Faculty Senate Archives

Faculty Senate       Academic year 1995-1996

Volume IX

Agenda and Minutes
of the Meeting of August 28, 1995

Additional information: Digitized by University Libraries Technical Services and archived in SOAR: Shocker Open Access Repository at: http://soar.wichita.edu/handle/10057/14181
WICHITA STATE UNIVERSITY
FACULTY SENATE
AGENDA

Room 126 CH 3:30 p.m.

Meeting Notice: Monday, August 28, 1995
Order of Business:

I. Calling of the Meeting to Order

II. Informal Statements and Proposals

III. Approval of Minutes

IV. President’s Report
   A. COFSP Initiatives for Enhancing Learning
      (peach attachment)

V. Committee Reports

VI. Old Business

VII. New Business
   A. VPAA Bobby Patton -- Improving the Learning
      Environment -- Regents recommendations
   B. AVPAA Gayle Davis -- Update of the North
      Central Accreditation Committee

VIII. As May Arise

EXECUTIVE COMMITTEE

Jolynne Campbell, President 3146 Box 43
Joyce Cavarozzi, Past President 3541 Box 53
Helen Hundley, Vice President 3150 Box 45
Jean Eaglesfield, Secretary 3591 Box 68
Donna Hawley, President-Elect 3610 Box 41
ELECTED BY SENATE
   Sue Bair 3340 Box 16
   Keith Williamson 3185 Box 31
APPT. BY PRESIDENT: Walter Horn 3410 Box 44
Date: August 9, 1995

To: David Payne, Chair, Council of Chief Academic Officers  
John Welsh, Director of Academic Affairs, Kansas Board of Regents

From: Scott Irwin, Chair, Council of Faculty Senate Presidents

Subject: COFSP Initiatives for Enhancing the Learning Environment

The Council of Faculty Senate Presidents (COFSP) enthusiastically supports the Kansas Board of Regents May, 1995 adoption of eleven principles for Enhancing the Learning Environment. COFSP is willing to work with the Council of Chief Academic Officers (COCAO), the Task Force on the Learning Environment, and the BOR to assist in making these principles an integral part of the university culture.

Although all eleven principles are important, several of them appear to have a greater and/or more immediate influence on improving the learning environment than others. After lengthy discussion at the June meeting of COFSP and considerable phoning, faxing and e-mailing of drafts and opinions back and forth throughout the summer, COFSP herewith submits for your consideration seven specific activities that we suggest be given highest priority for enhancing the learning environment throughout the Kansas Regents System. These represent our COFSP initiatives for 1995-96.

1. Assignment of Faculty Time: We must re-examine and expand the flexibility with which we expect faculty to spend time on teaching, research, and service; faculty, staff, and administrators must collaborate on setting strategic unit goals within a well-defined mission; collaboration among faculty, clinicians, practitioners, professionals -- particularly for the enhancement of student learning -- must be encouraged and rewarded.

2. Professional Development of Teaching Faculty: Faculty and staff development must drive campus mission; resources must be invested so individuals and groups can attain goals that are linked to improved student achievement toward completion of a “major” and a degree in a timely fashion; professional development opportunities must be available to all faculty, with specific mentoring programs for those who do not meet department expectations in teaching effectiveness. Teaching “academies” should be established at each institution, wherein election to the academy is recognition for scholarship in teaching. The responsibilities of such academies could include (but not be limited to): 1) assisting in the establishment and coordination of professional development programs/activities on enhancing teaching effectiveness for faculty and/or Graduate Teaching Assistants; 2) seek grant funds to support programs that enhance student learning; 3) evaluation and selection of faculty to the academy.

3. Enhancing the Physical Learning Environment: Classroom and laboratory environments should be designated to support a wide range of teaching activities that facilitate more than the lecture method of instruction. These might include provision for small group interaction/discussions, audio-visual technologies, computer technologies, and updated laboratory and other instructional equipment.

4. Annual Evaluation of Faculty Scholarship in Teaching: Scholarship in teaching should be valued at a level equal to or greater than scholarship in research. Criteria
for evaluating scholarship in teaching should be determined by faculty at the department level. All faculty should be annually evaluated by students, peers, and the department chair with respect to exceeding, meeting, or failure to meet expectations in effective teaching.

5. Rewards for Scholarship in Teaching: Rewards for faculty that meet or exceed expectations for scholarship in teaching should be appropriate and equal to or exceed those typical for scholarship in research -- particularly in peer/chair evaluations leading to recommendations for faculty retention, promotion, tenure, and salary increase. Given that the most important component of teaching scholarship involves hiring and retaining the most skilled and dedicated teachers, salaries and benefits must be competitive with peer institutions.

6. Assessment of Student Achievement/Learning: The ultimate measure of effective teaching must be assessed in terms of the degree to which students have achieved expected objectives or outcomes. More accurate, varied, and authentic techniques for assessing student achievement should be implemented, including increasing students responsibility for demonstrating and accumulating evidence of their own learning. Such measures would play a major role in the evaluation of scholarship in teaching.

7. Training Graduate Students to Teach: Some faculty with teaching responsibilities have received little or no formal preparation for teaching during their own graduate studies. Graduate Teaching Assistants (GTAs) should participate in a teaching preparation program. Those with deficiencies in writing and speaking English must meet a designated level of proficiency in the language before being assigned teaching responsibility. Supervision and mentoring by senior teaching faculty should be managed and monitored within each division or department.

Related items for your consideration:
A. While each of the above activities/initiatives is recommended as a way to enhance the learning environment on all Regents institutions, our consensus is that, with the exception of #3 ("...The Physical Environment"), the specific measures or indicators for success in conducting all the other activities should be designated at each individual institution, and where possible, at the department or division level.

B. If we accept the premise that, at it's most basic level, the "product" of each institution is student learning/achievement, then should not any set of principles for enhancing the learning environment include (and obligate) all partners in the university community -- students, faculty, administrators, and support staff?

C. While we are well aware that this whole movement began with renewed interest in improving the undergraduate learning environment, most of the principles (and all of the seven initiatives we've listed above) would seem to enrich both graduate and undergraduate learning on our campuses.

D. Successfully implementing the eleven principles for Enhancing the Learning Environment will require a long-term commitment from the BOR. The whole process of establishing goals on each campus for each principle, determining measures/indicators of their achievement, and gathering and reporting data and conclusions concerning all of the principles could take a decade or more.

The Council of Faculty Senate Presidents pledges its willingness to work in concert with the Council of Chief Academic Officers and the Board of Regents to develop a progressive but realistic timeline for accomplishing our intended goal -- Enhancing the Learning Environment. Thank you for giving us the opportunity to play an active role in this exciting partnership!
July 10, 1995

TO:       Ted Ayers, Barbara Bowman, Don Nance

FROM:     Jay Mandt

SUBJECT: Revisions for University Sexual Harrassment Policy

(1) Here is a draft to revise the reference on p. 7 of Don's new composite draft to "just cause":

Following the first sentence in paragraph 3 under "Formal Hearing":

In order to set aside the findings of fact developed in the hearing or to assess responsibility differently, the Vice President and/or President must have compelling reasons for doing so. While the President has final legal authority under the Board of Regents in personnel matters, the interest of the University in faculty self-government and the principle of peer evaluation imply that the recommendations of hearing panels will generally be accepted if they are impartially and fairly arrived at, are consistent with other university policies, and are based on reasonable conclusions about the issues being adjudicated. If additional . . . etc.

Comment: I reverted to "compelling reasons" as it is the language in the Grievance Procedures at the comparable point. I would interpret my draft as meaning that believing a panel had been partial or unfair, that it had made recommendations inconsistent with other policies, or that, for stated reasons, it had been unreasonable, would be appropriately "compelling" reasons for modifying its recommendations. "I would have come to a different conclusion" by itself would not be a compelling reason. If that is the test that must be met, then the panel is only advisory in the narrowest sense, its recommendations amounting to a statement like: "here are some things you might consider in deciding this issue." That is the kind of advice a president expects from his staff. To treat a formal hearing panel similarly seems to me inconsistent with the whole idea of a formal process based on peer evaluation.
NCA Self-Study Committee Structure

Co-coordinators of the NCA Self-Study:
Gayle Davis
Michael Tilford

Steering Committee:
Don Ablah
York Butler
Deborah Baxter
Jolynne Campbell
Orpha Duell
Randy Ellsworth
Jane Eshelman
Mike Kelly
Christina Newby (graduate assistant)

Sub-committees:

Criterion 1: (on Mission)
Donna Hawley, Chair
Larry Davis
Ruth Hitchcock

Criterion 2: (on resource management)
Deborah Baxter, Doug Sharp, Co-Chairs
Roger Lowe
Vicky Triponyi
Kathy Downes
John Gist
Jacqueline Snyder
Gary Ott

Criterion 3: (on assessment)
Randy Ellsworth and Ron Matson, Co-Chairs
Esther Headley
Ed Sawan
Bert van Boer

Criterion 4: (on the future for WSU)
Orpha Duell, Chair
Marlise McCammon
Marla Mack
David Alexander
Nancy Bereman

Donna Hawley, Chair
Larry Davis
Ruth Hitchcock
Jim Jones
Don Hackett
Scott Miller

Linda Black
Bill Mathis
Mark Jong
Marcus Ballenger
Bob Rozzelle
Gerry Lichti

Jean Lytle
Ken Miller
Alicia Huckstadt

Jim Eller
Everett Johnson
Bela Kiralifalvi
Mary Herrin
Criterion 5: (on institutional integrity)
Paul York and Mike Kelly, Co-Chairs
David Farnsworth
Melanie Anderson
Joe Kleinsasser
Diane Huntley
Barbara Bowman
Fred Kraft
Barbara Hodson
Denise Celestin
Emily McReynolds
Daisy Kabagarama
Ben Rogers
Tom Borego
FACULTY SENATE

Wichita State University

Minutes of the Meeting of August 28, 1995

MEMBERS PRESENT: Alagic, Badgett, Bair, Benson, Berry-Bravo, Burk, Byrum, Carroll, Cavarozzi, Celestin, Chambers, Campbell, Christensen, Coats, Detjens, Deyoe, Dreifort, Eaglesfield, Erickson, Gythiel, Hawley, Hitchcock, Horn, Houts, Hoyer, Hughes, Hundley, Draft, Kukral, Lescoe-Long, Mandt, Matson, Murphey, Parkhurst, Paske, Saalmann, Schommer, Sharp, Sutterlin, Swan, Talia, Terrell, Wahlbeck, Wang, Williamson, Yeager

MEMBERS ABSENT: Bajaj, Baxter, Boneh, Brown, Chaudhuri, DeSilva, Deyoe, Fowler, Leland, Miller, Nagati, Riordan

GUESTS: L. Murphey, B. Bowman

SUMMARY OF ACTION:
1. Elected Sylvia Coats, School of Music Senator to replace Mike Kendall.
2. Elected Dwight Murphey, College of Business Senator to replace Manoj Gupta.

I. CALL OF THE MEETING TO ORDER: The meeting was called to order by President Campbell at 3:35pm. She welcomed new members and wished everyone a good and profitable year.

II. INFORMAL STATEMENTS AND PROPOSALS:
Senator Cavarozzi shared information about The 24-Hour Race Against Hunger which this year will run from noon Sept. 29 to noon 30 September in Cessna Stadium. This is a project that is co-sponsored by the four Senates at WSU. It has become one of the major charity events for the Kansas Food Bank Warehouse in Wichita. Senator Cavarozzi distributed flyers about the race and sign up sheets for working in the tent and for participating.

Senator Mandt raised concern that there is a task force looking at the issues related keeping Cessna Stadium, and that it appears the task force might recommend the use of mill levy money to renovate the stadium. Mandt had three concerns: 1) three years ago the University agreed mill levy funds would not be used for building projects; 2) that changes in the university might come about solely from pressure from a political interest group in the community and that this would be a dangerous precedent; and 3) that renovating the stadium would not be a high priority project for most of the University community. He stated that if the President has lost the battle on the Stadium then the rest of us perhaps should speak up. President Campbell deferred further discussion of this issue to the President's Report section of the meeting.

Senator Hawley urged us to take a look at enrollment procedures so that the kind of abrupt changes that occurred this year would be prevented in the future.
She urged that both planning for and notification of changes be made in the future.

III. APPROVAL OF MINUTES:

Senator Swan moved and Senator Hoyer seconded a motion to approve the minutes of May 1, 1995. Minutes were approved.

Senator Tallia moved and Senator Cavarozzi seconded a motion to approve the minutes of May 8. Minutes were approved.

Senator Cavarozzi moved and Senator Hoyer seconded a motion to approve the minutes of the May 8 meeting of the New Senate. Minutes were approved.

IV. PRESIDENT'S REPORT:

Stadium Task Force: President Campbell discussed the Stadium Task Force, of which she is a member. There were two meetings over the summer. The Task Force has subdivided into three subcommittees: one for community interests, one to look at budget and a third committee to look at use. President Hughes explained that the charge of the Task Force is to determine whether or not the Stadium is a community asset, and if so, how it would be used: what financial sources would be used to pay for repairs; and what uses would generate income that would support the upkeep of the Stadium in the future. He stated that he is making it clear to all that WSU currently uses the Stadium only for track and as a facility that members of the community may use for exercise. He stated that there is no law that requires either the city or the county to give mill levy money to the University and that there are some people in the community who think mill levy funds should not be used for education at all. There are a lot of discussions going on about sports facilities currently, there are also people who would like to form some sort of sports authority to look at all facilities of the community and to develop a major sports arena downtown. The Task Force report is due at the end of September and the Chair of the Task Force is the spokesman in the meantime.

COFSP INITIATIVES FOR ENHANCING LEARNING: President Campbell explained the origin of the August 9 memo, "COFSP Initiatives for Enhancing the Learning Environment," which came as a result of discussions about a list that had been put forth last year by the Regents. VPAA Patton distributed the Regents list, entitled "Principles on the Learning Environment," dated May, 1995. The Regents had asked the COFSP to prioritize their list. President Campbell explained that items dealing with faculty were given top priority because it was thought that other issues such as assessment of student learning had been put at the top of other lists last year.

Senator Erickson expressed concern about coupling scholarship with teaching and expressed the opinion that we are primarily a teaching institution. He asked what "scholarship in teaching" meant. Senator Swan stated that these factors are intertwined. Senator Carroll stated that she believed that the origin of this comes from Boyer's work Scholarship Revisited and urged Senators to read this. Senator Cavarozzi stated that the original COFSP document did not have the two terms together and urged the Senate to think of the top three criteria. Her top priority is faculty workload. Senator Hawley saw this list as a way to build flexibility to cover the breadth of every kind of teaching situation. Senator Erickson said we should make clear what aspect of teaching we do not intend to evaluate and reward. Senator Murphey said that although society in general is interested in accountability, as professionals we should not have to be evaluated continuously. Senator Carroll stated that we should have categories on scholarship and service. Senator Terrell explained that the taskforce that
worked on faculty evaluation last year saw intersections of these factors and the language of this document reflects this situation.

President Campbell stated that this discussion is for feedback, and urged those who have more thoughts on this issue send them to her in writing.

V. COMMITTEE REPORTS:
Senator Hawley reported that Sylvia Coates, School of Music, and Dwight Murphey, College of Business and been elected by their Colleges to replace senators that had resigned.

The Rules Committee presented the following appointees: All were accepted as presented.

<table>
<thead>
<tr>
<th>Academic Affairs</th>
<th>Pawan Kahol, LAS Math/Nat. Sci.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Larry Paarmann, Engineering</td>
</tr>
<tr>
<td>Court of Academic Appeals</td>
<td>Mary McHugh, Health (ALT)</td>
</tr>
<tr>
<td></td>
<td>Prem Bajaj, LAS Math/Nat.Sci. CHAIR</td>
</tr>
<tr>
<td></td>
<td>Mohammad Dadashzadeh, ALT</td>
</tr>
<tr>
<td>Exceptions</td>
<td>Brian Williams, Academic Services</td>
</tr>
<tr>
<td></td>
<td>David Hughes, LAS Soc. Sci.</td>
</tr>
<tr>
<td></td>
<td>Sue Bair, ALT, Education</td>
</tr>
<tr>
<td>Faculty Affairs</td>
<td>Diana Rogers-Adkinson, Education</td>
</tr>
<tr>
<td></td>
<td>Will Klunder, LAS Humanities</td>
</tr>
<tr>
<td></td>
<td>Cathy Moore Jansen, Academic Services</td>
</tr>
<tr>
<td></td>
<td>Rob Zettle, LAS Soc. Sci.</td>
</tr>
<tr>
<td>Faculty Support</td>
<td>Manoj Gupta, Business</td>
</tr>
<tr>
<td></td>
<td>Michael Long, Health</td>
</tr>
<tr>
<td></td>
<td>Ravi Pendse, Engineering</td>
</tr>
<tr>
<td>General Education</td>
<td>Phillip Wahlbeck, LAS Math/Nat.Sci.</td>
</tr>
<tr>
<td>Honors</td>
<td>Mira Merriman, Fine Arts</td>
</tr>
<tr>
<td>Scholarship &amp; Student Aid</td>
<td>Sandra Houts, LAS Soc. Sci.</td>
</tr>
<tr>
<td></td>
<td>Harold Popp, Fine Arts</td>
</tr>
</tbody>
</table>

VI. OLD BUSINESS: None

VII. NEW BUSINESS:
VPAA Bobby Patton -- Improving the Learning Environment--Regents recommendations. President Campbell introduced VPAA Patton who began his presentation by stating that he is optimistic that our Regents are trying to help the teaching environment. He urged all faculty to study the book Metropolitan Universities which is in the Senate Office. Regents recognize that WSU has a special mission and that we can operationalize some of the principles stated in this book.

VPAA Patton quoted from a NCTLA report, "Improving Postsecondary Teaching, Learning and Assessment" which he will also place in the Senate Office. This report summarizes studies comparing four year and two year programs.

VPAA Patton recommended that we should not be threatened by this situation; that some exercises will also help us run our institutions better. For example, by determining what the most effective class size for each unit would be, we can better plan how to arrange the resources of the campus. There can be some balancing of class size so that all needs can be met. He wants to think of
professional development as well; the Academy for Effective Teaching will help on this front.

**AVPAA Gayle Davis -- Update of the North Central Accreditation Committee.**
President Campbell introduced AVPAA Davis who gave an update on the accreditation process. AVPAA Davis began by stating that she and Dean Tillford are co-coordinators of the self study. She distributed a list of the committees and summarized what each will be doing. They have prepared a timeline and plan to have most of the work of the study completed during the current academic year. The first draft report will be done by May, 1996. The drafts will be revised during next summer and be ready for campus wide revisions during the fall of 1996. The self study will be sent to NCA in January, 1997. The site visit from NCA will be April 14-16, 1997 and it is estimated that the NCA report will be received by WSU during the summer of 1997. VPAA Davis stated that there is a lot of experience on this campus in doing this work and that reports of the past that can be used will be incorporated so as to make no unnecessary work for this project. For instance the Program Review and the Task Force Reports will be used. President Campbell is the Senate’s representative on the Steering Committee and will be the Senate’s “regular reporter.” AVPAA Davis also added that she has already compiled information the NCA required on student assessment and that the work WSU already had provided enough data for her compile a chart and data over the summer.

**VIII. AS MAY ARISE:**
Senator Mandt brought up the sexual harassment policy. A committee consisting of Senator Mandt, Barbara Bowman and Don Nance were asked on behalf of the Senate Executive Committee to make final revisions to the policy. Two small technicalities related to “just cause” and “formal hearing” took more time. Mandt distributed a July 10, 1995, memo which he wrote and suggested Senators review the changes. President Campbell will put this on the next meeting’s agenda.

Senator Murphey recommended an expression of thanks to President Campbell for a job well done on her first meeting. The Senate applauded.

Senator Cavarozzi moved to adjourn. Seconded by Senator Eaglesfield.

The meeting adjourned at 4:55 pm.

Respectfully submitted,
Jean Eaglesfield
Secretary