



Faculty Senate

Newsletter

October, 2000

The 2000-01 Faculty Senate officers and membership:

Chair: Jay Losey (Arts and Sciences)

Chair-elect: David Longfellow (Arts and Sciences)

Secretary: Charles Weaver (Arts and Sciences)

Publicity: Buddy Gilchrest (Education)

Arts and Sciences:

Linda Adams

Robert "Bob" Baird

Rosalie Beck

Anne-Marie Bowery

Ray Cannon

Business:

Joe Cox

Mark Dunn

Van Gray

Karen Johnson

Charles Stanley

<i>Tom Hanks</i>	<i>Jane Williams</i>
<i>David Longfellow</i>	<i>Education:</i>
<i>Jay Losey</i>	<i>Fred Curtis</i>
<i>Linda McManness</i>	<i>Buddy Gilcrest</i>
<i>Jim Patton</i>	<i>Pat Sharp</i>
<i>Richard Riley</i>	<i>Engineering and Computer Science:</i>
<i>Eric Rust</i>	<i>Don Farris</i>
<i>Sara Stone</i>	<i>Law:</i>
<i>Charles Weaver</i>	<i>Marianne Auld</i>
<i>Ray Wilson</i>	<i>Libraries:</i>
<i>Joe Yelderman</i>	<i>Kathy Sparkman</i>
<i>David Young</i>	<i>Music:</i>
	<i>Jane Abbott-Kirk</i>
	<i>Michael Jacobson</i>
	<i>Nursing:</i>
	<i>Martha Sanford</i>
	<i>Truett Seminary:</i>
	<i>David Garland</i>

Comments from Jay Losey, Senate Chair:

Communication and Collegiality Issues

I'd like to begin my remarks by expressing my thanks to Bob Baird, last year's chair. As chair-elect, I learned a great deal from Bob and marveled at his

leadership. I'd also like to express my thanks to all the senators serving this year. As representatives of the faculty, they assume a vital responsibility.

No doubt the first and most important concern early this academic year involves the Polanyi Center and the work of the external review committee. During the summer, Larry Brumley, on behalf of the Provost Don Schmeltekopf, announced most of the committee's members: Dr. William F. Cooper, professor of philosophy and former dean of the College of Arts and Sciences, is serving as chair of the committee. Other members include Dr. John A. Moore, professor emeritus of biology at the University of California at Riverside; Dr. Judith Dilts, chair of the Biology Department at William Jewell College; Dr. Scott K. Davis, vice president for research at GenomicFX in Austin and former assistant professor of animal science at Texas A&M University; Dr. Ernan McMullin, The John Cardinal O'Hara Professor Emeritus of Philosophy at the University of Notre Dame; Dr. Ronald Numbers, chair and professor in history of medicine at the University of Wisconsin; Dr. Elaine Lambert, clinical associate professor of medicine in rheumatology at Stanford University; and Dr. William Abraham, Albert Cook Outler Professor of Wesley Studies at Southern Methodist University's Perkins School of Theology. Recently, Dr. Lori Toombs who teaches mathematics at the University of South Carolina and Dr. William Klink who teaches physics and astronomy at the University of Iowa were added to the committee. Several members of the committee are Baylor graduates. The committee met in early September and is currently drafting a report on the viability of the Polanyi Center. After the committee issues its report, the Faculty Senate may want to respond as seems appropriate. I anticipate the report's being widely distributed sometime in mid-to-late October.

A second issue deals with tenured faculty. As a result of initial discussion at the academic summit this summer, the Provost has asked the Faculty Senate to appoint several faculty members to a task force that will issue a report along with recommendations regarding tenured faculty development. The Tenured Faculty Development Plan Task Force will be formally announced after the October Faculty Senate meeting, and, in the November issue of the newsletter, I'll provide details about the membership of the task force and its charge.

Other issues such as timely notification of tenure candidates and concerns about who has access to electronic communications and when electronic communications may be monitored will preoccupy senators this fall. Senators are already at work on these issues and will keep you informed in e-mail announcements of recent developments. As the semester unfolds, new issues will certainly emerge.

Of course the success or failure of any issue hinges on effective communication. I want to thank President Robert Sloan for agreeing to meet with me and chair-elect David Longfellow twice in the fall and twice in the spring. These meetings will enable the three of us to voice concerns and to work together to resolve differences. I met with the president in June, and we both agreed that open and effective communication—the ability to evaluate all facets of an issue while maintaining collegiality—is a must for accomplishing university goals. In addition, President Sloan will meet with small groups of senators on three occasions this academic year. I encourage all faculty members to communicate with their senate representative so that he/she can pursue faculty issues in these small-group meetings. The first meeting is scheduled for Oct. 18. Finally, the Faculty Senate will sponsor the President's Faculty Forum once in the fall (Oct. 25) and once in the spring (Feb. 15). I encourage faculty members to submit questions to their senate representatives so that the president will know the most pressing issues from the faculty's perspective.

Part-time Faculty

I'd like to focus the remainder of my remarks on part-time (or adjunct or "contingent") faculty and the national trend of institutions to hire part-time faculty to provide "flexibility." In a January 2000 Chronicle of Higher Education article on part-time faculty, some statistical information caught my attention. Whereas part-timers constitute a little more than 25 percent of the faculty at state universities, part-timers constitute nearly 40 percent of the faculty at private four-year universities (Chronicle, A18, 28 January 2000).

While Baylor is nowhere close to a 40 percent range, the hiring of part-time faculty in recent years has been on the rise. This summer, I asked the Office of Institutional Research and Testing to prepare a statistical analysis of part-time faculty at Baylor from 1995-1999, and the main point I want to stress is that the university's becoming more and more dependent upon part-time faculty, a reflection of the national trend. In the fall of 1995, 85 sections of undergraduate courses were taught by 44 part-timers; in the fall of 1996, 117 sections, by 63 part-timers; in the fall of 1997, 112 sections, by 60 part-timers; in the fall of 1998, 163 sections, by 82 part-timers; and in the fall of 1999, 190 sections, by 104 part-timers. The dramatic increase in the fall of 1998 is largely related to the 2,938 students admitted that year. But last year, 2,772 students were admitted, and the number of part-timers increased by 22.

Concurrently, the percentage of full-time faculty has declined in the same five-year period: 1995, 89%; 1996, 91%; 1997, 93%; 1998, 88%; and 1999, 85%. The fall of 2000 reveals a similar pattern: 2,832 students matriculated; so, for example, 23% of first-year English composition courses and 38% of introductory religion courses are being taught by part-time faculty.

Are there ways to make part-time faculty an integral part of the Baylor community? What are their responsibilities and opportunities? Do they have adequate office space and have computers, phones, faxes, and photocopiers—the lifeline of any faculty member? What role do part-timers have in relation to advising students, participating in departmental and curricular matters, and other related responsibilities? What academic freedom do they have? Do part-time faculty have an opportunity to become full-time faculty? More important, how are part-timers being mentored and encouraged to commit themselves completely to the university's mission? If, for example, a part-time faculty member has a position here and at, say, MCC, how much loyalty can be expected?

To answer these and other related questions, I've asked Marianne Auld, Chair of the Academic Freedom, Responsibility, and Environment Committee, to form an ad hoc committee to study the responsibilities and opportunities of part-time faculty. She's agreed to do so, and, in the November newsletter, I'll announce the members of the committee and its charge. Once the committee completes its work and issues a report, the Faculty Senate will discuss its content, vote on its adoption, and, if approved, forward it to the Provost sometime in the spring of 2001.

If you have any thoughts on this issue or on any other issue, please communicate them to any senator. Best wishes as your academic year gets under way!

Comments from Robert B. Sloan, President:

In the last three years, Baylor has added 87 full-time, tenure-track faculty to our already outstanding faculty ranks. These new scholar-teachers have come from literally throughout the world and have enriched the University community with their impressive credentials, their commitment to Baylor's mission, their collegiality and their love for teaching. I would argue —

and, in fact, members of our faculty have said so as well — that Baylor's faculty is the strongest it has ever been.

It is a challenge every year to hire new faculty. I have heard the administration criticized for missing out on good faculty candidates because it took too long to make a hiring decision. I believe we have responded to this concern by modifying and streamlining our recruitment and hiring processes. In fact, we have already made several faculty hiring approvals for the fall of 2001 and even a few for the fall of 2002.

As we have made changes in the administration to help improve the hiring process, I would ask recruitment committees, departments and schools to work expeditiously in identifying candidates for faculty openings so that we do not end up with a logjam of faculty interviews in February, March and April. Let's try to bring candidates to campus earlier in the year.

*Another challenge we face is generating a solid pool of candidates. We cannot rely on the old ways of attracting applicants, such as advertisements in *The Chronicle of Higher Education* and other academic periodicals. The basic criteria we use for Baylor faculty candidates — outstanding and relevant academic credentials, commitment to teaching and support for Baylor's Christian mission — tend to narrow the pool. We are really looking for a distinctive cadre within academia. We have to identify and actively recruit candidates through networking at professional meetings and through service on committees and participation in associations. The people we want to attract to Baylor are not necessarily looking to move. We need to convince them that a move will benefit them professionally and personally. A good fit goes both ways. While good faculty members enhance Baylor, the University likewise can enhance a faculty member's career and their personal life.*

As you move about campus this academic year, take time to introduce yourself to new faculty and help them assimilate to life at Baylor. As the University grows it is easy for us to become isolated in our disciplines and departments. I hope you will get to know some of your new colleagues who reside in other departments. I believe you will find that Baylor is home to some truly outstanding faculty.

I hope you are having a great fall, and thank you for all that you do for Baylor and its students.

Faculty Senate Resolutions

June, 2000:

The Baylor University Faculty Senate commends the Administration of the University for its commitment to the sponsorship of National Public Radio (NPR). Providing the services of NPR for the University community and the entire central Texas community is an important contribution by Baylor to the cultural and intellectual environment of our local region.

September 19, 2000:

The Faculty Senate recognizes Daniel Arie Sternberg, Dean Emeritus of the Baylor University School of Music, for his contributions to the Baylor School of Music, the broader Baylor community, and the Waco community. He joined the Baylor faculty in 1942 and the following year was named Dean of the School of Music, a position he held with distinction for nearly 40 years. In addition to overseeing unprecedented growth in the School of Music, he created the Oratorio Chorus, the Baylor Symphony Orchestra, the Graduate Division of the School of Music, and the Baylor Opera Department. In 1962, he reestablished the Waco Symphony Orchestra and served as music director and conductor for 25 years. After his retirement from Baylor University in 1982, he continued to conduct, compose, lecture, and perform—in short, continued to contribute to the musical life of the Waco community. His remarkable life embodies a series of triumphs over prejudice and adversity in one of the most calamitous decades in European history. Having escaped the Holocaust and been driven from his homeland, he found a home and family/community here at Baylor and, as a consequence, enriched all our lives. The Faculty Senate also recognizes the Daniel Sternberg Scholarship, established by the School of Music, and encourages individuals to contribute to it in Daniel Sternberg's memory.

Faculty Senate Meeting Dates

All meetings scheduled for Cashion 303 at 3:30 p.m.

<i>October 17, 2000</i>	<i>February 13, 2001</i>
<i>November 14, 2000</i>	<i>March 20, 2001</i>
<i>December 12, 2000</i>	<i>April 17, 2001</i>
<i>January 23, 2001</i>	<i>May 8, 2001</i>

President's Faculty Forum Meetings

Scheduled for 3:30 p.m. in Kayser Auditorium

Wednesday, October 25, 2000

Thursday, February 15, 2001

President's State of the University Address

Barfield Drawing Room, Bill Daniel Student Center

Wednesday, April 18, 2001

Faculty Senate Website

http://www3.baylor.edu/~Fac_Senate/senatehome.html

Please send suggestions to buddy_gilchrest@Baylor.edu.

The Senate wishes to thank:

Angela Granger for assistance with the Faculty Senate web page and

Tresa Gilchrest for assistance with the Faculty Senate Newsletter.