Volume VIII

Agenda and Minutes of the Meeting of October 10, 1994
AGENDA
FACULTY SENATE
The Wichita State University
Room 126 CH 3:30 p.m.

Meeting Notice: Monday, October 10, 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
   a. Rules committee report - Jolynne Campbell
   b. Centennial Committee report - George Platt
VI. Old Business
   a. Faculty Evaluation response
   b. Ad Hoc Committee on Faculty Status of Unclassified Professionals
      Teaching Full-time
VII. New Business
VIII. As May Arise

EXECUTIVE COMMITTEE
Joyce Cavarozzi, President 3541 Box 53
James Clark, Past President 3220 Box 78
Jolynne Campbell, President-Elect 3146 Box 43
Donna Hawley, Vice President 3610 Box 41
Michael Kelly, Secretary 3590 Box 68
Ron Matson, Elected by Senate 3280 Box 25
Keith Williamson, Elected by Senate 3185 Box 31
Sue Bair, Appt'd by Senate Pres. 3340 Box 16
Minutes of the Meeting of Monday, October 10, 1994

MEMBERS PRESENT: Allen, Badgett, Bair, Bajaj, Benson, Brown, Burk, Byrum, Campbell, Carroll, Cavarozzi, Celestin, Chambers, Christensen, Ciboski, Clark, G. Davis, Duell, Eaglesfield, Erickson, Foster, Fowler, Hanrahan, Hawley, Hay, Hitchcock, Horn, Houts, Hoyer, Hughes, Hundley, Kelly, Kraft, Lancaster, Mandt, Matson, Patton, Schommer, Sharp, Sutterlin, Swan, Terrell, Wahlbeck, Williamson, Yeager, Zandler

MEMBERS ABSENT: Boneh, Chaudhuri, Combs, L. Davis, DeSilva(excused), Greywall, Gupta, Gythiel, Koppenhaver, Lansing, Parkhurst, Paske

GUEST: Bill Perel, Bob Wherritt, George Platt

SUMMARY OF ACTION:

1. Endorsed COFSP response to Regent Hiebert's recommendations on Faculty Evaluation in the Kansas Regent Schools.

2. Accepted part 2 of the Ad Hoc Committee on Faculty Status and Unclassified Professional Full-Time Teachers report.

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

II. INFORMAL STATEMENTS:

Senator Erickson expressed his concern about the students living in the Wheatshocker apartments. He felt that, due to the situation, the university is obligated to provide kitchen facilities and to reimburse the students for the difference in rent between new apartments and Wheatshocker. President Hughes responded that there had been a very narrow window of time to act and the university really had no other option but to close Wheatshocker. Senator Mandt asked how the purchase of the Wheatshocker apartments was being financed. President Hughes related that it was a Board of Trustees purchase to be reimbursed with interest from bond sales, which would be paid for by revenue from rents. Senator Erickson was invited to prepare a motion.

III. President's Report:

President Cavarozzi thanked all those who participated in the Race Against Hunger. She reported that WSU came in third with 149 miles and raised 3,576 pounds of food. She thanked all
the senate president's for their assistance and especially recognized Senate Secretary Bobbi Dreiling for all her work.

President Cavarozzi announced a "town meeting" called by Vice President Elizabeth King will be held on October 28, at 3:00 p.m. The purpose of the meeting will be to establish priorities for fund raising efforts during the centennial year and beyond. All senators were encouraged to attend.

President Cavarozzi reported that the Faculty Handbook is now completed.

IV. APPROVAL OF MINUTES: The minutes of September 26, 1994 were approved as distributed.

V. COMMITTEE REPORTS:

Senator Campbell reported that there is one vacancy on the Planning and Budget Committee. Karen Brown from the LAS Math/Natural Sciences division was nominated. Senator Mandt seconded nomination. No other nominations were received. Senator Hoyer moved to close nominations and declare a unanimous ballot; this was seconded by Senator Bair. Motion passed.

Dr. George Platt, WSU Centennial Coordinator, gave the Senate an update on the WSU centennial activities. He reported that the university-wide events will soon be finalized. He is meeting with individual college committees and other groups to discuss events in these units. Some of the university-wide events he mentioned included a convocation with Ernest Boyer as speaker, an evening at Cowtown, the library's millionth volume celebration, and a December homecoming basketball game. If anyone has questions concerning the centennial, Dr. Platt encouraged them to call him at ext. 3025 or ext. 3737.

VI. OLD BUSINESS:

President Cavarozzi continued discussion of the faculty evaluation response. She reported that in June the Council of Chief Academic Officers (COCAO) recommended the following response to Regent Hiebert's proposal (lavender attachment #10, 9/26/94 agenda):

"Institutional dismissal policies should be examined and a criterion added which indicates that chronic low performance is grounds for faculty dismissal."

President Cavarozzi reported that the Council of Faculty Senate Presidents (COFSP) were dismayed with this response and will meet with the COCAO to discuss this issue.

Senator Swan urged the COFSP stress that the universities want to correct deficiencies and not just resort to dismissal. President Cavarozzi responded that COFSP will explain that faculty evaluations are to assist faculty to correct deficiencies and can be best resolved on the local campus level.

Senator Lancaster asked what the view of the WSU administration was on this topic. President Cavarozzi replied that she has not had a chance to talk with Dr. Patton about this and could not respond to his question.

Senator Mandt gave some history about this issue. He
related that, several years ago, the Regents initiated discussions concerning post-tenure review in an effort to deal with the "deadwood" problem. All of the Regents' universities conducted studies of faculty career productivity. The results of these studies clearly showed that the universities did not have a "deadwood" problem, and the Regents dropped the discussion. Additionally, he said, there has not been any regular, enduring system of assistance for faculty seeking professional development, other than with research. Concerning the COCAO statement he felt that it either means nothing other than the acceptance of existing standards leading to dismissal, or it means a complete break from that concept, which would put tenure in jeopardy.

President Cavarozzi responded that these same questions were asked by the COSFP. She was concerned that if this statement was an institutional change, then where did it originate? This time, she felt, it was not coming from the Board of Regents. This is a serious issue and COFSP will work to get it resolved.

Senator Hoyer asked if there was a Regents' staff member meeting with COCAO. He wondered if the response was not coming from the staff. President Cavarozzi believed that Marty Hammond-Paludan did meet with COCAO. Senator Clark reported that, after talking with John Dreifort, the response was from COCAO.

President Cavarozzi pointed out that, with these kinds of issues being discussed between the Board of Regents and COCAO, the faculty must be included in the discussion process.

Senator Carroll questioned if the Regents might be questioning the evaluation process. A process where, she explained, the faculty member is sent back through the evaluation loop regardless of how they are performing. She felt the Regents are asking if there is anything else the university does for those faculty members who are not performing adequately.

President Cavarozzi agreed with Senator Carroll's observation. She also mentioned that the COFSP strongly suggests professional development for all faculty, and not just for those who are doing poorly. Senator Carroll expressed an idea that perhaps the faculty needs to communicate to the Regents in their own language, and maybe a flowchart showing the process would be helpful. Senator Carroll will try to develop such a chart.

Senator Clark moved that the WSU Faculty Senate endorse the Council of Faculty Senate Presidents' proposed responses. This was seconded by Senator Matson.

Senator Mandt asked for a point of information. He asked if the endorsement includes the substitution of the italicized passages. President Cavarozzi replied that it did.

President Cavarozzi called for a vote for the motion on the floor. Motion passed.

President Cavarozzi called upon Senator Kraft to present the second part of the Ad Hoc Committee's report on tenuring at the instructor level.

Senator Kraft informed the Senate that the committee is asking for re-affirmation of an existing situation. The current
policies allow tenuring of instructors; however, this has not been thought to be feasible in the past, and consequently, has not been practiced. The committee felt that this issue is especially relevant now as the Faculty Senate has come to agreement on a joint committee to consider the process of bringing some of the unclassified professional full-time teachers into faculty status. He explained that, as these individuals are brought into faculty status, many will come in under the instructor status. If the Faculty Senate does not affirm that they can be tenured as an instructor, he believes that the Faculty Senate is simply prolonging the problem. He said the committee is proposing that the current automatic rejection of tenuring at the instructor level be rejected by the faculty, and that the opportunity of tenuring at the instructor level be returned to the departments.

Senator Mandt added a recommendation that the administration will need to change those positions from temporary to probationary status to be tenurable if the university wants to use the regular procedure. Senator Kraft agreed with Senator Mandt.

Senator Lancaster asked about recommending the elimination of the instructor rank and making them all assistant professors. Senator Kraft replied that there is still a great discrepancy of credentials between those in the instructor rank and other ranks. Senator Lancaster asked if this would not create a second-tier system with second-class citizens. Senator Kraft responded that the importance of academic preparation and the character of performance on the job carry with it certain expectations. He continued that the issue of academic freedom and the concern with the present category of unclassified professionals may outweigh the citizenship classification. Senator Clark added, that under the current tenure and promotion policy, persons in the instructor ranks do not qualify for the assistant professor rank, and to change this would require going back and re-doing the tenure and promotion policy.

Senator Kraft stated that the committee is not promoting the concept of tenuring instructors. The committee is simply asking to "leave the door open," and to remove the "informal" prohibition against tenuring instructors.

Senator Lancaster asked if the change of status from temporary to probationary status was part of the report. Senator Kraft said it wasn't. Senator Clark believed that this may not be necessary at the beginning of the process, as people in the past have transferred.

Senator Swan reminded the Senate that this is a national issue, and it is not unique to WSU. The issue, he believes, is that if a person is good enough to keep around for many years, then shouldn't they be given the job security and academic freedom that comes with the tenuring process? But, he added, it should not be the same process or qualifications as the assistant professor. He cautioned that the university might have to change how it hires instructors.

Senator Sharp felt that the question of tenuring instructors is dependent upon the criteria developed in each department; for
example, in the College of Business, instructors do not meet the
criteria for assistant professors. He believes the issue is the
criteria for the award of tenure, and not if the instructor is
qualified.

Senator Byrum questioned if the committee is asking us to
endorse a recommendation or if it is presenting a proposal for
further discussion. Senator Kraft replied that the two parts of
the report are tied together, and the Faculty Senate needs to
make some decision on part two of this report to enable progress
to be accomplished on part one.

Senator Williamson commented that, although the two parts of
this report are related, tenuring of instructors is already a
possibility within the tenure and promotion guidelines depending
upon the college. He recommended the Faculty Senate endorse the
possibility of tenuring instructors.

Senator Matson explained that, if the Senate affirms this
recommendation, it would be a license for the college to develop
criteria for the tenuring of instructors from whatever category
that might be developed.

Senator Swan commented that with whatever procedures come
out of the unclassified professional meetings and these Faculty
Senate discussions, and with whatever criteria comes out of the
colleges, instructors could be guided by this criteria and
procedures.

Senator Matson stressed that, when hiring faculty, the
university needs to be able to tell them that they will end up in
a tenurable position in a specified time. He added this would
require some change of criteria from what the university
currently uses.

Senate Burk moved to endorse the last two paragraphs on page
3 of 3 under "Concluding Remarks." Seconded by Senator Clark.
Senator Duell expressed concern that if a college endorses
this proposal, then it might have two sets of criteria. Senator
Clark responded that, under the new tenure and promotion policy,
it is likely that we will have multiple criteria for tenure.

Senator Terrell commented that a better personnel policy
would be to find someone who has taught for 15 years, bring them
in as an assistant professor, tell them what the expectations
are, and let them respond. He was not in favor of this motion.
He felt that the instructor status is not a career option.

Senator Matson stated that, if the university hires faculty
with a clearly stated criteria, in advance, they can make a
decision if they want to stay.

Senator Williamson moved the previous question. Seconded by
Senator Erickson. Motion passed. President Cavarozzi then moved
the original motion which was the endorsement of the last two
paragraphs on page 3 of 3 under "Concluding Remarks." Motion
passed.

Senator Erickson made the following motion:

"That the university support the students being evicted from
Wheatshocker with whatever assistance available, for cooking
facilities they have to have, and with money to make up the
difference between what they are paying to live at Wheatshocker"
and wherever they have to live now (within reason) through the fall of 1994."

President Hughes responded to the motion saying that the university does not have any excess funds, especially for housing. He said that the university will do everything that can be done. The university was unable to talk with the students until after the contract had been signed. He mentioned that there appears to be some confusion as to how many people are actually living in Wheatshocker. At a meeting with the students the university offered, for those who wanted to move to Fairmount Towers, to arrange a special rate. Also, he said, the university agreed to re-open Brennan Hall, at a lower rate than normally charged. He added that the university would provide students both trucks and people to move them to either Brennan Hall or Fairmount Towers.

Senator Erickson commented that if the university can find the money to remodel Wheatshocker, it should be able to find the funds for the students.

President Hughes responded that a bond issue will be approved based on the ability of rents to pay off the bond. The residence halls have to be self-supporting.

Senator Terrell reminded the President that not all residents of Wheatshocker were students at WSU.

Senator Duell moved to adjourn. Seconded by Senator Carroll.

Meeting adjourned at 5:00 p.m.

Respectfully submitted,
Michael Kelly
Secretary