

---

**MINUTES  
FACULTY SENATE  
November 19, 1996**

The Faculty Senate convened at 3:30 p.m. in the Conference Room, Blume Conference Center, Hankamer School of Business, with Chair Jeter Basden presiding.

Present: D. Adams, L. Adams, Baird, Basden, Buddo, Chinn, Conyers, Davis, Edwards, Farris, Fox, M. Baker for Garner, Gordon, Hillman, Jensen, K. Johnson, P. Johnson, Knudson, Longfellow, Losey, McGee, Miller, Pippin, Robinson, Rolf, Stone, Wallace, Wiley, Willis, Yelderman, Youngdale

Absent: Barker

**I. Invocation**

The invocation was led by Donald Farris.

**II. Approval of October 15 Minutes**

The minutes of the October 15 meeting were approved as distributed.

**III. Items from Council of Deans/Provost and Vice President for Academic Affairs**

A. Endowment-Related Funding Priorities for Schools/CollegeA document had been distributed electronically to senators prior to the Senate meeting which listed the endowment-related funding priorities for the academic units of the university (copy attached to file copy of minutes). The list was compiled by Vice President Schmeltekopf and was distributed to the Senate for our information.

B. Enrollment Incentives Task Force Report

Senators received a copy of a report prepared by the Enrollment Incentives Task Force, chaired by Dr. Jim Truitt. The report was distributed to the Senate for our information (copy attached to file copy of minutes).

C. Summer School Issues

Senate Chair Basden reported that the Council of Deans is proceeding to examine the concerns of the faculty related to summer school issues.

D. Tenure Policy Review Task Force

Chair Basden reported that he met with Dr. Greg Benesh, Chair of the Tenure Committee, and with Vice President Schmeltekopf to discuss the process by which the Tenure Committee policy review will be conducted. As a result of that meeting, a five-member Tenure Policy Review Task Force has been formed. The

members of the task force are: Greg Benesh, chair of the task force; Dan McGee and Jay Losey, representatives from the Faculty Senate on the Faculty Committee on Academic Freedom, Responsibility, and Environment; and Dovalee Dorsett and Kathy Hillman, representatives from the Tenure Committee.

#### **IV. Faculty Handbook Update**

Chair Basden reported that President Sloan has indicated that he is in the process of reviewing a draft of the proposed faculty handbook. Basden communicated to the Senate information received from Claude Ervin indicating that it will likely be late winter or early spring before the Personnel Policy Manual (BU-PPM) will be published, although an electronic version may be available prior to the handbook's hard-copy publication. On a related matter, Senator McGee asked whether an earlier suggestion by the Senate that the BU-PPM be divided into a faculty section and a staff section was still being considered. Basden asked Senator Edwards to follow up on this question and report back to the Senate at a later date.

#### **V. Senate Executive Committee Recommendation: AAUP Letter**

At the request of Chair Basden, Senator Baird read to the Senate a letter dated November 8 which was sent to President Sloan by the Executive Committee of the local chapter of AAUP regarding the composition of the recently formed search committee for the chair of the Department of Journalism. Basden then referred senators to a copy of a letter dated November 1 from President Sloan to Vice President Schmeltekopf and Dean Daniel addressing issues related to the search committee (copy attached to file copy of minutes).

During a period of discussion, various senators expressed concern regarding the significant departure represented by the composition of the current journalism chair search committee from the long-standing tradition at Baylor of forming chair search committees from within the department in question. In cases where search committee members are from outside of the department or from outside of the university, such members traditionally serve in a consulting capacity. The concern expressed by many in the Senate was that the composition of the journalism chair search committee, in which ten of the thirteen members are not members of the journalism faculty, may become a precedent for the creation of other search committees.

Chair Basden presented a recommendation from the Senate Executive Committee to the Senate that an expression of concern be sent to President Sloan as follows:

Faculty Senate Expression of Concern to President Robert Sloan:

November 19, 1996

The Faculty Senate share the concerns of the executive committee of the Baylor chapter of AAUP, as expressed in their letter of November 8, 1996, to you, regarding the composition of the search committee to select a permanent chair for

the Department of Journalism. The Faculty Senate join the Baylor AAUP executive committee in urging you to reconsider the composition of the search committee so that it is comprised primarily of members of the Baylor faculty, is chaired by a member of the Department of Journalism, and utilizes the expertise of non-faculty members mainly as consultants.

Following a period of discussion, a motion to amend the proposed statement was made and seconded. Said amendment was subsequently voted down. A senator then recommended that the Senate Chair write a letter to President Sloan which would accompany the originally proposed statement and which would convey the Senate's views, especially about the concerns that the committee be composed solely of members of the faculty of the Department of Journalism and that the outside consultants be non-voting members.

A vote was called for on the Senate Executive Committee's original recommendation. The recommendation was approved.

## **VI. Committee/Liaison Reports**

### **A. Faculty Committee on Academic Freedom, Responsibility, and Environment (AFRE) - Dan McGee, Chair**

(1) Summer school issues. The Senate previously had asked this committee to seek a meeting with the administration to discuss summer school issues. McGee reported that the administration had declined to meet with the committee, as plans for summer school (involving course offerings, class enrollment minimums, etc.) were already underway. Instead, a meeting was held on October 28 in which Vice President Schmeltekopf, Dean Daniel, McGee as chair of the AFRE Committee, and the Senate Executive Committee discussed numerous items of concern regarding summer school. Following that meeting, President Sloan wrote a letter dated October 28 to all department chairs in the College of Arts & Science, with copies to the provost, deans, and the Faculty Senate Executive Committee. In the letter, Dr. Sloan communicated the administration's intention to move toward greater efficiency in summer school while still respecting the needs of students and faculty.

The AFRE Committee then met and produced a "Resolution on Summer School Employment." (Copy attached to file copy of minutes.) McGee brought the resolution before the Senate and recommended that copies of the resolution be sent to Sloan, Schmeltekopf, and Daniel. After some discussion, the Senate voted to adopt the resolution as presented.

(2) BU-PPM , BU-PP 705: Dismissal. McGee presented a recommendation from the AFRE Committee that the Tenure Committee not be charged with the responsibility to conduct hearings involving dismissal of tenured faculty members. (Copy of recommendation attached to file copy of minutes.) After brief discussion, it was suggested that the last section of the recommendation be

amended to read: Distribution of Responsibility: Faculty should not have the "double responsibility" of recommending tenure and dismissal of faculty during the same committee assignment period. The amendment was made by common consent. The Senate then voted in favor of adopting the recommendation as amended and sending the recommendation to Vice President Schmeltekopf.

(3) AFRE Committee chair McGee asked on behalf of the committee for the Senate's response to the following question: Should the committee be divided into two separate committees, one focusing on academic freedom and tenure issues and the other on academic quality issues? The Senate asked the committee to study this question further and bring a recommendation at a later date.

#### B. Faculty Committee on Enrollment Management - Howard Rolf, Chair

Rolf reported that the committee has met and is interested in examining the question of how to increase the quality of our incoming students. The Senate was asked to convey ideas and suggestions on this issue to the committee.

C. Faculty Committee on Physical Facilities - Joe Yelderman, Chair

D. Faculty Committee on Student Life and Services - Patricia Wallace, Chair

Wallace presented two resolutions prepared by the committee (copy attached to file copy of minutes):

(1) The first resolution recommended that for the fall semester, the university open dormitories on a Saturday, schedule Welcome Week from Sunday through Tuesday, and begin classes on Wednesday, with the days saved with this schedule being used for a fall break Thanksgiving week. In discussion, it was suggested that the resolution be sent to President Sloan, Vice President Schmeltekopf, and Vice President Hillis. The Senate voted in favor of the resolution.

(2) The second resolution recommended the addition of student representatives, appointed by the student body president, to all university committees except those dealing with tenure, compensation, benefits and personnel. After some discussion, Pippin moved to table the resolution for further discussion. The motion was seconded and passed.

#### E. Honorary Degrees Committee

The Senate was asked to endorse the recommendation of the Honorary Degrees Committee that the university grant an honorary degree to Professor Robert Reid. The Senate voted to endorse the recommendation.

## **VII. Other Items**

Pippin, the Senate liaison to the Staff Council, reported that he has met with the Council and conveyed an invitation from that group to visit the Council's web page.

### **VIII. Announcements**

#### A. A Conversation with the President

Basden encouraged the senators to attend the Faculty/Staff, Faculty Senate, and Staff Council Lunch with the President, to be held Wednesday, November 20, 1996, 12:00-1:00 p.m., in the Barfield Drawing Room of the Bill Daniel Student Center.

#### B. Santa's Workshop

This event is scheduled for December 6. Donations from senators were collected by Hillman, to be used to purchase toys to be given to children attending the event.

All business having been completed, Senate Chair Basden declared the meeting adjourned at 5:36 p.m.

Respectfully submitted,

Karen Johnson, Secretary

---