

MINUTES OF THE FACULTY SENATE MEETING

May 4, 2004, 2:00 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, Sturgill, Tatum, Nancy Upton (for Stanley) Wallace, Weaver, Williams, Wilson, Young.

Absent with notification: Senator Stanley.

Present for first part of the proceedings: Prof. Tommye Lou Davis, Dr. Tom Charlton, Dr. Terry Sullivan (Bush Library Project); Prof. Linda Cobbs (Committee on Committees); Drs. Jean Boyd, Larry Chonko, Jaime Diaz-Granados, Robert Miner, Randall O'Brien, Dianna Vitanza (newly elected Senators).

- I. The meeting was called to order at 2:03 p.m. Senator Beck gave the invocation.
- II. The minutes of the April meeting, distributed earlier by e-mail, were unanimously approved.
- III. **Recognition of "Retiring" Senators.** The Senate Chair thanked retiring Senators Abbott-Kirk, Beck, Dunn, Gilbreath, Haynes, Tatum, Weaver, Wilson and Young for their many years of service and distributed to them certificates of appreciation. Chair-elect Jim Patton honored Senator Cox with an inscribed crystal jar for his outstanding leadership as Chair of the Faculty Senate during the past year. Both actions were accompanied by standing ovations.
- IV. **Recognition of New Senators.** The Chair welcomed and congratulated newly elected Senators who will take up their terms in the fall.
- V. **Recognition of 2004 Collins Professor.** To a standing ovation, the Senate recognized the achievement of Senator Susan Wallace who has been chosen 2004 Collins Professor by the senior class. The Chair pointed out that six of the eleven Collins Professors elected so far are currently serving in the Faculty Senate.
- VI. **Recognition of Inaugural Cornelia Marschall Smith Professor of the Year.** Likewise to a standing ovation, the Senate recognized Senator Tom Hanks as the inaugural Cornelia Marschall Smith Professor of the Year.
- VII. **Update on Bush Library Proposal.** Prof. Tommye Lou Davis, Dr. Terry Sullivan (who has been engaged by Baylor as a consultant), and Dr. Tom Charlton briefed the Faculty Senate on latest developments regarding the George W. Bush Presidential Library project. While no decisions have been made,

Baylor's proposal is a strong one and marked by flexibility as well as the notion that Baylor's and the President's vision and mission have much in common. Potential costs for Baylor are difficult to gauge, but most would be covered by donations and federal funding. Baylor appears to enjoy a number of advantages over its competitors. After a short question-and-answer session, the Senate thanked the presenters with a round of applause.

VIII. Report of Committee on Committees. Professor Linda Cobbs presented the Report of the Committee on Committees for the academic year 2004-2005. The Senate voted unanimously to approve the report while empowering its Executive Committee to make modifications in committee assignments as necessary over the summer. The Senate thanked Professor Cobbs for her and her committee's superb work with a round of applause.

At this point all invited guests were requested to leave the proceedings as the Senate went into executive session.

IX. Old Business

A: Performance Standard for Lecturers. The Provost assures lecturer faculty that any performance rating is possible for them to achieve in accordance with the agreed-upon expectations. No news yet on what policy will replace the former A/B faculty classification system.

B: Ad Hoc Document Preparation Committee. The Chair as well as Senators Patton and Robinson reported on actions recently taken by the Senate's Executive Committee. They dwelt specifically on their April 19 meeting with Regents Chairman Mr. Drayton McLane in Temple, a meeting to which Mr. McLane had also invited President Sloan. In a hand-delivered letter dated April 22 to all three Senators present at that meeting, President Sloan asked that a list of the Senate's Ad Hoc Document Preparation Committee's concerns with regard to SACS accreditation issues be given to him by early the following week. After consultation with the Faculty Senate's Executive Committee and legal counsel, Senator Cox informed President Sloan in a letter dated April 27 that the requested information was not personal to him or to the Faculty Senate's Executive Committee and that he was not empowered to share it without the approval of the full Faculty Senate.

Senator Patton, seconded by Senator Robinson, then moved to "send to the President and all individuals listed as addressees of Dr. Sloan's April 22 letter the four-page summary document that enumerates the Senate's SACS accreditation concerns." The motion passed unanimously.

Senator Cloud as chair of the ad hoc committee pointed out that additional supporting documents, particularly those containing evidence to substantiate the Faculty Senate's concerns, are still evolving and would not be ready to be presented and discussed until the fall.

C: Maternity Benefits for Faculty (Senator Purdy, task force chair). No report.

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

X. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator McGlashan, chair): No report.

B. Faculty Committee on Enrollment Management (Senator Stanley, chair, represented by Dr. Upton): Latest freshmen enrollment data indicate 2,723 net deposits. Given expected "melt" of around 20 percent due to students applying and making deposits at several universities simultaneously, there is still some concern that the target of 2,650 freshmen can be reached and, ideally, surpassed. The general impression is that Baylor will equal or be slightly ahead of last year's enrollment numbers.

Senator Robinson reported that remedial classes for provisional students are no longer taught by the School of Education but by the Student Life division. Several Senators found this arrangement unusual inasmuch as academic courses should always be housed in academic units.

C. Faculty Committee on Physical Facilities (Senator Beck, chair): An "Open House" will be held for the new Science Building on May 7. The Mayborn Center is set to open on May 22. No additional information on campus parking is available at this time.

D. Faculty Committee on Student Life and Services (Senator Wilson, chair): The Chapel Friday initiative of last fall is being assessed internally. Likewise faculty and students are currently participating in a survey to determine whether the abolition of 8 AM finals will remain standard procedure or will be reversed. Senator Wilson will e-mail results of the survey when available. Due to IRS concerns, financial compensation for graduate student assistants will be reconfigured from stipends to hourly wages.

E. Liaison Reports.

A: Athletic Council (Senator Dunn): The strategic plan for athletics will be in place for the February 2005 campus visit of the evaluating committee. The academic performance of Baylor athletes, while varying by sport, remains very high and continues to pace the Big XII Conference. Special mention was made of the #1 ranking of the men's tennis team and the possibility of a national championship.

B: Staff Council (Senator Brown): No report.

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

XI. New Business

A: Election of Senate Officers (2004-2005). The slate of officers, presented to the Senate at the April meeting, was unanimously elected: Chair: Jim Patton; Chair-elect: Eric Robinson; Secretary: Eric Rust; Publicity: Patsy Norman.

B: 2004-2005 Contracts. Members of the Faculty Senate have experienced themselves, and have received numerous angry complaints from faculty throughout the university about, mix-ups and delays in the issuing of contracts this spring. In many cases wrong contracts were issued or they were accompanied by evaluation letters belonging to a different person. The administration, represented by Dr. Hardrick, insists such cases were isolated and the result of human error.

Senator Tatum noted that many lecturers are still without contracts for the coming academic year. In a related matter he moved, seconded by Senator Lehr, that "Senior Lecturers be given two-year rolling contracts with notification by December 15 of the preceding year." The motion passed unanimously.

C. Faculty Handbook. The Provost has been made aware of substantial discrepancies and contradictions between the Faculty Handbook and the official Baylor University Personnel Policy Manual (BU-PP). This situation has resulted in much unnecessary confusion, frustration and distress over the years. Consensus appears to be building that there should be only one authoritative policy manual, with any future handbook meant primarily as informational literature for new faculty. To assure proper faculty consultation and notification about proposed changes, the Senate adopted unanimously the following resolution, introduced by Senator Weaver and seconded by Senator Cloud:

"The issues involving the Faculty Handbook and the Personnel Policy Manual are substantial. Any quick fix would be unwise. The matter will be picked up in the fall and assurances will be sought from the administration that policy changes will be undertaken only in consultation with the Faculty Senate."

D. BU-PP 701A. The Chair distributed, at the request of the Provost, a one-page draft proposal to amend Baylor's policy on academic freedom. Designated BU-PP 701A, the document has already been approved by the Council of Deans and the Academic Affairs Committee of the Board of Regents. After perusing the proposal and comparing it to existing guidelines, Senators expressed vigorous opposition to the envisioned modifications. In particular, Senators spoke out passionately against provisions that would limit research and classroom activities to those that are judged to be in conformity with Baylor's Baptist heritage (however that might be defined), and to the suggestion that the Provost be given

ultimate decision-making authority over which research projects should be supported and which ones should not.

Based on a motion introduced by Senator Gilbreath and seconded by Senator Baldrige, the Senate voted 31-0 (with one abstention) to "reject the proposal in the strongest possible terms." The Executive Committee was instructed to transmit to the Provost a preliminary list of faculty objections to the proposal arising from the Senate's debate.

In a related resolution, introduced by Senator Tatum and seconded by Senator Baldrige, the Senate voted 29-1 (with two abstentions) that, "in light of the draft policy having been approved by the Academic Affairs Committee of the Regents and by the Council of Deans, the Faculty Senate response be forwarded to the full Board of Regents."

Following debate on the issue, the Chair collected all distributed copies of the draft proposal.

E. Report from the Executive Committee of the Faculty Senate. The Chair brought three motions before the Senate in the form of a report from the Executive Committee, with the stipulation that voting on the second and third motions be by secret ballot because of their sensitive nature. Senators Brown, Hanks and Rust were designated as official ballot counters.

1. "The Senate instructs its Chair to request from the Provost a copy of his written critique of the 100-page document entitled 'Leadership Issues' that the Senate presented last fall to the Regents Committee chaired by Mr. Will Davis." The motion passed by a vote of 31-0 (with one abstention).
2. "Since the Faculty Senate's vote of no confidence last September, President Sloan has made only limited and inadequate attempts to address the problems that face Baylor University. The Faculty Senate believes the President has failed to lead the university forward and has failed to restore a climate of trust. Therefore, the Faculty Senate reaffirms its vote of no confidence in President Sloan." Following debate, the motion carried by a vote of 28-5.
3. "In the event the current leadership of the university is still in place at the beginning of the Fall Semester, the Faculty Senate requests that the Regents conduct a referendum of the full faculty concerning Dr. Sloan's leadership. This survey should be conducted by secret ballot and administered by an independent entity agreed upon by the Regents and the Faculty Senate. The referendum should ask the single question: 'Do you want Robert B. Sloan to remain as President of Baylor University?'" Following debate, the motion carried by a vote of 32-1.

Senators agreed not to reveal how they as individuals had voted on the issues presented.

F. Leadership Appreciation. Before the Senate concluded its business for the year, its members honored Senator Cox with a standing ovation in appreciation for his exemplary leadership and integrity.

VI. The meeting was adjourned at 5:58 p.m.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate