



# Faculty Senate Archives

---

Faculty Senate

Academic year 2006-2007

---

## Volume XX

### Agenda and Minutes of the Meeting of February 26, 2007

**WICHITA STATE UNIVERSITY**  
**FACULTY SENATE**  
**AGENDA**

<b>MEETING NOTICE</b>	<b>Monday, February 26, 2007</b>
	<b>CH 107 3:30 p.m.</b>

**ORDER OF BUSINESS:**

- I. Call of the Meeting to Order**
  
- II. Informal Statements and Proposals**
  
- III. Approval of the Minutes -- Monday, February 12, 2007 -**  
- <http://webs.wichita.edu/senate/M2-12-07.htm>
  
- IV. President's Report**
  - A. Survey results of issues in Faculty attraction and retention in the KBOR system prepared by the COFSP --** <http://webs.wichita.edu/senate/COFSP-retention%20survey.htm>
  - B. Need for Car Show volunteers -- Sunday, April 29, 2007**
  - C. President's Award for Distinguished Service Awards nominations due Thursday, March 1, 2007**
  - D. Nominations for Senators representing their Department are due Thursday, March 1, 2007**
  - E. HLC Visit update**
  
- V. Committee Reports**
  - A. Tenure and Promotion -- Silvia Carruthers, member**

**VI Old Business**

**A. Parking update for your information -**

- <http://webs.wichita.edu/senate/Parking%20update.htm>

**VII New Business**

**V As May Arise**

**EXECUTIVE COMMITTEE**

<b>Office</b>	<b>Campus Phone</b>	<b>Campus Box</b>
President -- Brigitte Roussel	6329	Box 11
Vice President - Peer Moore-Jansen	7059	Box 52
Secretary - Robert Ross	3367	Box 84
President Elect -- Silvia Carruthers	6268	Box 53
Past President - Chris Brooks	6194	Box 14
<b>Elected by the Senate</b>		
Nan Myers	5130	Box 68
Larry Spurgeon	6260	Box 77
<b>Appointed by the Faculty Senate President</b>		
Ramona Liera-Schwichtenberg	3358	Box 82
<b>Office of Faculty Senate</b>		
Bobbi Dreiling, Administrative Assistant	3504	Box 111

02/20/07

## PARKING PROTECTION FOLLOW-UP REPORT

---- Ramona Liera-Schwichtenberg

I called Police Chief Dotson on Thursday, February 15<sup>th</sup> to follow-up on the three proactive steps to faculty parking protection: **No ticketing moratorium; student mass distribution list via email; fliers in permit bill mailing.**

I noted that I had seen the campus police ticketing the first two weeks of the semester and he acknowledged that there was no longer a moratorium on ticketing. He went on to say that appeals were up, which meant that they were doing their job, and that in the Spring especially, students should know what is and is not faculty parking.

He said that wealthy students getting their parents to pay for high ticket costs was not commonplace, and that usually it is just repeat offenders who think they can get away with it. He did say that if a high number of tickets were accumulated, offenders would be given the boot.

He also said that in the past, the police had been able to prevent students from registering for classes until tickets were paid but that with the advent of Banner, that has become more difficult to discern (although the problem is supposed to be corrected).

Police Chief Dotson said he would email Ravi Pense to access the student distribution list so that information about ticketing in faculty lots could be sent out electronically; in addition, he volunteered to contact the controller's office and make sure that fliers warning students about parking in faculty lots would be sent out with parking permit bills. Since he knows all those involved in accomplishing this, I thanked him and decided to let him do the work of emailing and executing these tasks.

Hopefully, this will bring about results.

***Council of Faculty Senate Presidents  
Kansas Board of Regents***

***Memo***

***to: Dr R Masters, Vice President for Academic Affairs, KBOR***

***from: Dr T Bailey, Chair, Council of Faculty Senate Presidents***

***date: February 1, 2007***

***RE: Survey Results of Issues in Faculty Attraction and Retention  
in the Kansas Regents University System***

During the June 2006 Kansas Board of Regents meeting, Chairman Galle outlined four major priorities for the Board for this fiscal year 2006-07. One of these dealt with faculty salaries. Tangentially, the Council of Faculty Senate Presidents raised the shared issue of difficulties in attracting and retaining quality faculty at our respective institutions. In light of the Regents' proposed focus and our related concerns, the Council of Faculty Senate Presidents circulated two basic surveys to all Department Chairs and/or Program Administrators. The attached report summarizes the findings. In addition, comparative data on faculty salaries at the national level and at the peer institution level are attached.

It is our hope and intention that the following results will assist the Board staff in providing relevant information to the Board of Regents, such that their identified priorities may be successfully addressed. If KBOR staff would like our survey raw data in a tabular form or a list of the problems that were reported only once, please inform the Chair of the Council of Faculty Senate Presidents. We would be most pleased to provide this information.

**Report from the Council of Faculty Senate Presidents on  
Obstacles in Attracting and Retaining Quality Faculty  
in the Kansas Board of Regents University System**

During the June 2006 Kansas Board of Regents meeting, Chairman Galle outlined four major priorities for the Board for this fiscal year 2006-07. One of these dealt with faculty salaries. Tangentially, the Council of Faculty Senate Presidents raised the shared issue of difficulties in attracting and retaining quality faculty at our respective institutions. In light of the Regents proposed focus and our related concerns, the Council of Faculty Senate Presidents circulated two basic surveys to all Department Chairs and/or Program Administrators.

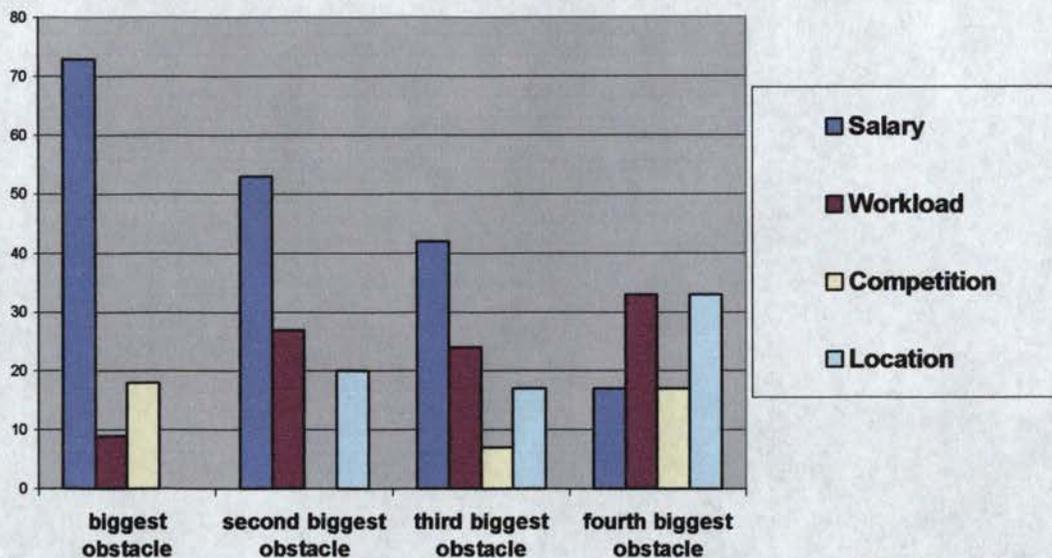
- With regard to difficulties in *attracting* quality faculty to accept positions in the Regents system, Chairs / Administrators were asked to prioritize the top four obstacles they had encountered in the past.
- With regard to difficulties in *retaining* quality faculty that had held positions in the Regents system, Chairs / Administrators were asked to prioritize the top four obstacles they had encountered in the past.

For each level of obstacle, there was a modest variety of responses. For example, when asked what the biggest obstacle was in attracting new faculty, answers included low salaries (73 percent of all responses), competition from other employers (18 percent), and a heavy workload (9 percent).

The results are summarized below. Any response that occurred only once was considered to be unique and was not included in the tabulation. This was done to ensure that common issues were identified. Further, one response (timing of employment search) appeared a few times; we believe this problem can be easily corrected by the institutions in question and, as such, was also omitted from this summary.

Given the recognition by the Kansas Board of Regents of salary as a major issue and further supported by the opinions of University Department Chairs / Program Administrators, comparative salary data from the Chronicle of Higher Education, AAUP and the KBOR Data Book have also been included for perusal.

**Major Obstacles in New Faculty Attraction,  
as reported by Department Chairs and Program Administrators**



***Interpreting this graph:***

***Overall, salary was by far the biggest obstacle. Following it, workload was reported as the next significant problem. After these, relative geographic location and competition in the employment market were noted.***

Column #1: Biggest obstacle in attracting quality faculty (who declined offers of employment). Three common responses:

73 percent reported that low salary was the biggest issue

18 percent felt that competition from other potential employers was the biggest issue

9 percent reported that too heavy a workload was the cause

Column #2: Second biggest obstacle in attracting quality faculty. Three common issues:

53 percent reported that low salary was the second biggest issue

27 percent reported that too heavy a workload was the second biggest cause

20 percent reported that geographic location was the problem

Column #3: Third biggest obstacle in attracting quality faculty. Four common problems:

42 percent reported that low salary was the problem

24 percent reported that too heavy a workload was the cause

17 percent reported that geographic location was now the issue of concern

7 percent felt that employer competition was the cause of failed hiring

Column #4: Fourth biggest obstacle in attracting quality faculty. Four shared responses:

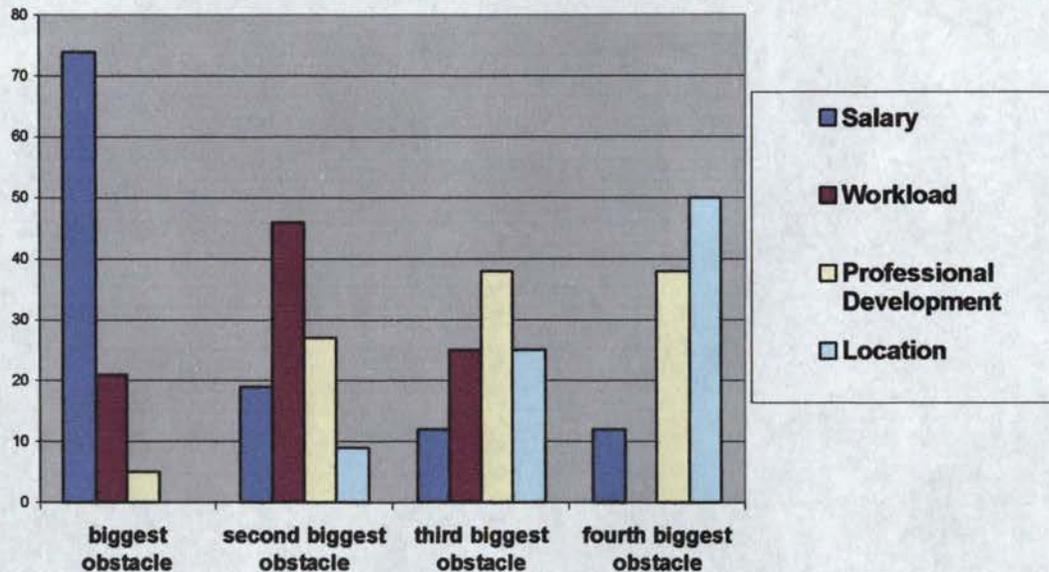
33 percent reported that too heavy a workload was the cause

33 percent reported that geographic location was now the issue of concern

17 percent reported that low salary was the problem

17 percent felt that employer competition was the cause of failed hiring

**Major Obstacles in Existing Faculty Retention,  
as reported by Department Chairs and Program Administrators**



***Interpreting this graph:***

***Overall, salary was the biggest obstacle. Following, workload was reported as the next significant problem. After these, professional development support was seen as inadequate and a cause for leaving, followed lastly by relative geographic location.***

Column #1: Biggest obstacle in retaining quality faculty (who left for other opportunities). Three common responses:

74 percent reported that low salary was the biggest issue

21 percent felt that inadequate professional development support was the biggest issue

5 percent reported that too heavy a workload was the primary cause

Column #2: Second biggest obstacle in retaining quality faculty. Four common issues:

46 percent reported that too heavy a workload was the second biggest cause

27 percent felt that inadequate professional development support was the second issue

19 percent reported that low salary was the second issue

9 percent reported that geographic location was the next problem

Column #3: Third biggest obstacle in retaining quality faculty. Four common issues:

38 percent felt that inadequate professional development support was the biggest issue

25 percent reported that too heavy a workload was the cause

25 percent reported that geographic location was the next problem

12 percent reported that low salary was the third issue

Column #4: Fourth biggest obstacle in retaining quality faculty. Three common issues:

50 percent reported that geographic location was the problem

38 percent felt that inadequate professional development support was the issue

12 percent reported that low salary was the fourth biggest issue

## Comparative Full Time Faculty Salary Data

### *Average Salaries for Full Time Faculty Members 2005-6*

*Source: Chronicle of Higher Education, 2005-6*

	Public Doctoral Institutions	Public Master's Institutions
Professor	\$101,620	\$78,884
Assoc Professor	\$70,952	\$62,700
Asst Professor	\$60,440	\$52,873
Instructor	\$40,670	\$39,422

*Source: AAUP (60th percentile scores), 2005-6*

	Public Doctoral Institutions	Public Master's Institutions
Professor	\$105,987	\$78,880
Assoc Professor	\$74,919	\$62,818
Asst Professor	\$63,807	\$52,807
Instructor	\$48,040	\$42,801

*Source: KBOR Data Book 2006, Table 4.31*

	KU	KSU	WSU	ESU	PSU	FHSU
Professor	\$97,833	\$83,159	\$81,881	\$64,937	\$70,009	\$66,374
Assoc Professor	\$68,111	\$65,386	\$64,917	\$55,880	\$56,139	\$54,733
Asst Professor	\$59,159	\$54,604	\$54,964	\$46,592	\$47,395	\$45,474
Instructor	\$41,255	\$40,110	\$40,437	\$36,694	\$39,922	\$38,365

*Source: Chronicle of Higher Education, 2005-6*

	W Carolina St	NW Missouri St	Salisbury St	N Michigan	E Washington
Professor	\$73,700	\$77,051	\$76,700	\$72,800	\$65,600
Assoc Professor	\$60,700	\$58,730	\$60,800	\$56,200	\$53,500
Asst Professor	\$52,600	\$47,949	\$54,200	\$47,100	\$49,700
Instructor	n/a	\$39,518	\$47,500	\$38,800	n/a

## **Wichita State University Faculty Senate meeting Monday, February 26, 2007**

**MEMBERS PRESENT:** Acker, Billings, Byrum, Campbell, Carruthers, Celestin, Craig-Moreland, Decker, deSilva, Elder, Forlaw, Hamdeh, Hathaway, Hershfield, Lewis, Liera-Schwichtenberg, Manske, C. Moore-Jansen, P. Moore-Jansen, Owens, Rillema, Rogers, Rokosz, Ross, Roussel, Schneegurt, Shelly, Spurgeon, Taher, Turk, Vanderburgh, Yeager

**MEMBERS ABSENT:** Coufal, Dooley, Gordon, Jarnagin, Monroe, Riordan, Wheba

**MEMBERS EXCUSED:** Brooks, Close, Lancaster, Myers, Myose, Uhing

**EX-OFFICIO MEMBERS:** AVPAAR Shawver

### **Summary of Action:**

#### **I. Call of the Meeting to Order:**

President Roussel called the meeting to order at 3:30 P.M.

#### **II. Informal Statements and Proposals:**

#### **III. Approval of the Minutes -- Minutes of February 12, 2007, accepted as corrected**

There were two corrections to the Minutes of the meeting of February 12<sup>th</sup>. The first was in the wording regarding the Rules Committee report. The first sentence of the report from that Committee should be modified to read that "Senator Carruthers reported that Betty Munroe from Fine Arts has been nominated as Senator at Large." The second correction was in the report from the Faculty Affairs Committee, where in item iv, in discussing the status of Temporary Faculty, the word "rights" was incorrectly indicated as "rites".

#### **III. President's Report --**

A. President Roussel reported on the COFSP breakfast meeting with the BOR members. The discussion centered on the results of a survey on issues in faculty attraction and retention in the KBOR system: the results of this survey point to four major obstacles:

1. Faculty salaries
2. Workload
3. Competition (for faculty, from other colleges and universities)
4. Location.

The BOR, supportive of faculty issues, stated that many legislators feel that all that faculty do is ask for more money. The BOR indicated that legislators, when advised of 50-60-hour work weeks were not that impressed, since workloads of this nature are frequently found in the corporate world. There is also concern that, if the Legislature keeps reducing public funding, the universities will need to keep increasing the amount of tuition charged.

Given the lack of a clear strategy to counteract the proposed reductions in funding for state universities on the part of the Legislature, the BOR strongly suggested to establish a dialogue between administrators and faculty members, and to develop cohesive strategies at each

institution to sensitize the members of the Legislature to attaching a higher level of importance to issues that faculty and their administration perceive are crucial.

Senators gave a series of suggestions to start strategizing on our issues such as: how can we stop doing more with less? How can we advertise effectively what we do? How can we stop feeling threatened by further cuts? The suggestions abounded: itemize the service in kind we do, and show how we save state money; explain how our continuing education courses benefit the community; look at quality vs. quantity by showing what could be done that we don't do because of time we spend trying to justify our programs; look at why faculty leave the university and what it is they were doing that needs to be reinvented; conduct exit interviews with these faculty; get programs that can make money to interact more with the community in order to generate greater funds for the university; make those programs indispensable to the local industries; develop more patents; if we invest more time in becoming useful to the community, we must also make sure our teaching mission won't be affected adversely; we must keep fighting for public funding while we try to generate more money; let's create a resources committee to study this issue; let's try to have some legislators shadow faculty; let's set up meetings between the faculty in and out of the senate to interact with the VP on a regular, scheduled basis, and pick one issue at a time.

#### B. Other matters:

1. President Roussel indicated the need for volunteers to work at the upcoming WSU car show on April 29.

2. She also mentioned that applications for Distinguished Service Awards are due March 1, and that the selection will be completed over the next week.

3. President Roussel also discussed the decrease in participation of faculty regarding service in the Senate. It was suggested that co-ordination with the Deans might be a way of providing remediation for this problem, and that new quotas for departmental representation might be established.

4. HLC visit update: Members of the HLC will gather faculty input at an open forum, held Monday March 26<sup>th</sup> at 1:30 in Room 218 Hubbard Hall. Senators were urged to attend and to encourage faculty from their units to attend. They were also urged to read the report prepared for the visit. Faculty are also welcome at an open meeting in which the outcome of the HLC visit will be announced. The meeting will be held on Wednesday March 28<sup>th</sup> at 11:30 at the Welcome Center.

#### **IV. Committee Reports**

- a. Tenure and Promotion: No report
- b. Rules: Regarding the Faculty Affairs Committee, Larry Davis has stepped down as Chair, and Terry Decker is his replacement. Jeff Hershfield has been nominated as a new member of Faculty Affairs. The Senate confirmed his appointment.

- c. Faculty Affairs: The Committee is meeting to address the charges presented to it over the past few weeks. Chair Decker reported that the Committee has passed a resolution recommending insertion of language in the university calendar to the effect that “The University Tenure and Promotion Committee meets during the second week of January each year. In selecting Chairs of the College T & P Committees, their availability during this week should be one of the criteria for selection as Chair.”

#### **V. Old Business -**

- a. Faculty Parking Lot protection: Senator Liera-Schwichtenberg sent a report on what was done at the beginning of the spring semester by the university police, and which proactive steps had been agreed on to continue protecting those. No more moratoriums, students will be reminded by e-mail of the regulation pertaining to respecting faculty lots, otherwise they will face fines.

#### **VI. New Business --none**

#### **VII. As May Arise --**

The Senate was reminded that the Watkins Distinguished Lecture was to take place that evening.

The meeting was adjourned at 5:00 pm  
Respectfully Submitted  
Robert Ross, Secretary