



# Faculty Senate Archives

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Faculty Senate

Academic year 2011-2012

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## Volume XXV

### Agenda and Minutes of the Meeting of October 10, 2011

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

<b>MEETING NOTICE</b>	<b>Monday, October 10, 2011</b>
	<b>CH 126 3:30 p.m.</b>

**ORDER OF BUSINESS:**

**I. Call to Order**

**II. Informal Statements and Proposals**

**III. President's Report**

**IV. Approval of the Minutes --- [2010-11 Senate meeting 5-9-11](#)**

[Election meeting of the 2011-12 Senate](#)

**V. Committee Reports**

- a. Rules-- Robert Ross, chair

**VI. Old Business – none**

**VII. New Business -- *all documents are attached to the e-mail***

- a. Graduation requirement for training in “Scholarly Integrity” – Abu Masud
- b. Recommendation to move fall 2013, 2014, and 2015 academic calendar up one week
- c. First Reading: Correction to Section 2.15 of WSU Policies and Procedures
- d. First Reading: Changes to Section 4.13 of Policies and Procedures in order to conform to KBOR Policies and Procedures
- e. Report on KBOR Transfer and Articulation – Fritz Hemans

**VIII. As May Arise**

## Scholarly Integrity Training Requirement for Graduate Students

Approved by: Graduate Council on 15 September 2011

### Background

The Graduate Council formed a committee last Spring to develop a plan for ensuring that all graduates from WSU's graduate programs have a background in and understanding of Scholarly Integrity, often known as Responsible Conduct of Research (RCR). This need has arisen because of several factors:

1. In recent years, WSU has been made aware of cases of plagiarism in theses and dissertations. Grad School conducted investigations and found several cases of documented plagiarism and took corrective actions on those identified cases. However, we continue to be made aware of other cases (crossing disciplinary areas). This is a matter of concern because it undermines the very essence of academic and scholarly integrity.
2. Two federal funding agencies, National Institutes of Health (NIH) and National Science Foundation (NSF), are now requiring training in RCR for all students, faculty, and staff who work on any project funded by these agencies. Some require face-to-face instruction in addition to online modules. Other federal agencies will eventually move to require some form of RCR training, sooner than later.
3. Nationally, a large number of cases involving RCR breach (crossing all disciplines) have been reported that point to a lack of understanding and knowledge about this issue.

Because a number of our graduates go on to pursue further studies and accept academic and other responsible positions, the Graduate School (GS) wanted to address Scholarly Integrity in a proactive fashion.

The RCR Committee studied this issue and developed its recommendations by following these steps:

1. Find what other universities are doing in this regard, using primarily on-line resources. The objective here was not necessarily to conduct a comprehensive review, rather to conduct an environmental scanning.
2. Find out what is currently being done on this campus.
3. Survey faculty from all disciplinary areas to identify what they view as important topics for such training.
4. Prepare its recommendation and a roll-out plan.

### Committee Recommendations

The committee concluded that some training in Scholarly Integrity should be required for **all** graduate students, preferably in the early part of their academic career. Specifically, such training should include, at a minimum, these four topical areas:

- (1) Research Misconduct,
- (2) Publication Practices and Responsible Authorship,

- (3) Conflict of Interest and Commitment, and
- (4) Ethical Issues in Data Acquisition, Management, Sharing and Ownership.

### The Roll-Out Plan

A two-step process for the roll-out of the proposed Scholarly Integrity training requirement will be used.

First, training would initially be required for **all** doctoral students, beginning (i.e. with their initial enrollment) in the Fall 201~~3~~<sup>4</sup> semester.

Next, after one year, beginning in Fall 201~~4~~<sup>5</sup>, all masters students (thesis and non-thesis) would also be required to complete training.

Graduate School will also recommend that the required training be completed by the end of the students' first academic year from the date when they start taking courses at WSU.

Graduate School and Graduate Dean:

1. Will inform the Academic Deans, Graduate Coordinators and Program Chairs about this training requirement and the roll-out plan.
2. Will ask (this Fall) the doctoral programs to develop (and get approval of GS of) a plan about how this training will be provided to the students. Programs will have complete flexibility to tailor the training to their disciplinary context and about the mode of delivery. Programs may require additional training topics based on the need of their discipline.
3. Will ask (next Spring) the masters programs to develop similar plans of their own.
4. Will provide general descriptions of and expectations about what the content for each training topic should include.
5. Will modify the plan of study form and instructions to ensure compliance.

# Policies and Procedures

## 2.15 / Chair Policy and Procedures

The six undergraduate degree-granting colleges are organized by departments headed by chairs. A statement of University-wide policies and procedures on the role, selection, review, and evaluation of department chairs has been adopted by the University faculty.

### **Title of the Office:**

The term "chair" as opposed to "head" is used herein to suggest consultative and open administrative procedures.

### **Role of the Chair:**

Appropriate functions of the chair include the following duties:

#### 1. Academic Leadership

- a. To inspire and to facilitate departmental staff action that identifies and moves effectively toward the realization of goals of the department.
- b. To create and maintain an environment conducive to continuous departmental development by employing carefully considered and highly selective recruitment practices and by encouraging and facilitating professional growth in all members of the staff.

#### 2. Representation

- a. To represent to appropriate groups beyond the departmental staff, such as students, college administration, University administration, and the general public, the academic, professional, and economic needs and interests of the department and its staff.
- b. To represent to the staff the interests of identified relevant groups beyond the departmental staff, such as university administration, college administration, students, the academic discipline, and the general public.
- c. To act on all budgetary matters of the department in consultation with representative staff and the dean.
- d. To act on personnel problems of the department, and, in consultation with representative staff, to make decisions on or transmit to the dean recommendations regarding:
  - i. assignment of staff
  - ii. evaluation of staff
  - iii. level and equity of financial reward
  - iv. tenure
  - v. promotion
  - vi. nonrenewal of employment

The role of the chair is important to the well being, morale, and development of the professional staff and to the operation of the University. The departmental staff, the dean, the Provost, and the President all share an interest in developing and following procedures to facilitate the selection of chairs who will foster the highest standards of professional performance, or when necessary, infuse new life into a department. Thus, ~~the following procedures~~ the following procedures <sup>will</sup> be utilized in the selection, appointment, and evaluation of chairs.

**Eligibility for Chair:**

No eligibility requirements as to age or length of University service are recommended. However, in no instance may a nominee for the position of chair be of a rank less than assistant professor, but the electorate may by majority vote establish a policy further limiting eligibility requirements.

**Term of the Chair:**

The term of the chair shall be set by a majority of the departmental electorate at not less than three years nor more than five years. The chair may serve more than one successive term on the vote of a majority of the departmental electorate. A chair shall have the prerogative of resigning the office at any time, with reasonable notice. The departmental electorate may, by a petition signed by a majority of the total electorate, ask the dean to consider removal of the chair, but in no instance shall such request be made prior to the first annual evaluation of the chair. If so requested, the dean shall initiate a hearing. If an agreement cannot be reached, procedures stated under "IMPASSES" below shall be followed.

The dean may request, at any time, for good and sufficient reason, that the department consider removal of the chair. When removal is considered, the chair shall be accorded an opportunity for a full hearing, before the electorate and the dean, on his or her alleged shortcomings and have opportunity to respond.

A majority vote of the department electorate is required to support removal from office. If an agreement cannot be reached, procedures stated under "IMPASSES" below shall be followed.

Nothing in this document shall preclude the President from removing a chair from the position and/or appointing an interim chair if the President is convinced, beyond reasonable doubt, that the integrity of the University and its effective functioning requires such action and if the President has explored the situation, insofar as time permits, with faculty members and the chair of the department involved, and with the dean and appropriate committees of the college in which the department is housed. In keeping with the consultative spirit of this document, it is recommended that in reaching such decisions the President also seek the advice, insofar as practicable, of representatives of faculty and administration.

In the event of termination of a chair (due to completion of the term of office, resignation, or removal), he or she shall be accorded the same professional rights as any other faculty member of like academic status.

If it is necessary to appoint an acting or interim chair for longer than one semester, the dean shall make the appointment, except that on petition of a majority of the departmental electorate, he or she shall institute the same selection procedure as is used in naming a chair for a full term. If the appointment of an interim or acting chair is for a semester or less or for serving for a chair who will return to his or her position, the dean and the regular chair shall decide on the interim appointee.

**Electorate:**

The electorate for nominating a department chair shall, as a minimum, include all those serving as full-time (1.0 EFT) professors, associate professors, assistant professors, and tenured instructors, who provide at least 50 percent of their University duties within the department. This group may, by majority vote, establish as a policy the extension of the electorate to (but no farther than) all those in the department enfranchised to vote under the Faculty Senate Constitution.

Administrators, as defined by the Faculty Senate Constitution, are excluded from the electorate for the purposes of voting for a chair. A faculty member who has resigned or who is serving in the last year of a terminal appointment shall also be excluded from the electorate for the purposes of voting for a chair.

In departments with an electorate of five or fewer persons, departures from the stated procedures may be made. In such instances, the dean shall utilize methods that conform to the spirit of democratic and consultative procedures implicit herein.

The dean shall ensure that the electorate is convened only after due notice. On convening, the electorate shall choose a presiding officer to serve until the selection of a chair is completed.

The electorate, as defined above, may, by majority vote, assign to a committee of its choosing the function of nominating a candidate or slate of candidates for chair. In the final selection of a nominee for chair, the total electorate shall be accorded the right to vote. In all votes provided for pursuant to these procedures, measures shall be taken to ensure the anonymity of each voter.

The electorate of a department recommends a nominee to the dean of the college. The dean, with the concurrence of the Provost, unless there is an impasse, may proceed to appoint the individual as chair of the department.

In the event that a new department is created and has no staff, the dean shall have the prerogative of appointing the initial chair for a term not to exceed three years.

**Impasses:**

In the event of an impasse between the dean and the departmental electorate over the selection or removal of a chair, the dean shall meet with the entire departmental electorate, give reasons for and discuss his or her position regarding the decision, and respond to questions and discussion from the faculty. An attempt shall be made to find a mutually acceptable solution.

Failing a solution, the departmental electorate shall proceed through the nomination procedure a second time and make a nomination or nominations to the dean.

If an impasse persists, the issue shall be submitted for fact finding and mediation to an ad hoc committee of five faculty members. This committee shall consist of one person named by the dean, one person named by the departmental electorate, and three persons named from the full-time teaching faculty of WSU, by the two previously appointed representative members. If the fact-finding and mediation activities of the committee do not resolve the impasse, the committee will transmit its findings of fact and its recommendations, which shall be made public, to the dean, to the President, and Provost for their action. In addition, a vote by secret ballot shall be conducted among the department electorate to determine the number that support or oppose the recommendation of the dean. The record of this vote shall accompany the recommendation. Any member or group of the electorate shall be accorded the opportunity to make a statement in writing, support or opposing the recommendation, to the Provost.

**Evaluation of the Chair:**

There shall be an annual, anonymous, written evaluation of the performance of chairs instituted by the dean and conducted by the electorate of the department as previously defined. The evaluation instrument used by the departmental electorate shall include questions submitted by the dean, by the chair, and by representatives chosen by the departmental electorate from its membership. The results of the evaluation shall be available to the dean and to the chair; on the initiative of the chair, the results may be made available to others as designated by the chair.

**Kansas Board of Regents Policies and Procedures Manual (Rev. 06-16-11)**

Highlighted sections are being added to WSU Policies and Procedures.

**8. TENURE POLICY**

a. After the expiration of a probationary period, teachers or instructors should have permanent or continuous tenure, and their services should be terminated only for adequate cause, except in the case of program or unit discontinuance or under extraordinary circumstances because of financial exigency. (2-19-97)

b. In the interpretation of the principles contained in Section a. of this policy, the following is applicable:

(1) The precise terms and conditions of every appointment should be stated in writing and be in the possession of both institution and teacher before the appointment is consummated.

(2) Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period should not exceed seven years, including within this period full-time service in all institutions of higher education; but subject to the proviso that when, after a term of probationary service of more than three years in one or more institutions, a teacher is called to another institution it may be agreed in writing that his new appointment is for a probationary period of not more than four years, even though thereby the person's total probationary period in the academic profession is extended beyond the normal maximum of seven years; except when the interests of both parties may best be served by mutual agreement at the time of initial employment, institutions may agree to allow for more than four years of probationary service at the employing institution provided the probationary period at that institution does not exceed seven years. Notices should be given at least one year prior to the expiration of the probationary period if the teacher is not to be continued in service after the expiration of that period.

(3) If an untenured faculty member becomes a parent through birth, adoptive placement, or adoption of a child under the age of 5 prior to May 1<sup>st</sup> of the fifth year of the probationary period, that faculty member, upon notification to the institution's chief academic officer, shall be granted a one-year delay of the tenure review. Notification must occur within 90 days of the birth, adoptive placement, or adoption. Faculty members retain the right to opt out of this interruption policy. (3-20-06)

(4) Under unexpected special and extenuating circumstances, prior to the sixth year of service, and at the request of the faculty member and the appropriate dean, the Chief Academic Officer of the university may grant an extension of the tenure clock for a maximum of one year. (9-18-97)

(5) No more than two extensions of the tenure clock may be granted to a faculty member for any reason. Nothing in this provision shall be construed to guarantee reappointment of an untenured faculty member. (3-20-06)

c. Within this general policy, each Regents institution may make such operating regulations as it deems necessary, subject to the approval of the Board.

d. Any tenure approved by the institution shall be limited to tenure for the recommended individual at the institution consistent with the tenure policies of that institution. (Effective 11/14/2002)

e. In exceptional cases, the chief executive officer at a Regents institution may hire a faculty member with tenure without their having completed a probationary period. (6-24-99)

f. Decisions of the chief executive officer shall be final and are not subject to further administrative review by any officer or committee of the institution or by the Board of Regents. (4-18-47; 2-15-80; 5-15-81; 4-16-82; 1-20-84; 2-16-89; 6-29-95)

## Policies and Procedures

### 4.13 / Tenure Policy

The Kansas Board of Regents has adopted the following policy regarding tenure and academic freedom of faculty at Regents institutions.

1. After the expiration of a probationary period, teachers or instructors should have permanent or continuous tenure, and their services should be terminated only for adequate cause, except in the case of program or unit discontinuance or under extraordinary circumstances because of financial exigency.

2. In the interpretation of the principles contained in section 1 of this policy, the following is applicable:

- a. The precise terms and conditions of every appointment should be stated in writing and be in the possession of both institution and teacher before the appointment is consummated.
- b. Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period should not exceed seven years, including within this period full-time service in all institutions of higher education; but subject to the proviso that when, after a term of probationary service of more than three years in one or more institutions, a teacher is called to another institution it may be agreed in writing that his new appointment is for a probationary period of not more than four years, even though thereby the person's total probationary period in the academic profession is extended beyond the normal maximum of seven years; except when the interests of both parties may best be served by mutual agreement at the time of initial employment, institutions may agree to allow for more than four years of probationary service at the employing institution provided the probationary period at that institution does not exceed seven years. Notices should be given at least one year prior to the expiration of the probationary period if the teacher is not to be continued in service after the expiration of that period. Under unexpected special and extenuating circumstances, prior to the sixth year of service, and at the request of the faculty member and the appropriate dean, the chief academic officer of the university may grant an extension of the tenure clock for a maximum of one year.
- c. During the probationary period a teacher should have the academic freedom that all other members of the faculty have.
- d. Termination for cause of a continuous appointment, or the dismissal for cause of a teacher previous to the expiration of a term appointment, shall, if possible, be considered by a faculty committee which will make recommendations to the administration. In all cases where the facts are in dispute, the accused teacher shall be informed before the hearing in writing of the charges against him and shall have the opportunity to be heard in his own defense by all bodies that pass judgment upon his case. He may have with him an adviser of his own choosing who may act as counsel. There shall be a full stenographic

record of the hearing available to the parties concerned. In the hearing of charges of incompetence, the testimony should include that of teacher and other scholars, either from his own or from other institutions. Teachers on continuous appointment who are dismissed for reasons not involving moral turpitude receive their salaries for at least a year from the date of notification of dismissal whether or not they are continued in their duties at the institution.

- e. Termination of a continuous appointment because of financial exigency should be demonstrably bona fide.

3. Within this general policy, each Regents institution may make such operating regulations as it deems necessary, subject to the approval of the board.

4. Lists of individuals approved by the chief executive officer at a Regents institution for tenure shall be submitted by the chief executive officer of that institution to the board for its information at its April meeting. Any tenure approved by the institution shall be limited to tenure for the recommended individual at the institution consistent with the tenure policies of that institution.

5. The names of individuals who have been hired with a continuous appointment upon employment shall be submitted by the institution to the board for its information.

6. Decisions of the chief executive officer shall be final and are not subject to further administrative review by any officer or committee of the institution or by the Board of Regents.

*Kansas Board of Regents, Policy Manual (1995 edition), item 8 beginning on page 7F*

**Revision Date:**

September 29, 1998



Minutes of the Wichita State University Faculty Senate

Monday, October 10, 2011

CH 126 3:30 pm

**Members Present:** Barut, Besthorn, Bolin, Bryant, Close, Decker, DeSilva, Hull, Driessen, Gibson, Hemans, Horn, Jacobs, Johnson, Klunder, Kumar, Lewis, Miller, Mosack, Pulaski, Rillema, Rokosz, Ross, Russell, Skinner, M. Smith, Solomey, Yeager

**Members Absent:** Henry, Mandt, Moore-Jansen, Mukeerjee, P. Smith, Thompson, Yildirim

**Members Excused:** Adler, Carruthers,

**Summary of Action:**

1. Accepted the nomination of Denise Celestin as Senator at Large replacing Hershfield (1 year term)
2. Accepted the following committee appointments:
  - Faculty Affairs – Aleksander Sternfield-Dunn, Fine Arts (1 yr. appt)
  - Honors – Will Klunder, LAS Humanities, (3 yr. apt)
3. Accepted the proposed changes to the Academic Calendar
4. Accepted the revisions to the WSU Policies & Procedures, 2.15, Chair

I. **Call to Order:** President Steven Skinner called the meeting to order at 3:30pm

II. **Informal Statements and Proposals:** none

III. **President's Report**

President Skinner made the following announcements:

1. The **AAUP Fall 2011** Kansas Conference will be held on the WSU campus in the Rhatigan Student Center October 22, 2011. All faculty members are encouraged to attend the conference which will begin at 10:30 am and conclude at 4 pm. Admission is \$10 which includes a lunch. Those interested should sign up at the AAUP website, [www.aaup-in-ks.org](http://www.aaup-in-ks.org) by October 22.
2. Members of the Kansas Board of Regents (**KBOR**) will visit WSU on October 24 and 25. Arrangements are in progress to schedule a meeting to discuss the procedure for conducting the WSU Presidential Search. It appears that this might be set for 9:30 am on Monday, October 24. In addition, four Members of Faculty Senate Executive Committee will meet with the Regents group over lunch on the 24th.
3. The **General Education worksheets** distributed to all department chairs should be returned by the end of October. One clarification to the instruction is in order. The list of nine outcomes proposed by the task force should be ranked from 1 (the most important) to 9 (the least important).
4. Office for Faculty Development and Student Success is considering developing a **WSU 201 course** for new transfer students. The course would be one credit hour and transfer students would have the option of taking the course or going through the current 6 hour orientation for transfer students. During the discussion of the new course Interim Provost Pickus indicated that the WSU 101 course for new freshman would remain optional for the next several years.
5. The Executive Committee has directed the Faculty Senate **Academic Affairs committee** to develop a position on the following: a) Dual Major Double Counting, b) Policies for the Grade of Incomplete, c) Grade Replacement Policies, and d) Hours in the major requirements. Likewise the General Education Committee has been asked to develop a policy statement regarding General Education courses being used in the major.

IV. **Approval of the Minutes**

The minutes of the 2010-11 Faculty Senate meeting of May 9, 2011 and the election meeting of the 2011-12

Faculty Senate on the same day were approved with no corrections.

#### **V. Committee Reports**

Robert Ross, chair of the Rules Committee, reported that the group of at-large senators nominated Denise Celestin to fulfill the term of the at-large position recently vacated by Jeff Hershfield. The members of the senate voted to accept.

Senator Ross announced that Will Klunder, LAS Humanities, had agreed to join the Honors Committee and his appointment was confirmed by the members of the Senate.

Senator Ross also noted that faculty senate vacancies remain in the following areas: Health Sciences (one two-year term), Humanities (one two-year term), and LAS Social Sciences (one two-year term). He requested those senators from the areas with vacancies to help in the recruitment of their colleagues to fill these vacancies.

Senator Ross announced that Aleksander Sternfield-Dunn, Fine Arts, had agreed to serve as a replacement for Silvia Carruthers on the Faculty Affairs Committee. He also mentioned there are still some vacancies on some of the Faculty Senate Standing Committees.

#### **VI. Old Business – none**

#### **VII. New Business**

a. **Graduation requirement for training in “Scholarly Integrity”** – Abu Masud, Associate Dean of the Graduate School, provided a follow-up on his report from last spring regarding responsible conduct of research. He summarized the recommendations of the September 15, 2011, report of the Graduate Council concerning “Scholarly Integrity Training Requirements for Graduate Students.” This report is the results of Graduate Council committee’s work of last spring that was motivated by federal funding agencies moves to require responsible conduct of research training, recent cases of graduate student plagiarism, and national events that indicate that graduate students lack full knowledge of scholarly integrity. The committee recommends that all graduate students should be required to have training in scholarly integrity during the early part of their graduate studies. Areas to be addressed during this training should include the following as a minimum: research misconduct, responsible authorship of publications, conflict of interest and commitment, and ethical issues regarding research data acquisition, management, sharing and ownership. The process will be initiated the fall of 2012 for all doctoral students and then for all masters’ degree students the following fall of 2013. The Graduate School will provide guidance regarding topic descriptions and expectations, but the departments offering graduate degrees will be required to develop their individual plans for providing this training. The report generated a great deal of discussion within the senate, but no recommendations for change or further study were suggested.

b. **Recommendation to move fall 2013, 2014, and 2015 academic calendar up one week** – President Skinner informed the senate that the current approved calendar for the fall semesters of 2013, 2014, and 2015 contained ending dates that required a number of university employees to remain on campus very close to December 25. He indicated that the university could ask for the dates to be changed to coincide with the dates approved for Emporia State, Pittsburg State and Fort Hayes State which would provide an additional week prior to December 25. He sought the senate’s endorsement for such a change. Senator Rillema moved to change the semester start and end dates as recommended. The motion was seconded by several senators and the motion passed without dissent.

c. **Correction to Section 2.15 of WSU Policies and Procedures** regarding “Chair Policy and Procedures” - President Skinner informed the senate that “extraneous wording” had been included in Section 2.15 during a revision of the section. The Senate Executive Committee proposed the removal of the phrase “the committee recommends” and the insertion of the word “will” from the sentence “Thus, the committee recommends that the following procedures will be utilized in the selection, appointment, and evaluation of chairs.” so that it now reads as: “The following procedures will be utilized in the selection, appointment, and evaluation of chairs.” After limited discussion Senator Lewis moved that the senate dispense with the second reading of the motion, and Senator Ross seconded. The motion to dispense passed with no dissent, as did the original motion from the Executive Committee.

**d. Proposed revisions to Section 4.13** of Policies and Procedures (1st reading) in order to conform to KBOR Policies and Procedures - The proposed changes to Section 4.13 of the University's Policies and Procedures has been recommended by the University's attorney, Ted Ayres to bring it in alignment with Section 8 of the Kansas Board of Regents Procedures. Copies of the current Section 4.13, marked-up copy showing proposed changes, final copy of the section after proposed changes, and KBOR Policy 8 can be found on the Senate website. Senators were encouraged to examine these documents and to be prepared to discuss the changes during the second reading at the next meeting of the Senate. President Skinner agreed to invite Ted Ayres to attend the next meeting as well.

**e. Report on KBOR Transfer and Articulation (TAAC)** – Senator Hemans, one of two WSU representatives. reported on the work of the committee. He represents the faculty of the three Kansas research universities based on nomination from the Faculty Senate Presidents. This committee is in its second year of developing a rational and realistic procedure of granting transfer of credit for a class taken at a Regent's institution at another Regent's institution. The current emphasis on this, sometimes difficult, process was motivated by a joint request from the State's community colleges. Senator Hemans, along with Interim Provost Pickus, feels that this is a very serious matter that must be examined thoroughly and dealt with cautiously. For those that are interested, all of the documents associated with the work of this committee are available on the Senate web site - under Current Topics, within the folder "KBOR Transfer and Articulation Information." Senator Hemans promised to keep the Senate informed of the action of the committee.

#### **VIII. As May Arise**

President Skinner informed the senate that he had been contacted by the Office of Career Services regarding the "Hire-a-Shocker" service provided by the office. He agreed to invite the Director of Career Services, Jill Pletcher, to the Senate for a presentation detailing the service.

#### **IX. Adjournment**

The meeting of the Faculty Senate was adjourned at 4:52pm.

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