

**MINUTES OF THE FACULTY SENATE MEETING**

**November 11, 2003, 3:30 p.m., in Cashion 303**

**Present:** Senators Abbott-Kirk, Baldrige, Beck, Brown, Cloud, Connally, Cox (Chair), Dunn, Gilbreath, Green, Hanks, Haynes, Susan Kendrick (for Cordon), Lehr, Mathis, McGee, McGlashan, Ngan, Norman, Patton, Pinney, Purdy, Robinson, Rust, Spain, Stanley, Sturgill, Tatum, Wallace, Weaver, Williams, Wilson, Young.

**Absent with notification:** Senator McManness.

- I.** The meeting was called to order at 3:35 p.m. Senator Beck gave the invocation.
- II.** The minutes of the September meeting, distributed earlier by e-mail, were unanimously approved.
- III. Old Business**

**A: Constitutional Changes.** The Senate debated and voted on three constitutional changes that were first presented at the October meeting. Senators approved unanimously a provision that changes Article II, Section 1, Paragraph 1 as follows and takes into account a reapportionment of Senate seats based on the 2003-2004 full-time faculty distribution in Baylor's various academic units:

"The Faculty Senate is composed of faculty members of the various schools and libraries, the colleges, and the seminary (hereafter referred to as "academic units"). The membership shall consist of thirty-three members (thirty-four, if the Past Chair is serving as a Senator-at-Large; see Bylaws, Article 1, Section 2, paragraph 3) elected to staggered three-year terms by the respective faculties, apportioned among the various faculties as follows. No more than two faculty members may serve from a single department unless one is serving as Senator-at-Large. The apportionment should be reviewed every ten years, and reapportioned if necessary to reflect the current distribution of faculty among the various academic units, with the next such review scheduled for the 2013-2014 academic year.

College of Arts and Sciences	17 members
School of Business	5 members
School of Education	3 members
School of Music	2 members
School of Engineering/Computer Science	1 member
Honors College	1 member
School of Law	1 member
Libraries	1 member
School of Nursing	1 member
Truett Seminary	1 member"

Senators also approved unanimously an amendment which changes Article IV, Section 4, as follows:

"A Senator who will be absent from a regularly scheduled meeting is expected to send a substitute from the same academic unit in his or her stead. In case a Senator anticipates an extended absence due to a University-related leave, (e.g., sabbatical), he/she may nominate a substitute from the same academic unit to serve during the Senator's absence. This substitute must be confirmed by a majority vote of the Senate, will have full voting rights, and may not serve more than two semesters. A Senatorial vacancy shall exist when a Senator has missed four regularly scheduled Senate meetings in a given academic year for reasons other than University-related leaves."

A third proposal to modify Article II, Section 2, Paragraph 4, which would have required that in future Senate elections any ballot containing fewer votes than there are vacancies in its pertinent university unit be deemed invalid, was rejected by a vote of 12-17.

The approved constitutional changes will be transmitted by the Secretary of the Senate to the Provost for inclusion in the next edition of the Faculty Handbook.

**B: Small Group Meetings with the President.** The chair distributed a list containing the dates and times when four small groups of Senators will meet with the President this year.

**C: Monthly Meetings with the Provost.** No schedule for such meetings has been worked out so far.

**D: Senate Closed Meeting Format.** After considerable discussion, the Senate reconfirmed its consensus not to alter its present meeting procedures. Guests, such as the Ombudsman, may be invited on a case-by-case basis by the Senate chair with senatorial consent if specific agenda items suggest their presence to be appropriate or desirable.

**E: "Shared Discussion" on Academic Freedom.** The envisioned "shared discussion" with the Provost on matters affecting academic freedom has been postponed until late January or early February.

**F: "Question and Answer" Session with the President.** With the end of the semester approaching, it seems unlikely that a general "question and answer" session with President Sloan for the benefit of the faculty can be arranged before next spring.

**G: Reapportionment of Senate Seats .** The constitutionally mandated study concerning the reapportionment of Senate seats has been carried out by Senators Mathis and Rust. Its results are reflected in the constitutional changes listed under item A above.

**H: Committee on Committees Composition.** The Senate will make provisions in a future session to enable full-time lecturers to serve on the Committee on Committees.

**I: Medical Benefits Task Force.** Senator Lehr and Senator Pinney will co-chair the task force. Senator McGee will likewise serve on the panel.

#### **IV. Committee/Liaison Reports**

##### **A. Faculty Committee on Academic Freedom, Responsibility and Environment** (Senator McGlashan, chair):

After a confidential briefing by Senator McGlashan on a grade-change case in the Hankamer School of Business last spring, the Senate voted unanimously to instruct the committee to keep monitoring and investigating the case and to seek as much assistance and information as possible from other entities involved in the investigation.

In a second confidential case involving grievances brought by a faculty member in Modern Foreign Languages against certain members of the administration, the Senate voted unanimously to recommend that the case be brought before the Ombudsman. Senator McGlashan's committee was also asked to continue to investigate one aspect of the case: apparent irregularities in the granting of tenure that could set an undesirable precedent in violation of accepted tenure-granting procedures.

A third matter involving a faculty member of the Hankamer School of Business, whose grievances had been brought to the attention of the Senate's Executive Committee, was referred to the Faculty Committee on Academic Freedom, Responsibility and Environment for its attention.

##### **B. Faculty Committee on Enrollment Management** (Senator Stanley, chair):

Freshman applications and admissions continue to run ahead of 2001 levels while the number of deposits is down. The latter figure should rise once assurances of scholarships are being sent out. Hopefully the number of provisionally admitted students for the fall 2004 semester can be kept below 250.

**C. Faculty Committee on Physical Facilities** (Senator Beck, chair): The fire in the new Science Building caused \$300,000 worth of damage. Construction of the new parking garage between Second and Third Street will be slowed down as a reflection of financial constraints. Senator Beck will investigate rumors that a huge indoor practice facility for athletes is going to be constructed on campus.

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

##### **E. Ad-hoc Committee on A/B Faculty System Replacement** (Senator Robinson, Chair):

Senator Robinson distributed his committee's preliminary report which, among other features, proposes a graduated and to some degree negotiable system of faculty obligations in the areas of teaching, scholarship and service based on when a faculty

member was hired by Baylor. Inasmuch as the Provost likes to see the Senate's proposal as soon as practicable, Senators were instructed to collect colleague feedback on the committee's suggestions by November 14 for transmission to Senator Robinson. The committee will then collate and integrate such suggestions into a more comprehensive report to the Provost. In immediate comments it was pointed out that the proposal does not apply to lecturers and that the Senate should seek from the administration assurances of guaranteed cost-of-living salary increases for every faculty member before merit raises are considered. The Senate is expected to undertake a final vote on the committee's proposals at the December meeting.

**F. Liaison Reports:** No reports.

**V. New Business**

**A: Committees on Committees Membership.** The Senate voted unanimously to seat Linda Garner (School of Nursing) as a new member on the Committee on Committees.

**B: Ray Wilson, Master Teacher.** The Senate extended its congratulations to Senator Wilson on his recent designation as a Master Teacher.

**C: Cornelia Marschall Smith Award Committee.** Senator Norman has agreed to take Senator Beck's place on this committee.

**D: Executive Committee Report on Meeting with Regents on October 30.** The chair gave a brief and confidential summary of the meeting. A final report by the Regents Committee is not expected until February. Senator Beck's request to see the confidential 92-page document entitled "Leadership Issues at Baylor University: Major Faculty Concerns and Recommendations for their Resolution" more widely distributed, will be taken up at the next meeting of the Senate's Executive Committee.

**V.** Because of the advanced time, discussion of the remaining agenda items was postponed until December. The meeting was adjourned at 6:02 p.m.

Respectfully submitted,

Eric C. Rust  
Secretary