

MINUTES OF THE FACULTY SENATE MEETING

May 7, 2002, 2:30 p.m., in Cashion 303

Present: Senators Abbott-Kirk, Baldrige, Beck, Bowery, Cannon, Cooper, Cox, Curtis, Dunn, Farris, Gilbreath, Hanks, Haynes, Longfellow (Chair), Losey, McGlashan, McManness, Ngan, Patton, Riley, Robinson, Rust, Sharp, Sparkman, Stanley, Vanlandingham (for Jacobson), Weaver, Williams, Wilson, Yelderman, Young

Absent with notification: Senators Auld, Gray

Present as guests: Newly elected Senators (2002-2005 term) Greg Benesh, Ellen Brown, Dale Connally, Larry Lehr, Kevin Pinney, Henry Walbesser

Present for parts of the meeting: Dr. Don Schmeltekopf, Provost and Vice President for Academic Affairs; Dr. Doris DeLoach, Chair, Committee on Committees

I. The meeting was called to order at 2:28 p.m.

II. The chair welcomed Dr. Don Schmeltekopf, Provost and Vice President for Academic Affairs, who addressed the Senate, at its invitation, for approximately fifty minutes on matters related to tenure, faculty classification, faculty compensation, and the overall academic future of the university. He also accepted inquiries and comments from the floor, while referring occasionally to a set of written questions prepared by an ad hoc committee chaired by Senator Cooper.

The Provost underscored that he understands and in many cases shares the concerns and anxieties of the faculty at a time when Baylor experiences a transition to implement the 2012 vision document. He singled out merit pay and the tenure review system as two examples where present policies may require adjustment and refinement. He held out the possibility of Baylor moving toward college-specific tenure committees in place of the university-wide body that currently reviews tenure candidates. A summer retreat is anticipated for department chairs to work out common procedures for faculty evaluations and for communicating scholarly expectations more effectively. Administrative interviews are aiming to ensure that all new hires adhere to Baylor's religious standards and display a mindset that transcends narrow, discipline-specific views and attitudes.

Compensation adjustments toward Tier 1 levels are proceeding more slowly than hoped, but the Provost assured the faculty that by 2012 salaries will match those paid by the University of Texas at Austin at that time. The Senate expressed its appreciation for the Provost's visit and comments with a round of applause. Before leaving the proceedings

for an out-of-town commitment, the Provost encouraged the Senate to continue to share with him suggestions and concerns arising from recent policy changes.

Inasmuch as the Provost did not have enough time to address even a sample of the specific questions and suggestions contained in the document prepared for him by Senator Cooper's committee, after debate and several amendments the Senate voted unanimously (upon a motion by Senator Williams, seconded by Senator Baldrige) to submit a more detailed series of questions prepared by a member of the committee along with a cover letter to the Provost as well as to President Sloan. The purpose is to acquaint the senior administration as broadly as possible with the current perceptions and apprehensions of the faculty and to open a positive dialogue that hopefully will produce a better understanding and a smoother resolution of the many matters of mutual concern. Since not every Senator had received in advance a copy of the document in question, it was arranged to vote on it electronically once it has been put in its final form. Upon approval, the chair will present it to the Provost and the President.

III. The chair extended a cordial welcome to newly elected Senators who attended the proceedings as guests before they will take up their regular duties in the fall.

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

V. Old Business

A: Hiring Committee Report. Senator Stanley's committee continues to analyze the questionnaires received from department chairs.

B: Part-time Faculty Proposals. The Council of Deans will vote on the revised document at its June meeting.

C: Plus/Minus Grading Proposal. After initially postponing a decision in order to study the initiative's impact on Baylor athletes, the Council of Deans is expected to vote on the proposal at its June meeting.

III. Committee/Liaison Reports

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

B. Faculty Committee on Enrollment Management (Senator Cannon, chair): Freshmen applications, deposits and enrollments remain behind last year's pace, but average SAT/ACT scores are up. An anticipated freshmen class of some 2,650 to 2,675 students is unlikely to place major financial burdens on the university.

C. Faculty Committee on Physical Facilities (Senator Yelderman, chair): While groundbreaking for the new science building will proceed as scheduled on May 17, final architectural design plans are still under review.

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 (Senator Curtis): No report.

IV. New Business

A: University Committees for 2002-2003: Dr. Doris DeLoach (Chair, Committee on Committees) presented for the Senate's approval the composition of University Committees for the 2002-2003 academic year. After authorizing minor adjustments, the Senate voted unanimously to approve the report. The Senate thanked Dr. DeLoach for her outstanding work with a round of applause.

B: Election of Senate Officers for 2002-2003: Upon a recommendation from its Executive Committee, the Senate voted unanimously for the following Senate officers for the 2002-2003 academic year: Chuck Weaver (Chair); Joe Cox (Chair-elect); Eric Rust (Secretary); Pat Sharp (Publicity).

C: Executive Committee: At the invitation of the chair-elect, the following Senators will join the officers as members of the Senate Executive Committee: Longfellow, Cooper, and Jacobson. Senator McGlashan will replace Senator Cox as chair of the Faculty Committee on Academic Freedom, Responsibility and Environment.

D: Retiring Senators: The chair awarded certificates of appreciation to retiring Senators Curtis, Farris, Gray, Losey, Riley, Sparkman and Yelderman, and thanked them for their years of valuable service. In turn, Senator Weaver thanked Senator Longfellow under a round of applause for his work and presented him with a plaque commemorating his chairmanship of the Faculty Senate.

E: Council of Deans Meeting: The chair reported several items of interest from the most recent Council of Deans meeting. Including benefits, full professors at Baylor are now said to be receiving salaries equivalent to Category 3 of the AAUP scale. The Baylor master plan envisions the construction of four new dormitories with an added capacity of 4,000 beds over current levels. Dormitory residency may be made mandatory for parts of future students' tenure at Baylor.

F: Small-group Meeting with President Sloan: Several Senators presented information and impressions from their recent small-group meeting with President Sloan.

V. The meeting was adjourned at 4:18 p.m.

Respectfully submitted,

Eric C. Rust
Secretary