Volume VII

Agenda and Minutes
of the Meeting of February 07, 1994

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AGENDA

FACULTY SENATE
The Wichita State University

Room 126 CH 3:30 p.m.

Meeting Notice: Monday, February 7, 1994

Order of Business:

I. Calling of the Meeting to Order

II. Informal Statements and Proposals

III. Approval of Minutes

IV. President’s Report

V. Committee Reports

VI. New Business

A. Discussion of Candidates for Vice President for Academic Affairs

B. Revisions to Tenure and Promotion Policy (first reading) (to be distributed)

VII. As May Arise

NOTE: Coming Attraction
John Montgomery, Chair of the Board of Regents, will join us for our February 14 meeting to discuss the Partnership for Excellence \ Washburn University proposal, and any other issues we raise.

EXECUTIVE COMMITTEE

James Clark, President 3220 Box 78
Dwight Murphey, Vice President 3219 Box 88
Gayle Davis, Secretary 3358 Box 82
Joyce Cavarozzi, President-Elect 3541 Box 53
Walter Horn, Elected by Senate 3410 Box 44
Jolynne Campbell, Elected by Senate 3147 Box 43
Sue Bair, Appt’d by Senate Pres. 3340 Box 16
Faculty Senate President's Report

for the February 7 Faculty Senate Meeting

I. New Members and Staff of the Board of Regents

John Hiebert, KU graduate and physician from Lawrence, has been confirmed by the Kansas Senate (on a 40 - 0 vote) as a member of the Board of Regents; Hiebert was nominated last summer, and has been participating on the Board for several months.

In December, Governor Finney appointed four additional members, who are expected to gain Senate confirmation:

Catherine Conger, Iola, is an elementary school principal and district test coordinator for USD 257 in Iola. She has degrees from PSU and ESU, and a Ph. D. from KSU. She was an instructor at Allen County Community College for 12 years.

Karen Krepps, Leawood, is Vice President for Human Resources Development for Sprint. She has a Bachelor's, Masters, and Ph. D. from Wayne State University in Detroit.

Tom Hammond, Wichita, is a partner in the law firm of Render, Kamas, and Hammond. He is a specialist in labor law and workers' compensation, and represents many labor unions, including the Machinists' Union in Wichita. He has a Bachelor's from KU, and a J. D. from Washburn.

Phillis Nolan, Louisburg, directs development and market testing of new retail concepts for Hallmark Cards, Inc. Before coming to Hallmark in 1966, she taught high school math in Denver for several years. She has a Bachelor's in Math Education from Nebraska, and an MBA from Rockhurst College in Kansas City.

Steve Jordan has taken office as Executive Director of the Board of Regents staff, replacing Stan Koplik. In a meeting with the Council of Faculty Senate Presidents, Jordan described his vision for the way the Regents should operate: overall policy decisions should be made by the Regents and the University Presidents, with the staff off to the side in a supporting role; detailed decisions should be made at the campus level.

II. Regents Meetings

Several items from the Regents meetings in December and January are of interest to WSU:

1. a consultant has been hired to assess equipment needs at the Regents' universities;
2. the Council of Faculty Senate Presidents has been explicitly invited to participate in discussions on methods of encouraging academic honesty and improving faculty evaluation;
3. the Regents authorized WSU's Computer Science Department to seek accreditation;
4. final plans for the addition to McKnight were approved;
5. the Regents approved a shared leave policy for unclassified Regents employees, similar to the existing policy for classified employees. The purpose of the policy is to allow faculty and staff to donate accumulated sick leave to others who are ill and have used up their own sick leave.
III. University Council Meeting

The University Council met on January 19. Among the items discussed were:

1. Enrollment: as of the start of classes, WSU was up in credit hours in upper division, graduate, and evening classes, but down in lower division classes. WSU is also up in new students from the local area, perhaps a result of substantial increases in advertising. Final enrollment figures are likely to show an increase in credit hours from last spring.

2. There has been some administrative reorganization (see Inside WSU for details). The purpose of the reorganization is to allow the Vice President for Academic Affairs to concentrate more effort on strictly academic areas by transferring responsibilities for some areas to other vice presidents.

3. A consultant is starting to work on a comprehensive study of parking problems at WSU; as the work progresses, there will be opportunities for comment by the Faculty Senate and others in the campus community.

4. Concerns were raised about the new travel policy, one provision of which was that travel advances would no longer be available for lodging expenses. The policy has been recalled for revisions.

IV. Modifications to Pending Tenure and Promotion Policy

Last spring, the faculty approved a new Tenure and Promotion Policy for WSU; President Hughes and the Council of Deans have some concerns about a few parts of the policy. On December 22, Elmer Hoyer (member of the committee that wrote the new policy) and Jim Clark (Faculty Senate President) met with Dean Loper and Vice President Dreifort to go over these concerns. After discussion, wording agreeable to all present was negotiated on all but one point. The proposed changes will be sent out shortly, and are scheduled for first-reading discussion at the February 7 Senate meeting.

V. Campaign for Students

As of December 31, the Campaign for Students scholarship fund-raising drive has raised a total of over $5.5 million, with a target of eventually reaching $10 million.

VI. Governor's Budget Proposal

In her budget message to the legislature, the Governor supported most of the Board of Regents' "Partnership for Excellence" proposal, in conjunction with bringing Washburn University into the Board of Regents system. The major theme of the "Partnership for Excellence" is raising faculty salaries to the level of our peer institutions over the next three years, paid for through a combination of increases in state support and increases in student tuition. The tuition increases will bring tuition at the Regents universities up to the level of tuition at our peer universities; after the tuition increases, in-state undergraduate students' tuition will still cover less than 30% of the cost of their educations.

Additional material on the effects of the Governor's budget proposal are attached. Based on conversations with legislators, the chances are good for passage of the combined Partnership for Excellence / Washburn University package this session.
ADVANTAGES OF THE GOVERNOR'S HIGHER EDUCATION RECOMMENDATION

For The Citizens of Kansas
1. Integration of all publicly supported four year institutions under a single Board.
2. Direct jurisdiction and management by the Board of Regents over an institution, presently receiving $6.3 million from the State General Fund.
   - Present budget oversight by the Regents limited to making recommendations concerning Washburn's budget request.
   - Present program oversight by the Regents limited limited to approval authority of certain new degrees involving state money.
3. Opportunities for coordination and cooperation in day to day management increase, the result of conducting ongoing operations under Regents authority.
4. Coordination of graduate offerings in the Shawnee County area, utilizing the Regents Center concept managed by the Board of Regents.
5. Resolution of a major issue for higher education governance, that has been on the agenda throughout much of the last decade.
6. The citizens of Topeka will contribute at least $11.0 million each year toward the support of Washburn.
7. Small annual increases in state financing requirements, with the largest increase delayed until FY 2002.
9. A plan which focuses upon the longer term needs of Kansas higher education and not upon shorter term political issues, the longer term needs being:
   - Prescribing the future role of Washburn in higher education.
   - Addressing imbalances in financing, particularly of salaries, at Regents institutions.

For The Regents Institutions
1. A plan to embark on addressing a significant deficiency in faculty salaries, which has long been cited by institutional officials as one of the most critical needs of the system. (i.e. the average faculty member at a Kansas Regents institution earns $.90 for each $1.00 earned by his/her counterpart at a peer institution. Using one of the more graphic examples of imbalance, the average faculty member at KU or KSU earns a salary approximately $10,000 less than paid at comparable institutions in Iowa)
2. A plan for local financing of Washburn’s capital improvements, relieving the already over committed State Educational Building Fund from responsibility for support of the Washburn complex.

3. A plan which would allow a FY 1995 budget significantly larger than received during the past three fiscal years.

4. An increased and coordinated opportunity to provide graduate offerings in Shawnee Co.

For Washburn and Topeka

1. A stable funding base for future budgetary increases.

2. Resolution of the future of Washburn in a state higher education system, rather than being in a unique but somewhat precarious role as the only remaining municipal university in the U.S.

3. An intent that requirements for local support of Washburn be limited to the present 18 mills (15 for operations and 3 for capital improvements).

For Students

1. Allows Washburn students to experience a long term moderation in future tuition increases.
   (i.e. a full time student at Washburn pays $1,321 for tuition and fees, compared to approximately $850 at one of the Regents regional universities)
Wichita State University
FY 1994 & FY 1995 Legislative Budget

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>(3 - 2)</th>
<th>% Increase From FY 94</th>
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<tbody>
<tr>
<td>FY 1994 Revised Budget</td>
<td>$49,474,756</td>
<td>$52,386,342</td>
<td>$51,999,430</td>
<td>($386,912)</td>
<td>4.86%</td>
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<td>General Fees Fund</td>
<td>$21,219,553</td>
<td>$23,555,403</td>
<td>$23,543,797</td>
<td>($11,606)</td>
<td>9.87%</td>
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<tr>
<td>Other General Use (EDIF)</td>
<td>$382,219</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
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<tr>
<td>Total</td>
<td>$71,076,528</td>
<td>$75,941,745</td>
<td>$75,543,227</td>
<td>($398,518)</td>
<td>5.91%</td>
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Following are the specifics of the Governor's Recommendations

- 2.5% Increase in Classified Salaries
- 2.5% Increase in Unclassified Salaries
- 3% Increase in Student Salaries - $39,663
- 3% Increase in Other Operating Expenditures - $271,524
- Master of Public Health Program - $133,601
- Increase size of Physician Assistant Program - $150,000
- Improve Undergraduate Advising - $65,000
### Faculty Salary Increases - First Year Of Partnership For Excellence

<table>
<thead>
<tr>
<th>Institution</th>
<th>Allocation</th>
<th>Partnership Salary Increase</th>
<th>Basic Salary Increase</th>
<th>Total Salary Increase (Faculty)</th>
</tr>
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<tbody>
<tr>
<td>KU</td>
<td>$3,151,000</td>
<td>5.7%</td>
<td>3.0%</td>
<td>8.7%</td>
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<tr>
<td>KSU</td>
<td>1,656,000</td>
<td>4.0%</td>
<td>3.0%</td>
<td>7.0%</td>
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<tr>
<td>WSU</td>
<td>1,880,000</td>
<td>8.1%</td>
<td>3.0%</td>
<td>11.1%</td>
</tr>
<tr>
<td>ESU</td>
<td>221,000</td>
<td>2.1%</td>
<td>3.0%</td>
<td>5.1%</td>
</tr>
<tr>
<td>PSU</td>
<td>391,000</td>
<td>3.0%</td>
<td>3.0%</td>
<td>6.0%</td>
</tr>
<tr>
<td>FHSU</td>
<td>411,000</td>
<td>4.0%</td>
<td>3.0%</td>
<td>7.0%</td>
</tr>
<tr>
<td><strong>Six Univ Subtotal</strong></td>
<td><strong>$7,710,000</strong></td>
<td><strong>5.0%</strong></td>
<td><strong>3.0%</strong></td>
<td><strong>8.0%</strong></td>
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<tr>
<td>KSU-Salina</td>
<td>184,000</td>
<td>10.9%</td>
<td>3.0%</td>
<td>13.9%</td>
</tr>
<tr>
<td>KSU ESARP</td>
<td>798,000</td>
<td>3.8%</td>
<td>3.0%</td>
<td>6.8%</td>
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<tr>
<td>KUMC</td>
<td>433,560</td>
<td>1.1%</td>
<td>3.0%</td>
<td>4.1%</td>
</tr>
<tr>
<td>KSU Vet</td>
<td>200,000</td>
<td>3.2%</td>
<td>3.0%</td>
<td>6.2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$9,325,560</strong></td>
<td><strong>4.2%</strong></td>
<td><strong>3.0%</strong></td>
<td><strong>7.2%</strong></td>
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</table>

**NOTES:**

- These Distributions Represent Year One Of The Three Year Partnership For Excellence Program
- Move Faculty Salaries and Tuition Toward Peer Averages $9.3 million
- Improve Allocations of Student Financial Aid $2.5 million
- Total FY 1995 Partnership For Excellence $11.8 million
MEMBERS PRESENT: Allen, Bair, Bajaj, Benson, Burk, Campbell, Cavarozzi, Chopra, Ciboski, Clark, Daugherty, G. Davis, L. Davis, DeSilva, Duell, Flentje, Furtwengler, Greywall, Gythiel, Hawley, Hay, Horn, Houts, Hoyer, Hughes, Hundley, Kelly, Koppenhaver, Kraft, Kuchment, Lancaster, Mandt, Masud, Matson, May, Merriman, Murphey, Parkhurst, Shanahan, Sharp, Wahlbeck, Williamson, Yeager, Zandler

MEMBERS ABSENT: Ackerman, Brady, Carroll, Combs, Hanrahan, Lansing, Paske, Pitetti, Romig, Terrell, Teshome, Thomson

GUESTS: Chambers, Brunner, G. Loper

Summary of Action Taken:

1. Appointed Nancy Deyoe to University Curriculum Committee.
2. Tenure and Promotion Policy (First Reading)

I. MEETING CALLED TO ORDER by President Clark at 3:30 p.m.

II. INFORMAL STATEMENTS AND PROPOSALS

Senator Murphey reported that he had brought to the attention of the Rules Committee the fact that the election of senators according to each college's allotment is not following the Senate By Laws. He suggested that senators from each college caucus to set a meeting date immediately in order to plan a way to correct the numbers of college representatives and to get back to having half of the senators elected at a time. This should take place before the Senate elections take place next week. Senator Mandt suggested that the timing is too short and that we should postpone the corrections for a year and perhaps shift to a 1 in 11 ratio of senators instead of 1 in 12. After some further discussion to clarify the situation, Senator Horn voiced approval of delaying for a year. Senator Cavarozzi said the Rules Committee would prepare a timeline plan for new faculty allocations from each college. Senator Duell asked that this be an on-going assignment to the Rules Committee. Senator Williamson moved that the matter be referred to the Executive Committee and the Rules Committee to work this out but that they should not make any decision that would change the numbers of senators in each college. Seconded by Senator Mandt. The motion passed.

Senator Hundley reported, from a meeting she attended in Atlanta, that the National Security Education Program has provided a fund of $150 million for students to travel in Europe for studies. She is the WSU representative for this program and invited interested people to contact her for details.
Senator Mandt reported on the AAUP state conference and Capitol Hill day. There were approximately 25 faculty in attendance. They were addressed by two legislators, Kent Glasscock, member of the Appropriations committee, and Dave Kerr, chair of the Education committee. Senator Kerr was especially impressive, and Senator Mandt suggested that he would like to invite him to our campus. Senator Kerr is currently turning his attention to higher education issues. He sees a need for a coordinated system of education among all post secondary educational institutions in the state. Kerr said the Regents school communities themselves ruined the qualified admissions initiative because they didn’t get the votes in line. The faculty also had lunch with legislators of other key committees. Larry Sherer, from Kansas University, gave a presentation about how teachers really spend their out of class hours. Senator Mandt is trying to get a copy of Sherer’s talk.

III. MINUTES - November 22, 1993
The minutes were approved.

IV. PRESIDENT’S REPORT
President Clark reported that a survey is now being done regarding the campus parking situation. He announced that the last candidate for the VPAA position may visit campus next week, but it is still uncertain. He also announced that President Hughes will have a general faculty meeting on March 9th at 2:00.

V. COMMITTEE REPORTS
Senator Cavarozzi, for the Rules Committee, nominated Nancy Deyoe, Academic Services, to the University Curriculum Committee. The senators approved the nomination. Senator Cavarozzi requested a meeting with LAS Math and Natural Science senators regarding a vacancy on the Academic Affairs Committee.

VI. NEW BUSINESS
A. Candidates for VPAA
President Clark said concerns have been raised about whether it is appropriate for the Senate to discuss the VPAA candidates. He asked for discussion about whether we should follow the Senate’s previous process of discussing the candidates in executive session, or not talk about the search at all and let individuals convey their reactions of the candidates within the system established by the search committee. Senator Murphey said because not many senators attended the meetings, there may not be a good discussion. Senator Mandt disagreed, saying that if we have good reports then we should hear them and reach a consensus about which candidates to support. Senator Williamson felt people already have a process through which they can send in their comment sheets or talk to search committee members. Senator Duell said she would prefer that only people who interacted with the candidates give their impressions. Senator Mandt said he felt the Senate should provide a forum for this discussion because it was his experience that a candidate may say different things to different groups and that
people need to know that. A straw vote was called for, asking how many would like an executive session in which to discuss candidates. Most senators wanted such a meeting.

B. Revisions to Tenure and Promotion Policy (first reading)

President Clark suggested the Senate consider the Dean’s Council memo and then President Hughes’ suggestion to add credit for service to the document. This version is a result of discussion with IVPAA Dreifort, Gerald Loper, representing the Deans Council, Elmer Hoyer and President Clark. President Clark said the changes are relatively minor to the main document but they do deserve some discussion.

President Clark noted that the Deans Council was concerned about the election of the Chair of the College committee (page 15-16) and suggested that the chair be elected by the committee. This was agreeable to the Senate.

An extended discussion took place on the topic of external evaluation of candidates (page 14). Senator Kuchment doesn’t like the change in the revisions to the revisions memo to replace what’s in italics on page 14 and substitute with the quote under discussion. He sees a contradiction in that the required national recognition can’t be known without external reviews. He doesn’t want to make having external reviews the exceptional case. Senator Williamson said that in last year’s discussion, the new tenure and promotion document left the option to have an external review up to the faculty and not the department. Senator Horn reminded the senators that the debate over external reviews was lost last spring when the new document was passed. Senator Daugherty said that this change would chill the options of candidates to make their own best cases and that the current wording makes it seem that having external reviews casts aspersions on department members who are said not to have the expertise needed to make a judgment. Senator Lancaster said his department members oppose the change because it’s hard to document a case without external reviews. Senator Larry Davis said the change doesn’t add much to the document and does make it awkward for the candidate. Senator Duell wants to leave out this sentence because people are often served well with external reviews and this wording discourages their use. Senator Hoyer said that the changes don’t reflect what happened in our meetings of last year, to leave the external review option up to the candidate. Senator Mandt said external reviews are very helpful in the university level tenure and promotion committee setting and especially useful when the committee wanted more information with which to check and perhaps correct departmental or college decisions. It’s important, for instance, when small departments must bring faculty from another discipline, outside the department, to complement a committee to judge promotions. IVPAA Dreifort suggested compromise wording away from "discouraging" external review. President Clark asked senators to bring their suggestions for alternate wording to the next discussion of the document.

Concerning #3 on the cover memo (page 5, paragraph 2) Senator
Hoyer suggested that the crucial issue was whether this is to be applied to both Tenure and Promotion cases. He felt that it is crucial that it be applied only to Tenure cases. There was general agreement on this point.

Concerning #4 on the cover letter memo about page 5 of the document. Senator Hawley asked for clarification of the concern here. Dean Loper said this refers to #3 on the revision sheet from President Clark. Senator Mandt said we should not have any difference between committee and university guidelines. That it should read "The purpose of this review by the University committee is to insure the college guidelines and statements are consistent with university guidelines as outlined in Sect. 3.143".

Concerning #5 (page 12, paragraph 2) about the dean's role on the university committee. Senator Mandt mentioned that the university committee wanted him to report and that they felt a comparable statement should be added about the role of the VPAA.

Concerning #6, Senator Kelly suggested adding phrasing to page 13, 3.142 on page 5. He gave the exact change suggested to the Senate secretary.

Concerning the section on service from President Hughes, this is not a wording change only, but one he sees as a direction in which he wants us to be moving. Senator Duell asked about new assistant professors who are trying to get tenure. VPAA Dreifort said that at the rank of assistant professor, candidates should do some university service.

The meeting was adjourned at 5:00pm.

Respectfully submitted,

Gayle Davis