

**FACULTY SENATE MEETING**  
**TUESDAY, April 20, 1999**  
**303 Cashion, Hankamer**  
**MINUTES**

**Present:** Adams, Baird, Beck, Beckner, Bowery, Buddo, Carini, Chinn, Counts, C. Davis E. Davis, Farris, Genrich, Hillman, Jensen, K. Johnson, P. Johnson, Johnston, Longfellow, Losey, McGee, Stone, Supplee, Weaver, Wilson, Yelderman, T. York (for Conyers), Young

**Absent:** Dunn, Gilchrest, Tipton

**Excused:** Abbott-Kirk

**Also Present:** D. Myers (A&S)

**I. Invocation**

The meeting began at 3:35 PM; Terry York gave the invocation.

**II. Consideration of Agenda**

The following items were added by consent:

1. Approval of the minutes of the meeting of March 16, 1999
2. Approval of Nominations from the Senate Executive Committee
3. Discussion of the "Tenure with Contingency" contracts
4. Discussion of the request to form a Senate committee on Retirement and Benefits.
5. Discussion of the problems with benefits distribution for those who opt for a 10-month payout on their contracts (R. Wilson).

**III. Consideration of Committee on Committees Report**

D. Myers, chair of the Committee on Committees, addressed the Senate. (The complete memo from Myers is included as Appendix A.) A motion to approve the committee report (Item 1 under Items recommended by the Committee on Committees) was made by Counts, seconded by Jensen, and was approved.

Several addition items were brought to the attention of the Senate, as noted in Appendix A.

**Items previously approved by the Senate Executive Committee:**

1. Protection of Human Subjects in Research  
**Motion:** *That the Committee Guidelines be amended as follows: a) delete*

reference to Dr. Hillis, former Vice-President of Student Life, as permanent chair; b) specify that the total membership on the committee be limited to 12 members, to include 9 faculty, and 3 non-rotating members--a physician, an attorney, and a community representative; and c) designate the attorney position as the Dean, Baylor Law School.

Motion for approval was made by Hillman, seconded by Longfellow, and passed.

2. Faculty Committees on Enrollment Management and Physical Facilities (considered together)

After discussion, Hillman amended the original motion as follows:

**Motion:** *That a staff representative appointed through the normal Committee on Committees process [original: "Staff Council"] be added as a nonvoting member to each of these committees.*

This was seconded by Counts, and passed.

3. Committees on Health and the Religious Affairs Committee (considered together)

**Motion:** *That a staff representative appointed by the Staff Council be added to the membership of each of these committees.*

Motion for approval was made by Hillman, seconded by Longfellow, and passed.

#### **Items recommended by the Committee on Committees:**

4. **Committee Report 1999-2000**

See above.

5. **Ministry Effectiveness Committee**

Request withdrawn

6. **University Council for Educator Preparation**

**Motion:** Rescind the previous guidelines for the Teacher Education Committee, change the name to University Council for Educator Preparation, and approve the new guidelines. The changes are mandated by the State Board of Educator Certification. (Appendix A contains the complete guidelines.)

Motion for approval was made by Hillman, seconded by Longfellow, and passed.

7. **Libraries Committee**

**Motion:** Reduce the number of faculty from 15 to 12.

Motion for approval was made by Hillman, seconded by Longfellow, and passed.

#### **IV. Approval of the Nominations from the Senate Executive Committee**

Nominations for Senate Committees and Representatives were drafted by the Executive Committee, and were presented to the Senate for approval. Nominations were approved by acclamation, and are attached as Appendix B.

#### **V. Administrative Decision Regarding Systematic Move to IBM Compatible PCs**

After a number of discussions with the Administration, it now appears that while the policy of adopting the IBM platform will remain in force, the Deans have been given considerable leeway in interpreting exceptions. Exception have already been made at both the individual and departmental levels.

## **VI. Committee Reports**

### **A. Faculty Committee on Academic Freedom, Responsibility, and Environment (Bob Baird).**

Longfellow reported at least three Baylor faculty members who were considered for Tenure this year have apparently been told that they were granted tenure but only with certain contingencies. Their tenure is contingent upon the fulfilling of certain tenure-related requirements in the future. Extensive discussion followed regarding a number of issues

- This decision is in clear violation of the stated Tenure Policy, which was put in place in February, 1998. That such a decision comes immediately after what was thought to be good-faith discussion between the faculty and Administration is particularly disturbing.
- AAUP guidelines clearly state that if Tenure is not granted during the 6th year review, the individual must be given notice of a terminal contract. The guidelines make no provision for a delayed or additional review following the 6th year.
- It is the Senate's understanding that the faculty members in question all received positive votes at both the departmental and University Tenure Committee level. The fact the these positive votes were ignored is also troubling.
- The faculty impacted by the decision were hired before the most recent Statement of Scholarly Expectations document was adopted. Despite repeated assurances that the Administration would take into account this vital fact when making tenure decision, it is clear that this was not done.

As a result, Buddo moved that the Chair, in conversation with the Executive Committee, draft a letter of vigorous protest to the Administration regarding this egregious violation of the University's own tenure policy. The motion was seconded by Chinn, and passed unanimously. The Chair asked that this letter be signed by all Senators.

### **B. Faculty Committee on Enrollment Management (Elizabeth Davis).**

Davis distributed a report from the Registrar concerning Faculty and Student profiles. Although the number of applicants is lower than it was at the same time in 1998, the number of deposits received is higher.

Target enrollment figure remains at 2750.

### **C. Faculty Committee on Physical Facilities (Joe Yelderman).**

The intramural fields are in the process of being re-sodded.

### **D. Faculty Committee on Student Life and Services (Gary Carini). No Report.**

### **E. Athletic Council (Give by E. Davis for Dunn).**

The higher than normal number of absences for athletes remains a concern. Grade report return rate (from faculty teaching student/athletes) was 76%. New coaches have been hired for Men's basketball and Women's soccer.

F. Staff Council Liaison (Nancy Chinn). The annual service project raised approximately \$3500.

H. Senate Newsletter and Web Page (Buddy Gilchrest). No Report.

**VII. Discussion of the problems with benefits distribution for those who opt for a 10-month payout on their contract.**

R. Wilson and Dan McGee met with Marilyn Crone in response to a draft memorandum to full-time tenured or tenure-track faculty members from the Provost. As a result of procedures in payroll and benefits distribution, in the future faculty who do not teach in the summer or do not opt for their 10 month contract to be paid out over 12-months will not receive full retirement benefits. Because of certain laws, retirement benefits are currently distributed over 12 months based on a percent of the 10 month contract. In the future, those with no contract or salary in the summer (only 10 pay cycles) will not receive the two summer contributions. Concerns were presented about this potential 1/6th reduction of the retirement package. Marilyn Crone will take the concerns presented to the administration.

**VII. Approval of Minutes from Senate Meeting of March 16, 1999.**

The minutes were approved by acclamation.

**VIII. Miscellaneous**

Chair reports on:

1. Request to Provost regarding status of Faculty Dismissal Policy, Policy on Financial Exigency and reduction of Academic Programs, and Reduction of Academic Programs not mandated by Financial Exigency  
No response yet from General Counsel.
2. Report on Faculty Evaluations of Administrators  
Several problems with the just-used procedures were noted. First, the survey itself was considerably too long, requiring several hours to complete. Faculty dislike being unable to provide open-ended responses when completing the written form of the survey. Finally, a number of faculty expressed reservations that their confidentiality of their responses would in fact be held confidential, despite the Administration's repeated assurances to the contrary.
3. President's State of the University Address, 4/21/99  
To be held in Barfield at 3:30, with refreshments served at 3:00.

**IX. Other Items or Announcements**

A. Discussion of the request to form a Senate Committee on Retirement and Benefits.  
The Chair asked Jensen to study the current structure and function of the existing committee and report with any deficiencies.

**With no further business, the meeting was adjourned at 5:30PM.**

Respectfully submitted,

*Chuck Weaver*

## **APPENDIX A Memorandum**

To: Dan McGee  
Chair, Faculty Senate

From: Dennis Myers  
Chair, Committee on Committees

Subject: Committee on Committee's Report

I am requesting that you review the following items for inclusion on the April 20 Senate agenda:

### **Items approved by the Senate Executive Committee:**

1. **Protection of Human Subjects in Research**  
Motion: That the Committee Guidelines be amended as follows: a) delete reference to Dr. Hillis, former Vice-President of Student Life, as permanent chair; b) specify that the total membership on the committee be limited to 12 members, to include 9 faculty, and 3 non-rotating members--a physician, an attorney, and a community representative; and c) designate the attorney position as the Dean, Baylor Law School.
2. **Faculty Committees on Enrollment Management and Physical Facilities**  
Motion: That a staff representative appointed by the Staff Council be added as ex officio (nonvoting) members to each of these Committees.
3. **Committee on Health and the Religious Affairs Committee**  
Motion: That a staff representative appointed by the Staff Council be added to the membership of each of these committees.

### **Items recommended by the Committee on Committees:**

**1. Committee Report 1999-2000**

Motion: That the Report of the Committee on Committees for 1999-2000, dated 15 April 1999 be approved.

**2. Ministry Effectiveness Committee**

Motion: Establish a new Committee to support the Center for Ministry Effectiveness and approve the committee description and guidelines.

Description: Supports and evaluates the work of the Center for Ministry Effectiveness by reviewing proposed educational offerings, recommending program initiatives, and providing guidance on strengthening participant involvement.

Guidelines:

- a) reports to Provost and Vice-President for Academic Affairs
- b) composed of 9 members; 7 faculty and two ex officio (non-voting) members
- c) chair is tenured faculty member
- d) ex officio members: Director and Assistant Director, Center for Ministry Effectiveness

**3. University Council for Educator Preparation**

Motion: Rescind the previous guidelines for the Teacher Education Committee, change the name to University Council for Educator Preparation, and approve the new guidelines. The changes are mandated by the State Board of Educator Certification.

Guidelines:

- 1. reports to Provost and Vice President for Academic Affairs
- 2. composition dictated by the State Board on Educator Certification
- 3. composed of 35 members: 11 members from the School of Education, 7 from other Baylor schools and departments, 10 from major school partners, 1 Region 12 representative, 1 community representative, and 5 student representatives.
- 4. Non-rotating members include, from the School of Education: the Dean, the Associate Dean for Academic Programs, Certification Officer, Director of Field Experiences, Chair of Curriculum and Instruction, Chair of Educational Psychology, Chair or representative of the teacher education faculty of HHPR, and Chair of Educational Administration.
- 5. The Dean of the School of Education appoints representatives as follows: 10 from major PF-12 Partner Schools, 1 from Region 12 ESC, 1 from Waco area community, and 5 students from the School of Education.
- 6. The Committee on Committees recommends 3 additional faculty members from the School of Education, with one from Educational Psychology and two from Curriculum and Instruction.
- 7. The Committee on Committees recommends 7 members representing other Baylor schools and departments, to include one member each from the School of Music, Department of English, and Department of Mathematics; plus one representative from chemistry, biology, or earth

science; one from Spanish, German, or French; one from art, speech, or theater arts; and one from business, sociology, or computer science.

8. The Committee on Committees selects the members identified in f and g above by creating a list of faculty, taking into consideration faculty preferences, other qualified candidates, and the recommendations of the Dean of the School of Education. The Dean of the School of Education reviews the list, reserving the right to remove names. The Committee on Committees then finalizes the appointments from the approved list.

#### 4. **Libraries Committee**

Motion: Reduce the number of faculty from 15 to 12.

1. Rationale: The committee guidelines call for 15 members but fail to specify whether that figure represents just faculty members or includes the two student and two ex-officio members. The 1998-99 committee had a total of 19 members, fifteen of which were faculty. The interpretation of the Committee on Committees is that the guidelines call for 15 faculty, thereby yielding a total of 19 members. The Committee considers this number cumbersome and recommends that the Libraries Committee be composed of 12 faculty, 2 student, and 2 ex-officio members, a total of 16.

## **APPENDIX B**

### **Nominations from Senate Executive Committee**

#### **Chair of Senate**

Bob Baird

#### **Chair Elect of Senate**

Jay Losey

#### **Secretary of Senate**

Charles Weaver

#### **Publicity Chair**

Norman Gilchrest

#### **Tenure Committee**

Martha Sanford (School of Nursing)

David Garland (Truett Seminary)

#### **University Committee on Committees**

Dennis Myers (Chair)

TBA (School of Nursing)

Duane Ireland (School of Business)

#### **Faculty Committee on**

#### **Enrollment Management**

Deborah Johnston (Chair)

Karen Johnson

#### **Faculty Committee on**

#### **Physical Facilities**

Joe Yelderman (Chair)

Rosalie Beck

#### **Faculty Committee on**

#### **Student Life and Services**

Ray Wilson (Chair)

Linda Adams

#### **Athletic Council**

#### **Representative**

Mark Dunn

#### **Staff Council Liaison**

Greg Speegle (Engineering)  
Elmer Duncan (Arts & Sciences)

**Faculty Committee on Academic  
Freedom, Responsibility, and  
Environment**

Jay Losey (Chair)  
David Longfellow  
Richard Riley

Jane Abbott-Kirk

**Benefits and Personnel  
Representative**

Fred Curtis

**Liaison to Santa's Workshop**

Mitch Counts