

Minutes
Faculty Senate
February 21, 1989

Present:

Paul Armitstead, Anita Baker, Lewis Barker, James Bennighof, William Brown, Michael Cassell, James Curry, Elizabeth Farren, Tom Featherston, Kent Gilbreath, Nancy Goodloe, Maxine Hart, Dan Jennings, Naymond Keathley, Ronald King, Owen Lind, Larry Lyon, Manuel Ortuno, Edwin Oxford, Bob Patterson, David Pennington, Raymond Read, Jerry Reynolds, Stuart Rosenbaum, Avery Sharp

Absent:

Harry Elzinga, Jerry Gordon, Mary Herrington, Judith Lusk, Adrian Vaughan, Dianna Vitanza

The meeting of the Faculty Senate began at 3:30 p.m., on February 21, 1989, in the Blume Conference Center. Dr. Patterson opened the meeting with a prayer. The minutes were approved as mailed.

Announcements began with the introduction of Mr. Tom Featherston, who is completing the unexpired term of Mr. Mike Morrison. The chair stated that the President's faculty forum discussed current issues pertaining to Baylor and that the Core Curriculum study by the President's task force is nearing completion. A suggestion was made by the Senate to have questions sent to the President in advance of the faculty forum meetings. The letter from the President pertaining to Faculty Senate actions was discussed and accepted with the acknowledgement of the news of the future demise of the Alpha One building. Following discourse on the Faculty Retirement System the chair stated that a Faculty Retirement System proposal would be forthcoming to the Council of Deans and the Faculty Senate.

Pertaining to the resolution from the Committee For the Promotion of Sexual Equality, on motion and second, the Faculty Senate voted to support the establishment of a policy at Baylor University requiring the use of gender inclusive language in all official university publications.

On motion and second, the Faculty Senate, approved the resolution on contract addenda. (See Attachment A)

The Conflict of Interest Policy was reviewed by the Senate and on motion and second, a resolution concerning conflict of interest was unanimously approved by the Senate. (See attachment A)

The Chair presented the Faculty Development Committee report on overseas work opportunities for faculty, a planned workshop on academic burnout and stress, and the development of opportunities for faculty to offer their services to speak to area civic organizations.

Resolution on Contract Addenda

The Faculty Senate recommends that all generally applicable conditions or requirements of employment at Baylor University be removed from the faculty contract. The Faculty Senate further recommends that generally applicable conditions of employment be placed in the Baylor Personnel Policy Manual.

It is further recommended that addenda be included in contracts only if they refer to unique contractual obligations of particular individuals.

The Faculty Senate further requests that this policy be implemented with the issuing of faculty contracts in the Spring of 1989 for the academic contract year 1989-90.

Resolution Concerning A Conflict of Interest Policy

Consistent with the spirit of the resolution concerning addenda to faculty contracts and the Faculty Senate's previously expressed desire to reduce legalistic language in the Faculty Evaluation System, it is the request of the Faculty Senate that any change in policy with regard to the establishment of a conflict of interest policy be relegated to the Baylor Personnel Policy Manual. It is further requested that the language of any conflict of interest policy be brief and similar to the following statement:

"The Faculty at Baylor University should avoid entering into situations wherein a financial or professional conflict of interest exists relative to the interests of Baylor University".

Attempts to more narrowly define what constitutes a conflict of interest would not be in the best interest of either the faculty or Baylor University and would represent an attempt to substitute formal policy for reasonable judgment. It is for this reason that the Faculty Senate prefers the above statement concerning conflict of interest to the longer more formal draft of a conflict of interest statement forwarded to the Senate for its consideration.

A discussion of merit pay was postponed until the March Senate meeting.


A report from the Strategic Planning Council included the rejection of constructing an electronic information sign to be erected at 5th and Speight, and the recognition of the need to upgrade psychological services at the Student Health Care Center.

Dr. Lewis Barker, on report of the Senate's public relations efforts, distributed an example of a Faculty Senate newsletter for review, with an attached letter expressing the desire for the development of an ongoing faculty newsletter.

The consideration of the Senate's one-term limit on senators was addressed. The lack of experience on the Senate with a one-term limit and the possible need for a restructuring of Senate terms of reappointment were considered.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,


Jerry Reynolds
Secretary