

Minutes
Faculty Senate
February 20, 1990

Present:

D. Andrist, P. Armitstead, W. Brown, R. Cannon, D. Hardcastle, N. Keathley, D. Kopplin, J. Lusk, S. Mantooth, A. Richards, R. Riley, S. Rosenbaum, D. Vitanza, D. Wivagg, M. Hart, D. Jennings, T. Maness, J. Rose, A. Baker, N. Goodloe, D. Rogers, T. Featherston, J. Bennighof, H. Elzinga, J. Gordon, E. Farren, B. Patterson.

Absent:

M. Busch, L. Lyon, L. Chonko, W. Ghee, A. Sharp.

(Kent Keeth and David Longfellow attended on behalf of absent members.)

The meeting began at 3:30 in Blume Conference Center. Dr. Patterson opened with a prayer.

The minutes for the meeting of January 23, 1990 were approved with revision to include as present S. Mantooth, J. Bennighof, and H. Elzinga.

Winfred Moore, Chairman of the Board of Trustees, delivered remarks about relations between Texas Baptists and Baylor. He believes we are "in good shape" but we need, as always, to work harder. Fundamentalists will be a continuing threat, but our prospects for continued success as a fine educational institution are promising.

Reports from Dr. Patterson:

- a. Dr. Patterson and Dr. Lyon met at lunch last week with University Counsel, Basil Thomson. They are optimistic that further difficulties in communication can be avoided. Basil Thomson will continue to rely on their advice about communications with the faculty. They plan regular meetings as a way of continuing to avoid communication difficulties.
- b. The Council of Deans met and listened to a presentation by President Reynolds. Dr. Reynolds focussed in his remarks on Baylor' goals and priorities during the 1990's. One question he raised was whether or not Baylor's current emphasis on Master's degree programs is an appropriate means of enhancing the reputation of the University.
- c. The Newsletter will come out before the next meeting of the Senate.
- d. The next President's Faculty Forum will be April 25 at 3:30. The occasion will be a joint meeting with the Baylor Chapter of the American Association of University Professors.

Report from the Strategic Planning Council (Dr. Armitstead): The Council is focussing on the idea of a freshman seminar and the issue of student retention. (Dan Jennings will present a resolution on this issue during the resolutions portion of the Senate agenda.) The council is aware of a need to address the problem of at-risk students, particularly the problem of identifying them. We are successful at identifying academically at-risk students, but not so successful at identifying students at-risk for other reasons. To date investigations have shown that successful retention programs involve a faculty mentoring process. In the

Southwest Conference, Rice has the best retention rate, approximately 85% overall; their first-year attrition rate is only 5%. Baylor loses approximately 16% during the first year and retains approximately 67% overall.

Report from the Advisory Committee on Academic Freedom and Responsibility (Rosenbaum): The committee has deliberated about, and seeks Senate deliberation about, the matter of its proper reporting function. There seems to be conflict about how the committee properly reports because of conflicting suggestions in the documents apparently constituting the committee. The attachment (#1) to the minutes from the committee cites quotations (1) from the self-study document and (2) from a letter from Dr. Reynolds to Dr. Baird, Chair of the Self-Study Committee. The Senate discussed this issue, probed for its resolution, and agreed to return to the issue at a future meeting.

Report from the Advisory Committee on Student Life and Services (Baker): The committee is reviewing the student handbook. In addition, the committee is involved in the issue of how students might get accurate information about off-campus housing. The students have been gathering information and publishing it, but landlords are concerned about how accurate the information is. In addition, Basil Thomson is concerned about issues of University liability and University relations with its neighbors; he hopes for a survey that might be conducted with the support of the landlords and that would be statistically more sound. All faculty need to be aware that students have legal help available from the University for their housing problems; Linda Cates is available to assist them. Finally, the committee is also involved with the issue of how best to effect a more desirable student retention rate.

The Committee on Committees (Patterson): Dr. Patterson provided a copy of minutes from the last meeting of the committee. (Attachment #2)

The Lecturers Representation Committee (Elzinga): The Committee made the following motion: "that four senators be added to represent lecturers and to be elected by full-time lecturers in the following manner: Two senators to be elected from Arts and Sciences, one senator to be elected from the School of Business, and one senator to be elected representing the School of Education, the School of Law, the School of Music, the School of Nursing, and The University School. Lecturer senators are required to have fulfilled three years of service at Baylor." David Kopplin seconded the motion. The motion passed. The Senate instructed the Committee to bring at its next meeting an appropriate amendment to the Senate's constitution so as to allow lecturer members.

On the matter of Senate representation for the University School, the Committee offered the following statement: "Except for lecturers within the University School, full-time tenure-track faculty hold dual appointments and therefore are already represented by elected Senators from Arts and Sciences; it does not seem proper to encourage dual representation. The Libraries, a part of the University School, will continue to be represented by one Senator."

Departmental Chairs Evaluation Committee (Armitstead): The Committee's deliberations are "on hold" for the present awaiting results from the University Committee on Departmental Chairs.

Merit Pay Committee (Hardcastle): Letters to departmental chairs, along with questionnaires, are ready to be sent. The committee desires to involve the University's Office of Institutional Research in carrying out a survey of the faculty

about this issue. In addition, the committee believes that their study requires information about how pay raises were distributed among departments over the last three years in order to decide whether or not there is already in place a practice of merit pay; they are requesting this information from Dr. Reynolds.

Announcement: The next meeting of the Faculty Senate will occur on Tuesday, March 20, 1990.

Announcement: Diana Vitanza presented a letter from Frank Leavell requesting the Senate to review the requirement of twelve office hours per week. (Attachment #3) This will be an item for discussion at the next meeting of the Senate on March 20.

Resolution: Dan Jennings presented the following motion: "that the Faculty Senate, working with the Strategic Planning Council, study and recommend a system involving faculty members where these faculty members, alone or in combination with upper-level students would serve as mentors for Freshman students. The system might be tried as a pilot program and later expanded. Participating faculty members would receive release time." The motion was seconded and passed.

The meeting adjourned at 5:05 p.m.

Respectfully submitted,

Stuart Rosenbaum, Secretary