

October 1997

The 1997-98 Faculty Senate officers and membership are as follows:

Chair: J. Christopher Buddo (Music)

Chair-elect: Daniel B. McGee (Arts and Sciences)

Secretary: Elizabeth Youngdale (Law)

Publicity: Jay Losey (Arts and Sciences)

Arts and Sciences:	Business:	Engineering and Computer Science:
Dawn Adams	Gary Carini	Donald Farris
Linda Adams	Charles E. Davis	
Robert "Bob" Baird	Elizabeth B. Davis	Libraries:
Jeter Basden	Karen Johnson	Kathy Hillman
Anne-Marie Bowery	James M. Tipton	
Nancy Chinn	G. W. Willis	Music:
William M. Jensen		Jerry Gordon
Phillip Johnson	Education:	
David L. Longfellow	Weldon Beckner	Nursing:
Howard Rolf	Deborah Johnston	Sandra J. Genrich
	Jim Wiley	

Sara Stone		
Joan E. Supplee		Truett Seminary:
Charles A. Weaver		A. J. "Chip" Conyers
Joe Yelderman		

Notes from the Senate Chair:

It is with great pleasure that I announce that the new Faculty Handbook is finally complete. It is the culmination of the work of a great many people. Kathy Hillman was chair when the Senate first became involved in the project and Jeter Basden has worked tirelessly to bring it to closure. The Senate has worked closely with various faculty and staff members, the Council of Deans, the Provost, and the General Council's office to resolve the many issues that this project presented. Dianna Vitanza, however, has been at the center of the handbook project from the beginning, and I am pleased to take this opportunity to thank her for all that she has put into the project. She has patiently endured all of the questions, suggestions, and revisions and, in the end, produced a coherent document that will be a great service to the faculty. In a short time, you will be able to access the Faculty Handbook on Baylor's homepage. Also, by the time you read this, your Senate representative should have a preliminary hard copy. I hope that you will take time to look it over. The Faculty Handbook is a "living" document; so we will always welcome your suggestions for changes or improvements.

The Senate is also involved in a number of other ongoing projects. Currently, we are engaged in a dialogue with the administration regarding the Faculty Dismissal Policy. We are also working to clarify the relationship between the new Faculty Workload Policy and the new Statement on Scholarly Expectations. How these new policies effect tenure, promotion, Graduate Faculty status, and merit raises are all concerns that the Senate is working to address.

The remaining Fall meetings are scheduled for October 14, November 18, and December 16. Please contact your representative and make your position known on these or any others matters that you feel we should address. Thank you for the opportunity to serve.

Chris Buddo, Chair

Administration Matters

Comments from President Robert B. Sloan, Jr.

Dear Colleagues,

I am appreciative to the Senate and to Jay Losey for this opportunity to communicate with you in this fashion.

For this letter, I would like to use my space to comment on several things. First, I think the new school year is off to a very good start. The academic profile of our students is enhanced: i. e., the mean SAT for entering freshman is up 20 points, from 1130 to 1150. This shift did not happen at random. There were a number of decisive, intentional factors which went into this outcome. You will be pleased to know that the interpreted data from our enrollment management consulting firm, Noel-Levitz, suggests that we have a significant opportunity to shape further the profile of our enrolled students in the future. Stan Madden has already challenged his recruiting team and those in the admissions office to replicate this year's 20 point mean SAT improvement again next year. I am confident that the next several years will see us moving forward in terms of the entering student profile as measured by such standards.

I want to use this space also to express a sincere and well-deserved word of appreciation to the Faculty Senate, Don Schmeltekopf, Bill Underwood, Dianna Vitanza, and all of those individuals, committees, and sub-committees who have worked so diligently to produce the now approved faculty handbook. Don's office will be providing you with a hard copy of the final result, but of course the goal is to get the handbook on-line electronically. Again, this is a signal achievement for all of us, as it represents our ability to communicate and work together more effectively.

As I have walked around campus this semester--my heartfelt thanks to the chairs, deans, and others who have taken the time to lead me through your buildings--I have been impressed all the more with the spirit and attitude of the Baylor faculty and staff. Our high rankings nationally on an annual basis argue objectively for the quality and energy of your efforts to make Baylor an outstanding institution for the sake of our students; but, until one has the opportunity to walk around the entire campus and see on a personal basis the widespread commitment to excellence, efficiency, and effectiveness at work on a day-to-day basis, it is difficult to appreciate at an emotional level the personal commitment to excellence and to our students which those annual rankings published by US News and World Report represent. Many of you are working in situations where classrooms and office space are adequate, but many of you are working where we are in serious need of expansion and renovation. Please know how committed I am to seeing that you get the facilities, the equipment, and all the other tools you need to do your job. It will not happen overnight, but I assure you that we in the administration, along with all the help and input we can garner from you, are working earnestly to establish priorities on a five-year basis, especially with regard to the kinds of capital expenditures referenced above. I am hopeful that the new \$85.00 per semester technology fee will go a long way toward meeting our technology needs, but please know that I am aware of the other kinds of equipment and facility needs which we have. We will indeed continue working to meet your needs as faculty members.

In this latter connection, may I add one more point. All of us in the administration are doing a lot of work to gather information both from previous studies and from personal observation with regard to facilities needs. Please, as the Faculty Senate, and as individual faculty members, do what you can to organize yourselves to make sure that we have good information with regard to our facilities needs. I think that working with the deans and chairs is an obvious place for you to make whatever additional input into the process that you desire. Our need is for the best possible information with regard to these issues, so that the very best decisions can be made.

Again, thank you for the opportunity to share these observations with you in this way. I hope your semester is going well and that you both professionally and personally are experiencing every blessing.

Yours,

Robert Sloan

Publicity notes:

Dates of Senate meetings for 1997-98:

(All meetings are scheduled for the Conference Room of the Blume Conference Center. Refreshments will be served at 3:15 p.m. Meetings begin promptly at 3:30 p.m.)

October 14 February 17

November 18 March 17

December 16 April 21

January 20 May 12

All academic areas of Baylor schools have elected members on the Senate. Thirty-two members serve staggered, three-year terms. No more than two faculty members may serve from a single department. Members may serve two consecutive three-year terms, after which they cannot be re-elected for one year.

I encourage you to contact any senator and let him/her know your views. We represent you, but cannot present your views on pressing matters unless you communicate with us.

One possibility is through e-mail. All senators have e-mail addresses and would like to hear from you.

The United Way campaign, led this year by Bill Hillis and Kathryn Mueller, is under way. "Waco people," they write, "are caring. But the job of meeting all the needs of all the beneficiaries of those agencies cannot be borne by a few. They must be undertaken by every responsible citizen of our community. Those of us who give our best to Baylor are in no way less obligated to share in the load-bearing of our fellow citizens than are others." Please contribute whatever you can to this worthy cause.

John Thorburn, Classics, has been extremely helpful in updating the Faculty Senate website. You can access it at the following new address:
<http://www3.baylor.edu/~Fac_Senate/senatehome.html>.

The Faculty Senate would like to thank John publicly for his contribution.

I would like to thank Leigh Ann Marshall, CCIS, for her expertise in preparing this attractive newsletter. She used pagemaker to create a "book-like" format and used Designer Club clipart to create the border.