

MINUTES OF THE FACULTY SENATE MEETING

April 13, 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, Stanley, Sturgill, Tatum, Wallace, Weaver, Williams, Wilson, Young.

Absent with notification: Spain.

I. The meeting was called to order at 3:38 p.m. Senator Beck gave the invocation.

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

III. Old Business

A: Performance Standard for Lecturers. No report since the Senate chair's meeting with the Council of Deans did not take place due to a scheduling foul-up.

B: Maternity Benefits for Faculty (Senator Purdy, task force chair). Senator Purdy reported that the task force will meet this summer and is aiming at a permanent rather than an *ad hoc* policy on the matter.

C: Nominating Committee for Faculty Senate. The nominating committee, consisting of the Senate's Executive Committee as well as Senators Green and Lehr, presented the following slate of officers for the 2004-2005 academic year:

Chair: Jim Patton

Chair-Elect: Eric Robinson

Secretary: Eric Rust

Publicity: Patricia Norman

In addition, because of recent retirements, Senators are invited to volunteer as chairpersons and/or regular members of standing Senate and Faculty committees, or to act as liaisons to other committees and councils. It was suggested that the position of Staff Council liaison forthwith rotate among the members of the Executive Committee. The recommendations of the nominating committee were accepted without discussion or dissent.

D: Medical Benefits Task Force (Senators Lehr, Pinney, co-chairs). No new report at this time.

E: Ad Hoc Document Preparation Committee. Senator Cloud reported on the activities of his committee and distributed to every Senator an individually marked, confidential copy of the executive summary of the ad hoc committee's

report. On behalf of the committee, Senator Cloud then moved that "the Faculty Senate Executive Committee be authorized to present a copy of the Executive Summary to the Chairman of the Board of Regents of Baylor University."

Subsequent discussion produced three amendments to this motion. The first, introduced by Senator Patton and seconded by Senator Gilbreath, called on the Senate to authorize the Senate's Executive Committee to communicate, at its discretion, with a consultant for the purpose of clarifying certain questions about accreditation criteria, all the while ensuring that no committee documents be shared and no official complaints be filed. Action on the latter subject, if any, remains the prerogative of the entire Senate. The motion passed 22-9.

A second motion, introduced by Senator Tatum and seconded by Senator Baldrige, called on the Senate to authorize its Executive Committee to share, at its discretion, the executive summary of the committee report with the Regents' Academic Affairs Committee as well as with the Chairman of the Board. This motion passed 28-3.

A third, two-part motion, introduced by Senator Hanks and seconded by Senator Young, called (a) for the deletion of the note after item 15 of the committee report's executive summary, and (b) upon the Senate to authorize its Executive Committee to share with the Chairman and the Academic Affairs Committee of the Regents the 14-page summary of the report in addition to the executive summary. This first part of the motion carried unanimously, the second by a vote of 28-3.

Thereupon the Senate adopted the original motion, as amended, by a vote of 28-3.

The distributed copies of the executive summary of the report were then recollected by members of the ad hoc committee. Arrangements will be made for Senators to peruse the entire confidential report in the privacy of the offices of the members of the ad hoc committee.

F: Cost of Living Proposal. After it had been stricken from the document that will eventually replace the defunct A/B faculty classification scheme, Senator Robinson presented, seconded by Senator Weaver, the following provision as a motion:

"To insure that no member of its faculty, administration and staff, nor their family, suffers undeserved hardship because of inflation, and in line with its commitment to Christian principles and compassion, Baylor University is committed, within its financial means, to provide an annual cost-of-living raise to all its employees equal to cost-of-living increases in Central Texas for the previous year and before any merit raises are considered."

While the motion carried unanimously, it was pointed out that the Faculty Handbook (2002 edition, p. 156, Section V) already contains an identical

provision that the administration has failed to implement in recent years. The Senate leadership was instructed to bring up the issue with the Provost and the President at the earliest feasible opportunity and to seek redress.

IV. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator McGlashan, chair): Senator McGlashan presented the committee's report regarding an appeal process for tenure decisions. The Senate voted unanimously to adopt the document while granting the Executive Committee authority to make minor modifications, as suggested in the discussion, before presenting the final report to the Provost.

The committee further pointed out that the faculty performance evaluation procedure is applied very unevenly across campus and that a clarification of procedures is in order. The Senate chair will take the matter up with the Provost and the Council of Deans.

The Committee strongly urges the Senate chair to insist in communications with the administration that any changes to the Faculty Handbook must be forwarded to the Senate and made known to all faculty in a clear and timely fashion. This matter, too, will be brought to the Provost's attention.

B. Faculty Committee on Enrollment Management (Senator Stanley, chair): According to Vice President Marilyn Crone, the University will make its enrollment goal of 2650 freshmen for Fall 2004, with 2450 committed by May 1. Current numbers run slightly below last year's. Provisional student levels have been capped at 250; at this time fewer than 200 have been admitted.

C. Faculty Committee on Physical Facilities (Senator Beck, chair): The Mayborn Center is set to open on May 22. No decisions have been made on the closing of parking lots now that additional parking is available in garages.

D. Faculty Committee on Student Life and Services (Senator Wilson, chair): The Chapel Friday initiative of last fall will be assessed. The publication of the fall exam schedule will be delayed until the Spring 2004 experience (no 8 AM finals) has been evaluated.

E. Liaison Reports.

A: Athletic Council (Senator Dunn): Information from the Athletic Director is that the academic progress of all basketball players is being monitored. There exist no final plans yet for an on-campus indoor athletic practice facility. The Athletics Department is also concerned about recent budget cuts. Mr. McCaw expressed interest in addressing the Faculty Senate early in the fall. The strategic plan for athletics is still in very

rough form, but it is clear that Baylor is in very good shape academically when compared to programs elsewhere.

B: Staff Council (Senator Brown): Recently the Staff Council elected new officers and was addressed by both the Provost and Vice President Crone.

C: Personnel Benefits and Compensation (Senators Ngan/Williams): There is a revised manual for out-of-area medical providers.

V. New Business

A: Small Group Meeting with President Sloan. Senators who attended the meeting shared their impressions, especially about the President's comments on hiring practices.

B: Chair's Report on Council of Deans Meeting. While the Council of Deans meeting was not held (scheduling mix-up), Senators Cox and Patton did meet one-on-one with the President recently. A number of issues were discussed, none of which represented changes or clarifications of present policies.

C. Ray Wilson, Director of Honors Program. The Senate congratulated retiring Senator Wilson upon being appointed Director of the Honors Program.

D. Other Business. (a) Senator McGlashan requested that the Senate be given more information on the appointment policy for department chairs. (b) Word is that 2004-2005 contracts will be issued within the next two weeks. (c) A unanimous motion, brought in by Senator Tatum and seconded by Senator Wilson, instructed the Senate's Executive Committee to find out why President Sloan reportedly is claiming that the Senate has initiated an e-mail campaign to "confuse" the Regents, and to refute such claims as absolutely untrue. (d) The President's "State of the University" address will be given on April 21 at 3:30 PM in the Barfield Drawing Room.

VI. The meeting was adjourned at 6:05 p.m.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate