

## MINUTES OF THE FACULTY SENATE MEETING

October 14, 2003, 3:30 p.m., in Cashion 303

**Present:** Senators Abbott-Kirk, Baldrige, Beck, Bowery (for Hanks), Brown, Cloud, Connally, Cordon, Cox (Chair), Dunn, Gilbreath, Green, Haynes, Lehr, Mathis, McGee, McGlashan, McManness, Ngan, Norman, Patton, Purdy, Robinson, Rust, Spain, Stanley, Sturgill, Tatum, Wallace, Weaver, Williams, Wilson, Young.

**Absent with notification:** Senator Pinney.

- I. The meeting was called to order at 3:32 p.m. Senator Beck gave the invocation.
- II. The minutes of the September meeting, distributed earlier by e-mail, were unanimously approved.

### III. Old Business

**A: Chair of Faculty Committee on Enrollment Management.** Senator Chuck Stanley has agreed to chair this committee, replacing Greg Benesh who as Ombudsman has resigned from the Senate but will be invited to attend future meetings. Senator Sturgill will also serve on this committee. Senator Pinney was proposed as Senator Stanley's replacement to head the Medical Benefits Task Force.

**B: Cornelia Marschall Smith Professor of the Year Award Committee.** Senators Beck and Wilson were unanimously elected to serve on this committee.

**C: Small Group Meetings with the President.** The chair specified the dates and times when four small groups of Senators will meet with the President this year.

**D: Monthly Meetings with the Provost.** A schedule for such meetings will be worked out in the near future.

**E: WFD/Van Gray Surveys.** Senator Rust reported, after contacting the Provost and Vice President Crone in the matter, that the administration will not share the full original WFD survey results and recommendations with anyone. Dr. Van Gray's survey results may be released at some future date.

**F: A/B Faculty Designation.** The Provost reportedly has appointed a committee of faculty members (none chosen by the Senate) under the chairmanship of Ed Oxford to reassess and replace the now obsolete A/B faculty designation. First decisions are expected in January.-- Senator Wilson circulated a plan under whose terms faculty members could negotiate with their department chairs, within certain limits, what their respective teaching, scholarship and service obligations would be. A modified version of this plan may be shared with the Provost for his information and input at a later date.

Several Senators voiced concerns that not enough attention was being given to the situation of lecturers.

**G: Budget Cuts.** Senators discussed the administration's recent announcement that the operational budget this year will be cut 25 percent and the capital budget 75 percent across the board as a result of lower than expected enrollment. In contrast to other universities, faculty at Baylor have no formal input into the budget process. Senators challenged Vice President Brooks' assertion that the cuts would have no or minimal consequences for students. While evidence to the contrary was expressed orally, Senators were encouraged to poll their "constituents" to ascertain how the cuts will specifically affect teaching at the departmental level. Written responses should be communicated to Senator Patton by October 24, who will summarize them in a report.

#### IV. Committee/Liaison Reports

**A. Faculty Committee on Academic Freedom, Responsibility and Environment** (Senator McGlashan, chair): No report.

**B. Faculty Committee on Enrollment Management** (Senator Stanley, chair): At this point applications and admissions run ahead of 2001 levels while deposits are down slightly. Since applications are free and non-committal when made electronically, it is too early to forecast reliable trends.

**C. Faculty Committee on Physical Facilities** (Senator Beck, chair): The committee has not yet met in the new academic year. The administration is continuing to solicit ideas for the beautification of the former fountain area outside the BDSC.

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

#### **E. Liaison Reports:**

**A: Athletic Council** (Senator Dunn): Senator Dunn reported on his positive impressions of the new Athletic Director. NCAA compliance issues will be central concerns in the immediate future. Baylor continues to achieve high graduation rates among its athletes, in no small part thanks to Don Riley's efforts to foster good communications between the Athletic Department and the faculty.

**B: Staff Council** (Senator Brown): The Staff Council undertook a vote of confidence in the administration. Long semesters will forthwith have 72 class days, while Summer School will begin after Memorial Day. For the fall of 2004, the administration is aiming for a freshman class of 2,800 students, plus 450 transfers. Baylor has hired extra personnel to recruit at Christian high schools.

**C: Personnel Benefits and Compensation** (Senators Ngan/Williams): Vice President Crone has announced that medical benefits will go down and premiums

will go up in the coming year. In particular, individual and family deductibles will increase, along with coinsurance and the out-of-pocket outlays for prescription drugs, while premiums will rise around 10 percent. There will also be changes in the sick leave policy. Senator McGlashan voiced concerns over the need to distinguish clearly between sick leave and maternity leave.

## VII. New Business

**A: "Sunsetting" Two Committees.** Upon a motion by Senator Purdy, seconded by Senator Baldrige, the Senate voted unanimously to abolish the no longer needed Bookstore Committee and the University Council for Educator Preparation.

**B: Constitutional Changes.** The Senate discussed, without dissent, three proposed constitutional changes that will be voted on at the November meeting. They would (a) allow the past chair of the Senate to remain a Senator-at-Large for one year even if her/his regular term has expired; (b) require that in future Senate elections any ballot that contains fewer votes than there are vacancies in its pertinent university unit will be deemed invalid; and (c) grant a Senator on sabbatical the privilege to designate, with the approval of the Senate, a substitute for up to two semesters.

**C: Closed Meetings.** Criticisms by several representatives of the senior administration notwithstanding, the Faculty Senate reaffirmed its policy to conduct its business in meetings that are closed to the public. Besides offering protection for its untenured members, this format allows the Senate to engage in the full, frank and confidential exchange of information and opinions over matters that often are sensitive in nature. As always, visitors may be admitted upon invitation by the chair and with senatorial consent.

**D: Recent Council of Deans Meetings .** President Sloan will essentially remove himself from hiring, tenure and salary issues in the future in order to concentrate on fundraising, the Baylor 2012 Vision, and participation in "national debates" in higher education.-- The Provost expressed dismay over the practice of some faculty to carry the debate over current controversies at Baylor into their classrooms.-- Baylor will revamp its internet homepage in order to advertise its academic programs more effectively and prominently.

**D: "Shared Discussion" on Academic Freedom.** The Provost wishes to engage with the Faculty Senate in a "shared discussion" on matters affecting academic freedom. Several Senators expressed their desire to involve the AAUP in such discussions. No format or timetable has been set for this undertaking.

**E: "Question and Answer" Session with the President.** President Sloan intends to hold a "question and answer" session for the benefit of the faculty. The date, time, location and format of this session have yet to be determined.

**F: Lecturers.** The Provost will address the status of lecturers at Baylor at the November 19 meeting of the AAUP.

**G: Reapportionment of Senate Seats .** As constitutionally mandated, Senators Mathis and Rust will study if any reapportionment of Senate seats is warranted based on current full-time faculty distribution in Baylor's various academic units.

**H: Committee on Committees Composition.** Due to conflicting provisions in the Faculty Handbook, it may be necessary to remove lecturers from the Committee on Committees as only tenured and tenure-track faculty are supposed to serve on it.

**I: Meeting with Regents Committee.** The chair gave a confidential report on the October 3 meeting between the Senate's Executive Committee and the Regents' Committee chaired by Mr. Will Davis. A further such meeting will be held October 30.

V. The meeting was adjourned at 5:44 p.m.

Respectfully submitted,

Eric C. Rust  
Secretary