



Faculty Senate Archives

Faculty Senate

Academic year 1992-1993

Volume VI

Agenda and Minutes of the Meeting of March 08, 1993

AGENDA
FACULTY SENATE
The Wichita State University

Room 126 CH

3:00 p.m.

Meeting Notice: Monday, March 8, 1993

Order of Business:

- I. Calling of the Meeting to Order
- II Informal Statements and Proposals
- III. President's Report
- IV. Approval of Minutes - No minutes
- V. Old Business
 - a. Ad hoc Tenure & Promotion Committee Report (3:15-4:40)
 - b. Dismissal for Cause Final Wording (4:40-4:45)
- VI. New Business
 - a. Rules Committee - New Library Committee Charges
(4:45-5:00) (Attached)
- VII. 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

SENATE LIBRARY COMMITTEE

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RECOMMENDED CHARGES

1. The Committee is responsible for educating itself about library operations, activities and issues in the context of campus needs and long-term planning for the development of information services.
2. Furthermore, the Committee's responsibilities are:
 - a. to advise and make recommendations to the Dean of Libraries concerning all aspects of long range development of library services and facilities in support of Wichita State University.
 - b. to advise the Dean of Libraries in identifying and articulating long-term institutional priorities in library services and facilities, including collection development and the updating of collection development planning statements, and information systems development as related to hardware, software and systems support;
 - c. to advise and make recommendations to the Dean of Libraries on library policies and procedures;
 - d. to advise the Dean on the organization of library services;
 - e. to consult and coordinate with the Computing and Telecommunications Strategic Planning Committee with respect to information services and infrastructure, as well as support for library facilities and systems; and
 - f. to report annually to the Faculty Senate. The report should treat the status of the Library's long range plan, noting what has been accomplished, as well as how and why the plan has been revised. It should summarize for the Senate new policies or revisions to existing policies, including the expected consequences for faculty and students.

COMPOSITION

COLLEGES AND SCHOOLS:

Business
Education
Engineering
Fine Arts
Health professions,
Humanities Division of LAS
Science and Mathematics Division of LAS
Social Science Division of LAS

LIBRARY (ex officio, non-voting members)

Dean
Associate Dean
Faculty: Head of Administrative Services
Faculty: Head of Collection Development
Faculty: Head of Reference

STUDENT

Student (appointed by SGA)

file copy

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From : LIBERAL ARTS & SCIENCES

PHONE No. : 689 3234

Mar. 11 1993 11:16AM P02

To: Cass Brunner

From: Joyce Cavarozzi

Subject: Faculty Senate Proclamation passed 3/8/93

We, members of the Wichita State University community, deplore the recent display of racial bigotry demonstrated by the vandals who desecrated the bust of Martin Luther King, and affirm our dedication to respect for diversity.

We declare that in moving toward the achievement of community, we will nurture and advocate respect for the aspirations, personal dignity and safety of each of our colleagues and students.

We deplore and pledge to resist discriminatory acts against all our citizens whose diversity of race, ethnicity, gender, religion, social class and sexual orientation enriches our experience and deepens our understanding of humanity.

FACULTY SENATE
Wichita State University

Minutes of the Meeting of March 8, 1993

MEMBERS PRESENT: Alexander, Allen, R. Armstrong, Bair, Benson, Brady, Burk, Campbell, Carroll, Cavarozzi, Clark, Daugherty, Davis, Dreifort, Duell, Erickson, Farnsworth, Fisher, Furtwengler, Gosman, Griffith, Horn, Jeffers, Kahn, Kelly, Koppenhaver, Mandt, Masud, Merriman, Murphey, Parkhurst, Romig, Sheffield, Teshome, Widener, Williamson, Yeager, Zytow

MEMBERS ABSENT: W. Armstrong, Bajaj, Bereman, Berger, Billings, Chopra, Gythiel, Hawley, Hoyer, Martin, May, Murdock, Pitetti, Shanahan, Sutterlin, Sweney, Thomson, Wherritt

GUESTS: Brunner, Shrunk

Summary of Action Taken: Passed the following resolution:

PROCLAMATION OF THE WICHITA STATE UNIVERSITY FACULTY SENATE

We, members of The Wichita State University faculty, deplore the recent display of racial bigotry demonstrated by vandals who desecrated the bust of Martin Luther King, and affirm our respect for diversity.

We declare that in moving toward the achievement of community, we will nurture and advocate respect for the aspirations, personal dignity and safety of each of our colleagues and students.

We deplore and pledge to resist discriminatory acts against all our citizens whose diversity of race, ethnicity, gender, social class, religion and sexual orientation enriches our experience and deepens our understanding of humanity.

* * * * *

I. CALL OF THE MEETING TO ORDER. President Griffith called the meeting to order at 3:00 p.m.

II. INFORMAL STATEMENTS AND PROPOSALS. Senator Mandt said he would submit a resolution under 'As May Arise.'

III. PRESIDENT'S REPORT.

President Griffith said there was a long meeting with the Deans and VP's on enrollment. There was a good discussion and there will be another meeting. She announced Regent Caldwell's schedule for 3-9-93.

Tuesday the Executive Committee will have an initial meeting with neighborhood leaders to discuss the feasibility of an ongoing relationship between the university and the neighborhood.

There will be no caucus on March 10.

The Executive Committee met with President Hughes. He indicated he intends to name a VP, not a Provost. He said he would like the search to start right away. He indicated he might not appoint an Interim VP, but take it on himself. Senator Daugherty said there are concerns about that. President Griffith said she would ask that he involve faculty in the selection process. Senator Daugherty suggested we express our concern about scholarly and academic leadership. Senator Alexander pointed out the last search was dominated by faculty. The process worked well. President Griffith said one of the charges

the Board gave him was to develop a cooperative attitude with faculty. Senator Duell suggested sending the procedures from the last time to him.

IV. APPROVAL OF MINUTES. There were no minutes.

V. OLD BUSINESS.

Ad Hoc Tenure & Promotion Report.

Senator Alexander chaired the discussion of the Tenure and Promotion document. He said there was one issue we haven't discussed. P. 17 has a new set of procedures for external review. Some colleges routinely use external review, some do not. These procedures are close to the LAS document. Even in LAS it is not required. The question is whether the external reviews should be anonymous or not. Senator Farnsworth said sometimes a name is submitted and the person is co-author and a negative review wouldn't happen. Senator Mandt said there is a question if the name list is anonymous or not. If you knew the list, you could challenge the bona fides. Senator Duell said there are really only two options. If faculty do not sign away rights, people read things into that.

Senator Davis said she supported the draft. We have been going in the direction of more honest and open process, and it diminishes paranoia.

Senator Clark said he supported Senator Duell. In a department that wants external reviews anonymous, you can't buck the department. On p. 17 it says "external reviews should be professional scholars not friends." In small disciplines that might be impossible.

Senator Sheffield suggested drafting a sample letter for Deans to request external reviews. He said on the 2nd line, p. 17, 'frequently' should be eliminated. The point is you should not rely on buddies, but professional evaluations of work. Anyone who has co-authored even once should be removed.

Senator Alexander said the committee was aware of concerns. Some fields are small and the list is very short if all who have co-authored are removed.

Senator Masud said if in professional societies, you work with people, are these included in the definition of 'friend.'? Senator Alexander said not if an acquaintance. Senator Masud asked if you work with people professionally and socially are they included? Senator Alexander said this was a gray area. Senator Clark suggested listing qualities of what is acceptable instead of what is not.

Senator Mandt said we have to remember what we do here. We are a community of scholars. The notion of not knowing is contrary to this. "Friends" are not contrary to good judgements. Senator Gosman suggested leaving out the reference to friends. Senator Mandt suggested asking the candidates to identify any relationships to people on the list. Senator Murphey suggested in para 4, p. 15, having the reviewer answer how they know the person. Senator Horn asked if outside reviews are standard at WSU. Senator Alexander said not across campus, but it is common procedure elsewhere.

Senator Zytow said personal friends should be excluded. Senator Alexander said the Dean sends a letter asking for a review and sends the candidate's list along. Some reviews are good, some are not. Senator Zytow said distinguished scholars get many requests. Senator Alexander said 'distinguished scholar' to him means someone who has rank to which the candidate aspires at a school comparable to or better than WSU. Senator Masud disagreed.

Senator Horn said it was like hiring an outside consultant to hire a Provost. We ought to know this. Senator Alexander said a department that had difficulty deciding and/or were biased and counter balancing views or additional information was needed could go outside.

Senator Romig asked if the question of wanting external review should be

part of the initial appointment. Senator Dreifort said each person should come in under the Handbook. Senator Alexander said the candidate has the choice. If the committee feels it doesn't have all the evidence it needs, it makes decisions on what information it does have. Senator Gosman said that eliminated optional. It should say extraordinary circumstances.

Senator Dreifort said external reviews are optional, but other things have been optional and are now required. If we can't judge our own people, what are we doing? Senator Masud said journal publications are already peer reviewed. Why do this twice?

Senator Sheffield said he was in favor of optional review process if it is truly optional. He said it is a good tool and he has not seen it used to disadvantage in committee.

Senator Carroll said this may not be optional if the department or college decides that all do it. Senator Alexander said technically it is the option of the candidate, but a candidate wouldn't want to upset the chair.

Senator Mandt asked if we have departments doing anonymous reviews with anonymous lists. Senator Carroll said yes. Senator Mandt said that was against the Handbook. Senator Clark said the part about college and departments being able to require external reviews should be struck. Senator Zytow said if we only leave the choice to the candidate, we are ruling out the department seeking external opinion.

Senator Dreifort said we should do whatever we can do to urge a mentoring process for junior colleagues. Senator Alexander said the closest thing in the document is where it says to pay attention to each of the 6 years, not only the last. Senator Sheffield said that external reviews of LAS are solicited in the spring and early summer. He said he would like to encourage inclusion of a time table. Senator Alexander said that p. 9 shows the committee conclusion. There are cases when the candidate doesn't decide for promotion until late. That is why the time table is there. Senator Sheffield said the date given is too late. Senator Alexander said that is merely the last date they can be available. Senator Widener asked if there was a deadline date in the current document. Senator Alexander said no. Senator Carroll asked if the date meant that dossiers are closed at that point. Are we not going to allow entry of manuscripts accepted? What if it would have changed a department decision? Senator Alexander said the proposed deadline, 2nd Friday in December, is for added material to the supplementary document.

Senator Alexander suggested moving to June, 2nd Friday, to get letters out.

Senator Sheffield said he urged on para. 3, p. 18, to insert the word 'randomly' after 'select.' He said that presumably these are good faith lists, but random eliminates that. Senator Erickson said we should go on the assumption people may not be behaving in good faith. Senator Kelly said the key is in honest annual reviews that mentor the faculty member. That would alleviate problems and tensions.

Senator Burk asked how does random selection impact on people who don't have time. Senator Alexander said if fewer than 3 responses, the Dean can request others on the list.

Senator Sheffield said on p. 18, para. 4, last line refers to vita. Candidate should provide this. Senator Sheffield said on p. 1, para. 2, 3.10 could be interpreted in different ways. It needs to be re-written so all are protected. Senator Zytow asked if p. 6, 3,142 was removed. Senator Alexander said the straw vote says to reinstate the university guidelines, but also require colleges to state 'with as much flexibility and specificity as possible.' Policies are reviewed every three years. He said the policy followed by the faculty member is the policy in place at the time of faculty member's review.

Senator Horn said tenure guidelines should be set, but promotion guidelines to full professor could be a different set.

Senator Zytow said the flexibility statement on p. 7 is going to provide the wrong direction. It will water down standards. Senator Alexander said it is not watering down, but a difference. We hire people for different responsibilities, and we need to recognize that. That makes it stronger, not weaker.

Senator Sheffield said p. 13, para after italics, says the basic thrust is to suggest primary dossier is closed off at some point, but permits administration to add. Our T/P guidelines should make clear the basic file is the candidate's. This is where candidates have control. Senator Alexander said the only statements we intended to include were those required by procedures and that will be added. He said written evaluations by both committees and administration occur at each point along the way. Visitors (deans/chair) will no longer be allowed. It could be unfair to the candidate. Senator Gosman asked if these written documents would be part of the file. Senator Alexander said yes. Senator Kahn asked if the Academic VP sitting with the University Committee will be able to make statements. Senator Alexander said yes. Senator Mandt said the further up, the more it is an evaluation of the process below. This document understands that. Senator Alexander said the Ad Hoc Committee will meet next week. He said to send further comments to him or members of the committee.

VI. AS MAY ARISE. Senator Mandt moved a resolution called "Respect for Diversity." Senator Merriman seconded. Senator Dreifort asked if it would be published. Senator Mandt said yes. Senator Davis moved to add positive action. Senator Gosman seconded. The resolution passed.

Meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Joyce Cavarozzi, Faculty Senate Secretary