



BAYLOR UNIVERSITY

FACULTY SENATE

Waco, Texas 76798

Minutes of the Faculty Senate Baylor University September 20, 1988

The Faculty Senate convened for its first session at 3:30 p.m. in the Blume Conference Center of the Hankamer School of Business, with Kent Gilbreath presiding. Members present were Armitstead, Baker, Barker, Bennighof, Cassell, Curry, Elzinga, Ghee, Gilbreath, Goodloe, Gordon, Hart, Herrington, Keathley, King, Lind, Lusk, Lyon, Morrison, Ortuno, Oxford, Patterson, Reynolds, Rosenbaum, Sharp, and Vitanza.

Members absent were Brown, Farren, Jennings, Pennington, Read, Vaughn.

Reynolds opened the meeting with prayer.

Gilbreath urged members to become acquainted, introducing each member and designating the department represented. He then requested suggestions about the Faculty Forum which President Reynolds had held the week before, with 110 attending. Suggestions included: announcing topics to be discussed; posing questions in advance; follow-up Senate discussions on problems; and sessions for non-tenured faculty.

Gilbreath offered clarification about the Intellectual Property Policy statement, distributed earlier. He asked for responses that could be forwarded to Dr. Belew. One immediate response sought a workshop for special needs (the sciences/copyrights/licensing).

A report was made by the chair about the status of the Senate's resolutions concerning the report of the Committee to study Rank, Promotion and Tenure. President Reynolds has indicated that he will respond to the specific issues raised by the Senate in the near future.

A new Senate representative to the Strategic Planning Council was elected. Morrison moved, seconded by Oxford, that the Vice Chair serve in the year prior to his presidency and be named the Senate's representative to the SPC. The motion passed unanimously, and Patterson will represent the Senate.

Gilbreath announced the appointment of Reynolds as the parliamentarian for Senate meetings.

The Faculty Evaluation Implementation report was opened for discussion. The Executive Committee has asked for written recommendations prior to the next meeting, and a deadline of October 11, 1988 was established for written responses. Responders should identify the proper section number of the report which they are addressing. A report will be submitted to President Reynolds expressing the Faculty Senate's views of the Faculty

Evaluation System. Major questions arose concerning: purpose of the process; complexity of peer ratings; salary recommendations; legalism; student evaluation data; tenured involvement; tenure process; and salary finally approved compared to salary recommended.

The next item of business was the letter from President Reynolds outlining a proposed new tenure process for persons transferring credit into the University. Gilbreath informed senators that Dr. Belew had explained that the policy was needed based on difficulties in prior claims, especially in regard to credit for non-teaching experience. Belew said that the present system was too brief, with the Tenure Committee involved after the second year. Barker moved and Patterson seconded (with some friendly amendments accepted from Lind and Ortuno) that incoming faculty members be allowed to transfer prior teaching and/or research experience towards tenure at Baylor University, as determined by the respective tenured faculty, the department chairperson and dean, and as recommended to and approved by the president. The motion passed.

A written Oxford proposal distributed earlier was postponed for another meeting.

Gilbreath announced the President's abolishment of the University Council, as duplicative of other functioning groups. He also asked for suggestions about forwarding issues to be studied to other university committees. As another matter he indicated that the Senate would be studying the wording of faculty contracts this year.

A replacement nomination for the Senate Executive Committee was made by Patterson, seconded by Morrison that Larry Lyons be elected. Passed.

A brief discussion about retirement benefits was begun before the senate adjourned at 5:13 p.m.

Respectfully submitted,



Jerry Reynolds
Secretary