



Faculty Senate Archives

Faculty Senate

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Volume VI

Agenda and Minutes of the Meeting of December 07, 1992

AGENDA
FACULTY SENATE
The Wichita State University

Room 126 CH

3:30 p.m.

Meeting Notice: Monday, December 7, 1992

Order of Business:

- I. Calling of the Meeting to Order
- II Informal Statements and Proposals
- III. President's Report
- IV. Approval of Minutes
- V. Old Business
 1. Ad Hoc Tenure and Promotion Policy Report
(Bring your Proposal)
- 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 December 7, 1992

MEMBERS PRESENT: Alexander, Allen, R. Armstrong, Bair, Bajaj, Bereman, Burk, Campbell, Carroll, Cavarozzi, Chopra, Clark, Daugherty, Davis, Dreifort, Duell, Erickson, Farnsworth, Fisher, Gosman, Griffith, Hawley, Horn, Hoyer, Hundley, Jeffers, Kahn, Koppenhaver, Mandt, Masud, May, Merriman, Murdock, Murphey, Parkhurst, Romig, Sheffield, Sweney, Wherritt, Widener, Williamson

MEMBERS ABSENT: Behrman, Benson, Berger, Billings, Brady, Furtwengler, Gythiel, Martin, Moore, Pitetti, Shanahan, Teshome, Thomson, Yeager, Zytow

GUESTS: Brunner, Kruger

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

II. INFORMAL PROPOSALS AND STATEMENTS.

Senator Mandt read a postcard from former Senator Kitch. Senator Bajaj asked about the status of the Presidential search. President Griffith said the committee meets on Wednesday and hopes to reduce the list of candidates to 6 or 7. Referencing is still going on. Senator Bajaj asked if the faculty will be able to meet the candidates. President Griffith said the Senate passed a resolution asking for this, and she still hopes it will be possible. Senator Erickson asked if we are going to get the results of the campus investigations of the candidates. President Griffith said she didn't know that there would be any formal report. Senator Erickson asked who makes the final decision. President Griffith said the Board of Regents. Senator Erickson asked if there would be any Senate input. President Griffith said there would be no formal vote of position. Senator Clark asked how many names would be submitted. President Griffith said from 3 to 5, and the committee is inclined to send 3.

III, PRESIDENT'S REPORT.

President Armstrong visited with the Executive Committee. His University Traffic Committee is much like the composition of his former committee and has 7 students, but he says he won't take away faculty and staff parking.

Senator Chopra sent a letter to President Armstrong saying the Senate should have better office space, and Vice President Lowe is looking. President Griffith invited ideas from the Senate. She said arrangements are being made for anyone with an office in McKinley to move out. Renovations on McKinley won't begin until summer.

President Armstrong wants information from each unit about positions held for shrinkage. He needs to know if they were held at the college or unit level. Pre-enrollment for the Spring is the worst in 10 years and there is great concern about falling out of the corridor. President Griffith visited with Senator Mandt about enrollment concerns. Senator Mandt said there were 2 problems: 1. Recruitment. There used to be more activities on campus for High School students, for example, and 2. Retention. There was a study 2 to 5 years ago but long range ideas were not looked at seriously. There has not been a coordinated effort. He said a faculty task force could focus on the problems in a relatively short time frame. Faculty need to be involved in recruiting. The Honors Program needs to be more focused. We need to meet the needs of minority students, and all our efforts need coordination. President Griffith invited people who were interested in this to talk with her or Senator Mandt.

Senator Bereman said she would like the group to work with the Director of Admissions. President Griffith said they have talked with her. Senator Daugherty said she was not sure the university process of automation registration is beneficial. Senator Wherritt said the community colleges and 4-year colleges in this area sell teaching and we don't. Senator Clark said hardly any drop in enrollment is with new freshmen. The drop is from those who have been here. Senator Sheffield ask what proportion of the students who didn't come back shouldn't have. Some of the reasons they don't come back is because they weren't prepared to come. Senator Hawley said a study from the Director of Admissions would be ready in January. Senator Mandt said the Retention Committee did some generic studies. Senator Davis said Don Hackett ran workshops with former students. Many of the problems are small. Parking is a big problem, but teaching was not a main problem. Senator Dreifort said parking and retention have been problems for years. The new problem is Butler County Community College. Faculty do care here and are willing to be with students. Senator Bereman suggested inviting Martha Shawver, Acting Associate VP of Academic Affairs, Enrollment Services to a Senate meeting.

IV. APPROVAL OF MINUTES. There were no minutes.

V. OLD BUSINESS.

The Ad Hoc Committee on Tenure and Promotion report was presented. Senator Gosman moved the Senate go into the Committee of the Whole to discuss the document, and to take straw votes if it wished. Senator Fisher seconded. The motion passed.

After the meeting rose from the Committee of the Whole, Vice President Williamson reported that recommendations were made on 2 sections of the Ad Hoc Committee on Tenure & Promotion Report:

1. Bottom p. 5, top p. 6, Section 2 - recommend Section 2 be stricken.
2. Section 3.101, p. 1 - recommend Section 3.101 be stricken.

Senator Wherritt moved to adjourn.

Meeting adjourned at 4:55.

Respectfully submitted,

Joyce Cavarozzi, Faculty Senate Secretary

Committee of the Whole

Vice President Keith Williamson presided.

Senator Clark said the last time we talked, quotas were mentioned. This bothers many people. He would like on p. 5 to strike 3.141 and introductory paragraph to 3.14. This takes out the long range %. Senator Wherritt said this strikes the ranking reference. Senator Alexander said the first sentence has important language, indicating that committees should look solely at academic qualifications. Senator Clark said first, second and last sentence of the paragraph could be kept. Senator Bereman asked what was the problem. It may be good to see we're not near a quota. Senator Clark said the upper tenure range is stated. Some think it threatens people who are beginning the process. Senator Alexander said he was sympathetic to Senator Bereman's concern. Add to the existing language, p. 6, "Any guidelines developed should only apply to faculty hired after the guidelines become effective. Guidelines should never apply with an individual's department or school."

Senator Carroll said there are concerns that if the language is taken out, the administration could put rules and guidelines in quickly if a % was reached. This was viewed as a protection to us. Senator Sheffield said he didn't know why 65% is a guideline. Later there is a reference to administration. What academic qualification separate from administrative duties might a faculty member undertake?

Senator Alexander said Tenure and Promotion is always individual and should not be 'group' oriented. What a faculty committee considers is only the individual presentation.

Senator Sheffield asked what would Tenure and Promotion consider if not academic credentials. Senator Wherritt said quotas. Senator Alexander said quotas could happen. Senator Farnsworth said that 65% to 70% is a sliding scale and that bothered him. And % of what? Are we setting a ceiling for ourselves or a minimum the administration allows? Senator Gosman said the original intent was from VP Breazeale. He didn't want a quota. In time infinity, it would approach 65% to 70%. The original intent was never to have a quota.

Senator Carroll said as a member of the committee she thinks there are concerns if we take this out, and if we ever hit the range, the administration could set into effect, faster than we could, some rules and guidelines we would then have to follow. If this is left in, we would have a negotiating point. Senator Sheffield moved to eliminate Section 2 under "Guidelines", bottom of page 5 and top of page 6.

Senator Murphey said he agreed because quotas were an extremely unjust way to handle new faculty. Senator Masud said as long as we have it mentioned, it will be in the minds of committees. We need to strike it because it is unfair. VP Williamson called for a straw vote on the motion. The motion passed.

Senator Sheffield said on page 1, 3.101, he didn't understand how a person could be appointed on soft money other than in a temporary position. Senator Alexander said it has been done. The temporary nature is not the key consideration. If you have been here 6 years, you can't stay unless you become tenured. Senator Sheffield asked about the nature of the appointment. Is it temporary, probationary, part time? Senator Alexander said he is aware of full time ones, but temporary is the contractual way. The issue is would you ever want to be able to retain someone in a situation like that beyond the 6th year. If you do, there needs to be some mechanism for tenure, and some mechanism for the institution to commit to that person even if soft money disappears.

Senator Sheffield said he understood, but there are contradictions in Section 3.11 that says people on temporary appointment are not eligible for tenure. VP Williamson said you are on a tenure track or not, and that has to be stated at hire.

Senator Mandt said the legal terms are probationary and temporary. Probationary appointments have rights that temporary appointments do not have. The six year rule of the AAUP we observe says regardless of employment status, the national standard doesn't recognize continuing employment by full time teachers past six years unless they are tenured. If we employ a temporary for 6 years, we're supposed to tenure them or cut them to less than full time. VP Williamson asked if this would apply retroactively to people here now who were in this category. Senator Alexander said the current document doesn't address unclassified professionals or others.

Senator Farnsworth said that the first paragraph in 3.101 and the explanation didn't follow each other. He said this policy would place in jeopardy those who are not at .75 appointment.

Senator Alexander said on page 7 it says all persons with 50% responsibility with the rank of instructor or higher must go through review for tenure in the 6th year of the appointment. VP Williamson said the committee might give some thought to what to do with people here for many years with responsibility for teaching. Senator Alexander asked for clarification on the soft money issue. He moved to strike 3.101 on page 1. Senator Sheffield seconded. Senator Daugherty asked if anyone consulted with the administration about this. Senator Carroll said the administration met with the committee and this was run by them. Senator Masud asked if this was eliminated did it affect quotas. VP Williamson said he didn't think so. Senator Farnsworth asked if this meant someone here 6 years on .5 is required to come up for tenure. Senator Alexander said the intent was it would apply to people hired after the adoption of this document. Senator Farnsworth said that needs to be clarified in the document. Senator Bair asked if this meant people in the system now get de facto tenure? Senator Alexander said it was possible to write a grandfather clause that allows them to stay, but doesn't give them tenure. Senator Bereman said that strikes of a two tier system and seems unfair.

Senator Farnsworth said the way the document is written, soft money and .5 appointments are intertwined. Senator Mandt said the whole document defines tenure eligibility in relationship to the 50% formula. Senator Alexander said the intent of this motion was to get clear guidance about whether the Senate wants any kind of statement along the lines in the present draft. Senator Horn asked if he meant there is no way to tenure people on soft money.

Senator Alexander said if it is done, and soft money runs out, the university has an obligation. Senator Sheffield said 3.11 deals with the problem. It designates temporary appointments as ineligible for tenure. He said there needs to be simple categories--probationary, temporary--rather than adding complexities of hard money/soft money, etc.

Senator Masud said if hired on soft money, departments don't have to follow some guidelines, and if probationary hire on soft money, we have to follow guidelines. There is no distinction between the two.

Senator Bereman said she doesn't believe there was a differential in searches when she was in the Affirmative Action Office. She said she had concerns, because if a department has soft money and wants to hire someone with it, this kind of provision would make some chairs very conservative about the hire. If the person stays, and the soft money goes, the department has to find hard money. VP Williamson called for a straw vote. The motion passed.

The Committee of the Whole rose to report.