

MINUTES OF THE FACULTY SENATE MEETING

March 9, 2004, 3:30 p.m., in Cashion 303

Present: Senators Abbott-Kirk, Baldrige, Beck, Brown, Cloud, Connally, Cordon, Cox (Chair), Dunn, Gilbreath, Green, Hanks, Haynes, Lehr, Mathis, 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 3:40 p.m. Senator Ngan gave the invocation.

II. The minutes of the February meeting, distributed earlier by e-mail, were unanimously approved.

III. Old Business

A: Small Group Meetings with President Sloan. Senators were reminded of the final meeting with the President, scheduled for 4/6/04. The February 17 meeting was briefly discussed.

B: Maternity Benefits for Faculty (Senator Purdy, task force chair). Senator Purdy reported that the task force has not yet met. The chair has contacted Senator Tatum in his role with AAUP. AAUP has expressed an interest in working with the Senate committee, and Senator Tatum moved that the existing committee be authorized to select 3-4 additional members of their choosing to serve on the task force and to work with representatives from AAUP; motion was seconded by Senator Baldrige. After some discussion, the motion passed unanimously.

C: Medical Benefits Task Force. Senator Lehr reported on the committee's work. Senator Lehr and committee member A. Seward met recently with Richard Jackson about the "salary bracket" problem. They identified 43 individuals who are currently paying insurance premiums based on 12-month salaries while earning 10-month salaries. The Committee will follow up with Mr. Jackson. The committee also reported no knowledge of the expected increase in insurance premiums for the academic year 2004-05.

D: Ad Hoc Document Preparation Committee. Senator Cloud reported that his committee is working and will have a written report to the Senate at an upcoming meeting.

IV. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator McGlashan, chair): Senator McGlashan presented a draft report regarding an appeal process for tenure decisions. The committee consulted several sources in the preparation of the report, including policies of other Big 12 universities and AAUP guidelines. Senators were asked to read the draft and respond to Senator McGlashan as soon as possible, so that a final report can be completed and submitted for the Senate's formal consideration.

The Committee requested that the chair inquire as to whether the budget cuts extend to all units in the university.

Finally, the Committee strongly urges the chair to insist that changes to the Faculty Handbook be forwarded to the Senate.

B. Faculty Committee on Enrollment Management (Senator Stanley, chair): Senator Stanley reported that according to Vice President Marilyn Crone, the University will make its enrollment goals for Fall 2004. Provisional student levels have been capped at 250, and provisional students once again will be required to attend summer school prior to the fall semester. However, provisional students will be able to appeal for exceptions to this requirement.

C. Faculty Committee on Physical Facilities (Senator Beck, chair): Senator Beck reported that some construction projects are being slowed. She confirmed that a new athletic practice facility is on a "wish list" of buildings, and that plans may already be drawn up in anticipation of future gifts.

D. Faculty Committee on Student Life and Services (Senator Wilson, chair): No report. Senator Wilson was asked to investigate why student dorms were closed at 6 PM on the Friday before Spring Break, forcing some students to travel during late hours.

E. Liaison Reports.

A: Athletic Council (Senator Dunn): Senator Dunn reported that a third compliance officer has been hired. Senator Dunn also reported about the development of a strategic plan for athletics and the formation of committees in anticipation of the 2005 on-site reviews. Senator Dunn was asked to inquire whether the strategic plan will address the problem of extensive athletic department deficits, and to determine whether the athletic departments were facing the same kind of budget cuts as the academic programs.

B: Staff Council (Senator Brown): The "Race for the Cure" will be held on April 3 this year. The issue of redundancy, raised by Senator Brown at an earlier meeting, will be discussed at a future meeting and with Staff Council representatives.

C: Personnel Benefits and Compensation (Senators Ngan/Williams): No report.

V. New Business

A: Senate Elections. Senator Rust reported that the following individuals were elected or reelected to the Faculty Senate:

Arts & Sciences: Bob Baldrige (BIO); Jaime Diaz-Granados (PSY/NSC); Ann McGlashan (MFL); Randall O'Brien (REL); Dave Pennington (CHE); Stuart Rosenbaum (PHI); Dianna Vitanza (ENG); Susan Wallace (ANT).

Business: Larry Chonko (MKT).

Education: Eric Robinson (EDP).

Honors: Robert Miner (GTX).

Law: Matt Cordon.

Music: Jean Boyd.

Nursing: Linda Garner.

Voter participation was as follows: Arts and Sciences: 62%; Hankamer School of Business: 60%; School of Education: 65%; Law School (uncontested): 52%; School of Music: 58 %; School of Nursing: 87%; Honors College: 93%; Overall: 62.4%.

Full election results were mailed to all candidates, and votes were counted publicly in Bennett Auditorium.

The Senate expressed appreciation for Senator Rust's professional and highly competent handling of the elections with a standing ovation.

B: Performance Evaluation Standards for Lecturers. Apparently, some lecturers are being told by their chairs that they cannot get an "above satisfactory" rating without publications. The chair was asked to investigate with the Provost.

C: Chair's Report on Council of Deans Meeting. Senator Cox reported that the deans had an active and lengthy discussion on the issue of technical support. No action has yet been taken on the A/B replacement policy. Leaders of the Student Government proposed amending university policies on publishing student evaluations of faculty, and the Council of Deans is expected to pursue this request.

D. Nominating Committee for Faculty Senate. Senator Cox asked that the Senate authorize the current Executive Committee plus Senators Lehr and Green to serve as the Nominating Committee for the 2004-05 slate of officers. This request was approved by consensus.

E. Recognition of Service. The chair recognized the following Senators for their service to the university:

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| 1. | Kevin Pinney | 10 years |
| 2. | Robert C. Cloud | 15 years |
| 3. | Chuck Stanley | 20 years |
| 4. | Robert Baldrige | 25 years |
| 5. | Jane Abbott-Kirk | 30 years |
| 6. | Kent Gilbreath | 30 years |
| 7. | Ray Wilson | 30 years |

F. Sing Guidelines. Concerns were expressed that Sing guidelines may not have been enforced. Senator Wilson was asked to investigate.

G. Problems with University IRB. Problems were noted in the functioning of the University's Committee for the Protection of Human Subjects in Research, with respect to meeting quorum and policies.

H. Problems with University-wide committee attendance. The chair reported problems faced by the University Committee on Committees with respect to faculty attendance and participation in assigned committee work.

I. Center for International Education. Senator Hanks reported on a new policy regarding insurance coverage for study-abroad program. All participants are now required to pay for supplemental insurance (at a cost of approx. \$150/month/member) before participating in these programs. This includes all Baylor faculty and their family. Senator Hanks was asked to investigate further.

VI. The meeting was adjourned at 5:30 p.m.

Respectfully submitted,

Chuck Weaver
Acting Secretary