

MINUTES OF THE FACULTY SENATE MEETING

September 17, 2002, 3:30 p.m., in Cashion 303

Present: Senators Abbott-Kirk, Baldrige, Baird (for Bowery), Beck, Benesh, Brown, Cannon, Connally, Cooper, Cox, Dunn, Gilbreath, Hanks, Haynes (through remote link-up), Jacobson, Lehr, Longfellow, McGlashan, McManness, Norman, Pinney, Robinson, Rust, Stanley, Walbesser, Weaver (Chair), Williams, Wilson, Young

Absent with notification: Senators Auld, Ngan, Patton, Sharp

Present for part of the meeting: Dr. Robert Yinger, Dean of the School of Education and Chair, Provost Search Committee

- I. The meeting was called to order at 3:33 p.m. The chair extended a cordial welcome to newly elected Senators.
- II. The chair welcomed Dr. Robert Yinger, Dean of the School of Education and Chair, Provost Search Committee, who agreed to answer questions about the search currently under way to replace Dr. Schmeltekopf.

Dean Yinger stated that the composition of the committee, its charge, its timetable, and the stipulation that the new Provost be a Baptist, were determined by President Sloan personally. He could not account for the fact that not a single member of the Faculty Senate, i.e. the elected representatives of the Baylor faculty, has been asked to serve on the committee. So far at least one female candidate has been nominated and a prominent professional search firm has been engaged to help generate as strong and as qualified an applicant pool as possible from within and outside the university. A slate of three to five unranked finalists will be presented to President Sloan on November 15. Dean Yinger welcomed several suggestions from the Senate floor, including a recommendation that the successful candidate have practical experience in the administration of a Tier 1 university. The Senate thanked Dean Yinger for his remarks with a round of applause.

- III. The minutes of the May meeting, distributed earlier by e-mail, were unanimously approved as amended. Senator Weaver will transmit to the administration as soon as practicable the items indicated under item II (fourth paragraph) of the May minutes.

IV. Old Business

A: Hiring Committee Report. Senator Stanley presented his committee's findings and recommendations. He specifically pointed out the lack of communication and coordination between individual departments and the administration when it comes to hiring new faculty. Among specific recommendations the committee advocates a workshop involving department chairs and top administrators designed to coordinate

policies and procedures so as to reduce the high number of rejections by the administration of candidates brought in by departments for on-campus interviews. Also recommended is the development of a questionnaire regarding the candidates' religious practices and persuasions, perhaps modeled on the one currently in use in the English Department. Senators Weaver and Stanley will work on a draft resolution and welcome further input from Senators and the faculty at large.

B: Plus/Minus Grading Proposal. The Council of Deans has rejected the proposal.

C: Faculty Development (Post-Tenure Review). The proposal is off the table as it has been made redundant by the new A/B faculty classification scheme.

D: Senate Committee Appointments/Changes. The Senate voted unanimously to approve the recommendations put forth by the Committee on Committees and the Senate Executive Committee.

E: Robert Foster Cherry Awards. Future Cherry Professors will be appointed every two years for one semester in residence. This allows for higher remuneration and should attract even more distinguished individuals to Baylor than in the past.

F: Academic Professionals. The Council of Deans has approved the creation of staff positions for "academic professionals" in the Baylor Libraries. Details about this new classification can be found in the latest edition of the Faculty Handbook. The Senate regrets that it had no opportunity to participate in the discussion that has led to the creation of the new positions inasmuch as the move does affect a number of tenured and tenure-track faculty members. Several comments and observations expressed on the floor of the Senate raised concern over the state of morale among Baylor library personnel affected by the recent changes. The Senate has no intention of eliminating the Senate slot allocated to a representative of the Baylor Libraries.

V. **Committee/Liaison Reports**

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator McGlashan, chair): No present business before the committee.

B. Faculty Committee on Enrollment Management (Senator Cannon, chair): Freshman enrollment (2,620) is slightly below target, but mean SAT scores are up to 1180. The incoming class is overwhelming female (59.7 %), from Texas (88.7 %), and Baptist (44.5 %). Minority enrollment is up slightly (21.8 %) while the number of transfer students has declined. The events of 9/11, the new tuition structure, and the requirement that students register in person led to an unusual rush of activity in August.

C. Faculty Committee on Physical Facilities (Senator Beck, chair): No report.

D. Faculty Committee on Student Life and Services (Senator Wilson, chair): The Alcohol Awareness Task Force is trying to deal with the problem of Thursday night

partying. Faculty are encouraged to enforce rigorous attendance standards on Fridays to help combat the excesses. The Lariat has reported that parents are now being notified about alcohol infractions committed by students.

E. Liaison Reports

A: Athletic Council (Senator Dunn): No report.

B: Staff Council (Senator Abbott-Kirk): No report.

C: Personnel Benefits and Compensation (Senator Williams): The Personnel Benefits Fair will be held on October 10. Changes are contemplated in pharmacy procedures and dental care arrangements, but neither should lead to lowered benefits. Baylor may make available in the future long-term care coverage through outside providers. Likewise, modifications may be introduced with regard to IRA saving plans and tax-deferred annuities. A new policy for retired faculty to attend regular Baylor classes as part of the continuing education program is being developed.

VI. New Business

A: Honor College Representation: A committee consisting of Senators Longfellow (chair), Auld, Brown, Cox, Haynes, Jacobson, Robinson and Walbesser will present recommendations to the Senate on how to arrange Senate representation for faculty in the new Honors College.

B: Retired Faculty Representation: A motion by Senator Hanks (seconded by Senator Beck) aimed at creating the position of a non-voting Retired Faculty Senator (for example Dr. Spain or a representative designated by him) won unanimous approval.

C: Hankamer Special Election: Dr. Patricia Norman has been elected to the seat left vacant by the resignation of Dr. Van Gray. Her term will run through the 2002-03 academic year and is renewable for two full terms.

D: Residential Campus: Senator Hanks reported on plans to create a "residential campus" with close interaction between students and faculty outside the classroom in flexible dormitory settings. More input on part of the faculty is encouraged.

E: Sabbatical Procedures: Changes in sabbatical procedures will be implemented after the 2002/2003 academic year. Current arrangements remain in place until then.

F: Parent/Faculty Get-Together: Pursuant to a recent communication from Lois Ferguson, faculty participation is from now on "requested" rather than "encouraged."

G: Provost Search Committee: Senator Weaver will draft a note of concern expressing the Senate's regret at not being represented on the Provost Search Committee.

H: Disciplinary Committee: After a hiatus of some ten years a University Disciplinary Committee has been reestablished. Its initial membership will serve one year. Thereafter appointments will be made through the Committee on Committees.

I: Academic Integrity Committee: Headed by Bob Baird, this committee has been approved and will deal with plagiarism and related issues. Tim Logan and others will supply technical assistance. The Senate is represented through Senator Cannon.

J: Changes in the Faculty Handbook: This matter was deferred until the October meeting.

K: Meeting Room for Spring: Cashion 303 will not be available for Senate meetings in the spring. Alternative accommodations are being explored.

L: Polkinghorne Visit: Six slots to have lunch with John Polkinghorne are available for September 30, October 1 and October 2. Interested individuals may contact Senator Cooper.

M: Faculty Evaluation Procedures: A committee headed by Senator Walbesser presented the following motion (seconded by Senator Baldrige) which was passed unanimously by the Senate:

"The Faculty Senate requests that the Provost charge each academic department with the task of delineating (1) the annual criteria for scholarship, quality of teaching, and service for B profile faculty; (2) the annual criteria for quality of teaching and service for A profile faculty; (3) the scholarship, quality of teaching, and service for tenure; and (4) the scholarship, quality of teaching, and service for promotion to associate professor and full professor."

The Senate chair will communicate the motion to the administration.

N: Senate Involvement in Appeal: A faculty member of the Hankamer School of Business has approached the Faculty Senate to help resolve a dispute he has with his Dean. The full Senate concurred with the Executive Committee's recommendation not to get directly involved in the matter but to refer the case to the Provost instead.

O: Other Business:

1. Senator Lehr inquired about procedures by which department chairs are being evaluated by their faculty, including by those not on tenure-track.
2. Senator Gilbreath invited the Senate's attention to the increasing tensions between the Alumni Association and the administration as evidenced by letters in the most recent issue of the *Baylor Line*. He also alerted Senators to two recent pieces in the *Southern Baptist Educator* espousing unusually extreme views ("The Problem: Overt and Covert Secularization," (The H. I. Hester Lecture), by Robert Benne, pp. 3-5; and the editorial, "Comment: Robert Benne Provides Excellent

Insights," by Bob R. Agee, Executive Director, ASBCS, p. 15, in: *The Southern Baptist Educator*, Volume LXVI, No. 4, Third Quarter, 2002).

3. A recent experience of Senator Walbesser's in which an administrator was apparently interfering in purely academic matters was referred to the Faculty Committee on Academic Freedom, Responsibility and Environment.

4. Numerous concerns and complaints have been received over the projected closing of the Barbershop in the Student Union.

VII. The meeting was adjourned at 5:38 p.m.

Respectfully submitted,

Eric C. Rust
Secretary