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## **Minutes**

### **FACULTY SENATE**

**December 5, 1995**

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The Faculty Senate convened at 3:30 p.m. in the Conference Room, Blume Conference Center, Hankamer School of Business, with Chair Kathy Hillman presiding.

Present: Adams, D., Adams, L., Baird, Barker, Basden, Buddo, Hair for Conyers, Davis, Edwards, Farris, Garner, Gordon, Hillman, Johnson, K., Johnson, P., Longfellow, Luper, Robb for Massirer, McGee, Monk, Nixon, Pippin, Poucher for Robinson, Rolf, Stone, Whipple, Rogers for Wiley, Willis, and Youngdale.

Absent: Goforth, Jensen, Thomas, Tipton, Wallace

Guests: Dick Ellis, Clif Williams, Brenda Morris

Distributed prior to the meeting (copies attached to file copy of the minutes):

1. November 21 Minutes
2. Faculty Conflict of Interest Statement (Document 1)

## **AGENDA**

### **I. Invocation**

The invocation was led by Jude Nixon.

### **II. Approval of Minutes**

The minutes of the November 27 meeting were approved as submitted.

### **III.**

#### **A. Preparation for NCAA Certification Visit**

##### **Dick Ellis, Athletic Director**

Senate Chair Hillman introduced guest Dick Ellis, Baylor University Athletic Director. Dr. Ellis reported that the NCAA programs are the most thoroughly examined areas at all universities, including Baylor. Each university conducts a self study of its athletic operation in addition to the Southern Association Self-Study. Baylor's NCAA site visit will be in February. Faculty should be willing to talk with members of the team.

Athletics have, in the past, attracted attention via their "bad" reputation; whereas the athletic programs are now a major component of the University's goals and mission. Federal Office of Civil Rights investigations apply to all university units. Athletics contribute positively to all universities in this regard. Once a university has had a site visit and is approved, the approval is good for a five year period of time.

The current Baylor Athletic program shows a \$2,500,000 deficit. The program generated \$7,500,000 with operating expenses of \$10,000,000. The \$2,500,000 deficit is almost directly related to scholarship costs the athletic department is charged by the University. If tuition were not charged for athletes, the budget would almost balance. Dr. Ellis projected the Athletic Department would move out of the current deficit trend in the 1998/1999 fiscal year.

The Big 12 involvement will increase Athletic Department revenues. Visiting teams such as Oklahoma and Nebraska will be a major boost to the Baylor and local economy.

Senator Edwards, Vice-Chair of the Faculty Athletic Council, encouraged faculty involvement with the athletic program. He stressed the department has the same goals as other university units--success of the student-athletes.

Dr. Ellis gave an example of the frequent negative publicity athletics receives. He cited a situation at Texas Tech which involved over 100 students, but nine Tech football players were singled out by the media. He further stated that the educational gap between student athletes and other students may exist, but the Athletic Department is working to close the gap.

Question: How do the projected Big 12 revenue increases compare to the expected increased expenditures required?

Response: Ellis stated there will be additional expenses for Big 12 competition such as increased travel and more cold weather equipment. He estimated increases of this nature will be approximately \$2,000,000. He also stated that income from ticket sales should also increase three fold. All in all, the Big 12 involvement will be a win win situation due to increases in many areas.

Senate Chair Hillman thanked Dr. Ellis for his report.

## **B. Report on University Planning Council**

### **Clif Williams - Vice President**

Chair Hillman introduced Clif Williams. Dr. Williams reported on the recent history and origin of the University Planning Council and his assignment to the Council. The Council of 150, the SACS Self Study and the naming of Baylor's new president all have influenced the actions and current direction of the Planning Council. He cited several examples. He stated his belief that the new administration makes the Planning Council

essential and that he wants a highly participatory Council with input from existing committees and faculty.

The University Planning Council is involved with the clarification of Baylor's Vision, not just President Sloan's vision, but that of the entire University, including the faculty. He listed the following assumptions for the UPC:

1. Baylor will continue as a Christian/Baptist University with the Christian mission more important than the Baptist mission; 2. Baylor will remain student oriented; 3. Baylor will remain service oriented, being concerned with cultural traditions; 4. Curriculum issues with the undergraduate programs will continue as most important, serving as anchor for graduate studies.

He indicated that the three recently published visions for Baylor were simply an idea of spelling out possible visions. No one of the three published visions has been accepted by any official body.

Question: Who serves on the University Planning Council?

Response: Vice Presidents, Deans, the Chair and Vice Chair of the Senate, three students, and several faculty and staff. It is composed of an inclusive yet diverse group with faculty members involved in significant roles.

Question: Will President Sloan be present at the UPC meetings?

Response: Yes, President Sloan will be at full UPC meetings, but not at all the submeetings. Problems with past planning groups included lack of Presidential involvement. This has changed. President Sloan will be an active participant.

Senate Chair Hillman stated she has a favorable sense of faculty involvement with the UPC. Even though members come from different administrative levels, faculty members feel included and comfortable. Dr. Williams responded that administration and faculty must build trust. A concerted plan exists to change a perhaps existing perception of mistrust to trust.

One Senator observed that this may be difficult when using business terminology such as CEO and COO in an academic environment and/or culture. A more positive acceptance might occur if terminology changed.

### **C. Report on Baylor's lawsuit against former Men's Basketball Coach**

#### **Clif Williams - Vice President**

A former men's basketball player has filed suit in Missouri against Baylor. Thus, Baylor must go to Missouri to defend the case. The lawsuit brought against former Coach Johnson was not for money but to establish a legal defense base in Waco. Baylor's

lawsuit is also a maneuver to distance itself from the former coach involved in the NCAA men's basketball incident. There was good information that the former coach was going to attempt to sue Baylor. Even if the percent chance of being successful was small, probably no more than approximately 3%, the risk of enormous financial loss was reason enough for Baylor to take the legal action. Also, filing in Waco limits expenses such as travel, etc., greatly reducing potential costs.

#### **IV. Council of Deans**

Senate Chair Hillman shared the Council of Dean's agenda. Selected agenda items included dismissal of classes before holidays; faculty evaluations by students; faculty searches; and academic concerns such as academic suspensions, etc.

#### **V. Standing Committee/Liaison Reports**

##### **A. Staff Council**

Bill Hair reporting for Michael Robinson said that a need still exists for Christmas gifts for Santa's Workshop. Gifts should be in the \$5.00 to \$10.00 range. University-wide response has been positive.

##### **B. University Committee on Committees**

Senate Chair Hillman reported for Lucille Brigham, Chair, the recommendation by Ron Winn, Director of the Career Services Center, and the Career Planning and Placement Advisory Committee to change the committee name to the Career Services Advisory Committee. The Committee on Committees joined the committee in recommending the change. The recommendation passed.

Hillman also reported for the Committee on Committees that Elmer Duncan has replaced Kay Toombs on the Robert Foster Cherry Awards Committee.

##### **C. Physical Facilities**

No report.

##### **D. Enrollment Management**

A task force is being formed to resolve existing issues with a report due February 1. Diana Ramey, Director of Admissions, will visit the Senate in the near future to present a report about the process from application through actual enrollment.

##### **E. Student Life and Services**

No report.

##### **F. Academic Freedom, Responsibility and Environment**

After providing background information, Chair McGee presented the following written recommendation:

"The Academic Freedom, Responsibility, and Environment Committee recommends that the Faculty Senate request of President Sloan that he designate representatives from the Administration to meet with a faculty group designated by the President of the Faculty Senate to discuss the procedures in faculty hiring and to make recommendations to the President. The communication with the President should convey our belief that the selection of new faculty is vital to the life of the University and the Senate's desire to engage in constructive conversation on these matters. Our suggestion is that, in order to facilitate effective conversation, there be no more than 2 or 3 representatives from each side".

The recommendation passed unanimously.

Chair Hillman stated that she would certainly appoint McGee to the committee, if it is formed.

#### **G. Senate Executive Committee - Faculty Conflict of Interest Statement**

Hillman presented the statement (Document 1) on behalf of the Executive Committee. She stated its purpose to protect the faculty and said it does not appear to be in response to a problematic situation. Baylor Regents and administrative staff have recently signed a similar statement.

**Various concerns were raised, including:** Clarification of actual or implied meaning of immediate family; violation of privacy; family privacy; appears intrusive; Does this statement remove the faculty member from the standard procedure that exists in most businesses? Does the statement ask for careful review of business or a simple evaluation of the perception of conflict of interest. If the administration is really interested in establishing trust, why must faculty annually sign a Conflict of Interest Statement? This seems "legalistic" which destroys trust.

Other Senators observed that professionals, such as accountants, must not only avoid conflict of interest but also the appearance of conflict of interest and stated they desired such a statement as protection.

After lengthy discussion, Vice Chair Basden moved and Senator Barker seconded a motion that the Chair of the Senate express the variety of issues raised concerning the Faculty Conflict of Interest Statement to appropriate administrators. The motion passed.

#### **H. Constitution and Bylaws Committee**

Chair Hillman referred to the Committee a request to place Senate terms, including those of officers and the executive committee, in line with the dates of all other committee

terms. This would be from the conclusion of the Fall Faculty Meeting until the conclusion of the following Fall Faculty Meeting.

### **I. Calendar Committee**

Senator Buddo gave a brief report on the proposed calendar changes. These include recommendations that residence halls be opened for Fall move-in on a weekend, that a Fall break be considered, and that the Wednesday before Thanksgiving be a holiday.

The Senate Chair invited input via E-mail concerning these proposed changes.

## **VI. Other Issues**

### **A. Committee to Study Acquisition of Christian Missions Concerns Day Care Center**

#### **Karen Johnson**

Baylor will assume ownership of what will eventually be an intergenerational child development center operated on a non-deficit plan. It will involve master level teachers and will include participation by faculty, students, and their families. Wilma Griffin will chair the oversight committee and for the initial year, Nancy Harlan will continue as Director.

### **B. Visitors to Faculty Senate**

A concern was expressed to Senate Chair Hillman about allowing Senate guests to remain throughout the entire meeting following their reports. She explained the parliamentary issues involved and then asked for general Senate opinion.

Observations included that the concern may be paradoxical when the Senate asks the administration for more "trust". Another suggested that the Senate is the only faculty-only forum on campus and that power differences cause difficulty. Previous history may have contributed to the perception of the administration as other than friendly. Visitors and their reports should be for the purpose of information only. Objections concerning the length of stay of a visitor should be raised prior to the meeting to which the guest(s) has/have been invited. It was noted that most guests typically depart following their reports.

Senate Chair Hillman suggested that the Senate reach a decision prior to the meeting in which a guest will attend if the guest wishes to stay for the entire meeting.

## **VII. Announcements**

Hillman made reference to announcements on the agenda. She asked Senators interested in attending the President's Prayer Breakfast to contact her before Graduation.

Prior to adjournment, Senator Stone expressed a sincere thank you from the Senate to Kathy Hillman, Chair, for the festive Christmas gifts. Hillman provided each Senator with a home baked Christmas bread loaf and a Christmas wish.

The meeting was adjourned at 5:25 p.m.

Respectfully submitted,

Rusty Pippin, Secretary

Kathy R. Hillman, Chair