

FACULTY SENATE MEETING

January 25, 2000

Draper 139

MINUTES

Present: Baird, Auld, Beck, Bowery, Buddo, Carini, Cox, Curtis, Davis, Dunn, Farris, Garland, Genrich, Gilchrest, Hair, Jensen, K. Johnson, P. Johnson, Johnston, Longfellow, Losey, McGee, Riley, Stone, Weaver, Williams, Wilson, Young

Absent: Adams, Supplee, Yelderman

Absent with Notification: Abbott-Kirk

I. Call to Order & Announcements.

The meeting began at 3:35 PM.

II. Consideration of Agenda

The agenda was approved by consent, although Baird asked to address items under **New Business** first.

III. Consideration of December Minutes

The minutes from the December meeting (distributed electronically prior to the meeting) were approved by consent.

IV. New Business

A. Executive Committee nominations for chairs of Faculty Committees on Academic Freedom and Responsibility, Enrollment Management, Physical Facilities, and Student Life and Services.

Report to be made at the February Meeting

B. Honorary Degree Committee (Davis).

The Committee asked the Senate for their approval in granting the honorary "Doctor of Science" award to Buzz Aldrin. The Senate voted unanimously to grant this approval.

C. F. Curtis.

Curtis addressed the Senate on behalf of his colleagues, expressing their dissatisfaction with parking situation behind Pat Neff. Specifically, Curtis mentioned the lack of adequate faculty parking spaces and an excess of visitor parking.

The matter was referred to the Faculty Committee on Physical Facilities.

D. Memo from J. T. Rose (see Appendix A)

Rose raised concerns about current policy which lets University Scholars, Honors Students, and Dean's List Students to preregister early during the Fall and Spring preregistration period. After brief discussion, this matter was referred to both the Faculty Committee on Student Life and Services and the Faculty Committee on Academic Freedom, Responsibility, and Environment.

V. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility, and Environment (J. Losey, Chair). No Report.

B. Faculty Committee on Enrollment Management (D. Johnston, Chair). No Report.

C. Faculty Committee on Physical Facilities (J. Yelderman, Chair). No Report.

D. Faculty Committee on Student Life and Services (R. Wilson, Chair). No Report.

E. Athletic Council (M. Dunn, Liaison). No Report.

F. Staff Council (J. Abbott-Kirk, Liaison). No Report.

G. Benefits and Personnel Committee (F. Curtis, Liaison). No Report.

VI. Old Business.

A. Dismissal Procedures. (See Appendix B).

The Dismissal procedures were reviewed modified by the Administration. (Changes are noted in Appendix B.) Discussion centered around Item I, #13:

13. The President may issue additional procedural guidelines not inconsistent with this policy.

Several Senators spoke against this statement, arguing that these unilateral nature of procedural changes invalidates the spirit of the guidelines. Auld commented that from a legal standpoint, this statement is not necessarily unreasonable; it would allow flexibility in dealing with unforeseen problems. Even so, it is possible to allow these changes to be made by the President but still requiring Senate approval or the approval of the Dismissal Committee.

Baird will take up these issues with the Administration.

B. Promotion Policy. (See Appendix C).

The revised Promotion policy was discussed. Baird highlighted two important areas that the Administration wishes to address: (1) keeping the Tenure decision and the promotion to Associate Professor separate; and (2) stating that promotion to full professor would require "at least 15 years" of academic service and not reduce it to 12 as the committee who created the document has originally recommended. Baird reported that at this point, the Provost would likely present the proposal to the Council of Deans.

During extensive discussion, Senators raised the following points of concern:

- Will resources be allocated to allow Associates to achieve the rigorous requirements of the proposed "Full Professor" guidelines?
- The statement of promotion to Full Professor is in conflict with the stated goals of excellence in undergraduate teaching.
- Is it realistic to expect all Full Professors "should have [achieved] recognition as distinguished authorities in their field," as the requirements state?
- What role do departmental guidelines play in the process of promotion?

Baird agreed to express these concerns in his next meeting with the Administration.

C. Mr. Brumley's statement regarding average faculty salary

L. Brumley was quoted in the Waco newspaper as saying that average salary increases were about 7%. Upon further investigation, Baird discovered that the newspaper story was clearly referring to 97-98 salaries. Figures for that year were given to Baird by the administration. Those figures included a 3.1 base increase and promotions, equity adjustments, and merit increases brought the average increase across the campus to the 6-7% increase range. Baird also agreed to discuss the possibility of the Provost disclosing annual salary figures.

D. "Tenure with Reservation" Category on Tenure Ballots

Baird reported on a letter he received from Melissa Essary, the current chair of the Tenure Committee. While Essary had agreed with the Senate request that "Tenure with Reservation" be omitted from the Tenure recommendation forms, the President and the Provost believe that this category is helpful in generating written comments that otherwise would be omitted. Therefore, the change was not made.

E. Tenure Decision Letter. Still pending formal administration response.

F. Combining of Grievance and Hearing Committees. Still pending administration approval.

G. Description of Senate in Faculty Handbook. Still pending administration response.

H. Health Policy for Single Faculty Members. Pending Benefits and Personnel Committee response

With no further business, the meeting was adjourned at 4:45.

Respectfully submitted,

Chuck Weaver

(To Be Posted Soon)

[Appendix A](#)

[Appendix B](#)

[Appendix C](#)