

MINUTES OF THE FACULTY SENATE MEETING

September 9, 2003, 3:30 p.m., in Cashion 303

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

Absent: None.

- I. The meeting was called to order at 3:33 p.m.
- II. Senator Beck gave the invocation.
- III. The Chair extended a special welcome to newly elected and re-elected Senators.
- IV. The minutes of the May meeting, distributed earlier by e-mail, were unanimously approved.
- V. The Chair moved, seconded by Senator Beck, for permission to discuss agenda items out of order. The motion passed unanimously.

The Chair then brought before the Senate, as a report from its Executive Committee in the form of a motion, a resolution of no confidence in President Sloan.

Before discussion of the motion, the Senate voted unanimously in favor of four procedural matters: (1) that Senator Rufus Spain, the non-voting representative of the retired faculty, be allowed to be present throughout the proceedings; (2) that the eventual vote on the motion be by ballot; (3) that Senators Cordon, Hanks and Norman be designated as official counters of the ballots; and (4) that the ballots be shredded immediately upon completion of the vote.

In a wide-ranging, courteous, frank and serious debate, Senators continued to weigh the issues that had occupied them exclusively during two lengthy retreats over the previous two weeks. In the course of the deliberations, Senator Cordon announced that he had been instructed by the faculty of the Law School to oppose the motion and would vote accordingly. Senator Ngan, because of urgent teaching obligations, had to miss part of the debate as well as the final vote despite the Senate recessing briefly to allow her to communicate with her students.

An effort, introduced by Senator Tatum and seconded by Senator Benesh, to substitute the original motion by a different one, failed by a large margin. A further motion,

introduced by Senator Benesh and seconded by Senator Wilson, to table the original motion, likewise failed by a large margin.

With debate returning to the original motion, several friendly amendments refined the resolution's language until it read as follows:

"Upon careful deliberation, and with a heavy heart, the Baylor Faculty Senate requests that the Baylor Board of Regents undertake a change in the leadership of the university. As a recent poll has made plain, as an avalanche of faculty grievances attests, and as evidence mounts daily of a deeply polarized and relationally paralyzed Baylor community, faculty confidence in President Sloan's leadership methods and direction has eroded to a point where only a personnel change at the top can begin to restore the trust, common purpose and faithful cooperation within and among Baylor's constituencies that has been the hallmark of previous administrations.

The Senate's request is not motivated by personal animosity toward a fellow faculty member who obviously possesses remarkable strengths and skills. His "Vision 2012" contains features that will benefit Baylor for a long time to come. Still, the reality remains that Dr. Sloan's presidency has produced a chilling work environment, a climate characterized by distrust, anxiety, intimidation, favoritism, as well as profound concerns about the sanctity of academic freedom and professional standards. But above all else, this climate is marked by fear—fear of losing one's job, one's hope for tenure, a promotion, a pay raise, or a friend, over an opinion or activity that might be labeled "disloyal" or "not mission-friendly" by a representative of the administration. This culture of fear, embittered silence and artificial conformity should be intolerable at any university, but especially at one aspiring to top-tier status. More importantly, its very existence and persistence are incompatible with our Christian faith and our noblest Baptist traditions.

Therefore, the Faculty Senate expresses no confidence in President Sloan and asks that the Baylor Board of Regents effect a change in the leadership of the university.

The Faculty Senate would gladly share with the Board of Regents evidence and testimony in support of this resolution. Moreover, the Faculty Senate stands ready to offer positive suggestions on how trust and cooperation can be established between the faculty and new leadership."

The Senate, by ballot, adopted the motion by a majority of 26 to 6 with no abstentions.

The Chair stated that he would transmit the outcome of the vote and the text of the resolution to President Sloan and Regents Chairman Drayton McLane by phone and by fax before addressing the press in Kayser auditorium.

- VI.** There being no time to take up additional business, and after a concluding prayer by Senator Beck, the meeting was adjourned at 7:14 p.m.

Respectfully submitted,

Eric C. Rust
Secretary