

AGENDA  
FACULTY SENATE  
THE WICHITA STATE UNIVERSITY

Meeting Notice: Monday, May 1, 1989

Order of Business:

- I. Calling of the Meeting to Order
- II. Informal Proposals and Statements
  - a. President Zoller: Legislative Plans for Future Meetings
  - b. Regents Report 89-3 (Attachment B)
- III. Approval of Minutes
- IV. Old Business:
  - a. Return of Committee of the Whole  
[Key Concepts for Straw Ballot]  
(Attachment A)
- V. Adjournment

EXECUTIVE COMMITTEE

Peter Zoller, Senate President	Box 14	3130
Gary Greenberg, Senate Vice President	Box 34	3171
Tom Izbicki, Senate Secretary	Box 68	3591
Elmer Hoyer, Senate President-Elect	Box 44	3415
Gayle Davis, Elected by Senate	Box 82	3358
Karen Brown, Elected by Senate	Box 26	3114
Jack McCormick, Appointed by Sen. Pres.	Box 51	3120



41

## Key Concepts for Straw Ballot

1. Should the document read "Terminal Degree" or "A degree appropriate to teaching and research in the area as the area is defined by the unit?"
2. Should the list of criteria be replaced by a statement supporting teaching and research appropriate to and defined by the unit?
3. Should service be counted?
4. Should the annual evaluations be linked to tenure and should successful completion of the yearly goals be presumptive to the award of tenure?
5. Should tenure and promotion to associate professors be linked?
6. Should membership on the College and University Tenure and Promotion Committee be limited to associate and full professors or should it include tenured assistant professors?
7. Should the University Tenure and Promotion Committee be a review committee for procedures and appeals or should it deal with substantive matters?
8. Should the University Tenure and Promotion Committee be composed of the chairs of the college committees or should its membership be composed as specified by the document?
9. Should administrators (Chair, Dean, Executive Vice President for Academic Affairs) be present at all meetings or should they be present only when invited?

Note: Our hope is that each of these will be discussed and debated, that a straw ballot will be taken, and that a document reflecting the Senate debate will be presented at the meeting on April 17.



47



ACADEMIC AFFAIRS  
 Agenda Item No. 1

REGENTS REPORT 89-3  
 CHARACTERISTICS OF FACULTY

KANSAS REGENTS SYSTEM

TENURE STATUS OF FACULTY  
 (April, 1989)

	<u>Faculty Holding Tenure</u>	<u>Faculty Eligible For Tenure</u>	<u>Percentage of Eligible Holding Tenure</u>
University of Kansas	845	1,022	82.7%
University of Kansas Medical Center	327	456	71.7
Kansas State University	839	1,113	75.4
Wichita State University	329	464	70.9
Emporia State University	168	220	76.4
Pittsburg State University	146	204	71.6
Fort Hays State University	<u>157</u>	<u>179</u>	<u>87.7</u>
TOTAL	2,811	3,658	76.8%

NUMBER OF FULL-TIME FACULTY BY RANK  
 (Budgeted 9 & 12 Month Appointments - FY 1989)

	Total	<u>Full Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>	
		No.	%	No.	%	No.	%	No.	%
KU	963	500	51.9%	277	28.8%	178	18.5%	8	.8%
KSU	1,141	455	39.9	329	28.8	279	24.5	78	6.8
WSU	523	102	19.5	145	27.7	217	41.5	59	11.3
ESU	216	76	35.2	79	36.6	61	28.2	-	-
PSU	229	97	42.4	71	31.0	52	22.7	9	3.9
FHSU	196	79	40.3	59	30.1	39	19.9	19	9.7
KCT	<u>32</u>	<u>7</u>	<u>21.9</u>	<u>10</u>	<u>31.3</u>	<u>12</u>	<u>37.5</u>	<u>3</u>	<u>9.4</u>
SYSTEM	3,300	1,316	39.9%	970	29.4%	838	25.4%	176	5.3%



DEPARTURE FROM REGENTS FACULTY BY RANK - FY 1988

	Total	<u>Full Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>	
		No.	%	No.	%	No.	%	No.	%
Resignation	187	33	17.6%	48	25.7%	61	32.6%	45	24.1%
Retirement	84	54	64.3	25	29.8	1	1.2	4	4.8
Termination	<u>56</u>	<u>3</u>	<u>5.4</u>	<u>6</u>	<u>10.7</u>	<u>26</u>	<u>46.4</u>	<u>21</u>	<u>37.5</u>
TOTAL	327	90	27.5%	79	24.2%	88	26.9%	70	21.4%

YEARS OF SERVICE AND SALARY OF RESIGNATIONS - FY 1988

	<u>Average Years Service Resignations</u>	<u>Average Years Service Retirees</u>	<u>Average Salary Resignations</u>	<u>Average Salary New Hires</u>
KU	11.0	30.0	\$37,653	\$33,164
KUMC	4.8	24.8	30,097	35,074
KSU	7.0	26.1	33,799	33,913
WSU	5.0	21.0	25,742	27,683
ESU	7.0	24.0	29,514	26,265
PSU	7.9	19.3	37,116	29,126
FHSU	6.0	30.0	24,685	23,759
KCT	N/A	5.0	N/A	

MAJOR REASONS FOR RESIGNATION

Higher Salary	44 percent
Personal Reasons	41 percent
Geographic Location	16 percent
Promotion	9 percent
Increased Research Funds	7 percent
Better Facilities	4 percent
Institutional Prestige	4 percent
Additional Staff Support	3 percent
Consulting	3 percent
Improved Teaching Loads	2 percent

(Exceeds 100 percent as more than one reason cited by some)

SOURCES OF ALL DATA: Institutional Tenure Status Summaries, April 1989  
 Academic Planning Tables completed by Regents Institutions - FY 1988  
 Summary of FY 1989 Operating Budget Data