

MINUTES OF THE FACULTY SENATE MEETING

April 16, 2002, 3:30 p.m., in Cashion 303

Present: Senators Abbott-Kirk, Auld, Baldrige, Beck, Bowery, Cannon, Cooper, Cox, Dunn, Farris, Gilbreath, Gray, Hanks, Haynes, Jacobson, Longfellow (Chair), Losey, McGlashan, McManness, Patton, Riley, Robinson, Rust, Sharp, Sparkman, Stanley, Weaver, Williams, Wilson, Yelderman, Young

Absent with notification: Senators Curtis, Ngan

I. The chair called the meeting to order at 3:32 p.m. The minutes of the March meeting, distributed earlier by e-mail, were unanimously approved.

II. Old Business

A: Hiring Committee Report. Senator Stanley (committee chair) distributed and discussed the tabulated results of 32 questionnaires that were returned by department chairs regarding recent faculty hiring experiences. While many responses confirmed widely held impressions about the hiring process and the typical applicant pool, some drew extended commentary. In particular, Senators expressed concern over the considerable number of recommended candidates who were turned down by the senior administration after their interviews; about the high number of searches that took two or more years to complete; and about the substantial percentage of applicants who failed to meet academic requirements. The committee will continue to analyze the data.

B: Part-time Faculty Proposals. The Executive Committee has revised the initial committee report in light of comments received. The Senate chair will resubmit the proposal to the Council of Deans for consideration.

C: Summer Salary Proposal. The proposal has been rejected by the Council of Deans.

D: Plus/Minus Grading Proposal. The Council of Deans has postponed a decision until it receives more information on the initiative's impact on athletes.

E: Academic Integrity (Cheating Resolution). While generally in agreement with the resolution, the administration intends to set up a committee to study the matter further in order to bring Baylor's policy in line with successful practices at such schools as Duke University and the University of Virginia.

F: Senior Lecturers/Tenure Decisions. The chair reported that the issues surrounding the contract of a Senior Lecturer in Religion have apparently been resolved. Upon review, one negative tenure decision in Modern Foreign Languages has been reversed, while another in the School of Business has been upheld. A subsequent discussion revealed widespread confusion and consternation among Senators over the administration's new tenure standards and procedures. The Senate unanimously passed a

motion, presented by Senator Losey and seconded by Senator Weaver, to invite the Provost to the Senate Meeting on May 7 to discuss and clarify tenure-related matters. An ad hoc Senate committee (Senator Cooper, chair) will prepare a list of specific faculty concerns and present it to the Provost before the meeting.

III. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment

(Senator Cox, chair): The committee asked the Senate for guidance on how to proceed with the post-tenure faculty development initiative in light of the impending A/B faculty reclassification. Upon a motion by Senator Weaver, seconded by Senator Wilson, the Senate unanimously instructed the committee to renew its deliberations in the fall under the guiding notion that the guidelines for tenured faculty should be entirely developmental in nature, i.e. neither judgmental nor linked to salary decisions.

B. Faculty Committee on Enrollment Management (Senator Cannon, chair):

Freshmen applications, deposits and enrollments run slightly behind last year's pace.

C. Faculty Committee on Physical Facilities (Senator Yelderman, chair): Plans for the construction of the Science Building and new dorms remain on schedule.

D. Faculty Committee on Student Life and Services (Senator Wilson, chair): Senator Wilson will serve on a committee charged with implementing the recommendations of the Alcohol Task Force. Vice President Hulme will be absent through May 9 as she has received a Fulbright grant.

E. Liaison Reports

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

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

C: Personnel Benefits and Compensation (Senator Curtis, chair): No report.

IV. New Business

A: Senator Cannon voiced concern about the lack of faculty input regarding the new teaching evaluation system that is supposed to go into effect in the fall 2002 semester in the various schools and colleges at Baylor.

B: Senator Hanks expressed apprehension over the declining attention that is being paid to good teaching on campus. One symptom appears to be the uncertain future of the Summer Teaching Institute.

C: Senator Cox advised that his committee is still studying the proposal to create a category of "academic professionals" in the library system.

D: President Sloan's State of the University Address will be given on April 16, unfortunately creating a conflict with the Charles Edmondson Historical Lectures series.

V. The meeting was adjourned at 4:53 p.m.

Respectfully submitted,

Eric C. Rust
Secretary