

DRAFT

MINUTES OF THE FACULTY SENATE MEETING

May 2, 2006, at 2:00 PM in Cashion 303

Present: Senators Baldrige, Boyd, Brown, Chonko, Cloud, Connally, Cordon, Diaz-Granados, Gardner, Garner, Green, Mary Lynn Klingman (for Hanks), Longfellow, McGlashan, McManness, Barry Harvey (for Miner), Myers, Ngan, Norman, Nunley, Pennington, Purdy, Robinson (Chair), Bob Baird (for Rosenbaum), Rust, Spain, Stanley, Stone, Sturgill, Byron Johnson (for Tolbert), Vitanza, Wilcox, Richard Duhrkopf (for Wallace).

Absent with notification: McGee, Patton.

Invited guests: President John Lilley; Provost Randall O'Brien; Prof. Beth Miller; new Senators taking office in the fall.

- I. The meeting was called to order at 3:31 PM. Following the Chair's welcome, Senator Cloud offered the invocation.
- II. The minutes of the Senate's April meeting, distributed earlier by e-mail, were unanimously approved.
- III. **President John M. Lilley.** President Lilley addressed the Senate for approximately 10 minutes and then answered questions from the floor for an hour.

President Lilley thanked the Senate for its service to the university as well as the Senate's Executive Committee for the close cooperation and respect for confidentiality exhibited since the beginning of the year. He expressed excitement over the reorganization and higher profile of the Provost's Office. The overhaul of the Development Office continues with the objective of raising Baylor's endowment per student substantially. This effort may require additional financial resources, as "one needs to spend money to make money." President Lilley expects to devote more than half of his time to fundraising activities.

In other matters President Lilley expressed his desire to appoint more women to the senior administration and to promote more female faculty members, if qualified, to the status of full professors. While the freshman class this coming fall will number about 2,950 students, many of them with very high SAT scores, revenue projections allow for only a moderate increase in new faculty lines. Regarding his relations with the Board of Regents, President Lilley stated that his relations were cordial and expressed satisfaction over the fact that, so far in his presidency, all board decisions have been unanimous. Still, compared with his

experiences at other universities, in President Lilley's view Baylor remains one of the most politically charged places he has encountered in his academic career.

After concluding his remarks, President Lilley received a round of applause.

- IV. Provost Randall O'Brien.** The Provost explained the restructuring of the Provost's Office, emphasizing that academic matters will be at the center of the university's enterprise. At the same time, more academic decision-making will be pushed down to the level of colleges and departments.

All current dean searches have been abandoned and will be renewed this summer because not enough sufficiently qualified candidates applied. The new searches will benefit from the hiring of a professional "head-hunter" service whose efforts should result in a larger and better candidate pool.

Graduate Dean Larry Lyon will replace Professor Van Gray in a newly created office as Vice President for Institutional Effectiveness and oversee the SACS reaccreditation activities along with strategic planning. Meanwhile, Professor Elizabeth Davis will be the Provost's liaison to Vice President Ramsower to ensure that faculty lines, upon the retirement, death or relocation of a present faculty member, remain funded. The Provost's Office expects to allocate approximately \$1.5 million for new faculty lines next year. Requests for new positions from throughout the university are expected to top 120.

This year, 25 faculty members were up for tenure, of whom 21 received it, one tenure request was postponed, and three faculty were denied tenure. All three denial cases are presently being appealed in accordance with university procedures, with a May 10 deadline for the President to render a final decision.

The requested departmental responses to the question of integrating faith and learning have been received and reviewed by the Provost's Office. In three or four cases the Provost desires a follow-up discussion with the departments in question to clarify or augment the statements received. The Provost is pleased with the seriousness with which faculty have devoted themselves to this undertaking.

Senior Vice Provost Naymond Keathley will endeavor, among other initiatives and duties, to revive and extend summer teaching at Baylor—an important financial consideration for faculty not on 12-month contracts. In addition, the university will provide mandatory training for faculty administrators to standardize procedures and improve performance. Baylor will also strive for greater racial and gender diversity among faculty and administrators.

The procedures for the evaluation of department chairs, deans and the Provost are in the final stages of review and should come back to the Senate shortly for reconsideration. The Provost indicated that changes made by the administration

to the proposed questionnaires are relatively minor and should be non-controversial.

As for the interview process of candidates for faculty positions, the Provost noted that there would be no religious inquisition, but that questions about Christian commitment and experience would remain part of the process and be dependent on the candidate's academic discipline and personal background, while always respecting the individual's dignity in a cordial and professional setting.

Before handing out a flow-chart showing the reorganization of the university's administration and reporting lines, the Provost announced that in the future the Faculty Senate will have an office of its own in Pat Neff Hall and enjoy the assistance of part-time clerical staff.

The Provost concluded his remarks to a round of applause.

- V. Senate Officer Elections.** The Senate Executive Committee, designated as nominating committee at the April meeting, proposed the following Senate officers for the 2006-2007 academic year: Dianna Vitanza (Chair); Matt Cordon (Chair-Elect); Stuart Rosenbaum (Secretary); Trish Nunley (Publicity). Upon a motion by Senator Stone, seconded by Senator Chonko, the slate was elected by acclamation. Senators Cloud, Green and Robinson will also serve on the Executive Committee.
- VI. Acknowledgment of Service on Senate.** The following Senators received certificates and a commemorative picture for meritorious service upon their retirement from the Senate after completing one or more terms: Tom Hanks, Dan McGee, Linda McManness, Patsy Norman, Eric Rust, and Chuck Stanley. Senator Rust was singled out for special honors for having served for the past five years as the Senate Secretary. In turn, Chair-Elect Dianna Vitanza thanked Senator Robinson for his outstanding service as Senate Chair over the past academic year and presented him with a plaque.
- VII. Old Business.**
- A. Committee on Five-Year Salaries and Benefits Trend.** Senator Cloud's committee will propose in the fall that Baylor lower the eligibility for full tuition remission for children of faculty and staff from currently five years of continuous employment to three to be in line with spousal benefits. He remains cautiously optimistic that additional benefits, lost over the past years, may be gradually recovered, at least in part. The committee will now focus on health care benefits.
- B. "Evaluation" of the University President, Provost, Deans and Department Chairs.** Senators Chonko and Robinson updated the Senate on the progress that is being made on these issues. While some procedures are still in flux, at least the evaluation of deans should enter a regular cycle this coming fall.

C. Evaluation of University Committees. Senator Cordon distributed two hand-outs summarizing his committee's work. They identified four categories of university committees and their respective status as: (1) those that should remain as currently constituted; (2) those required by law; (3) those that should remain in a modified form; and (4) those to be eliminated. While the Senate thanked the committee for its ongoing work, questions arose over the proposed elimination of the Library Committee. Senators felt that this committee is central to the university's mission and should be maintained, even though it may not have met in recent years.

Senator Cordon's remarks were amplified by Professor Beth Miller, the current Chair of the Committee on Committees. In addition she explained that several committee assignments could not be completed because they awaited action by the President, the Provost, the Staff Council, the Faculty Senate and/or student government. Upon a motion by Senator Norman, seconded by Senator Baldrige, the Senate voted unanimously to empower the Executive Committee to review and approve the final committee assignments when presented later this summer.

D. Chair's Follow-up on Questions Raised at Last Meeting: No progress on the faculty/staff pictorial directory. ITS appears overwhelmed by the technical challenges posed by the proposal.-- The Executive Committee met with Van Gray to discuss performance indicators for Vision 2012.-- A recent e-mail from Dr. Bennighof in the Provost's Office to all faculty addressed the issue of the Faculty Handbook and the possibility of a printed version in the futures.— The chair will follow up on an inquiry by Senator McGlashan why the updated and apparently approved promotion policy is not on line.-- Mr. Jeanes will receive an honorary doctorate from Baylor.

VIII. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator Longfellow, chair): No report.

B. Faculty Committee on Enrollment Management (Senator Sturgill, chair): Net deposits are down slightly for the incoming freshman class; this does allow Baylor to accept additional good students presently on the waiting list.

C. Faculty Committee on Physical Facilities (Senator Brown, chair): No report.

D. Faculty Committee on Student Life and Services (Senator Chonko, chair): No report.

E. Liaison Reports:

1. Athletic Council (Senator Connally): No report.

2. Staff Council (Senator Robinson): Council has not met recently..

3. Personnel, Benefits, Compensation (Senators Ngan, Patton): No report.

IX. New Business.

A. Acknowledgment of Retiring Regents' Chair Will Davis. The Executive Committee, in the name of the Senate, will present Mr. Davis with a card expressing the Senate's gratitude for his services to the university and will include a gift certificate so that Mr. Davis may take those of his grandchildren, who are presently attending Baylor, to dinner at a Waco restaurant.

B. Honor Council Revisions. The Senate is studying an administrative proposal that would modify the way in which academic and honor infractions are being handled and reported. Upon a motion by Senator Robinson, seconded by Senator Norman, the Senate unanimously empowered the Executive Committee to study the document over the summer, seek faculty input, and report back to the full Senate in the fall.

C. Other New Business. Senator Purdy reminded faculty of the deteriorating parking situation around the Brooks Village construction site. Upon her initiative it is likely that additional faculty parking spaces will be freed up.-- Senator McGlashan announced that AAUP will hold a reception for retiring faculty this Friday from 3 to 5 PM in the White-Beckham Room.

X. The meeting was adjourned at 5:17 PM.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate