

# FACULTY SENATE MEETING

November 16, 1999

## MINUTES

**Present:** Adams, Baird, L. Bates (for M. Auld), Beck, Bowery, Cox, Dunn, Farris, Gilcrest, Hair, Jensen, K. Johnson, P. Johnson, Johnston, Longfellow, Losey, McGee, Riley, Stone, Supplee, Weaver, Williams, Wilson, Yelderman, Young

**Absent with notification:** Abbott-Kirk, Curtis, Genrich

**Absent:** Buddo, Carini, Davis, Garland

### I. Call to Order & Announcements.

The meeting began at 3:32. Baird announced that Marianne Auld had been elected by the Law School to fill the unexpired term of M. Counts.

### II. Consideration of Agenda

The agenda was approved by consent.

### III. Committee/Liaison Reports

#### A. Faculty Committee on Academic Freedom, Responsibility, and Environment (J. Losey, Chair).

No Report.

#### B. Faculty Committee on Enrollment Management (D. Johnston, Chair)

As of November 15, 1999, new freshman applications for Fall, 1999, were up 11.5% compared to this time last year (2,141 & 1,921 respectively). Transfer applicants were up 24.1% (108/87).

C. Faculty Committee on Physical Facilities (J. Yelderman, Chair).

Meeting is scheduled for November 17, 1999.

D. Faculty Committee on Student Life and Services (R. Wilson, Chair)

Wilson reported on the meeting from November 9, 1999, listing a number of "successes" and "concerns" expressed by the student leaders.

E. Athletic Council (M. Dunn, Liaison).

Dunn expressed the Athletic Council's appreciation to the faculty for their compliance in monitoring student/athlete progress.

F. Staff Council (J. Abbott-Kirk, Liaison).

Baird read from a printed report submitted by Abbott-Kirk. The University is trying a new employee evaluation method. Any Senator or faculty member who wishes to have input into this process is asked to contact Marilyn Crone.

G. Benefits and Personnel Committee (F. Curtis, Liaison).

No Report.

**IV. Old Business**

A. Report from Senator Bill Hair

Hair reported that the former tenure-track faculty position which had been re-designated as an "Executive Staff" position (see minutes for the Senate Meeting of Sept. 21, 1999) has finally been classified as Lecturer, non-tenure-track. Another "Executive Staff" position has been upgraded to Lecturer at the request of the Dean of the Library. Senators expressed some concern at the Administration's desire to look at each position on a

case-by-case basis, and make a decision as to whether to offer faculty or staff contracts.

B. Small group meetings with President Sloan: November 30, February 1, and April 11, all at 3:30.

Baird distributed a suggested schedule (see Appendix A). Faculty who cannot make the appointed times should contact Baird immediately.

C. Promotion Policy.

The promotion policy was presented to the Council of Deans. Although no formal response has yet been made, the Deans expressed a desire for more explicit guidelines regarding scholarly activities. The Council's response will be forwarded to the Provost, and will likely be discussed at the next meeting. The formal response will be made to the Faculty Senate following these discussions.

D. Dismissal Procedures.

Baird reported that no action has been taken, but discussion is continuing. Two issues in particular remain to be resolved:

1) If charges were brought against a faculty member, would they be brought to the Tenure Committee. (The Academic Freedom, Responsibility, and Environment Committee previously recommended "no.")

2) By what mechanism(s) will members of the Dismissal Committee be selected?

E. Tenure Decision Letter.

The letter which was approved at the October Senate meeting (see Appendix A from minutes of October 19, 1999) was received by the Administration and is being "carefully considered."

Baird reported that the Administration asked the Senate for guidance regarding faculty member who were not awarded tenure and were given terminal (7th years) contract. Following discussion, the Senate took no formal action, but considerable opposition was express to the idea that these individuals be given sabbaticals for their last year at Baylor. The suggestion was also made that the Administration review the procedures in place at our peer institutions (e.g., those in the Big 12).

#### F. Combining of Grievance and Hearing Committees.

While the Administration seems to be responding favorably to the recommendation to combine these two committees, the Administration has expressed reservations about including provisions for bringing a grievance against the president. Baird will bring a report to the Senate at the December meeting.

#### G. Description of Senate in Faculty Handbook.

Baird reported that the description is now being reviewed by the University attorney.

#### H. Bookstore's Book Purchase policy.

Representatives from the bookstore are in contact with faculty in the English Department to resolve any difficulties.

### **V. New Business**

#### A. Committee to work with Marilyn Crone on development of evaluation procedures for staff.

M. Dunn will chair the committee, with D. Young also serving. One more Senator remains to be appointed.

B. Departmental Criteria for Tenure

Baird moved that the following letter be sent from the Chair of the Faculty Senate to all Department Chairs:

*The Faculty Senate recommends that academic departments which do not now have guidelines for the granting of tenure and for promotion develop such guidelines. The Senate also recommends that these guidelines take into account the Scholarly Expectations Documents now being implemented by the administration and that these guidelines be developed in consultation with appropriate deans.*

The motion was seconded by Longfellow. Following brief discussion, the motion passed unanimously.

**With no further business, the meeting was adjourned at 4:45.**

Respectfully submitted,

Chuck Weaver

**Appendix A**

Meetings With President Sloan

<b>November 30, 1999</b>	<b>February 1, 2000</b>	<b>April 11, 2000</b>
Jane Abbott-Kirk	Rosalie Beck	Anne Bowery
Chris Buddo	Gary Carini	Joe Cox
Joe Yelderman	Mark Dunn	Donald Farris
Norman Gilchrest	Bill Hair	Bill Jensen
Karen Johnson	Philip Johnson	David Longfellow
Dan McGee	Richard Riley	Chuck Weaver
David Young	Jane Williams	Ray Wilson
Sara Stone	Fred Curtis	