Faculty Senate Archives

Faculty Senate       Academic year 1991-1992

Volume V

Agenda and Minutes
of the Meeting of October 14, 1991

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AGENDA

FACULTY SENATE
The Wichita State University

Room 126CH

Meeting Notice: Monday, October 14, 1991

3:30 p.m.

Order of Business

I. Calling of the Meeting to Order

II. Informal Proposals and Statements

III. President's Report

IV. Approval of Minutes

V. Old Business

a. Rules Committee report on Senate vacancy in College of Education

VI. New Business

a. Resolution on tuition waivers for faculty, staff, and dependents (Blue Attachment)

b. Discussion of future Senate agendas (Yellow Attachment)

EXECUTIVE COMMITTEE

A. J. Mandt, President
James Clark, Vice President
Joyce Cavarozzi, Secretary
Kathryn Griffith, President Elect
Albert Gosman, Elected by Senate
Robert Wherritt, Elected by Senate
Anneke Allen, Appointed by Senate President
David Alexander, Past President

3125   3220   3541   3165   3402   3160   3120   3190
Box 74   Box 78   Box 53   Box 17   Box 35   Box 33   Box 51   Box 32
RESOLUTION ON WAIVER OF TUITION FOR FACULTY, STAFF, DEPENDENTS

The Faculty Senate of Wichita State University endorses the idea of providing a tuition waiver for members of the university faculty, staff, and their dependents who wish to attend the university.

We urge the Board of Regents Staff Benefits Committee to consider tuition waivers for faculty, staff, and dependents. We also urge consideration of a flexible benefits plan that would permit individual employees to allocate their benefits according to their personal and family needs.
TO: Members of Faculty Senate
FROM: Executive Committee
SUBJECT: Agenda Items

The following items are presently on our working agenda for future Senate consideration:

1. University Mission Statement (late October)
2. Ombudsperson Proposal (late October)
4. Council of Faculty Senate Presidents Proposal on Faculty Development (early November)
5. Proposal on Joint Faculty Appointments (late October/early November)
6. Revisions of University Tenure/Promotion Policies (spring semester)
7. Proposal on Campus Parking Policy from Traffic Policy Committee (early November)
8. Reports by Senate Planning and Budget Committee on faculty salaries, the Margin of Excellence program, faculty role in development of University Strategic Plan
9. Proposed Bond Issue to Support Construction of Facilities for the Elliott School of Communications (pending)
10. WSU 20 year Plan for Campus and Facilities (pending)
11. Report on the University Budget Request for FY 93 (December/January)
12. Discussion of Faculty/Alumni Relations (pending)
13. Discussion of Faculty/Endowment Association Relations (pending)
MEMBERS PRESENT: Alexander, Allen, R. Armstrong, Bair, Bajaj, Baxter, Behrman, Benson, Bereman, Billings, Burk, Campbell, Carroll, Cavarozzi, Christensen, Clark, Daugherty, Duell, Erickson, Farnsworth, Gosman, Gythiel, Hawley, Hay, Horn, Hoyer, Hubbard. Jeffers, Kitch, Koppenhaver, Lee, Mandt, Masud, Murdock, Olivero, Parkhurst, Paske, Perel, Rogers, Romig, Sethi, Wherritt, Widener, Yeager, Zytkow
MEMBERS ABSENT: Brady, Carper, Griffith, Johnson, Kahn, Martin, Merriman, Parker, Sweney, Teague
GUESTS: Brunner, Zoller

The Committee of the Whole was convened by Senator Clark, presiding officer.

b. Discussion of future Senate agendas.

Senator Paske said items 12 and 13 suggested another relations problem, and that was Faculty and Administration relations. Senator Yeager said the Patent Policy needs to move forward. Senator Billings suggested a Human Relations Committee like we used to have. Senator Allen said that committee established and wrote a number of policies that are now university policies. Senator Billings said we needed a committee to handle problems of grievance. She asked Senator Paske if the present system worked for the faculty. Senator Paske said no, the current grievance practice is harmful to faculty. Senator Benson said he and Dwight Murphey were on a committee a couple of years ago that was established to overhaul the grievance process. What happened to the report? President Mandt said it has been in the Rules Committee for 18 months. Senator Baxter said the graduate student fee waiver needs addressing. Senator Rogers said that Senator Merriman had discussed the problem of advertising the schedule of classes and would like the Executive Committee to take up the matter. Senator Billings said the University Mission Statement had raised questions of process for the Ph.D. programs. She would like to know if the programs came up from faculty or down from administration. President Mandt said Professor Burdsal's description was a good one of what the formal process was. The political process was more complicated. Senator Paske said graduate programs can be introduced by the Graduate Council. Senator Billings said the council seemed to bring it up before her department did. Senator Rogers pointed out that this time the document would have (1) a Mission Statement that doesn't mention specific programs, (2) a statement that characterizes urban universities and (3) an aspirations statement. The Senate, colleges and faculty will all vote on it. Senator Lee said research assignments, and dollar allocation to faculty need discussion, as well as faculty loads. President Mandt said that work loads will be a Board of Regents issue. Senator Masud said he was not on the Graduate Council when the psychology program was passed, but the process explained by Professor Burdsal is correct. Senator Alexander pointed out the difficulty of identifying the point of origin of a complex idea like a Ph.D. program. Senator Billings asked if any faculty member could write and propose a Ph.D. program. Senator Alexander replied yes. Senator Masud pointed out that some had been rejected. Senator Campbell said items 9 and 10 were pressing in relationship to Mission Statement and requested high priority for them. Senator Lee moved to rise and report. Senator Perel Seconded. Motion passed.
TO: Members of the Faculty Senate
FROM: Jay Mandt, President
SUBJECT: Special Meeting of the Senate, Rm 126 CH, 3:30 p.m., October 23

A Special Senate Meeting will be held Wednesday, October 23rd at 3:30 p.m. for the purpose of reviewing, amending, and, if the Senate is willing, endorsing a document from the Board of Regents Council of Chief Academic Officers (COCAO). The meeting is being called at the joint instigation of myself and Provost Cottle to provide faculty input at a crucial time. I recognize that many senators will be unable to attend on short notice, but both the Provost and I believed that it would be preferable to have the Senate as a whole act rather than only the Executive Committee.

At the Board of Regents meeting October 16 and 17, it became clear that a faction of the Board is still determined to push the Board staff document "From Aspirations to Achievement" despite its rejection by unanimous votes of six Faculty Senates, COCAO, and the Council of Presidents. These members of the Board insist that COCAO provide a detailed critique of the "initiatives" in the staff document before offering an alternative strategic plan for the Regents institutions. COCAO worked on this critique at the Regents meeting, with the collaboration of most of the Faculty Senate Presidents. COCAO voted unanimously to seek faculty review and endorsement of their critique. Our Special Senate Meeting Wednesday is a response to that call.

COCAO is also completing its alternative plan, which will be distributed to the campuses October 21st. Our Mission Steering Committee has been advising on earlier drafts of this plan, and will review it on Wednesday. Provost Cottle and I will ask the Steering Committee to make specific recommendations to the Senate, and these will come before the Senate at our regular meeting, October 28th.

The critique of the Board staff document will be submitted to the Board under the authority of the Council of Presidents on Friday, October 25th. The alternative plan will be presented directly to the Board by the Council of Presidents, after their review of COCAO/faculty recommendations, on November 4th.

The Council of Faculty Senate Presidents, Council of Chief Academic Officers, and Council of Presidents are working closely together, with the aim of preserving self-government on each Regents campus. The Board leadership continues to press for a radically more centralized system of government, although they deny that they intend to achieve centralization. The views of the Board leadership are fairly well stated in a paper by Regent Sampson on "stewardship." It will be distributed to senators as soon as possible. This paper in part precipitated the public statement by the Council of Faculty Senate Presidents which many of you will have seen by now. Copies of that statement will also be distributed as soon as possible.
Heated debate concerns Regents mission statement

Universities accuse board of hidden agenda

By Alexander Bloemhof
Kansan staff writer

PITTSBURG — Regents, university officials and faculty representatives yesterday emotionally debated the actions the Board of Regents have taken on a systemwide mission statement.

The statement has received sharp criticism from all six Regents schools because it would reduce the universities' autonomy by giving central authority to the Regents. The statement was drafted by the Regents staff in late August.

In a statement read by Jay Mandt, faculty senate president at Wichita State University, faculty representatives accused the Regents of misrepresenting concerns of the Legislature, pursuing a hidden agenda and not living up to their public promises.

"Last month, the Board gave every indication that it was prepared to withdraw the staff's ill-conceived and impractical plan," Mandt said.

"Now, on the contrary, it seems that the Board insists on once again biasing discussion of mission on proposals that were repudiated by every campus."

Because of the original criticism, the Regents referred the statement in September to the Council of Chief Academic Officers for review. CoCAO is composed of the heads of academic affairs at the universities.

After the September meeting, critics expressed relief because they expected that CoCAO would write a new mission statement. But yesterday, faculty representatives said they had the impression that the Regents had tried to prevent that.

They said that the Regents had instructed the council to include in the new mission statement elements from the statement that had drawn much criticism.

Everyone was silent for a moment after Mandt read the statement.

Then the Regents strongly recommended that the faculty representatives withdraw their statement.

"I have been on the board for six years," said Regent Donald Slawson. "And this is the most confrontational statement I have ever heard."

Jack Sampson, Regents chairperson, said, "You have accused us of a lot. This is a considerable accusation against the Board of Regents."

However, Bob Ratzlaff, vice president of academic affairs at Pittsburg State University, supported the faculty representatives.

Ratzlaff, head of the CoCAO, said the council members had not had enough time to work on a new mission statement.

He said that the Regents who had sat in the council's meetings had requested that the CoCAO respond to every initiative in the original statement, which had taken all their time.

These initiatives sparked complaints because they would give the Regents more power in the individual schools' affairs.

After lunch, the Regents responded with a statement asserting the universities that they did not intend to centralize power and that they supported strong leadership on campuses.

"I felt there should be a clarification to the concern about centralization," Slawson said.

But only an hour later, Sampson presented a document that seemed to contradict the Regents response.

It stated his view that the Regents should emphasize effective governance, organization and control of the Regents universities in the future.

"There are some responsibilities the Regents have to take on," Sampson said. "If you don't centralize, you leave everything up to the individual campus, and I think nobody really wants that."

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Other topics discussed in the article:
- The gunman who massacred 22 people in a barrage of semi-automatic gunfire may have been triggered by a fury against women, authorities said yesterday. See story, p.16.
- U.S. Defense Secretary Dick Cheney addressed NATO alliance leaders yesterday and said the alliance should help the United States combat terrorism on its own terms.
FACULTY SENATE
The Wichita State University

Minutes of the Meeting of October 14, 1991

MEMBERS PRESENT: Alexander, Allen, R. Armstrong, Bair, Bajaj, Baxter, Behrman, Benson, Bereman, Billings, Burk, Campbell, Carroll, Cavarozzi, Christensen, Clark, Daugherty, Dueill, Erickson, Farnsworth, Gosman, Gythiel, Hawley, Hay, Horn, Hoyer, Hubbard, Jeffers, Kitch, Koppenhaver, Lee, Mandt, Masud, Murdock, Olivero, Parkhurst, Paske, Perel, Rogers, Romig, Sethi, Wherritt, Widener, Yeager, Zytkow

MEMBERS ABSENT: Brady, Carper, Griffith, Johnson, Kahn, Martin, Merriman, Parker, Sweney, Teague

QUESTS: Brunner, Zoller

Summary of Action Taken:
1. Passed substitute motion to hold an election for the vacant Education senate seat.
2. Passed resolution on waiver of tuition for faculty, staff, dependents
3. Passed resolution for consideration of flexible benefits plan.

I. CALLING OF THE MEETING TO ORDER. Meeting called to order at 3:30 by President Mandt.

II. INFORMAL PROPOSALS AND STATEMENTS.
   b. Professor Merriman invited all members of the Senate and Faculty to the AAUP cocktail party, October 25.
   c. Senator Rogers said we have an interest in what Continuing Education offers in the name of the university. Two courses, Metaphysics and Basic Astrology, described by Continuing Education this semester illustrated two major concerns. Metaphysics is also a course offered in Philosophy. What recourse does a department have when Continuing Education offers a course of the same title? The other concern is with Basic Astrology, a course the university discontinued teaching in the fashion described. He requested these issues be referred to Academic Affairs Committee. President Mandt asked Senator Rogers to write a memo outlining the issues. Senator Bajaj said the astrology course was not offered due to lack of enrollment, and the question was academic. Senator Paske said it was still an important issue. Senator Alexander said departments must get appropriate curriculum committee approval for new courses, but Continuing Education did not. Professor Zoller asked if Academic Affairs should have control of what Continuing Education teaches. President Mandt said that would be up to the committee.

III. PRESIDENT'S REPORT.
   a. Colleges now have the Mission Statement draft.
   b. Council of Chief Academic Officers are writing a substitute Strategic Plan.
   c. Regent Creighton indicated to COCAO that the Board considers the staff document to be theirs. That document is not dead. Mission Steering
Committee at WSU is acting as the point of WSU input. There may be a special Senate meeting this month to address the issues.

d. Proposal from Provost Cottle's office outlined the future development of mill levy budget. We may be at the point of resolving issues the faculty raised.

e. The text of the letter to the City Council is done. Senator Erickson asked if the specific issue raised by Mr. Suderman in the City Council meeting was addressed. President Mandt said he would let people judge when they see the letter.

IV. APPROVAL OF MINUTES.
There were two typographical errors in the minutes of September 16. Page 2, B. add "The Rules Committee's decision was to bring both nominations to the floor of the Senate, and to recommend Rodney Muth."

Minutes were approved as corrected.

V. OLD BUSINESS.
a. Rules Committee report on Senate vacancy in College of Education.

President Mandt said the meeting of the Rules Committee and the Education Senators had been held. On the floor is a motion from the Rules Committee to recommend Rodney Muth. Senator Clark, in reference to the memo sent to Senators on October 6, moved a substitute motion to suspend the rules and standard procedures of the Senate. Senator Burk seconded. Senator Paske asked if petitioners were involved in the discussion. Senator Clark said they were not at the meeting, but he had talked with 4 out of 6, and there was a consensus. Senator Carroll said a follow up memo went to the unit with all the information.

Senator Clark stated that because of the parliamentary complications involved, he moved a substitution motion for the motion currently on the floor that the Faculty Senate suspend its standard procedures for selecting replacement Senators for the purpose of holding an election for this position only to complete the term of Ronald Davison. Senator Burk seconded. Senator Paske asked if petitioners were involved in the discussion. Senator Clark said they were not at the meeting, but he had talked with 4 out of the 6, and there was a consensus. Senator Carroll said a follow up memo was sent to the unit with all the information. President Mandt stated we would vote first on the motion to replace the original motion with the substitute motion. Motion passed. Senator Clark then made the following motion:

"For this position only, the replacement Senator be elected by the position's constituency (the departments of Industrial Technology and Educational Administration & Supervision), following the Senate's usual election procedure of distributing nomination ballots to the constituency, then distributing election ballots to the constituency. For this position only, a majority vote of the constituency be required for election. In the event that no nominee receives a majority vote in the initial balloting, a run-off election will be held."

Motion was seconded. The motion passed.
NEW BUSINESS.

a(1). Resolution on tuition waivers for faculty, staff, and dependents.

President Mandt said the resolution was on the agenda for the Regents Benefits Committee this month. Senator Wherritt said he was concerned about tuition waivers and flexible benefits plan being together in the same resolution, and suggested they at least be in 2 paragraphs. Senator Duell asked if using 'the' university was deliberate. People shouldn't be limited to programs at their own institution. Senator Gosman said the Executive Committee thought doing a two-step process would be beneficial. Senator Hoyer asked how faculty members could take courses for advanced degrees at this university. Senator Hawley said she was opposed to it because it serves so few. Senator Paske said he was inclined to support benefits for faculty, even if he wasn't served by the tuition waiver. Senator Perel said this issue has come up before and nothing has happened. Senator Daugherty said some constituencies had pointed out this could help in recruitment of new faculty, and she was in favor of it. Senator Bereman moved to divide the question into issue of tuition waiver and flexible benefits. Senator Rogers seconded. Motion passed. Senator Farnsworth said there was a tuition waiver when we were a municipal university. When we joined the state system the question was why should faculty have benefits denied the public. Senator Masud asked what is the opposition from the University of Kansas. President Mandt said it was hearsay, but they feel if people could go to any university in the state, KU would be the choice. Senator Rogers said the Provost remarked that this is a widely available benefit across the country. Senator Bereman asked if this was meant to cover all university employees. President Mandt said yes. Senator Lee asked if fiscal information was available. She said the reimbursement program could be a stronger approach. Senator Widener said this was a long standing offer in private schools. As the father of 6, with students who made more than assistant professors did, he was in favor of it. Senator Erickson asked what the harm was in some people getting more than others? Senator Yeager asked if it meant tuition only, and did it apply to all courses? President Mandt said yes. Senator Baxter expressed concern about looking out for ourselves before helping students. Tuition waivers aren't available for graduate students, and the Senate should explore that. President Mandt said that would be a proposal for Scholarship and Student Aid Committee. Senator Masud said it was restrictive to limit it. It needs to be extended to all Regents universities. Senator Hoyer moved to amend. Replace 'the' with 'any' Kansas Regents University. Senator Lee seconded. Senator Alexander said if K.U. opposes it, realistically it wouldn't pass. Senator Duell urged asking for what we want, then we would have a bargaining tool. Senator Baxter suggested it apply to degrees at other institutions if the degree isn't offered at own institution. President Mandt said that would fall under negotiations. Senator Horn said he hated to make decisions based on speculation of what another university would do. Senator Clark said we needed to be consistent with proposals from other universities. Senator Hoyer said that 2 years ago he went to Regents Benefits Committee and there was not opposition from K.U. Senator Rogers moved the previous question. Senator Perel seconded. Motion for amendment passed. Senator Romig said this perk was important and could help in faculty retention. Senator Carroll asked if community colleges would be included. President Mandt said no. Senator Carroll said faculty-staff dependents could be encouraged to stay in state, and the state would benefit. Senator Duell called the question. Motion as amended passed unanimously.
a(2). **Flexible Benefit Plan.**

Senator Rogers asked if it is the case that the basic retirement plan was not negotiable. President Mandt said he didn’t know. Senator Perel said it could be used for extra benefits such as additional hospitalization or life insurance. Senator Paske expressed concern that we could wind up with a choice of retirement or health insurance. Senator Bereman said there are down sides to flexible plans including higher administrative costs that mean splitting up smaller amounts. Senator Hoyer said hospital insurance costs go up with flexible plans, because some don’t buy it. Senator Paske said flexible plans would allow the state to shift more and more costs to individual Senator Bereman said it was happening in business. This may give an opening for the state to do it. Senator Clark called the question. Motion passed.

b. **Future Senate Agendas.**

Senator Gosman moved to go into committee of the whole in order to fully and freely discuss agenda, than rise and report. Senator Erickson seconded. Motion passed. Meeting of the Committee of the Whole was convened by Senator Clark, presiding officer. At 4:50 the committee rose to report to Faculty Senate.

Suggested items that were recorded and will go to the Executive Committee or appropriate committee were:

1. Faculty Administration Relations
2. Patent policy
3. Setting up Human Relations Committee
4. Revision of the grievance procedures
5. Graduate students financial aid
6. Courses and departments advertising in the Schedule of Courses
7. Distribution of research overhead money
8. Policy on faculty workloads
9. Continuing Education course curriculum

Senator Perel moved to adjourn. Senator Rogers seconded.

Meeting adjourned at 4:55.

Joyce Cavarozzi, Secretary