

## MINUTES OF THE FACULTY SENATE MEETING

March 19, 2002, 3:30 p.m., in Cashion 303

**Present:** Senators Auld, Baldrige, Bowery, Cooper, Cox, Farris, Gilbreath, Hanks, Haynes, Jacobson, Longfellow (Chair), Losey, McGlashan, McManness, Ngan, Pappacena (for Cannon), Robinson, Rust, Sharp, Sparkman, Stanley, Weaver, Williams, Wilson, Young

**Absent with notification:** Senators Abbott-Kirk, Beck, Cannon, Curtis, Dunn, Gray, Patton, Riley, Yelderman

**I.** The chair called the meeting to order at 3:34 p.m. The minutes of the February meeting, distributed earlier by e-mail, were unanimously approved.

### **II. Old Business**

**A: Hiring Committee.** Senator Stanley has sent questionnaires to approximately 100 department chairs. Results will be tabulated in time for the Senate's April meeting.

**B: Senior Lecturers.** A tentative verbal agreement has been reached between the administration and a veteran Senior Lecturer whose contract was not renewed for the coming academic year. The arrangement would provide continued employment at Baylor for the individual in question, albeit in a redefined capacity.

**C: Part-time Faculty Proposal.** Senator Cox reported that consultations continue to refine the document. Additional details will be presented at the Senate's April meeting.

**D: Administrator evaluations.** The Senate chair has received no further information in this matter from Vice President Crone.

**E: Summer Salary Proposal.** The Provost continues to study the proposal and is expected to forward his recommendations to the Council of Deans.

**F: Library Reorganization and Academic Professionals.** Senator Cox reported on his talk with Dean Ramsower and suggested that additional fine-tuning of the initiative is still possible. The Senate chair added that, according to the Provost, there are at present no plans to create "academic professionals" outside the library system.

**G: Plus/Minus Grading.** The Council of Deans is expected to vote on the measure at its April meeting. No major opposition to the proposal is expected in the council.

**H: Senate Elections.** Senator Rust presented the results of this spring's Senate elections.

### **III. Committee/Liaison Reports**

**A. Faculty Committee on Academic Freedom, Responsibility and Environment** (Senator Cox, chair): In light of the pending A/B faculty reclassification, the committee invites additional input with regard to post-tenure faculty development. Emphasis will remain on post-tenure faculty development as a performance-enhancing initiative rather than a potentially punitive evaluation mechanism.

**B. Faculty Committee on Enrollment Management** (Senator Cannon, chair): No report.

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

**D. Faculty Committee on Student Life and Services** (Senator Wilson, chair): No report.

**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: Mary Burgan Workshop.** A workshop conducted by AAUP executive Mary Burgan on March 11 discussed the faculty's role in university governance.

**B: Small Group Meetings with President Sloan.** About a dozen Senators attended the meeting on March 18 and engaged in a productive exchange of views and information with President Sloan on matters affecting the Baylor faculty.

**C: Tenure Decisions.** An informal survey reveals that 8 out of 27 candidates were turned down for tenure by the administration in the latest round, with two cases still under some form of review. Administration sources indicate that weakness in the area of publications was the most frequently cited reason for tenure denials. The Senate encourages faculty who did not receive tenure to request immediate explanations for their rejections from their chairs, deans, and the Provost. Senators expressed concerns over the future viability of interdisciplinary programs such as the BIC, given the implementation of the A/B faculty classification system and the likely reluctance of both long-time and new faculty to jeopardize their research and publication agendas by joining the BIC with its elevated teaching and service expectations. Creating a separate faculty for the BIC would not necessarily resolve but possibly intensify problems stemming from the A/B classification scheme.

**D: Faculty Teaching Evaluations.** The administration, through its deans of schools and colleges, will begin a new system of faculty teaching evaluations in the fall of 2002 that involves some form of peer evaluations in addition to student comments. The system may be modeled on the arrangements currently in place in the Law School.

**E: Announcements.** Senator Hanks encourages all faculty to take seriously the yearly competition for the designation of "outstanding faculty." Senator Sparkman advised that the Reserve Room in Moody Library will not be available during finals, but reserve materials will be available at the Access Services desk.

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

Respectfully submitted,

Eric C. Rust  
Secretary