigan University. Lee Nordt, our current Interim Dean, is also a candidate. (4) We need to give good feedback to our faculty members about the chair and dean evaluations; the Executive Committee of the Senate has convinced me that this is a genuine need. These evaluations can be a very positive thing, a time for constructive give and take. I'll

instruct the deans to meet with the faculty of the departments that evaluate their chairs, and I'll also meet with their faculty about the evaluations of deans. (5) Contracts: I wish I could tell you the exact date that they will be available. All I can tell you at this moment is "this month." We are trying to make sure they are done properly, and the deans are trying to be sure they are. Maybe they will appear within the next week or two. That extra 1% beyond the possible 4.5% will not appear in this contract but will appear during the summer if you are awarded one of those increases. (6) From the task force to study class scheduling, we hope to have a report/recommendation by semester's end. (7) Concerning the Ombudsperson, the committee has done excellent work and presented a report to me and I've forwarded it to the Office of the General Counsel; I don't anticipate any problems there. *Senator*: What has happened to the evaluations of directors of centers and institutes? *Provost O'Brien*: The Senior Vice-Provost is the customary reporting point for those directors, and he's met with each director and provided an evaluation of them. *Senator*: Concerning the strategic planning proposals: If the strategic planning group reviews the proposals and decides one looks good, what is the next step—especially in light of the fact that none of these proposals has gone through the curriculum planning/approval process? *Provost O'Brien*: We hope to create a climate of cooperation between the planning council and the normal faculty approval procedures. What we will do with the proposals that rise to the top is to meet with relevant deliberative bodies to discuss and recommend them in order to initiate further conversation among relevant groups. (We need to remember that all Ph.D. proposals are not created equal; some are much more expensive than others.) The conversation about recommended proposals does not stop with those relevant deliberative bodies, but it begins with them. *President Lilley*: This procedure will put in place the search for funding along with the process of approval by the relevant faculty deliberative bodies. *Senator*: Say more about the superior rankings of faculty members who are eligible for the additional 1% to be distributed during the summer. *President Lilley*: The additional 1% will be awarded to both faculty and staff who have received the highest ratings in the evaluations. Lecturers are certainly eligible for that additional 1% in salary funding. *Provost O'Brien*: I'm working through the evaluations, and there are a lot of 5 rankings across the University, and I'm wondering if evaluation inflation for faculty members is happening along with grade inflation for students. *President Lilley*: I'm hearing that you think there may be a problem with the evaluation process. Discussion. *Senator*: Concerning the research computer situation at Baylor, a senator entered the following document addressed to Dean Lee Nordt and Gregory Benesh.

Gentlemen,

Here is the complete information on the research computer situation at Baylor. This information is directly from Reagan Ramsower

and Mike Hutcheson, the system administrator for these computers.

1. In 2003, Baylor set aside \$850,000 in bond money for the purchase of research computers. \$425,000 was actually spent on a 32 node, 64 processor Pentium system. The remaining money remains unencumbered.

2. In Sept. 2005 Mike Hutcheson asked Project Office for about \$600,000 in funds to replace this computer. This was never acted upon.

3. In Oct. 2005, Regan Ramsower and Mark Heard, who is now the CEO of Hewlett-Packard, started their negotiations. According to Reagan, Mark Heard, who is a Baylor alumnus, is a strong supporter of the Baylor tennis program. Mark and Reagan agreed in principle to a deal where MH would gift a HP multi-node computer to Baylor in return for Baylor directing the remaining \$425,000 to a new tennis center.

4. Jan. 2006, I wrote my first letter to Reagan, urging him to replace a computer which was getting old.

5. Aug., 2006 I wrote my second letter, with a copy to President Lilley. I was informed by email by Reagan that the President was in negotiations with HP. The full text of his reply is reproduced below. Reagan never "followed up", and the negotiations continue to this day, 8 months later.

6. My third letter, also copied to Pres. Lilley, was written March 1. It was only because of my presence on the Faculty Senate budget committee that I was able to question Reagan directly concerning this matter; that is when I learned about the connection between the research computers and a hoped-for tennis center.

I am VERY grateful for the facilities provided by Baylor for research. I am very uncomfortable with this situation because I am not a complainer, but I always try to make the best of what I have. However, I do not understand why I should have to lobby Baylor to spend its own bond money to replace a computer that is badly out of date. I also think the delay in the purchase of a research computer because of a hoped-for new tennis center (don't we already have one?) shows an imbalance in priorities at a university which was recently reclassified as primarily research.

About two weeks ago I asked both of you gentlemen for a letter of support in this matter. This is matter of concern not just for me, but also for Dr. Morgan, our postdoc, Dr. Abdou Abdel-Rehim, and graduate students. How do we know this situation will not go on for another year?

I will be bringing the issue up, in the politest possible way, at the Faculty Senate meeting today.

Sincerely yours,
Walter Wilcox

President Lilley: As of this morning, this issue is within days of being resolved; faculty members have continued to have access to major computer centers. I apologize for this delay and am grateful for your patience. *Provost O'Brien:* We will work on a Faculty Advisory Committee on this technology issue. *Senator:* Resource question: The English

department chair search is unresolved. What is your evaluation of this process? *Provost O'Brien*: We share a deep disappointment about this situation, that it ended the way it did. The chair of the search committee did a great job. We are grieving with the department. *Senator*: What happened? *Provost O'Brien*: One misconception is that the search failed because the leading candidate has been disqualified; the search did not fail because of one particular candidate. It was a matter of process and policy not being followed. *Senator*: What process was violated? *Provost O'Brien*: For chair and dean searches we do not vote, and this policy was violated; we require a narrative expressing strengths and weaknesses. It's prudent not to vote in these cases for a variety of reasons. Since this policy was compromised in the case of the English department, we cancelled the process. *Senator*: In annual faculty evaluations how do you deal with the possibility of a 5 ranking in one department being a 4 ranking in another? *Provost O'Brien*: Great question. We're not going simply by the number, but by a letter from the Chair and the Dean; there will be some kind of adjudication in most cases. We'll try hard to be fair. *Senator*: What is the relation between this year's process and next year's? 2% was said to be this year's cap for a "meets expectations" ranking. *Provost O'Brien*: That's not a policy, but probably a practice. *Senator*: If someone meets expectations, and are treated in accord with a 2% cap policy, that means they experience a diminution of buying power. If the additional 1% is for the 5 ranking, then the faculty need to know this. *President Lilley*: We proposed this level of salary increment to the Regents for extraordinary performance. *Provost O'Brien*: The Regents agreed to this plan to get us moving forward toward the goals of 2012; they saw it as a way of encouraging us to work toward those goals. Discussion. *President Lilley*: We have to be driven by performance. *Chair Vitanza*: We need to stop this conversation now because of the reception at the President's house at 5:00.

III. **Approval of Minutes**: Baldrige motion; Pennington second. Passed.

IV. **Announcements**

A. Results of Senate Elections:

College of Arts and Sciences:

Jaime Diaz-Granados*

Michael Korpi

Larry Lehr

Michael Long

David Pennington*

Stuart Rosenbaum*

Steve Sadler*

Dianna Vitanza*

Business

Judy Bowman

Education

Tony Talbert

Law

Matthew Cordon*

Music

Jean Boyd*

*These senators are reelected to another three-year term.

- B. President's Reception for Faculty Senate: Please go.
- C. Faculty Senate Office: If you have any materials that would be appropriate to have in the Senate office, please give them to Chair Vitanza. The Senate office is in Pat Neff next to Photographer's office.
- D. State of the University Address: April 30, 3:15 refreshments, 3:30 in Barfield until about 5:00.

V. Old Business:

- A. Feedback from Dean and Chair Evaluations (Chair Vitanza): Please let us know if the process specified by the Provost is followed in your department/school. The process may be a little awkward for everyone concerned, but the administration must provide feedback on the evaluations; otherwise, faculty are likely not to believe that the evaluations have been taken seriously.
- B. Compensation and Benefits Update (Senator Cloud): No report; we are waiting on contracts. Please be aware of any problems with contracts; Chair Vitanza may send an email soliciting information about apparent problems.
- C. Policy on Committees Update (Senator Cordon): No report
- D. Committee/Liaison Reports
 - 1. University Curriculum Committee (Senator Myers): The committee is making two requests regarding input about general education. We are reaching out for faculty input about these goals. We are sending a survey for you to fill out. Secondly, we would like any input about these goals. *Senator*: Previous committees looked repeatedly at curriculum issues; why are those reports not being engaged? *Senator Myers*: We will look at those previous reports. *Chair*

Vitanza: The current review was initiated by Dean Lyon for the SACS report.

Senator Myers: We want the faculty voting on the curricular goals of general education for the entire University. Second request: We'd like to become the Undergraduate Curriculum Committee; we are proposing a way for faculty to have a voice in the entire curriculum plan so that across the board we can see how the entire curriculum fits together. We want to review everything. **Senator**

Purdy Motion: The Senate supports the University Curriculum Committee becoming the Undergraduate Curriculum Committee and recommends that all curriculum action go through that committee. Senator Baldrige second.

Discussion. Passed.

2. Ad Hoc Committee to Recommend Ombudsman (Senator Supplee): The Provost has not yet gotten back to us.

3. Academic Freedom (Senator Longfellow): No report.

4. Enrollment Management (Senator Sturgill): Our SAT scores for incoming students look good, about 1245 last I saw. Numbers on deposits are not as good as last year at this time.

5. Physical Facilities (Senator Brown): Groundbreaking for the new faculty center is May 11.

6. Student Life (Senator Chonko): No report

7. Liaison Reports:

- i. Council of Deans (Chair Vitanza): About contracts, be alert. The Council discussed the evaluation of Chairs, and heard the Report of the Committee on Societal Trends.
- ii. Athletic Council (Senator Connally): Academic Integrity Subcommittee met; we'll meet again to check on the athletic tutors to be sure they are doing their work properly.
- iii. Staff Council (Chair Vitanza): There is a proposal from the Staff Council to ban smoking on campus.
- iv. Student Government (Chair Vitanza): No report.
- v. Personnel, Benefits, Compensation (Chair Vitanza): No report.
- vi. Code of Ethics (Senators Cordon, Robinson): We are scheduled to meet next month.
- vii. Strategic Planning Council (Senators Cordon, Robinson): As the Provost said, we're "flying by the seat of our pants." Only 7 of 17 members of the Council are faculty members. There is no place for an overall assessment of the proposals

in terms of their merit as contributions to the University's goals as an educational institution.

VII. New Business:

A. Nominating Committee: Chair Vitanza appointed a committee to nominate new officers of the Faculty Senate as follows:

Eric Robinson
Matt Cordon
Robert Cloud
Frieda Blackwell
Ann McGlashan
Jean Boyd
Dennis Myers

B. Consideration of Smoking Ban Proposal from Staff Council: The Staff Council are trying to get Baylor's smoking policy to be more consonant with City of Waco policy. **Motion** to approve accepting the Staff Council recommendation about Baylor's smoking policy, Senator Pennington. Second, Senator Purdy. **Motion to table** the proposed motion, Senator Pennington; second Senator Longfellow. Passed.

C. Discussion of Proposed Changes in Class Schedules: A group is working on it.

D. Discussion of Proposed On-Line Catalog: *Senator:* We should be very careful about endorsing such a proposal. *Chair Vitanza:* If you are interested in serving on a committee to discuss this issue, especially if you do advising, please let Chair Vitanza know.

Adjourn 5:14.

Respectfully submitted,
Stuart Rosenbaum, Secretary