

FACULTY SENATE MINUTES
October 11, 2011
Room 111, Cashion
3:30 pm

Absent	Senator-At-Large Past Chair		Term Expires
	Cannon, Raymond	Mathematics	2012
College of Arts and Sciences		17 members	
	Allman, Dwight [Sub Joan Supplee]	Political Science	2014
	Baker, Lori	Anthropology, Forensic Science	2013
	Beck, Rosalie (chair)	Religion	2012
	Blackwell, Frieda	MFL -- Spanish and Portuguese	2012
	Coker, Joe	Religion	2013
	Cook, Garrett [Sub Tom Offit]	Anthropology	2014
	Duhrkopf, Richard [Bob Baldrige]	Biology	2012
	Hanks, Tom	English	2013
	Long, Michael	Modern Foreign Languages	2013
A	Losey, Jay	English	2012
	Patton, Jim	Psychology and Neuroscience	2013
	Shoaf, Mary Margaret [Sub Brian Raines]	Mathematics	2013
	Supplee, Joan	History	2012
	Taylor, Mark	Biology	2014
	Toten-Beard, DeAnna	Theater Arts	2013
	Tsang, Jo-Ann	Psychology	2014
	Walter, Janelle	Family and Consumer Science	2014
School of Business		5 members	
	Burleson, Debra	Information Systems	2014
	Hurt, David	Accounting	2014
	Madden, Stan	Management	2012
A	Neubert, Mitchell	Management	2012
	Riemenshneider, Cynthia	Information Systems	2014
School of Education		3 members	
	Johnsen, Susan	School of Education	2012
	Jordan, Mary Ann	Education Administration	2013
	Wood, Randy	Curriculum and Instruction	2014
School of Music		2 members	
	Claybrook, Doug	Music	2013
	McKinney, Tim	Academic Studies	2012
School of Engineering/Computer Science		1 member	
	Newberry, Byron	Mechanical Engineering	2014
Honors College		1 member	
	Harvey, Barry [Mark Long sub Fall 2011]	Honors College/Great Texts	2014
School of Law		1 member	
	Beal, Ron	Law	2013

Libraries		1 member	
	Patterson, Rita	Libraries	2014
School of Nursing		1 member	
	Spies, Lori	Nursing	
Truett Seminary		1 member	
	Still, Todd	Truett Seminary	2014
School of Social Work		1 member	
	Yancey, Gaynor	Social Work	2014
	Spain, Rufus	Director, Retired Professors Prog	

I. Call to Order

Chair Beck called the meeting to order at 3:32p.m.

II. Invocation

Senator Wood offered the invocation.

III. Presentation

A. Conversation with Provost Davis

Summer School: Provost Davis worked with the Faculty Senate Executive Committee over the last year regarding the way compensation will be decided for faculty teaching summer courses. In the past, if a course has an enrollment of 6 students, then the faculty member would be paid 6% pay rather than 10%. Full compensation is now provided for courses that have a history of full enrollment (10 students) for three consecutive summers. If a new course is taught or if class has not had full enrollment in the past, then a determination will be made on the compensation. Provost Davis believes this worked well for last summer 2010.

There has been a decline in summer enrollment which has led to a deficit in the summer budget. There is a need to think of alternative ways of increasing revenues. In addition, 35% of freshmen are enrolled in fewer than 15 hours per semester. There is a need to determine if they are planning to enroll in summer courses and if that will be at Baylor or elsewhere. If there is no intent to take summer courses, they will not graduate in four years.

Summer tuition costs are an issue for students. Tuition discounts (40%) only given for 8 semesters; therefore, there is not a discount for summer courses making the cost higher than semester long courses. In addition, subsidized federal financial aid is not available in summer, so only private loans are available to students. With the number of students enrolled in a reduced number of hours during the academic semesters, there will be a large number of students that will not graduate in four years without summer school enrollment. We need to continue to work together to think of ways to provide summer courses at Baylor. We want the best educational experience for our students.

New contract with MCC: This is a cooperation between Baylor and MCC in which students will be taking courses at MCC with Baylor coordinating what the students take and who they take the courses from, which should lead to a higher quality student entering Baylor.

Senator: Will MCC faculty be teaching our courses?

Provost: Yes, but there are parameters so that the student will get an in class experience as close as possible to that they would have at Baylor. The courses will be listed as Baylor course on the student’s transcript.

Senator: MCC courses require less writing, so I am a little uncomfortable because essentially saying that writing more papers not important

Provost: I don't disagree with you. The Provost suggested that if Baylor sees to it that the Baylor students all take the same section(s) of a course, then it can be normalized to Baylor practice.

Strategic Planning:

Provost: It is important to set expectations on what it will and will not be. The next plan will not be a right turn but it will be veering toward the future. From the themes report, they found that most like the path Baylor is following. Baylor has the ability to be influential and this is seen in efforts such as the BRIC.

Questions from the Senate:

Senator: Is there a search for the director position for the Center for International Education this year?

Provost: No, there are two ongoing Dean searches. We plan to fill those positions and then search the following year. All things international should have a home. The goal of International education is to expand not to retract.

Senator: You visited with us before and talked about standards for great teaching. We should be able to identify and define great teaching. I would like to see us doing something to increase recall of information for students and I am not persuaded that we are doing much in this regard

Provost: I would love to see us be leaders in this regard. Is it a learning process or facts that they need to remember? Do we need to do some sort of exchange with each other? I would love to have us think about and tackle that issue.

Chair Beck: I see two different things going on

- 1) Effective teaching
- 2) Great teaching criteria

I hope that we will tackle that this year. That we can strengthen the case of faculty members who argue that they are great teachers.

Baylor Abroad Courses:

Senator: Baylor in Spain cost ~\$10,000 and \$6,000 of that is tuition so wealth students are able to go but many departmental majors not able. This is due mostly to the high cost of tuition for study abroad.

Chair Beck: Provost Davis expressed an interest in the Senate forming an ad hoc committee to address this issue to answer some of these questions.

Provost: The summer abroad experience numbers show that less well-off students are going on mission trips rather than studying abroad for credit. So, mission trips are increasing and study abroad programs are decreasing. There is an effort to have the missions bucket cover the costs for tuition for these students but, unfortunately, the missions bucket is not being filled. We need to think of ways to encourage donor support of these programs.

Thank you Provost Davis 4:14p.m.

IV. Approval of Minutes: 13 September 2011

Corrections: Invocation and some grammar corrections

MOTION: Senator Hanks

SECOND: Senator Yancy

The Senate unanimously approved the minutes by voice vote.

V. Old Business:

- A. Transfer Credit (Still or Losey) – Nothing to report
- B. Chair Appointments (Beck)
- C. International Travel Taskforce (Beck)

Taskforce membership: Lori Baker (Chair), Steve Gardner B, Joan Supple, Mike Long, Garrett Cook, Lori Spies and potentially a couple more

The charge is to ask questions and find answers regarding faculty who plan to do a sabbatical or research in a country that is deemed too high risk by Baylor. How does this impact potential salary and external funding? How are these decisions made and by whom? What is the application process? Is there an appeals process?

VI. Committee/Liaison Reports:**A. Electronic Teacher Evaluations (Erich Baker)**

Erich Baker is the Senate Representative on the committee even though he has rotated off of the Senate this year. Four years ago, the people from IR came and talked with the Senate and then last year revisited the question: Is it time to form a real committee to talk about this possibility. The answer was, yes. There is a pilot project for all graduate students teaching courses, all courses in the School of Social Work and for some courses in the Department of Religion to have electronic evaluations performed this semester. Everyone will perform electronic evaluations in the spring.

Disadvantages:

- 1) There is concern that there will be fewer respondents to the evaluation questionnaire if it is electronic. Initially, there is about 10% decline in respondents but then participation steadily increases. Currently the response rate is about 70%.
- 2) There is also a fear of a multi-modal response in that only students who either hate or love a professor would respond. This does not tend to be the case.

Benefits:

- 1) The responses are immediately given to faculty so that faculty can immediately incorporate changes in their courses.
- 2) There is a decrease of person hours needed for questionnaire processing.
- 3) There is a reduction of machine reading errors that are seen with paper evaluations.
- 4) The responses are denser than what is found on written evaluations.
- 5) The evaluation can include additional questions specific to a department or school.

Senator: Are there incentives to return evaluation? Mary Hardin Baylor does not release grades until evaluations are complete.

Baker: This first attempt is going to be tried without incentives but they may be added in the future.

Senator: Is there anyone from law school involved? Currently, evaluations are back in January, but law courses are over in October. Can the vendor provide this differential timing for law school? Currently, evaluations for the law school are not processed until main campus evaluations are processed.

Baker: I will mention these concerns and will talk to vendors about this. It should be possible to tailor this to the needs of the law school. There is a choice not to use Baylor

IRT because of the desire to be able to select peer group to compare results. This should also be of benefit.

- B. **Academic Freedom (Tsang)** - No Report / have not met
- C. **Enrollment Management (Still)** - Met Sept. 29th, Assistant Vice Provost for Enrollment Management, Sinda Vanderpool reported:
- 1) Incoming freshman class – 3033 freshman, avg. SAT 1236 with 26.6% at 1300 or above or 30 or above on ACT
 - 2) 449 transfer student enrolled
 - 3) Student retention – 81.9% in 2009 to 85.4 in 2010
 - 4) NSSE report is available to anyone from Senator Still
- D. **Student Life (Wood)** – There are a number of concerns so Senator Wood is asking for documentation and will present at the next senate meeting.
- E. **Liaison Reports**
- i. **Council of Deans (Beck)** –
Chair Beck provided a Senate report to the Council. Chair Beck also posed a question: Why do evaluations done by faculty of chairs and deans have to be signed? Is there controlled access of these? She reported that this was met with silence and that she will take this up with the Provost in their next meeting.

Chair Beck: Have any of you heard concerns? Is there a fear of retribution?

Senator: I have heard people concerned about this?

Senator: Some faculties are just not going to turn in evaluations.

Senator: There is an opinion that electronic evaluations can be traced back to the evaluator.

Chair Beck: There will be more and more electronic evaluations so this issue is one that cannot be addressed as it is an issue of trust. We will need facts to discuss this.

BGCT is considering a change in their funding formula that was explained by David Garland. This will reduce the amount Baylor receives. This funding is 0.05% of Baylor's budget. This will be voted on in October in Amarillo.

- ii. **Athletic Council (Blackwell)** – No report
- iii. **Personnel, Benefits, Compensation (Madden)** – The meeting is concurrent with the Senate meeting today. I will get notes from the meeting.
- iv. **Personnel Policies (Beal)** – The entirety of the staff policies have been reviewed. There are six that needed major reworking because of a change of law or because they are archaic. In April, the group met with Human Resources and submitted the revisions. They have now heard back from HR and will meet with them again.
- v. **Admissions (Jordan)** – The Admission Committee met last week.
 - 1) The Department of Education sent representatives to Baylor in September to review attendance records. It is the first check from the DOE since 1965 even though they typically send someone every 4-5 years for a review. Everything seemed to be in order after the three day review. Financial aid ties were okay and no syllabi or attendance policies were reviewed. The oral report is that we did well but the written report has not yet been received.
 - 2) There are 8295 freshman applications and 217 transfer applications received at this point which is a healthy number. The goal is to have a freshman class of 3025 students.
 - 3) Test Option Proposal was made concerning our non-citizen, non-resident students. This would allow these students to fill out a complete application, submit their high school grades and the English Proficiency Test and the SAT and ACT would be optional. The SAT and ACT would be optional because it is culturally biased and not offered in all

countries. There was a vote on this proposal and Senator Jordan voted no to this option but the option passed regardless. The university is investigating new ways to grow enrollment from international students because of the decline of high school students over the next decade.

Senator: Does this include students who come out of the Kaplan program like the 40 Chinese students that were an issue last year?

Chair Beck: Kaplan did not do its due diligence with this group of students

Senator: Might Jessica Geregthy visit so that she can present the case for this alternation in admission requirement?

Chair Beck: I think she would be happy to visit.

Senator: Are there functions on the tests now where the students must speak English? Are admissions able to access that on the competency to see if students are prepared?

Senator: The Kaplan people administer tests for students that cannot get into universities and are paid quite a bit of money for this service.

Senator: High school student numbers will be down for 7-9 years, so this is not a short term problem for college admissions.

vi. **Staff Council (Patton)** – The Council is revising its constitution and by-laws. There is a scholarship drive that also counts as part of the President’s initiative to scholarship.

VII. New Business:

- A. **Fellowships and Externally-Funded Leaves Policy** - There is a new policy put forward by Provost’s office. It is to make help those who receive external funding for fellowships and research leave in that the university will supplement the salary of the faculty member and it specifies that these applications should now go through the Office of Sponsored Programs.

Motion: Senator Patton to affirm this policy.

Second: Senator Blackwell

Carried by unanimous voice vote

- B. **Romantic and/or Sexual Conduct with Students and Supervisees Policy** – Baylor has no such policy so Dianna Garland was charged with looking at what is done at peer institutions and this draft is based upon that review.

Senator: Some universities allow faculty to have relationships with anyone not a supervisee. Why is this coming up now? What about enforcement?

Chair Beck: The purpose of this policy is to protect students because of the power gradient. There are 3-4 cases per year.

Senator Hanks: I move that we table this issue until the next meeting since many have already left for the day.

Senator Patton: Seconded the motion

VIII. Adjournment

Senator Patton: I move that we adjourn the meeting.

Senator Baldrige [Substituted for Senator Duhrkopf]: Seconded the motion.

Chair Beck adjourned the meeting at 5:15p.m.