



Faculty Senate Archives

Faculty Senate

Academic year 1995-1996

Volume IX

Agenda and Minutes of the Meeting of October 23, 1995

WICHITA STATE UNIVERSITY

FACULTY SENATE

AGENDA

Room 126 CH

3:30 p.m.

Meeting Notice: Monday, October 23, 1995

Order of Business:

- I. Calling of the Meeting to Order
 - A. United Way Presentation --
Sister Tarcisia Roths, Pres.
Kansas Newman College
- II. Informal Statements and Proposals
- III. Approval of Minutes
- IV. President's Report
- V. Committee Reports
 - A. Rules Committee
- VI. Old Business
 - A. Sexual Harassment Policy (pumpkin attachment)
- VII. New Business
 - A. Millionth Volume Library Comm.
John Dreifort
 - B. Unclassified Professional Senate
Mike Wood, President
- VIII. As May Arise

EXECUTIVE COMMITTEE

| | | |
|---------------------------------|------|---------|
| Jolynne Campbell, President | 3146 | Box 43 |
| Joyce Cavarozzi, Past President | 3541 | Box 153 |
| Helen Hundley, Vice President | 3150 | Box 45 |
| Jean Eaglesfield, Secretary | 3591 | Box 68 |
| Donna Hawley, President-Elect | 3610 | Box 41 |
| ELECTED BY SENATE | | |
| Keith Williamson | 3185 | Box 31 |
| Sue Bair | 3340 | Box 16 |
| APPOINTED BY PRESIDENT | | |
| Walter Horn | 3410 | Box 44 |

PROPOSED REVISION OF SEXUAL HARASSMENT POLICY

FORMAL HEARING FOR FACULTY, Section 3

As provided for in the Grievance Procedure, the findings of the hearing panel will be reviewed by the Vice President for Academic Affairs and the President. 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 offer in writing 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 deemed impartially and fairly arrived at, are consistent with other University policies, and are based on reasonable conclusions about the issues being adjudicated. Panel recommendations will not be overturned simply because the Vice President and/or President would have come to a different conclusion. The reason for this is that to do so would be to treat the panel's findings as simply an advisory opinion, an approach inconsistent with the principle of formal peer evaluation. If additional information or evidence has come to the Vice President or President's attention, the hearing panel must be reconvened to hear it and consider whether a revision of their findings and recommendations is warranted.

BOLD Text will replace the phrase "show just cause."

Shaded area will be removed

FACULTY SENATE

Wichita State University

Minutes of the Meeting of October 23, 1995

MEMBERS PRESENT: Bair, Bajaj, Baxter, Benson, Brooks, Byrum, Carroll, Cavarozzi, Celestin, Chambers, Campbell, Coats, DeSilva, Detjens, Deyoe, Dreifort, Eaglesfield, Erickson, Fowler, Gythiel, Hamdeh, Horn, Houts, Hoyer, Hundley, Kraft, Kukral, Leavitt, Leland, Lescoe-Long, Mandt, Matson, Murphey, Parkhurst, Paske, Patton, Riordan, Saalman, Schommer, Sharp, Talia, Wahlbeck, Wang, Williamson, Yeager

MEMBERS ABSENT: Alagic, Badgett, Berry-Bravo, Burk, Chaudhuri, Christensen, Hawley, Hitchcock, Hoyer, Nagati, Sutterlin, Swan, Terrell

GUESTS: Lynnette Murphy, Jasper Schad, Mike Wood, Lisa Sillaway, Dan Heidt

SUMMARY OF ACTION:

1. Accepted the revised wording to Section 3, Formal Hearing for Faculty of the Policy Prohibiting Sexual Harassment and amended two documents to the record of the meeting.

I. CALL OF THE MEETING TO ORDER:

President Campbell called the meeting to order at 3:30.

Since the speaker from the United Way had not yet arrived, President Campbell asked for a motion to reorder the agenda. Motion was made by Senator Murphey, seconded by Senator Cavarozzi, approved, and the meeting moved to Informal Statements and Proposals.

II. INFORMAL STATEMENTS AND PROPOSALS:

President Campbell announced that John Welsh, Director of Academic Programs, Kansas Board of Regents, would meet with the Senate Executive Committee on October 24--he would be meeting with several constituencies that day. He and Regent Nolan will be on campus November 3 and will be meeting with the Executive Committee. These meetings will be in the Morrison Hall Board Room and Senators are invited to observe.

Senator Murphey stated that the Distinguished Scholarship Invitational was a delightful experience and Senator Benson relayed thanks from the organizers to those Senators who participated. Senator Mandt stated that the Honors program had hosted an event that Friday at the Alumni Center and suggested that this Center was an excellent location for such events.

AGENDA ITEM IA:

President Campbell introduced Dan Heidt, Vice President & General Manager of Boeing, and Chair of the United Way of the Plains campaign. Mr. Heidt stated that currently the campaign is half way toward a goal of \$12.5 million. The campaign fell \$400,000 short of goal last year. Some concerns of this year's campaign he noted were that this is the third year of aircraft layoffs and the aircraft industry has traditionally accounted for 48% of the total donations, that 79% percent of donations come from only 50 companies and organizations. He also voiced concern that although many more millions have been raised over the past several years, the United Way is only keeping up with inflation which makes it difficult to fulfill its' mission of reaching people in need through the various organizations that receive support from the United Way funds. Mr. Heidt then summarized various issues in the community and how the United Way has helped to solve community problems. He noted that there is a great potential in the community to do even more, and asked the WSU community to get involved in the United Way with time and monies.

President Campbell thanked Mr. Heidt for his presentation, and reminded everyone to send pledge cards to the Office of Human Resources.

III. APPROVAL OF MINUTES:

Senator Bajaj moved and Senator Erickson seconded approval of the minutes of October 9, 1995. Motion accepted.

IV. PRESIDENTS REPORT:

President Campbell noted that between October 18 and 20 she had attended a Regents meeting at Fort Hays State and a COFSP meeting with the Governor in Topeka. Issues of the Regents meeting were: hours per degree, class size, and intellectual property rights. The Regents have formed a task force on intellectual property rights, with the Faculty Senate President of Pittsburg State as the chair.

She mentioned that in the COFSP meeting with the Governor, the KU representative stated that to meet their budget shortfall this year, seven programs had been eliminated, but that no tenured faculty were lost. Senator Cavarozzi noted that these consolidations had been slated as part of program review three years ago. Additional topics discussed at the COFSP meeting were funding for repair of infrastructure, relationships of Regents universities and community colleges, concern about open admissions and remedial education.

President Campbell explained a recent communication from President Hughes about the class enrollment cap of 20% this fall -- it is a 20% over-book policy. Senator Carroll asked if there would be any closed classes. President Campbell noted that this would be done in the design of the cap. Senator Byrum stated that the departments should communicate to the Deans to communicate the cap to the University. Senator Schommer asked if this change would be in effect in the spring 1996 semester and President Campbell said that it would. Senators Wahlbeck and Carroll noted that there are classes that physically cannot handle expanded enrollment i.e. laboratory classes.

President Campbell noted that the Friday at the end of the first week of classes would be when preregistered students who had not paid would be pulled from classes.

Senator Mandt raised the issue of payment. Senator Byrum explained that

students may now make time payments over the entire semester. Senator Mandt noted that is common for students to shop quite a bit for classes and expressed fear that no payments at all until the end of semester would be a disaster. Senator Byrum stated that in the current plan students must pay something at beginning and then make regular monthly payments.

Senator Carroll asked why the financial aid office was requesting attendance information and suggested that such information be reported on the midterm evaluation form. She asked how much faculty time would be spent in monitoring students. Dr. Patton explained that this had to do with monitoring students' eligibility for federal loans and federal monthly payments; the University is obligated to notify the appropriate federal agency when the student is not in the class.

V. COMMITTEE REPORTS:

A. Rules Committee: No report.

VI. OLD BUSINESS:

A. Sexual Harassment Policy.

President Campbell summarized that at a recent meeting between WSU representatives (Affirmative Action Officer Barbara Bowman, Senator Mandt, President Campbell) and Regents Counsel, Ted Ayres, it was agreed to remove two sentences from the policy, but to keep them in the record of Senate deliberations so that the faculty's intent would be clear for posterity.

Senator Mandt explained the "Proposed Revision of Sexual Harassment Policy" document that was part of the agenda. He moved that the **boldfaced text** remain in the policy adopted earlier, the **shaded statement** be removed, and that the original text of his memo of July 10, 1995, commenting on the meaning of the bold faced section of the document and the response memo of July 14, 1995, from Ted Ayres to Don Nance, Barbara Bowman and Jay Mandt be included in the minutes as an explanation and interpretation of the policy statement. The "comment" paragraph of Senator Mandt's July 10, 1995, memo to Ted Ayres, Barbara Bowman and Don Nance reads as follows: *"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 be inconsistent with the whole idea of a formal process based on peer evaluation."*

The information to be included in the minutes from the July 14, 1995, memo from Ted Ayres is: *"I would also like to respond to Jay's comment. I am not uncomfortable with his general perspectives/guidelines on the "standard" or "test" to be followed. I think these thoughts should be shared with Dr. Hughes and Dr. Patton; if they are in concurrence, it is my recommendations that Jay's "comment" become part of the "legislative history" to guide future administrators, faculty and university counselors!"*

The motion was seconded by Senator Bair. The motion passed.

VII. NEW BUSINESS:

A. Millionth Volume Library Committee: John Dreifort

Senator Dreifort, chair of the internal campaign Millionth Volume Campaign reported that this is a prelude to a wider campaign to begin later this academic year. He reported that his committee had already met with various constituencies of the University. The Committee had hoped that the solicitation throughout campus would be done during November and the internal campaign would end by mid December. He hoped to meet with departments and inform them of the campaign goals and distribute pledge cards. Although the financial goal is \$3 million, it is a major goal to have as much participation as possible from the University population in the internal campaign. Senator Dreifort noted that there has been a long history of faculty support for the library going back to the Morrison days.

Senator Mandt asked if contributors could choose where their donations would go. Senator Dreifort stated that these contributions would go toward books and journals. Senator Williamson asked how the Library would decide how the money is spent. Senator Dreifort stated that the Senate Library Committee would advise the Library on this issue and it was presumed that the area specialists in the Library, working with departments, would also identify needs for these funds. Senator Carroll asked if the Library wanted books sent to faculty for their review. Senator Dreifort referred to Jasper Schad, Dean of the Library. Dean Schad suggested that faculty consult with their area specialist as to whether such books would be needed by the Library, since this varies from field to field. Senator Cavarozzi asked if anyone know how many departments have libraries. Senator Leavitt stated that last year the Research Council had requested that the Office of Research Administration catalog all the departmental holdings. He thought that this had been done for the sciences, engineering and some other disciplines. He thought this information would be available to everyone. Senator Williamson commented that most departmental libraries contain text books and professional journals relevant only to that department.

B. Unclassified Professional Senate, Mike Wood, President.

President Campbell stated that she asked Mr. Wood to share information about goals and issues of the UPS with the Faculty Senate.

President Wood began by describing the membership of the UPS--there are 450 people in this category represented by 17 senators, they have been in existed for 4 years and meet twice per month. Most of the standing committees of the University contain UPS representatives. President Wood mentioned the successful joint venture of the UPS and the Faculty Senate regarding Unclassified Professionals who teach had concluded with a document which was agreeable to both Senates. He mentioned that currently UPS issues include: a) policy change on appraisal system and a recommendation for non reappointment (the UPS have recently recommended that these two functions be separated in the calendar), b) conflict of interest --the UPS reviewed this as did the Faculty Senate, c) review of their constitution, especially the election process and committee structure, d) they are also considering making recommendations for a uniform policy manual, e) they are contributing to NCA review process, f) UPS has been watching open positions, all of which were reviewed last year, g) they will also activate their retrenchment committee, h) tuition waivers for employees: although they had not held much hope for this, they still kept it as an agenda item, and i) service

projects: they were active in Race Against Hunger and have been active in the United Way. Another issue President Wood mentioned as important is the stretching of current staff to cover new roles such as night and weekend class offerings. They also want equal representation on the strategic planning committee. The UPS look forward to working with the other Senates.

Senator Cavarozzi asked if he knew the status of the issue of the unclassified who teach half-time or more, and suggested it might take effort from both Senates to move this issue through the University for final resolution.

President Wood stated that he did not know the status and agreed that both groups would have to work on this issue.

Senator Benson asked if the WSU Supreme Court were available. President Wood said that UPS had a separate grievance process.

President Campbell thanked President Wood for talking with the Senate.

VIII. AS MAY ARISE

President Campbell noted that the Faculty Senate would activate its Retrenchment Committee. It consists of the chairs of each College retrenchment committee. This committee will be reviewing the Retrenchment document and the Program Discontinuance document.

President Campbell noted that the Senate has two positions on the University Conflict of Interest Committee. Senator Yeager has been appointed by the Executive Committee and requested that if any senator is interested, to please contact her. This Committee will be called on soon to determine if there is a conflict of interest from the documents submitted and if so, how to handle it.

Having no more business, President Campbell asked for a motion to adjourn. Senator Bair moved and Senator Eaglesfield seconded a motion to adjourn. The motion passed. The meeting adjourned at 4:35 pm.

Respectfully submitted,
Jean Eaglesfield,
Secretary