

MINUTES OF THE FACULTY SENATE MEETING

April 15, 2003, 3:30 p.m., in Cashion 303

Present: Senators Abbott-Kirk, Baldrige, Benesh, Bowery, Brown, Cannon, Cooper, Cox, Fred Curtis (for Sharp), Dunn, Gilbreath, Hanks, Longfellow, McGlashan, McManness, Ngan, Norman, Patton, Pinney, Robinson, Rust, Spain, Stanley, David Sturgill (for Walbesser), Tatum, Weaver (Chair), Williams, Wilson, Young.

Absent with notification: Senators Auld, Beck, Connally, Haynes, Jacobson, Lehr.

Present for the first part of the proceedings: Dr. David L. Jeffrey, Provost-Designate.

- I. The meeting was called to order at 3:33 p.m.

- II. Provost-Designate Dr. David L. Jeffrey addressed the Senate briefly and then took questions from the floor for about thirty minutes. In his remarks, Dr. Jeffrey indicated that the recent colloquy honoring the outgoing Provost might be continued in some other format to encourage an exchange of views about the nature of Baylor University and the faculty's role in it. Dr. Jeffrey is aware of tension between Baylor's Tier One aspirations on the one hand, and its insistence on the integration of faith and learning on the other. Tier One status requires a broader definition beyond the criteria set forth by *U.S. News and World Report*, including a more flexible interpretation of publication guidelines for Baylor faculty, while maintaining overall academic excellence. Whereas hiring decisions remain the President's ultimate prerogative, Dr. Sloan is no longer personally involved in administrative interviews of prospective faculty. Superior teaching performance remains a central criterion for hiring, tenure and performance assessments, as does a clear demonstration of a faculty member's Christian commitment and activity.

Dr. Jeffrey concluded his comments at 4:10 PM to a round of applause.

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

IV. Old Business

A: Medical Benefits Task Force. Senator Stanley's committee has been meeting and will present specific recommendations in the fall.

B, C: Faculty Classification and Scholarly Expectations. Both subjects will be taken up again once Dr. Jeffrey has been officially installed as Provost.

D: Colloquy. Response to the colloquy honoring retiring Provost Dr. Schmeltekopf has been generally positive. No written copies of the presentations are as yet available. Several Senators expressed their interest in continuing the dialogue initiated by the colloquy in a format yet to be determined.

E: Small Group Meeting with President Sloan. The third group of Senators conferred with President Sloan on April 8. Many issues were discussed in a cordial and businesslike atmosphere. Subjects included the status and future of lecturers, salaries, the issue of cost-of-living increases, etc. President Sloan showed himself sensitive to faculty concerns. With finances being tight this year, raises will be small.

F: State of the University Address Reminder. The President's State of the University Address will be given on April 16 at 3:30 PM in the Barfield Drawing Room.

G: Request for Survey Results. No new information is available.

H: Provost Position on Curricular Issues/Profile A Faculty/Endowed Chairs. The Provost supports the notion that faculty have primary responsibility in curricular matters. Profile A faculty can be promoted to the rank of full professor but are less likely to be chosen as department chairs than in the past. Likewise, Profile A faculty who currently hold endowed positions (chairs, professorships, etc.) may continue in those positions and will be eligible for reappointment. It is less likely, however, that Profile A faculty will be appointed to newly endowed positions in the future. Baylor has no intention of introducing a quota system in these matters.

I: Great Texts Update. See item V.A. below.

J: Response to "New Faculty Senate Framework." After discussion, Senator Longfellow entered the motion (seconded by Senator Baldrige) that a committee of four to six ex-chairs of the Senate be appointed to study the proposals advanced by Senator Gilbreath and to make recommendations to the Senate as a whole in the fall, possibly in connection with a Senate retreat. The motion carried unanimously.

K: Replacement for Senator Auld. Senator Rust reported that a by-election is currently under way in the Law School for someone to serve out the remaining year of Senator Auld's term. Senator Auld will be leaving Waco.

V. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator McGlashan, chair): Senator McGlashan submitted an extensive report on the Great Texts Program situation in the various units of the university, along with three specific recommendations. After discussion, the Senate voted unanimously in favor of a motion by Senator Gilbreath, seconded by Senator Baldrige, to the effect that Senator McGlashan draft a "Sense of the Senate" resolution which addresses the three areas of

specific concern (lack of consultation; gap between rhetoric and resources; overemphasis on "life of the mind") and be submitted in the fall for a Senate vote.

B. Faculty Committee on Enrollment Management (Senator Cannon, chair): The recruitment outlook for the freshman class has not changed significantly from last month. Officials remain confident of bringing in 2,800 freshmen without sacrificing mean test score.

C. Faculty Committee on Physical Facilities (Senator Beck, chair): No report.

D. Faculty Committee on Student Life and Services (Senator Wilson, chair): No report.

E. Liaison Reports

A: Athletic Council (Senator Dunn): No report.

B: Staff Council (Senator Abbott-Kirk): No report.

C: Personnel Benefits and Compensation (Senators Ngan/Williams): This summer, Baylor will put out the current contract with Blue Cross for new bids. The possibility exists for Baylor to join a consortium of other colleges in Texas in order to reduce health care costs and/or improve benefits. On the whole Baylor employees appear more satisfied with their health plan than those at other institutions.

VI. New Business

A: Nominating Committee. The Chair presented for discussion a slate of candidates for openings on various university-wide committees and on the Senate Executive Committee. He is still looking for a volunteer to act as liaison to the Staff Council. The Senate will vote on the nominees at its May meeting.

B: Endowed Chairs Held by A Profile Faculty. The administration does not intend to make any changes to its system of endowed chairs or to reevaluate the status of those who currently hold those chairs.

C: Student Life Initiatives. Administration officials responsible for the recent extension of Chapel-Forum activities to include Friday sessions are now aware of the faculty concerns expressed in the Senate Chair's letter to Vice President Hulme. Apparently enough staff and faculty are volunteering to meet the anticipated personnel needs. The measure is in part a response to recent student retention problems.

VII. The meeting was adjourned at 5:21 p.m.

Respectfully submitted,

Eric C. Rust
Secretary