

MINUTES OF THE FACULTY SENATE MEETING

October 12, 2004, at 3:30 PM in Rogers 109

Present: Senators Baldrige, Boyd, Brown, Chonko, Cloud, Karen Fredenburg (for Connally), Cordon, Nancy Upton (for Cox), Diaz-Granados, Garner, Green, Hanks, Lehr, Mathis, McGee, McGlashan, McManness, Miner, Ngan, Norman, O'Brien, Patton (Chair), Pennington, Pinney, Purdy, Robinson, Rosenbaum, Rust, Spain, Stanley, Sturgill, Vitanza, Wallace, Williams.

Also present for first part of the proceedings: Mr. Will Davis, Chairman of the Board of Regents; Mr. Chris Holmes of the General Counsel's Office

- I. The meeting was called to order at 3:32 PM. Senator O'Brien gave the invocation.
- II. **Address by Mr. Will Davis, Chairman of the Board of Regents.** At the Senate's invitation, and after being introduced by Senator Patton, Mr. Davis (who was accompanied by Mr. Chris Holmes from the General Counsel's Office) addressed the assembly for approximately twenty minutes before answering questions from the floor. He was greeted with a round of applause and began his remarks by recounting his long association with Baylor that now spans more than half a century.

In reference to his challenges as the current Chairman of the Board of Regents, Mr. Davis expressed his disappointment that neither the administration nor the faculty have done enough to reach out to each other to bridge their obvious differences. He further regretted that certain regents do not know as much about the nature and operations of the university as he would wish. All involved parties should make more determined efforts at reconciliation than they have in the past. In response to a question from the floor, Mr. Davis suggested that the proposed faculty referendum on President Sloan would not help the Regents make a decision. He allowed that, while the official vote by the regents against sponsoring the referendum was unanimous, a number of regents may have expressed a different opinion privately. Mr. Davis stated emphatically that the governance of Baylor University is based on its own charter and is not bound by AAUP principles. He indicated, however, that he had made inquiries regarding governance structures at other Texas universities and that he is not in principle opposed to reviewing Baylor's governance arrangements in light of practices at comparable institutions of higher learning. Senator Patton indicated to Mr. Davis that Baylor would never attain Tier 1 status while remaining in broad and deliberate conflict with AAUP guidelines regarding university governance.

Mr. Davis thanked the Senate for the opportunity to speak, just as the Senate Chair expressed the Senate's appreciation for his visit. Mr. Davis and Mr. Holmes left the proceedings to another round of applause at 4:20 PM.

- III. Motion on Baylor 2012.** After obtaining permission to discuss an agenda item out of order, the Chair and Senator Robinson presented an Executive Committee report in the form of a resolution to affirm Baylor 2012. The motion, with several friendly amendments, passed unanimously by a vote of 32-0, with no abstentions. It reads as follows and will be posted on the Senate website:

“The Baylor Faculty Senate affirms its support of *Baylor 2012*, the University’s strategic plan for excellence. We believe the vision has the potential to advance Baylor University within the Academy. We agree with the Board of Regents that *Baylor 2012*, as with any long-range plan, should be evaluated and adjusted periodically in order to achieve its core objectives.”

- IV. Approval of Minutes.** The minutes of the Senate meetings on September 14 and October 5, distributed earlier electronically, were unanimously approved (the two individuals sitting in for absent Senators abstained from voting).

V. Announcements.

A. Senator Sturgill, who had been working on a reallocation of faculty "reporting groups" for Senators to communicate with their constituents, distributed the new list and was thanked warmly for the time and work involved in this task.

B. The Chair reported on measures taken by the Executive Committee in connection with the faculty referendum on President Sloan's leadership. Senator Rust is obtaining a list of all eligible faculty from Dr. Ramsower. The latter has indicated such a list would be available after Mr. Davis had addressed the Senate. Special consideration will be given to faculty of the School of Nursing and others away from Waco to assure they have every opportunity to cast their vote. The entity likely to conduct the referendum should be in a position to do so by the second week of November.

Prior to, and even during its meeting, members of the Senate received, almost exclusively through the office of the University Ombudsman and forwarded by the Senate Secretary, a considerable number of signed and unsigned messages in both electronic and paper format from faculty expressing either support or opposition to the faculty referendum. While Senators took due notice of these communications, which included an 11-1 resolution opposed to the referendum from unidentified members of the Honors College, no initiatives or motions arose from the floor to revive debate on the referendum.

C. Senator Pennington, along with Senator Norman, will represent the Senate on the Cornelia Smith Professor Selection Committee.

V. Old Business

A: Senate Election Procedures. Senator Rust (Chair) presented a subcommittee draft report detailing proposed changes in the Senate's election procedures, effective Spring 2005. The committee proposes a number of improvements,

including the adoption of centralized in-person voting, the public opening and tallying of ballots, and the creation of a Senate Election Commission to share out some of the responsibilities presently resting solely with the Senate Secretary. Inasmuch as the suggested changes would become part of the Senate Constitution and its by-laws, the Senate will further discuss the issue and vote on it at its November meeting.

VI. Committee/Liaison Reports

A. Faculty Committee on Academic Freedom, Responsibility and Environment (Senator McGlashan, chair):

Senator McGlashan presented an extensive report on the present status of proposed revisions to Baylor's academic freedom policy. Three committees--hers, as well as a Disciplines and a Theology Committee (the latter two appointed by the Provost)--are currently studying the matter after the administration's official withdrawal of BUPP 701A-Draft. After indicating how BUPP-701A-Draft came to be proposed in the first place, Senator McGlashan reported that her committee has received assurances that Baylor's current academic freedom document (BUPP 701) is sufficient at this time to satisfy academic accreditation and religious exemption criteria and is unlikely to be amended. It is hoped that the Academic Freedom committee will be able to work together with the Office of General Counsel, as well as with the administration, to evaluate any future problems without a narrowing of the academic freedom policy. Arrangements are still to be worked out on how Baylor will deal with certain research and teaching subjects in selected social sciences and nursing (e.g., homosexuality); this is to be the purview of the ad hoc Disciplines committee, chaired by Dr. Diana Garland.

The committee will continue to monitor or be involved in such issues as tenure policy and the composition of the Tenure Committee, the question of so-called "temporary lecturers," and continuing irregularities in tenure-granting procedures.

Due to time pressure, the remaining committee and liaison reports were postponed until the November meeting.

VIII. New Business

A: Revised Annual Faculty Evaluation Forms. Senator Vitanza distributed draft copies of the proposed new annual faculty evaluation forms which contain only one "below average" category and allow for department chairs and faculty to indicate individual contribution percentages in the areas of teaching, research, as well as administrative and non-administrative service. The latter is fixed at ten percent. Senator Vitanza encourages the Senate to ask for feedback from "constituents" and forward any suggestions to her by e-mail.

B: Confidentiality. Before adjourning, Senators unanimously reaffirmed their agreement not to identify in communications to "constituents" and others outside the chamber what positions individual Senators had taken and how they had voted on any given issue under deliberation.

IX. The meeting was adjourned at 5:33 PM.

Respectfully submitted,

Eric C. Rust
Secretary, Faculty Senate