



# Faculty Senate Archives

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Faculty Senate

Academic year 1992-1993

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## Volume VI

### Agenda and Minutes of the Meeting of November 30, 1992

**AGENDA**  
**FACULTY SENATE**  
**The Wichita State University**

Room 126 CH

3:30 p.m.

Meeting Notice: Monday, November 30, 1992

Order of Business:

- I. Calling of the Meeting to Order
- II Informal Statements and Proposals
- III. President's Report
- IV. Approval of Minutes  
(September 28, October 19, November 9)
- V. Old Business
  1. Resolution on Program Review
  2. Dismissal for Cause Procedure
  3. Ad Hoc Tenure and Promotion Committee Report  
(Please bring your copies of both)
- VI. As May Arise

**EXECUTIVE COMMITTEE**

Kathryn Griffith, President	3165	Box 17
Keith Williamson, Vice President	3185	Box 31
Joyce Cavarozzi, Secretary	3541	Box 53
James Clark, President-Elect	3220	Box 78
Albert Gosman, Elected by Senate	3402	Box 35
John Dreifort, Elected by Senate	3150	Box 45
Elmer Hoyer, Apptd by Sen. Pres.	3415	Box 44
A. J. Mandt, Past President	3125	Box 74

**FACULTY SENATE**  
**Wichita State University**

Minutes of the Meeting of November 30, 1992

**MEMBERS PRESENT:** Alexander, R. Armstrong, Behrman, Benson, Bereman, Burk, Campbell, Carroll, Cavarozzi, Chopra, Clark, Daugherty, Davis, Dreifort, Duell, Erickson, Farnsworth, Fisher, Furtwengler, Gosman, Griffith, Hawley, Horn, Hoyer, Hundley, Jeffers, Kahn, Koppenhaver, Mandt, Masud, Moore, Murphey, Parkhurst, Pitetti, Romig, Shanahan, Sheffield, Sweney, Wherritt, Williamson, Yeager

**MEMBERS ABSENT:** Allen, Bair, Bajaj, Berger, Billings, Brady, Gythiel, Martin, May, Merriman, Murdock, Teshome, Thomson, Widener, Zytow

**GUESTS:** Brunner, Kruger

Summary of Action Taken:

1. Passed a resolution supporting President Armstrong's Program Review Report.
2. Moved to return to the Executive Committee the Dismissal for Cause Policy for further legal advice.

I. CALL OF THE MEETING TO ORDER. Meeting was called to order at 3:30 p.m. by President Griffith.

II. INFORMAL PROPOSALS AND STATEMENTS.

Senator Duell asked if there was information about positions that were held back because of shrinkage. President Griffith said she didn't know, but she would talk with President Armstrong.

III. PRESIDENT'S REPORT.

1. Senator Romig had inquired about a Health Care charge. There will be no charge.

2. The Executive Committee held a reception for area legislators. It was successful and needs to be continued. Senators may get information given to the legislators from Senator Clark.

3. The Presidential Search Committee is making reference calls. Faculty members are still working to get the process open. Senator Gosman asked what the difficulties were. President Griffith said the committee promised confidentiality, and they don't want to break a promise. Senator Hoyer said the University of Arkansas had an open search from beginning to end and got an excellent candidate. President Griffith pointed out that the candidates' campuses know. Senator Mandt asked how many calls were being made on candidates. President Griffith said about 68 in the first round. Senate Presidents, Student Government Presidents, Deans of colleges are being called. Senator Erickson asked if anyone was going to the candidate's campus? Senator Griffith said that was still an option. Candidates are from regional schools like ours.

4. A Sexual Harassment Policy has been drafted by our administration. It will be on the January 25 agenda.

5. At the Regents meeting in Topeka faculty development, health care, student initiative on diversity, and faculty problems of hiring and retention were discussed. The Regents began the process of increasing requirements for Teacher Education. In December the Regents will lift the moratorium on new degrees and approve Mission and role statements. In December and January, the staff will review Program Review statements. In March the regents will address Goals and Aspirations and Program Review. The Task Force on Phased Retirement made its recommendations.

6. Senator Hoyer said that some of the Program Review recommendations were already being carried out on this campus. Senator Kahn said two people were denied entrance for this spring into the M.A. in Political Science program by the Graduate Office. Senator Hoyer said the Faculty Handbook spelled out a defined process that is not being followed. Senator Mandt suggested we ask President Armstrong for clarification. Senator Farnsworth said that in the past, when a degree is to be eliminated, it is not eliminated until the Board of Regents notifies the university. The treatment of the graduate program in Political Science is without precedent. Senator Gosman requested that President Griffith ask the Graduate School where the instruction came from.

IV. APPROVAL OF MINUTES. Senator Gosman moved to approve the minutes of 9-28-92. Senator Alexander seconded. The minutes were approved. Senator Daugherty said the minutes need to be clearer and more concise. She suggested summarizing. Senator Farnsworth said that could be done, but they wouldn't be minutes. Senator Clark moved to approve the minutes of 10-19-92. Senator Gosman seconded. The minutes were approved. Senator Mandt moved to approve the minutes of 11-9-92. Senator Hoyer seconded. The minutes were approved.

V. OLD BUSINESS.

1. The resolution in support of President Armstrong's Program Review Report were discussed.

a. Senator Hoyer said that most of them seemed to follow the college reports except for Political Science. The college recommended enhancement, the President's report diminished it. He found it troublesome that one department was singled out for treatment. Senator Gosman said that the President recommended consideration for inclusion in the proposed school, and a change with financing.

b. Senator Hawley said any reallocation is still tied to new money, and we were told it would be growth by substitution. Senator Mandt said the budget increases every year. Senator Farnsworth said the recision is allocation of new money and it's asked back. Cuts always come in OOE in order to preserve salary budget. Senator Dreifort said we are interested in base budget control. Senator Mandt said the alternative formula from the Provost was a lump sum transfer, and the long range effect could be nothing. This, at least structurally, defines change permanently. President Griffith said the total could be a half million more than the recommendation from the Provost.

c. Senator Murphey said the idea of a resolution that praises the report is good, but on the other hand, at some point we need to address concerns. This wasn't the ideal faculty governance we've gone through. Senator Clark said we are talking about two levels of concern, local and general. The Regents ought not to be involved in the local. Senator Carroll recommended adding 'departments' after 'faculty'. Senator Mandt said this process, given the time constraints, was designed by the faculty and followed. In the final stages the administration was responsive. Senator Gosman suggested we approve the main motion as is and have the Executive Committee invite comments from the faculty and departments to take to the President. Senator Farnsworth said if we start talking about specifics, it can be damaging. Senator Hawley made a friendly amendment to remove the word 'genuinely'. Senator Mandt accepted it and Senator Carroll's addition of the word, 'departments.' The resolution passed.

2. The Executive Committee received three recommendations from Senator Duell

concerning the Dismissal for Cause Policy:

- a. Replace I.5 with
  5. The Chair of the Formal Review Committee is selected by lot once its constituency is determined. The chair is responsible for ensuring that fair and proper procedures are followed and for submitting the final report.
- b. At beginning of V.10 insert:
  10. Both parties will have access to all written and oral evidence that is introduced and considered.
- c. To the end of section II add:
  6. Faculty who serve on an Informal Review Committee or on a Formal Review Committee are exempt from possible service on either type of committee for the two years immediately following that service. Faculty who serve as chair of a formal Review Committee are exempt from possible service on either type of committee for the five years immediately following that service.

Senator Clark said he would accept them as friendly amendments. Senator Farnsworth and Senator Mandt expressed concern about 'luck of the draw' for chair of the committee. Senator Murphey said dismissal for cause was one of the most serious things in the university. He said there were no safeguards in this document. There aren't subtleties of burden of proof, for example. Senator Mandt said that was a concern, but this was in the context of a peer process of evaluation of performance, not as law defines it.

Senator Murphey pointed out that if it goes to Federal Court, the standard followed becomes important. Senator Benson agreed. Senator Sheffield said at some point, members of the committee have to make a decision. What standards are to be used? He said we need legal advice on this, and it was another example where the faculty needs a lawyer. Senator Clark said Ted Ayers office looked at it, and didn't think there was a problem. Senator Alexander said he was on the Rules Committee when it received Senator Murphey's Grievance Report. There were good points in it, particularly about burden of proof. He asked how long we have before we need this policy. Senator Clark said there is one case that has been through the informal stage, and it is his understanding that the faculty member needs and wants to get this underway.

Senator Farnsworth asked if there is a specific case waiting for this procedure. Senator Clark said yes. Senator Farnsworth asked if this procedure reflects the AAUP standards. Senator Mandt said the AAUP standard is that a person has the right to a hearing with due process safeguards. There is nothing specific, and nothing in the Regents manual, except an informal then a formal hearing will take place. KU had to make up procedures as it went along in the case it recently had.

Senator Sheffield said the party in question might accept these procedures and could use them. Then we could go about the business of defining this. President Griffith said this procedure is accepted by the administration. Senator Wherritt moved to return the document to the Executive Committee and have them direct it to the appropriate places, with legal experts to give advice to protect a person faced with dismissal. Senator Erickson seconded. Senator Mandt suggested adding "The Senate gives its consent for the pending case to go forward without prejudice." It was accepted as a friendly amendment. Senator Perel moved the meeting be adjourned.

Respectfully submitted, Joyce Cavarozzi, Faculty Senate Secretary