

**Minutes**  
**Faculty Senate**  
**April 17, 1990**

**Present:** D. Andrist, P. Armitstead, W. Brown, R. Cannon, D. Hardcastle, N. Keathley, D. Kopplin, J. Lusk, A. Richards, S. Rosenbaum, D. Vitanza, S. Mantooh, W. Ghee, M. Hart, T. Maness, J. Rose, A. Baker, N. Goodloe, T. Featherston, J. Bennighof, H. Elzinga, J. Gordon, B. Patterson, A. Sharp.

**Absent:** M. Busch, L. Lyon, R. Riley, D. Wivagg, L. Chonko, D. Jennings, D. Rogers, E. Farren.

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

The minutes for the March 20, 1990 meeting were approved as distributed.

**Reports:**

**The Committee on Committees** (Kathy Hillman): Hillman presented the report of the committee, a list of all university committees and their members. She noted that the report contained an additional committee, the Career Counseling Panel, that had been mandated by an accrediting agency and appointed by President Reynolds. She discussed the committee's procedure, mentioning that the committee takes seriously committee loads of each faculty member and personally contacts each faculty member with more than three committee assignments. Only twelve faculty members have no committee assignments. There is a list of assignments by faculty member that is not widely distributed as is the list of assignments by committees. A **motion** to approve the report of the committee was made and seconded. There was discussion of the wisdom of including in the committee's report those committees appointed by the administration whose members are not selected by the committee. A member of the committee pointed out that the committee needed that information to calculate committee loads of individual faculty members. (For committees not appointed by the committee on committees, there are no rotation dates listed for the members.) The motion carried.

**Council of Deans** (Bob Patterson): Patterson reported the council (1) expressed concern about meeting places for student organizations, (2) discussed how to handle mathematics requirements for junior college transfer students, (3) expressed concern about absences of professors from their classes, noting this concern had also been communicated to them by

President Reynolds, (4) noted that the average teaching load at Baylor is 9.2 hours, and (5) noted that some students report professors are not keeping their posted office hours. Senate discussion focussed on the concern about absence of professors from classes; more specific information was desired but none was available. Senate members also noticed that the concern about professors not keeping posted office hours was relevant to Senate deliberation about a request by Frank Leavell for a review of the requirement of twelve office hours per week. Finally, it was pointed out that the contractual requirement of faculty members concerning office hours does not demand twelve office hours per week of each faculty; the contract states that "Faculty members are expected to maintain approximately 12 regular office hours per week . . . The Deans of the College and Schools may modify the 12 hour posted office schedule requirement to conform to the need associated with reduced teaching loads as long as the number of office hours is not reduced to less than six per week."

The Senate Newsletter (Maxine Hart): The last newsletter of the year will appear before the end of the semester. Faculty have expressed appreciation for it.

The President's Faculty Forum (Bob Patterson): The last Faculty Forum of the year will occur April 25 at 3:30 as a joint meeting with the local chapter of the American Association of University Professors.

The Sexual Misconduct Policy Review Committee (Judith Lusk): A copy of the draft general proposal for a statement on sexual misconduct was provided senate members last month with a request for reactions and suggestions to the proposal. The proposal was based on the policy adopted by the Trustees on October 27, 1989. Faculty reaction was uniformly negative; Lusk reported receiving numerous phone calls expressing negative reaction to the proposal. The letter from Alan Cook (attached) was the only written reaction, but remarks conveyed by faculty in conversation were similar to that written response. Dr. Lusk submitted an alternative draft proposal statement on sexuality (attached) for discussion. Senate members agreed on the need to have a statement of reasons for adopting such a policy and on the need to have a better understanding of the purpose such a policy is supposed to serve. A member suggested the policy was designed to serve the goals of internal management and external publicity. Dr. Patterson pointed out that in any case Dr. Netherton had requested Faculty Senate reaction to the proposal. There was general agreement that the alternative draft proposal was preferable to the one sent to the Senate by Dr. Netherton. Nonetheless, members felt that the status quo is adequate and thought there was no need to have any explicit statement of policy on sexual misconduct.

**Resolution: The Faculty Senate believes there is no need for explicit policy statements regarding sexual misbehavior of faculty; legitimate expectations of faculty behavior in matters of morality are adequately expressed in such statements of professional competence and integrity as are found in AAUP documents and elsewhere, and also are adequately spelled out in Baylor University faculty contracts.** This resolution was unanimously adopted.

Departmental Chairs Evaluation Committee (Paul Armitstead): The committee supplied a one page written report (attached). They found the document produced by the University Committee on Chairs, chaired by Clif Williams, generally adequate and worthy of endorsement. They also made procedural recommendations for choosing chairs, and noted that their recommendations are generally in place throughout the University. Members discussed procedures and techniques for evaluation of chairs; the committee will report again in the fall on this matter.

Faculty Merit Pay Committee (Don Hardcastle): The committee is now involved in designing the instrument for surveying all faculty members about the issue of merit pay.

Announcement: Dr. Patterson announces he will make no farewell speech.

Resolutions:

A. Naymond Keathley offered the following resolution: **That the Senate commend Kathy Hillman for her work on behalf of the faculty by her dedicated service as chair of the committee on committees.** This resolution was seconded and carried.

B. Pat Sharp offered the following resolution: **That the Faculty Senate recommends the addition of a test of English reading and writing proficiency for students who wish to transfer credit in freshman English to Baylor University. Scores on this test should determine whether a student should be required to repeat courses in freshman English. A committee with members from the Faculty Senate and the English Department should establish the guidelines for this testing procedure and the selection or creation of a test.** It was announced that current transfer policy has been suspended pending a study by the Deans. One Senate member raised the question how the Deans could suspend a policy that had been formally adopted during an Arts and Sciences faculty meeting. Howard Rolf's letter to David Guinn concerning a student he was tutoring who came to Baylor with only first grade reading

skills (attached) was taken as a symptom of the need to do something about this problem. The problem about transfer students is that they do not have to submit test scores; the Admissions Office has been reluctant to tighten standards because we depend on getting about 500 transfer students per year. No action was taken on this resolution, but Dr. Patterson agreed to take the matter to the next meeting of the Council of Deans.

C. Dr. David Kopplin proposed the following resolution: **That the constitution be amended to include faculty members in the University School not part of any other faculty along with library faculty for purposes of Senate representation.** The resolution was seconded and carried; this revision will be written into the Senate's constitution before the beginning of the Senate's 1990-91 term.

Other Business:

A. Terry Maness is chairing a committee to deal with the issue of student drops and adds during the first week of class. As things now stand, students appear able to handle these details without missing classes during the first week of the semester.

B. Election of Senate officers for the 1990-91 academic year, slate presented by the nominating committee (Diana Vitanza):

President	Larry Lyon
Vice-President	Terry Maness
Secretary	Stuart Rosenbaum
Publicity Officer	Maxine Hart

There were no nominations from the floor. The committee's nominations were moved and seconded. The motion carried.

Following brief farewell remarks by Dr. Patterson, the meeting adjourned at 5:15 p.m.