



## Faculty Senate

### **FACULTY SENATE MEETING**

October 16, 2001

Cashion 303

### **MINUTES**

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Present: Abbott-Kirk, Auld, Baldrige, Bowery, Cannon, Cox, Dunn, Farris, Gilbreath, Gray, Haynes, Jacobson, Longfellow, Losey, McGlashan, McManness, Riley, Robinson, Rust, Sharp, Sparkman, Stanley, Weaver, Williams, Wilson, Yelderman

Absent with notification: Beck, Cooper, Curtis, Hanks, Ngan, Patton, Young

#### **I. Call to Order & Announcements.**

The chair called the meeting to order at 3:33 p.m. The minutes of the September meeting, earlier distributed by e-mail, were unanimously approved as amended.

## II. Old Business

A: Changes in Libraries Administration. Dr. Reagan Ramsower, Chief Information Officer and newly appointed Dean of the Libraries, addressed the Senate for about half an hour, outlining the considerations which induced him to apply for the position of Dean of Libraries and fielding questions from the floor on both the modalities and outcome of the search process. He also distributed a document entitled, "Strategic Vision of the Chief Information Officer: Summer 2001." The Senate expressed appreciation for Dr. Ramsower's remarks with a round of applause. After discussion, the Senate took no further action on this matter.

B: Salaries/Raises/Merit Pay. Based on the document distributed for the September meeting, Senator Gilbreath reiterated his concern that the recent paradigm shift in scholarly expectations at Baylor places older faculty at an unfair disadvantage in terms of salary increases and merit pay when compared to younger and more recently hired colleagues. After a lengthy discussion, in which concerns were raised as to whether the administration is likely to share pertinent information to illuminate the matter, the Senate unanimously approved the following motion, presented by Senator Gilbreath and seconded by Senator Riley, that

"A study be undertaken by a joint committee of the Faculty Senate and the AAUP of the role of senior (older) faculty in the context of the new academic paradigm implicit in the 2012 Vision document. This study should focus on the issues of economic fairness in the treatment of older faculty as a class."

C: Summer Salaries. Consideration of Senator Gilbreath's initiative to study the structure of summer salaries at Baylor was deferred until the November meeting.

D: Tenured Faculty Development Task Force Proposal. Upon a unanimously approved motion by Senator Wilson, seconded by Senator Baldrige, the recently submitted report of the task force headed by Senator Patton was deferred to the Committee on Academic Freedom, Responsibility, and Environment for further study.

E: President's Faculty Forums. The chair reported that President Sloan does not endorse the compromise proposal put forth by the Faculty Senate last month, preferring instead a scenario without prepared questions or prepared answers. The Senate agreed that at the next forum professors will have the option of posing questions aloud or jotting them on cards to be passed to the chair for presentation.

F: Health Care and Retirement. Since the September meeting Vice President Crone has distributed the new guidelines and arrangements to staff and faculty. She will be available at the AAUP meeting on October 17 to answer questions.

G: Plus./minus Grading Proposal. Senator Cox (committee chair) advised that his committee endorses the proposal in principle, but that concerns remain with regard to the use of A+ and the computation of GPA for scholarships, academic probation, etc. Polling the faculty by e-mail is not considered a desirable option since the faculty would likely split along predictable lines of preference.

H: Honor Council Appeals. President Sloan is reconsidering whether academic Honor Council appeals should go to the Vice President for Academic Affairs or to the Vice President for Student Affairs.

I: September 11 Relief Fundraiser. Senator Stanley reported that so far some \$2,400 have been raised, mainly from faculty, for the victims of the September 11 terrorist acts.

J: Tenure Committee Vacancy. The Senate approved unanimously the appointment of Dr. Pauline Johnson (Nursing) to the Tenure Committee.

K: Senate Cheating Resolution. The Provost's Office will locate the resolution and report to the Senate on any action taken.

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

No reports.

### **IV. New Business**

A: Chair's Conversation with Vice President Crone. The announced document on health care and benefits has been distributed. The AAUP forum on October 17 will be a suitable opportunity to request clarifications and make comments. Senator Gilbreath questioned the administration's assertion that medical costs rose last year at an annual percentage rate of over 17 percent, suggesting instead a 7 percent figure as more realistic.

B: Chair's Conversation with President Sloan. The chair's conversation with President Sloan centered on the Faculty Senate resolution regarding the merging of the positions of CIO and Dean of Libraries; on the format of the President's Faculty Forums; and on the issue of merit pay, among others.

C: Council of Deans Meeting: The meeting addressed primarily the implementation of the Vision 2012 document and the formation of the honor's college.

D: Faculty Senate Budget. The Provost's Office has no longer responsibility for the Faculty Senate budget. Vice President Brooks' office is in charge, but the size of the budget or proper reporting procedures are unclear. The matter remains under investigation.

E: Intellectual Property Policy. Dr. Ken Wilkins is chairing a committee charged with establishing Baylor guidelines regarding intellectual property. The Faculty Senate will eventually have an opportunity to provide input.

V. The meeting was adjourned at 5:28 p.m

Respectfully submitted,

Eric C. Rust  
Secretary

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