

FACULTY SENATE Minutes Draft

6 March 2007

Room 303 Cashion

3:30 p.m.

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

Members Absent: Kayworth, Sadler, Pennington, Myers.

Chair Vitanza called the meeting to order at 3:35 pm.

I. Welcome and Invocation: Senator Cloud offered the invocation

II. Guests: President John M. Lilley

Executive Vice President and Provost Randall O'Brien

Provost O'Brien offered remarks as follows. Five quick comments: (1) Dean searches: Concerning the Seminary Dean search: The President will name David Garland as Dean of the Seminary. Concerning the School of Education Dean search: Both candidates have been interviewed on campus, and that search should conclude soon. Concerning the Arts and Sciences Dean search: That search is down to six candidates to be interviewed at DFW airport, and three of these will be selected for campus interviews. (2) Living and Learning housing issues: I've met with the Vice-President of Student Life and we've agreed that all these housing opportunities should be open to all faculty members. We need criteria for selection, and we need term limits on appointments, probably five years. Our deliberative partnership with the Senate may result in a decision that changing this limit in individual cases. The Senate Committee on Student Life and Services will be involved in the selection of those occupying the Living & Learning Centers and making recommendations to the Vice-President for student Life. (3) University Strategic Planning Council meets on Thursday, March 8; the proposals the council has received total 60 million dollars. (4) Tenure decisions were made and announced by February 27. (5) The evaluation of Deans and Chairs is now underway.

President Lilley: We are making progress in our relationship with the Alumni Association. The situation there is improving, and we are working much more closely

with the Alumni Association; our disagreements will continue to diminish and become less significant. *Senator*: How many received tenure and how many were up? *President Lilley*: 22 were up for tenure; there were 2 denials and 1 extension. *Senator*: Can we have a public announcement of the results of the tenure proceedings? *President Lilley*: It's against the law to reveal reasons for personnel actions. *Senator*: Can we reveal what you have just told us, the raw numbers? *President Lilley*: Perhaps we can reveal positive tenure and promotion decisions. *Senator*: The idea of an extension of time for tenure is puzzling to me; how does this process work? Under what circumstances do we do this? *Provost O'Brien*: We simply gave the years back that we had granted to this person upon employment, although we still discourage giving prior credit upon employment at Baylor. *Senator*: How did the Tenure committee respond to the extension? *Provost O'Brien*: I communicated with each member of the committee and found the Chair of the Committee very favorably disposed. *Senator*: How will it work the next time a candidate comes up with two years of credit? Will it cause legal problems? *Provost O'Brien*: We do these on a case by case basis; this one looked like it could and should be done. I can see how this sort of thing is sometimes legitimate and sometimes not. *President Lilley*: Most universities are not as flexible as we are in this way. We have used this flexibility last year and this year, but we may choose in the future not to do this. *Senator*: Can we be sure there will be no retaliation for individual faculty evaluation of a Dean? *Provost O'Brien*: That is a fair question. There will certainly be none for any Dean evaluation; we trust you in your anonymity to do what is right. There is no process I know of whereby individual identities can be detected from the results of these evaluations. *Senator*: What about the evaluations of Chairs? How can that be done effectively when the Dean handles all of the circumstances surrounding evaluations of chairs? *Provost O'Brien*: We can request reports from the Deans about their evaluations. *Senator*: Will we continue to have two Baylor magazines? *President Lilley*: *The Baylor Magazine* will be a development magazine and will not be written from an alumna/us perspective. *Senator*: Do you have an update on the Faculty Center? When will construction get underway? The Harrington House committee is not involved. Are there Donor restrictions? *President Lilley*: We get the entire **Masonic Building**???? July 1. There are some restrictions, but it will be a very gracious space. Whether we want to continue housing visiting faculty on campus will be a relevant question. Some people think we should not be in that business. It will be a very pleasing facility. *Senator*: There should be some faculty input in the planning process for that facility. *President Lilley*: The building will also house an art collection that is very valuable, and the Art Department has advised on that dimension of the facility. *Senator*: On construction, the Math Department wants to thank you for the action on the department's space. *Senator*: What will happen to Harrington House? *President Lilley*:

There is some thought that 8th street may be blocked off. Harrington House may not be aesthetically pleasing, and it is very expensive to maintain. Having two facilities is probably not in our interest. *Senator*: The building has a historical marker on it. *Senator*: Is there a proposed site for the development housing? *President Lilley*: No. *Senator*: We need more than a 10 minutes break between classes if we want students to be on time. *President Lilley*: I had my first tour of the Brooks facility; it is quite impressive, a first-rate facility. *Senator*: The proposal about how to handle the Living & Learning Centers is quite constructive given the Senate's concerns about Brooks Residential College.

Approval of Minutes: Moved by Senator Baldrige, Seconded by senators Cloud and Blackwell. Passed.

III. Announcements

- A. Senate Elections are impending. Please vote and encourage all of your constituents to vote.

IV. Old Business:

- A. Evaluation of Deans and Chairs (*Chair Vitanza*): The evaluation of Deans is now happening. Please do the evaluations. This is an opportunity to follow through on what we've been working on for a long time.
- B. Compensation and Benefits Update (*Senator Cloud*): The committee met with Reagan Ramsower and he assured us that all full-time faculty members were eligible to participate in the additional 1% salary increase pool. We appreciate the increase in retirement benefits for all faculty and staff. There is a three to four year plan to move forward on compensation issues to take us into a more competitive posture; they are planning to get us there by 2012. Reagan is working on a report specifically for the Faculty Senate that will come at the April meeting. Reagan may come to present those plans. *Chair Vitanza*: The executive Committee asked for data about consistency between evaluations and increases. *Senator*: Our chair has said he has control over only 4% of the available money, and that ½% is being held back for use at the Dean's discretion. This sort of thing makes faculty members reluctant to evaluate their Deans since our raises are in their hands. *Chair Vitanza*: We should evaluate our Deans honestly. *Senator*: Retaliation does happen, and people are afraid to speak out.

Senator: The rating “meets expectations” is said not to deserve an increase. *Chair Vitanza:* Provost O’Brien has sent emails confirming that that was not the intention of the administration. That should not happen. This is another reason why we want as much information as we can get about ratings and increases. Discussion ensued. *Senator:* Chairs have been told that “meets expectations” ratings are to be given a 2% increase. *Senator:* Compression is an issue also. **Motion** by Senator Rajaratnam: That the Administration provide at least a cost of living adjustment for faculty members who meet expectations. **Second:** Senator Purdy. Discussion. The motion was withdrawn after discussion.

- C. Policy on Committees Update (*Senator Cordon*): ***Get electronic copy from Matt.*** *Senator:* We should call this committee the Medical Advisory Committee; there is a nursing advisor on campus but that advising is not handled by this office. The suggested committee name is misleading. *Senator:* That committee has always been called the Pre-medical/Pre-dental committee. The expertise required for nursing is different. Discussion. **Motion:** That this committee be added to the list of committees appointed by the committee on committees. Pass, with one abstention.

V. Committee/Liaison Reports

- A. University Curriculum Committee (*Senator Myers*): No report.
- B. Ad Hoc Committee to Recommend Ombudsman (*Senator Supplee*): The Provost has our proposal and we are scheduled for an appointment on March 25.
- C. Academic Freedom (*Senator Longfellow*): No report.
- D. Enrollment Management (*Senator Sturgill*): Minority applications are up a bit, but we’re not using the early admissions decisions to shape the class in the most advantageous way. We still end up taking just the most outstanding applicants. Discussion
- E. Physical Facilities (*Senator Brown*): No report. *Chair Vitanza:* We are not involved in the conversations about the new facilities. We need faculty input into that process. The Executive Committee will follow up on why this committee is not involved; we’ll bring it up with the President the next time we meet with him. (The Senate does have an office now; in Pat Neff Hall.)
- :Student Life (*Senator Chonko*): No report

F. Liaison Reports

- i. Council of Deans (*Chair Vitanza*): The Council meets tomorrow. *Senator*: We would like to request a report before our next meeting. *Chair Vitanza*: We will try to do that.
- ii. Athletic Council (*Senator Connally*): No report.
- iii. Staff Council (*Chair Vitanza*): No report
- iv. Student Government (*Chair Vitanza*): Mark Laymon reports that they have begun a monthly round table with Presidents of all student organizations to pray for the faculty and the University.
- v. Personnel, Benefits, Compensation (*Chair Vitanza*): No meeting yet.
- vi. Code of Ethics (*Senators Cordon, Robinson*): Our first meeting is Monday. We'll have a series of meetings about this Regent directive. We think we'll be able to suggest revisions for the proposed document. The document should be broad and brief and apply to everybody, faculty members as well as staff.
- vii. Strategic Planning (*Senators Cordon, Robinson*): We have the first of eight meetings this Thursday. We do not yet know who is on the committee.

VI. New Business:

- A. Integration of Faith and Learning Survey: The page report from Diana Garland indicates that this problem has been eliminated. Please notice that the Institute for Faith and Learning funded this research. We need to know how that decision was made; the fact that they approved this is disturbing.
- B. Proposal to Conduct Senate Elections On-line: Concerns about anonymity and reliability remain here as they do with Dean and Chair evaluations. *Senator*: That practice would bring us in line with our professional societies and their practices. Anybody who might be interested in serving on a committee chaired by David Sturgill, please contact Chair Vitanza.
- C. Announcement: The Associate Professor committee will meet soon.

Motion to Adjourn: Pass.

Adjournment 5:52.38

Respectfully submitted,
Stuart Rosenbaum, Secretary.