



# Faculty Senate Archives

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Faculty Senate

Academic year 1990-1991

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## Volume IV

### Agenda and Minutes of the Meeting of August 27, 1990

# AGENDA

## FACULTY SENATE

### THE WICHITA STATE UNIVERSITY

Room 126 CH

3:30 pm

Meeting Notice: Monday, August 27, 1990

#### Order of Business:

- I. Calling of the Meeting to Order
- II. Informal Proposals and Statements
  1. Discussion of the recruitment process for vacant positions - President Armstrong
  2. Report to the Faculty Senate - Dave Alexander
    - a. Role and function of the Senate
    - b. Report on Regents' meetings of May and June
    - c. Report on activities since the last Senate meeting
    - d. Discussion of issues for the fall
- III. Approval of Minutes of April 30, May 7, and May 14
- IV. New Business - As May Arise

#### EXECUTIVE COMMITTEE

Dave Alexander, Senate President	Box 32	3190
Bob Wherritt, Senate Vice President	Box 33	3160
Jolynne Campbell, Senate Secretary	Box 43	3147
A. J. Mandt, President-Elect	Box 74	3125
James Clark, Elected by Senate	Box 78	3220
Mira Merriman, Elected by Senate	Box 67	3555
Elmer Hoyer, Appointed by Senate President	Box 44	3415

FACULTY SENATE  
THE WICHITA STATE UNIVERSITY

Minutes of the Meeting of August 27, 1990

MEMBERS PRESENT: Ackerman, Alexander, Armstrong, Bair, A. Bajaj, P. Bajaj, Baldrige, Baxter, Billings, Brady, Breazeale, Brewer, Burk, Campbell, Carroll, Cavarozzi, Christensen, Clark, Daugherty, Davison, Duell, Erickson, Foster, Gosman, <sup>Griffith</sup> Gythiel, Hartman, Haydon, Horn, Hoyer, Hubbard, Huckstadt, Huntley, Izbicki, Johnson, Kelly, Kruger, Lee, Mandt, J. Merriman, M. Merriman, O'Flaherty, Parkhurst, Perel, Rogers, Sethi, Sweney, Webb, Wherritt, Yeager, Yeotis

MEMBERS ABSENT: Benson, Combs, ~~Griffith~~, Lambert, Lansing, Olivero, Soles

GUESTS: ~~Breazeale~~, Pangburn

*forgot to sign Roster - really didn't know she was suppose to.*

I. Call to Order

Senate President Alexander called the meeting to order at 3:30 p.m.

II. Informal Proposals and Statements

RECRUITMENT PROCESS FOR VACANT POSITIONS

President Armstrong stated he was seeking the advice and counsel of the Faculty Senate concerning the recruitment process. He has requested from the Executive Committee two lists of faculty, one for the Provost/VPAA Definition Committee and one for the VP for Advancement Definition Committee. The committees would define the respective positions and the qualifications required for them.

Pres. Armstrong discussed the wisdom of engaging an executive search firm for the process. It would reduce the heavy workload from the faculty and staff. The firm would work within our parameters as defined by the University through the search committees. The cost is not inconsiderable (1/3 of first year annual salary) but worth considering due to workload.

Senator Gosman asked how the President envisioned the duties of the search committees. President Armstrong replied that we are buying expertise. Firms can find candidates that we can't, and they are good at maintaining confidentiality.

Dr. Breazeale stated that a firm was suggested since it was important to have a successful search. They can do routine work faster and better than we could and have access to people we may not have. They are brokers to match the needs of the university with those of the candidates. The campus search committees will do interviews; the firm will do the scheduling. The committees will determine the preferential order. The firm does not make the decision. It will act as go-between with additional background checks if necessary. It will also act as go-between in matters of compensation. The university determines the size of the final list of candidates. It is important to speed up the calendar since it is so late in the academic year. Senator Gosman asked if someone had a candidate, how could they get them included. Dr. Breazeale said they could answer the published ads.

Senator Mandt asked if this would be a means by which potential employees could advance their careers. President Armstrong stated that the firms are not employee agencies. Senator M. Merriman asked if it would be possible to call ten schools for opinions. Pres. Armstrong replied yes.

Senator O'Flaherty asked why choose this firm? Of the three proposals received for the Barton search, this one was the best and most satisfying. Senator Horn asked how much money the process would cost. Dr. Armstrong said two would be at 1/3 the first year salary and the third at 1/2 that amount. Senator Horn asked if that would be about \$110,000 to \$130,000 for all three. Armstrong stated that the Endowment Association would contribute some money and some money would come from TWSU. Senator Perel asked if the money would come from money set aside for faculty improvement. Dr. Armstrong replied that he had asked FS Pres. Alexander to make recommendations with 1/3 from each source: Mill Levy, Endowment and TWSU.

Senator Mandt addressed the issue of the selection of the Definition Committee. He stated that we would only get our money's worth if we have good criteria for the positions. It is the only way to narrow the field of candidates. The situation is very portentous considering the budget and happenings of last spring. He felt that the method proposed to select the faculty members did not involve the faculty. The process was not a coming together as envisioned last fall. Dr. Armstrong replied that Senator Mandt's reaction showed a distrust of the faculty members that he, the President, would pick. Senator Mandt stated that only those persons named by the Faculty Senate are faculty representatives. He felt that the entire list should be faculty chosen by the Senate. The present method allows the President to pick all the faculty members. President Armstrong replied that he would not give up his prerogative. Senator Mandt felt that it was a matter of the quality of advice received. President Armstrong stated that in that case, even if he appoints three faculty from the list of ten and picks three others, they all will be suspect. Senator Mandt replied that with the reality of last spring, these are definite issues. Senator J. Merriman suggested that the President submit names of persons he would see on the list to the Senate for input. Dr. Armstrong said that he would consider that suggestion. Senator Billings stated that it was not a matter of trusting; rather a matter of to whom you'll be beholden. Dr. Armstrong said he would consider the points made and hoped that we could arrive at a consensus and that all those participating would have their first obligation to the University.

Senator Carroll asked about the time line. It sounded like a semester worth of time. Dr. Armstrong said we could not afford to wait. We must define the criteria and avoid hasty decisions at the end of the spring semester. Senator Carroll stated that there were split factions across campus so we must insure impartiality. Senator Baxter expressed a sense of trust in the process since faculty are involved. She stated that the administration should also trust the faculty. She asked how much better the firm would do than TWSU, apart from the cost.

Senator Perel commented that even though TWSU is poor, there is always money for administrative matters. He added that he felt we didn't need this process. He asked how TWSU could afford it.

Senator Hoyer asked a question relative to calls about candidates. He asked how one does a background check and maintain confidentiality. Dr. Armstrong replied that the firm's representative, Mr. Funk, should come to speak for the firm since he felt he could not speak to the issue.

A discussion followed concerning time for Mr. Funk to speak with the faculty. Since he would be on campus at the Barton School on Thursday morning, September 6, it was decided that Thursday afternoon at 1:30 p.m. would be a possibility. Senate President Alexander said he would work out the details and send out an agenda.

REPORT TO THE FACULTY SENATE: DAVE ALEXANDER

The following statements were given before the report:

1. Senator Mandt reported that the Rules Committee needed to fill two Senate vacancies: 1 from Business and 1 from the Natural Sciences. He asked for nominations from the respective divisions.
2. Senator Izbicki announced a seminar on copyright laws to be given on Wednesday, September at 1:30 p.m. in Room 107 Clinton Hall. All Faculty Senate members were invited to attend.

a. Role and function of the Senate - Pres. Alexander gave his perspective on the role and function of the Faculty Senate. He stated that the agenda for the meetings should be controlled by the faculty. It should not consist only of the things that work their way through the system. He would like to see the Senate be more proactive. The Senators should be discussing issues with colleagues and bringing items forward for the agenda. The Senators should use **Informal Proposals and Statements** to express important views, such as issues from departments that need airing. He stated that much of the important work is done in the Senate committees. The Rules Committee will supply the membership and chair of each committee. We, however, must serve where our interest lies. We must put our time and efforts where our words were last Spring.

b. Report on Regents' meetings - May and June - The report began with with the budget cycle. The proposed budget requested:

1. Unclassified salary parity of the base budget (\$1.6M) for a total of a 9.2% increase in faculty salaries if approved.
2. 4% increase in OOE
3. 16% increase in student salaries
4. other Mission-related increases of \$696,000
5. shrinkage adjustment of \$629,000 to be used for computer related purposes
6. enrollment adjustment of \$376,947

Other matters discussed by the Regents included the Review of Tenured Faculty. The definition of the study was done with many meetings on how the study should be conducted. Engineering schools received attention. The Regents were of the opinion that they should have a 23/1 student to faculty ratio. The Ed. D degree was again discussed. They delayed implementation of the program at TWSU. They suggested a joint Regents program. They discussed the following:

1. The policy defining the role and remuneration of Chief Executive Officers. It was approved.
2. The policy defining the responsibilities of faculty during recess. It had proposed language changes.
3. The merger of KSU and the Kansas college of Technology. It was approved.

Senator Gosman asked if all three of the Regents' Universities presented position papers on the Review of Tenured Faculty. Pres. Alexander replied that all six institutions had and they have been received by the Regents. TWSU position upheld the Tenure system and the mechanism of faculty review.

c. Report on activities since the last Senate meeting - the Executive committee activities followed. The committee discussed exactly what information on the Review of Tenured Faculty that the Regents wanted. The Regents suggested "unproductive" faculty are those that have received less than average merit salary increases in 2 of 3 years. The committee felt that salary should be based on merit, therefore, any increase shows productivity. Pres. Alexander felt that, although there were still unresolved issues, significant alterations in the policy were due to TWSU faculty consultation.

Senator Perel asked if the discussion included the process of awarding tenure. Pres. Alexander replied that indeed it had. He stated that the Regents are not educators so they have no idea how tenure is awarded. Many thought the process was like that in the public school system. Senator J. Erickson replied that the Regents need to be told that TWSU does get rid of nonproductive persons. Pres. Alexander replied that TWSU has a good record. There is pressure, however, to improve. Being "nonproductive" is difficult to document. Only one case in the system has reached a due process hearing.

Senator Rogers asked why the issue on recess came up and if there was a history of abuse. Pres. Alexander said he didn't know. Senator Baxter asked if we would say no to the Board of Regents. Pres. Alexander replied that we could not. They have absolute authority. Senator Lee asked if there was any discussion on dissolving the Board of Regents. Pres. Alexander said that the Governor has decided that the proposed constitutional amendment is not a good idea. The Legislators didn't realize what they were doing with the legislation.

The executive committee has included the issue on Consulting/Outside work on its agenda. It will bring it to the Faculty Senate for recommendation. We need an institutional policy.

Jointly sponsored programs between institutions was not included in the public discussion of the Board of Regents, President Alexander stated that in fact there is very little discussion on issues at the Regents meetings.

Senator Izbicki asked about the practical implications of the KSU and the KS College of Technology. Pres. Alexander replied that TWSU had declined to submit a proposal. Pittsburg State had submitted a strong proposal but it was turned down by the Regents.

President Alexander proposed that the remaining agenda items would be carried over to the September 10 meeting, since the hour was growing late.

Senator Hoyer moved for adjournment.

Meeting was adjourned at 5:00 p.m.