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Academic year 1980-1981

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Agenda and Minutes of the Meeting of February 23, 1981

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WICHITA STATE UNIVERSITY SENATE

AGENDA

Meeting Notice: 23 February 1981, 126 Clinton Hall, 3:30 p.m.

Order of Business:

- I. Calling of the Meeting to Order
- II. Informal Proposals and Statements
- III. Approval of the Minutes for the meeting of 26 January 1981
(Vol. XVII, No. 8)
- IV. New Business:

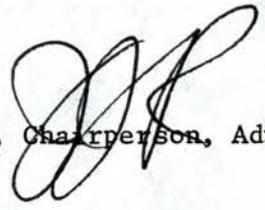
Report of Admissions and Exceptions Committee--
Dr. James Rhatigan, Chair (Attachment A)

Report of Academic Standards and Practices Committee--
Dr. Donald Foster, Chair (Attachment B)

Report on WSU faculty salaries--Dr. James Clark,
Chair, Faculty Welfare Committee

- V. Adjournment

To: University Senate

From: James J. Rhatigan,  Chairperson, Admissions and Exceptions Committee

Subject: Annual Report

The purpose of the Admissions and Exceptions Committee is to consider applications from students who do not meet University standards for admission, and to consider exceptions to existing rules for students filing such requests. The Committee has met sixteen times since July 1, 1980, and has nine additional meetings scheduled, to June 30, 1981.

The major time commitment centers on the Committee's admissions function. The Committee will review approximately 600 cases during the current year. Many are routinely admitted or denied as a result of college recommendations while other cases receive extensive time and attention. The Committee will also review approximately 775 petitions from students seeking exception to one or more University rules, and will process about 750 drop/adds.

Four factors are taken into account in reviewing an admissions' application: (1) high school grades, (2) previous college work, (3) ACT scores, (4) written statements. Most of the individual colleges provide an interview before making recommendations and this information is also available. The Chairperson of the Committee typically meets with 50-60 persons during the year who feel that they need a personal hearing.

Many people have worked to make the University Catalog a clear, precise document. While progress has been made, it is still a difficult document for students to follow. The Admissions and Exceptions Committee is frequently called upon to resolve questions arising out of catalog interpretations. Requests which frequently recur are seen as policy issues and are referred to the Committee on Academic Standards and Practices for resolution.

The Admissions and Exceptions Committee reviews a number of its cases each year, particularly those in which the decision to readmit was a divided view. It has been typical that even these students, who obtained our most uncertain recommendation, do better than might be expected. Eighty-one cases were reviewed this past Fall Semester; 9 students (11%) had their probation removed, 40 (50%) were continued on probation (which means they achieved at 2.0 or better), 9 (11%) were continued on review, and 23 (28%) were dismissed.

The Committee is indebted to Ms. Katie Pott for her thoroughness in preparing the extensive materials necessary for the agenda of every meeting.

Committee members: Anneke Allen, Ed Fagerlund, John Harnsberger, Stan Henderson (ex officio), Dennis Kear, Robert Knapp, Don Malzahn, Dan Pfeifer, James Rhatigan, Felix Ricard, Savina Schoenhofer, Nancy Scriven, Seth Swoboda, and Debbie Van Huss.

Senate Committee on Academic Standards
and Practices
Annual Report
23 Feb. 1981

The committee was chaired by Jackson Powell for the Fall 1980 semester. Donald Foster is the chairman for the Spring 1981. David Soles is the committee secretary. There have been six meetings since the last annual report and there will be at least one more in the spring. Issues considered during the last year were as follows:

1) Information received last year about possible misuses of graduate instructors lead to a discussion of these issues with Vice President Breazeale and Dean Benningfield. Dean Benningfield reported that for other purposes he had been planning a questionnaire to be mailed to all graduate assistants. Questions about uses and abuses of GTA's were added to the Graduate School questionnaire. The results of the questions were tabulated in the fall and reported to the committee by Dean Tilford. Results indicated that only a few cases existed where inappropriate uses of GTA's had been made. Dean Tilford agreed to review the returns and report on the correlations between the "negative" replies by the students. It was felt that further concern about the violations should be handled by the graduate school and that no new policies were required.

2) The review of the present drop policy which was first referred to us on 25 April 79 has been completed. The delay has been that whereas some of the information requested has been available no one had the time or money necessary to write the programs to find the answers. Registrar Bill Wynne recently provided us with information about Fall 79 and Fall 80 which in part answered some of the questions raised. For

Fall 80 some of the data indicated that for complete withdrawals: 26% were new students to WSU; 84% were part-time; average age was about 29; 62% were working 40 or more hours per week. Withdrawals before 17 Oct. had a GPA of 2.7; withdrawals 19-31 Oct. had a GPA of 2.5. Partial withdrawal: 23% were new to WSU, average age about 25; 29% were working full-time; withdrawals before 17 Oct. had a GPA of 2.7, withdrawal 19-31 Oct. GPA 2.7. Fall 79 and Fall 80 were similar in results. The committee has concluded that while many of the suspicions about the use of the ten week drop period were true, the policy was appropriate to WSU. The advantages it provides our older and working student body more than outweighs the few who use it only for grade reasons.

3) The SGA Resolution to alter some of the aspects of the finals process was considered at the request of the Senate Agenda Committee. ASPC approved rearranging the final schedule and instituting a study day but remained divided on exams during the last week. A rearranged final schedule was forwarded to the University Senate and will begin in Spring 81. Several rearranged calendars each with an associated problem not resolvable by the committee was presented to the Senate. This proposal was returned to the committee with instructions to develop a single usable calendar. A calendar is in the hands of the agenda committee. The calendar was presented subject to the proviso that an appropriate scheme can be worked out in the spring semester reporting senior grades and verifying graduates.

4) A request was made by the Student Academic Court to consider appeals made to the SAC concerning the concept of prerequisite. The ASPC feels that as prerequisites are set by departments then action on

those prerequisites should be a department matter and handled on a case by case basis. The two following paragraphs do need to be added to the catalog to emphasize student responsibility with respect to prerequisites:

- (a) On page 8 under the heading "Student Responsibility" the following statement be added:
The student is responsible for enrolling in only those courses where the stated prerequisite(s) (if there are any) have been satisfactorily completed. Failure to comply with this procedure may result in administrative withdrawal.
- (b) On page 31 of the catalog under the heading "Administrative Withdrawal" the following statement be added:
7. The student fails to complete successfully all prerequisites for those courses in which the student is enrolled.

Additional discussion is planned on the desirability of defining "prerequisite" in the catalog.

5) Dean Konek asked this committee to consider a policy with respect to student absences from class due to university related obligations and activities. The committee determined that this matter should be forwarded to the deans with the recommendation that all faculty and staff be apprised of the university concern that all faculty should deal responsibly with students who need to make up work missed as a result of a university related obligation.

6) A request from Dean Konek to consider a policy to allow part-time students access to honor roll lists has lead to a reconsideration of all honor roll policies. Additional information is being obtained and the matter is being studied.

Wichita State University

Document 22

INTER-DEPARTMENTAL CORRESPONDENCE

Roger Kasten President, University Senate

Feb. 12, 1981

To _____ Date _____

Jim Clark *JCC* Chair, Faculty Welfare Committee

From _____

Subject Recommendations on Faculty Salaries and Fringe Benefits

Attached are recommendations on faculty salaries and fringe benefits for fiscal years 1982 and beyond. These recommendations are derived from, and are very similar to, recommendations that have been recently approved by the KSU Faculty Senate. Our belief is that by presenting a united front (more or less) with the faculties of other Regents institutions, we can have more impact on the present and future deliberations of the Regents, the Legislature, and the Governor regarding faculty salaries and fringe benefits. Accordingly, we recommend that the WSU Senate approve these recommendations and forward them to the President of the University and the Board of Regents.

Also attached are two graphs relating WSU salaries to the Consumer Price Index and to Kansas per-capita income. We recommend that the Senate (and/or the President of the University) distribute these or similar graphs to 1) all faculty members, along with the mailing addresses of relevant members of the State Legislature, 2) the news media, and 3) anywhere else useful. Only by making the Legislature, and especially the general public, aware of what has happened to WSU salaries in recent years can we hope to achieve the goals in the recommendations discussed above.

Recommendations on Faculty
Salaries and Fringe Benefits

Wichita State University is committed to developing and maintaining programs of academic excellence in meeting its teaching, research, and community service responsibilities. Accomplishing this objective requires the ability to attract and retain superior-quality faculty members and the ability to provide the faculty with a solid base of support facilities. The recommendations below address the problem of providing a competitive program of compensation that will enable the university to recruit, develop, and retain the caliber of faculty necessary to achieve its educational mission.

FY82

The Board of Regents has recommended a 10% increase in salaries for FY82. Considering the present trends in salaries at other institutions of higher education and in private industry, with which Wichita State University must compete to attract and retain faculty members, all efforts must be made to secure at least the 10% increase proposed by the Board of Regents for FY82.

Likewise, given the disparity between the institutional contributions to retirement plans for Wichita State University and for other universities, the Board of Regents' recommendation for increasing the institutional contribution from 5% to 7% is a positive first step toward bringing the fringe benefit package of WSU closer to those of competing institutions. At the Regents institutions, the institutional contribution is 5%. For faculty members at other institutions with comparable (level percentage) TIAA/CREF plans, less than 4% receive lower institutional contributions, while over 70% receive higher institutional contributions.

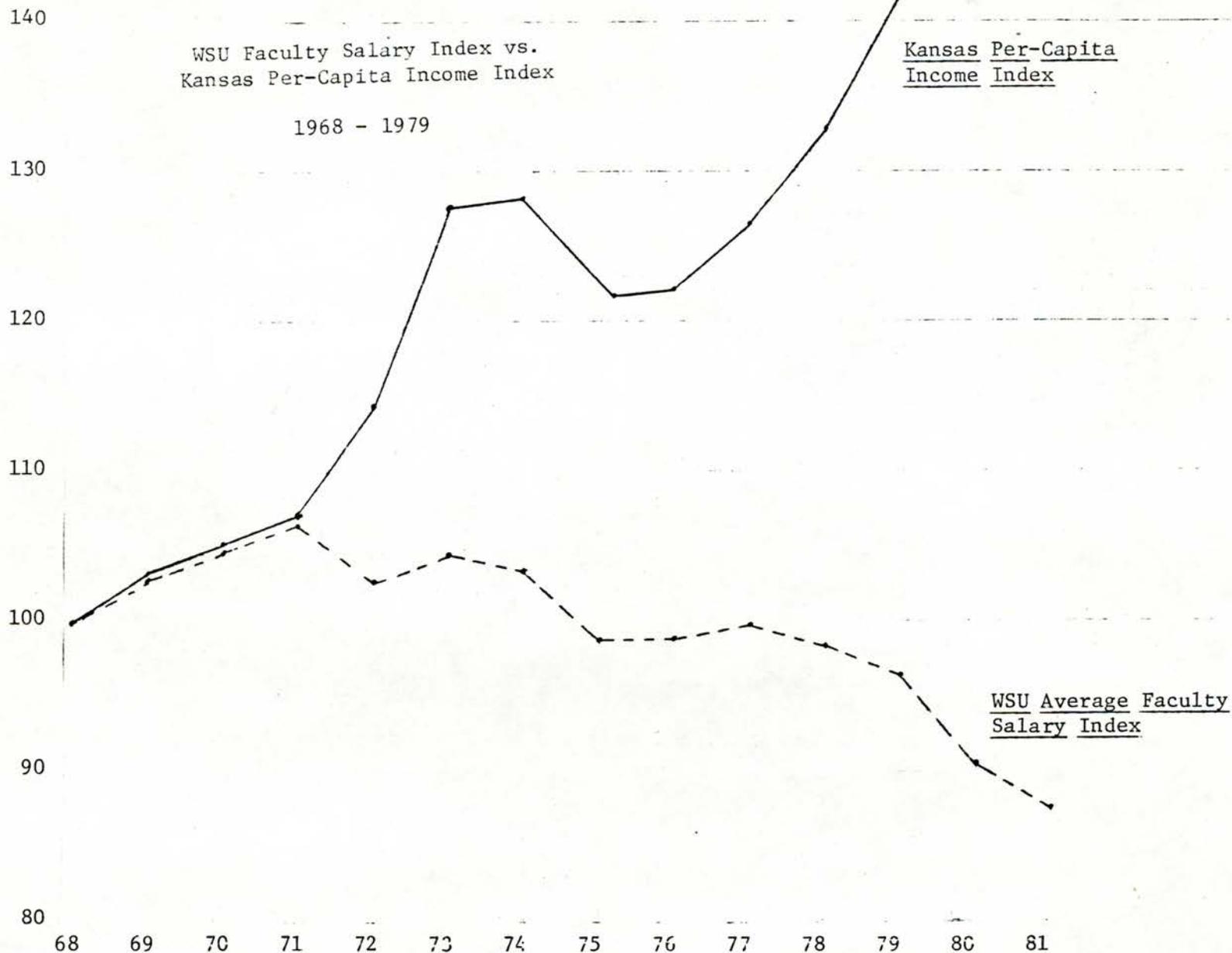
FY83 and Beyond

If the competitive position of WSU faculty salaries and fringe benefits relative to other institutions is to be improved, a plan for doing so must begin as soon as possible; that is, with the FY83 budget. The Wichita State University Senate proposes that over the three-year period from 1982 through 1985(FY83 to FY85), a special salary improvement program similar to the one in effect during the 1975-1978 period be instituted. This program could include the implementation of a cost of living adjustment. We urge the President of the University and the Board of Regents to adopt a special salary improvement plan of sufficient magnitude to make Wichita State University, along with the other Regents institutions, competitive with other universities, and we urge the President of the University and the Board of Regents to work with the Governor and the State Legislature for its implementation. We further urge the Board of Regents to reaffirm their committment to reaching (in the near future) a 10% institutional retirement plan contribution, and to work for achieving this goal also.

WSU Faculty Salary Index vs.
Kansas Per-Capita Income Index

1968 - 1979

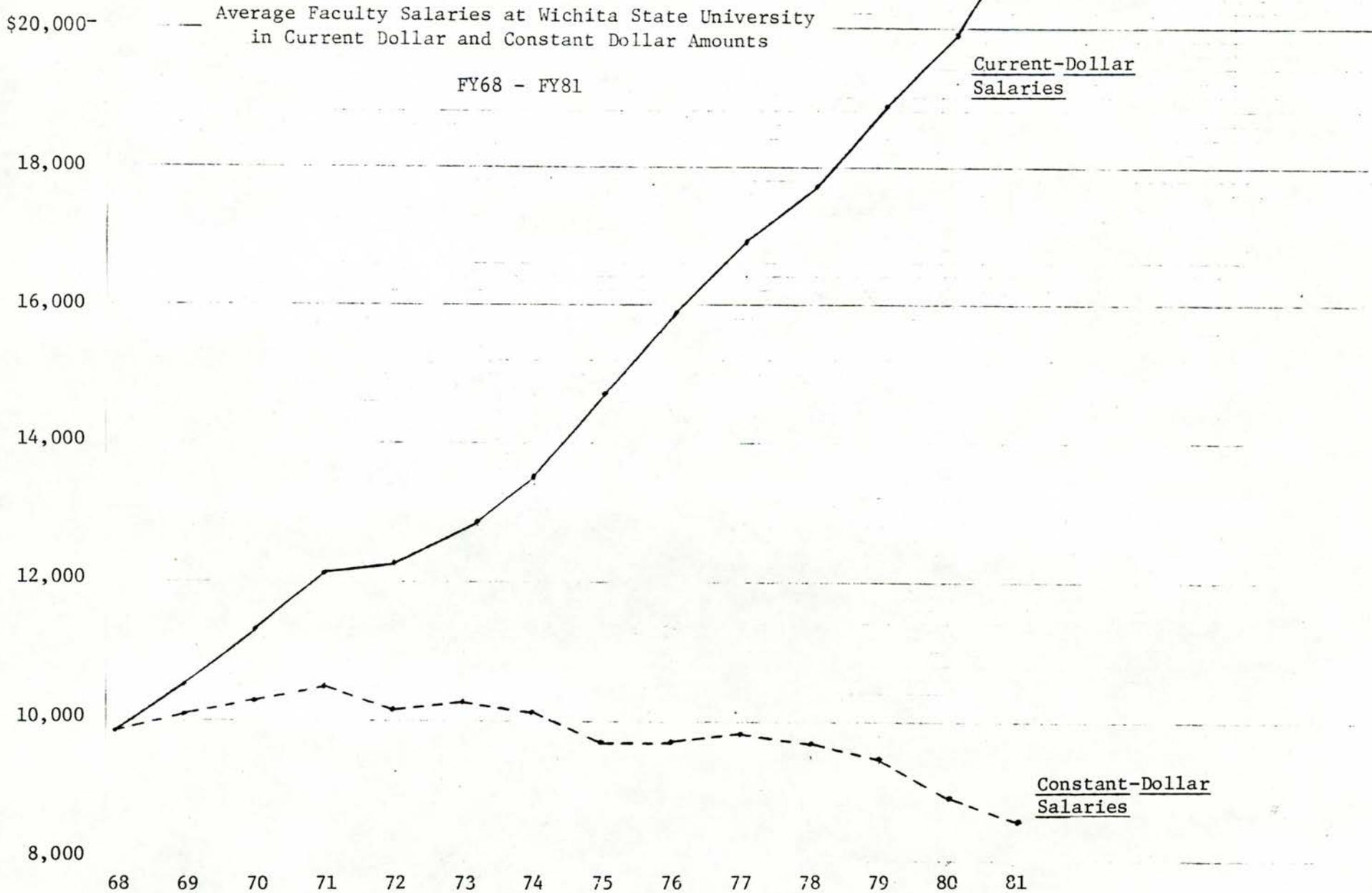
Kansas Per-Capita
Income Index



WSU Average Faculty
Salary Index

Faculty salary index show the weighted average faculty salary at WSU in constant dollars as a percentage of the FY68 average faculty salary at WSU.

Kansas per-capita income index shows the yearly Kansas per-capita income in constant dollars as a percentage of the 1968 Kansas per-capita income.



Both salary averages are determined by weighting to remove the effects of changes in rank structure. The constant-dollar average salary is determined by using the Consumer Price Index as the deflator.

UNIVERSITY SENATE
WICHITA STATE UNIVERSITY

Minutes of the meeting of 23 February 1981 (Vol. XVII, No. 9).

Members Present: Ahlberg, Alley, Bahr, Bennett, Benningfield, Brewer, Chaffee, Cornelius, Dickenson, Duell, Felkner, Graham, Greenberg, Isakson, Kasten, Kehoe, Kukral, Menhusen, Millett, Mohr, Nelson, Olivero, Perel, Pfannestiel, Schrag, Scriven, Sharp, Sheffield, Soles, Stevens, Tejada, Terrell, Thomann, Welsbacher, Zabloutney, Zandler.

Members Absent: Aagaard, Adkins, Allegrucci, Atkeson, Boeckman, Breazeale, Childs, Dalrymple, Dreifort, Farnsworth, Hart, Hickerson, Kerns, Malzahn, May, Myers, Paolillo, Rhatigan, Rodgers, Tilford.

Guests: Jim Clark, Jim Cross.

I. CALL
TO ORDER

President Roger Kasten called the meeting to order at 3:35 p.m.

II.
INFORMAL
PROPOSALS
AND
STATEMENTS

Senator Greenberg stated that several individuals have suggested that the Senate be apprised periodically regarding the status of the investigation of the Athletic Association. Could the Senate President, perhaps, touch base with the investigating committee every so often?

President Ahlberg responded by briefly reviewing the circumstances surrounding the investigation. Everyone is by now aware of the allegations made by reporters of the Kansas City Times and the fact that Dr. Ahlberg has appointed a three-man committee to investigate the situation. The committee is being chaired by Dr. Martin Perline, who chairs the Faculty Committee on Athletics. Dr. James Rhatigan, Vice President for Student Affairs and Dean of Students, has been named to the committee. He oversees student aid of all types; he knows the students involved in the investigation; and he is well aware of the rights of students. The final member of the committee is Dr. Dwight Murphey, whose legal background may be of special use to the committee. Mr. David Price, the Commissioner of the Missouri Valley Conference, is conducting his own investigation of the charges, but he is working with the committee as a consultant and independent observer. Mr. Price brings a great deal of experience to his investigation, having worked for the Rocky Mountain Conference, the Pac-10 Conference, and the NCAA.

Dr. Ahlberg reminded the Senate that the committee is not conducting a legal inquiry. It has no power to subpoena witnesses, for example. They appear of their own free will, and every effort is made to protect their rights. They are advised of those rights, and they may bring counsel with them.

The committee is now at work. Their task is a difficult one. Much of the evidence will consist merely of charges and countercharges; they must judge the credibility of individual witnesses and arrive at a final judgment. Dr. Ahlberg stated that the committee will not report to him until their work is completed. What happens at that point will depend on the nature of the committee's report.

Dr. Ahlberg clarified that the university is not yet being "investigated" by the NCAA. That organization has only begun a "preliminary inquiry" to determine whether or not an investigation is warranted. If they do decide to investigate our athletic program, that investigation will either clear

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the athletic program of any wrongdoing or cite specific violations. Official notice of either decision would be sent to President Ahlberg. If the NCAA charges us with violations, we would be presumed guilty until proven innocent. We would be given opportunity to conduct our own investigation, respond to the charges, and make our case before the infractions committee of the NCAA. The final decision would be made by that committee.

The timetable for such a scenario is unknown. Dr. Ahlberg has urged the NCAA to give the WSU case its highest priority. We are in a somewhat awkward position. Normally, we would not launch our own investigation until the NCAA began an official investigation. However, the publicity involved with the Times' allegations was so intense that the university chose to begin its own investigation. That investigation may be finished long before the NCAA even completes its "preliminary inquiry." If, for instance, we learn that mistakes were made and some action needs to be taken, do we take such action or wait for the NCAA? Dr. Ahlberg has made this point to NCAA officials, and they have indicated that they will make resolution of this matter a top priority. No one is certain, however, what that means in terms of time of "inquiry" and/or "investigation." Some NCAA investigations have taken years to complete.

Dr. Ahlberg closed by stating his firm conviction that the "chips would fall where they may" in this matter. The university will not cover up the results of the investigations. However, the university also intends to treat its coaches, staff, and students with the utmost respect and confidence unless the judgments prove that they are unworthy of that respect and confidence.

President Kasten commented that the Senate Agenda Committee will not call for periodic reports from the investigating committee since that would put that committee in an awkward position which could only hinder the effectiveness of their inquiry.

Senator Dickenson asked who would represent WSU if the NCAA conducts an investigation and charges us with infractions of NCAA rules.

President Ahlberg responded that the chairman of the Athletic Association would be the most likely person to represent the university since such persons are most familiar with NCAA regulations and procedures. Some schools take legal counsel with them; others do not. Dr. Ahlberg added that whom we send depends on what we learn in our investigation. If we are really guilty, we will admit it. If not, we will offer the best defense possible. The NCAA never investigated us in the Rudy Jackson case because we reported the whole story to them. They did put us on probation because they believed that the coach must have known about an altered transcript if a graduate assistant did. Dr. Ahlberg, however, believed that the coach in this instance was indeed innocent. The most common violations of NCAA rules involve money, clothing, and travel. Travel violations are the easiest to verify; clothing violations are somewhat more difficult; monetary transactions are the hardest to prove. They tend to boil down to one person's word vs. another's. Since most of the Times' allegations involved the last type of infraction, the committee is faced with a difficult task.

President Kasten stated that the PERB board has reported, and all interested parties have until March 6 to submit briefs related to the hearing. The university is filing a brief as are the original petitioners (AAUP and KNEA).

The Agenda Committee will be deciding whether or not to submit a brief on behalf of the Senate.

President Kasten also reported that two bills are being considered by the House Committee on Judiciary which should be of concern to WSU faculty. The first, House Bill 2467, would give the Kansas State Board of Regents final control over the awarding of tenure in addition to their present authority over the granting of academic promotions. The second, House Bill 2466, would grant the board of regents power to process "claims or charges of proscribed conduct against professional employees" of "state educational institutions." It provides that any complaint by any person against any faculty member for (almost) any reason could be submitted to the executive officer of the board of regents. That officer would then initiate a prescribed investigatory process which could result in the board's formally charging the employee with misconduct. A hearing would be held, and the board would make a final and binding decision on the case.

Senator Thomann asked what penalties would ensue if the board rules against the employee.

President Kasten responded that the bill gives the board a variety of options, up to and including dismissal. He added that the regents' attorney does not think the bill has a chance of passage; however, the chairman of the Judiciary Committee thinks he has enough votes.

Senator Terrell asked who chairs the House Judiciary Committee.

President Kasten answered that Representative Hoagland chairs that committee.

Senator Duell inquired as to whom we should write to express our opposition to the bill.

President Kasten suggested that we write our representatives.

President Ahlberg noted that two members of the Sedgwick County delegation serve on the House Judiciary Committee, and he volunteered to provide names and addresses to those who would like to write those representatives. He also expressed his personal opinion that the bill has no real chance of becoming law.

III.
APPROVAL OF
MINUTES

The minutes of the 26 January 1981 meeting of the Senate (Vol. XVII, No. 8) were approved as distributed.

IV. NEW
BUSINESS
ADMISSIONS
& EXCEPTIONS
COMMITTEE
REPORT

In the absence of Dr. Rhatigan, Dr. Robert Knapp presented the report of the Admissions and Exceptions Committee. The report was distributed as Attachment A to the agenda of 2/23/81. Dr. Knapp moved its adoption.

MOTION

VOTE

There was no discussion, and the motion carried.

ACAD. STDS.
& AC. COMM.
REPORT

Dr. Donald Foster, chairman of the Academic Standards and Practices Committee moved that his committee's report (Attachment B to agenda of 2/23/81) be accepted and filed.

MOTION

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Senator Greenberg asked what was meant by the phrase "misuses of graduate instructors" (p.1, item 1).

Dr. Foster explained that this referred to various inappropriate uses of graduate teaching assistants.

Senator Greenberg noted that on the issue of exams during the last week of classes, the committee "remained divided" (p. 2, item 3). Will some action be taken?

Dr. Foster replied that there are strong negative and positive feelings among committee members on this issue. The committee has reached a virtual impasse on this matter and, therefore, has decided to drop the issue for the present.

Senator Greenberg wondered what advantages the current drop policy gives to older students.

Dr. Foster responded that older students are more likely to be working, have families, etc. The current policy grants them a good deal of time in which to decide -- without academic penalty -- if those commitments will necessitate dropping a course.

Senator Soles raised a question regarding section 2 of the report. The statistics on withdrawals were taken in the eighth and tenth weeks of classes. Why not the fifth and tenth, for example? Would that not give more useful information?

Dr. Foster answered that the ASPC had requested weekly withdrawal statistics from the registrar's office, but this is all they received. However, one would suspect that the greatest flurry of course-dropping activity because of grades would occur in the last few weeks before the deadline. Consequently, the eighth week/tenth week comparison is instructive.

Senator Duell, referring to the suggested catalog changes on page 3, asked if voting to accept the report means accepting those changes.

Dr. Foster answered negatively. The motion is only "to accept and file" the report.

Senator Greenberg asked for clarification of "university-related obligations" on page 3, item 5.

Dr. Foster responded that some students (e.g., students on dance or track scholarships, etc.) are obligated to miss classes periodically. The committee checked with Vice President Breazeale to determine if the university had a policy with respect to dealing with such absences. There is no such policy at the present time, and the ASPC intends to draft a memo to Dr. Breazeale asking that the issue be addressed in the faculty handbook.

Senator Thomann requested clarification regarding the "suspicions about the use of the ten week drop period." (page 2).

Dr. Foster explained that the ten week drop period was originally designed

to encourage experimentation -- students could explore other disciplines with sufficient time to withdraw without being penalized if the experiment appeared unsuccessful. Furthermore, since "down slips" are issued after the eighth week, the students were given a reasonable chance to evaluate the success of their experiment before the end of the drop period. Given these conditions, the committee suspected that many students drop courses after receiving "down slips." While there is some evidence to confirm this suspicion, it does not appear to be so overwhelming as to represent flagrant misuse of the drop privilege. GPA's of those students dropping in the final two weeks of the drop period were only slightly lower than those dropping earlier. Thus, the committee believes the current ten week drop period is appropriate and should be retained.

Senator Terrell responded that if the current ten week drop period is so good, would not a fourteen week period be even better?

Dr. Foster replied that the committee had only been asked to investigate the present system and they were not recommending any changes in it.

Senator Perel commented that he had been a member of the Ad hoc Academic Standards and Practices Committee which originally established the present policy. Before that time the policy was that all withdrawals before the third or fourth week were automatically recorded as "W's." Any withdrawals after that time and up to the tenth week could be recorded as "W" or "WF," at the discretion of the instructor. All withdrawals after the tenth week were recorded as "WF." Students complained that this policy was unfair and inconsistent. Some instructors always recorded a "W" for fourth-through-tenth-week withdrawals; others always recorded a "WF." The committee also felt that a ten-week drop period would combat grade inflation by allowing faculty to grade more honestly. It was adopted for these reasons. It does seem to be more fair than the old system, but it has not prevented grade inflation.

Senator Perel also stated that he serves on the Admissions and Exceptions Committee of the College of Liberal Arts, and requests for drop exceptions pour in after the tenth week of classes. Some of those requests are based on the fact that professors have given the students no grades until after the tenth week of classes. At least in undergraduate courses, such action (or lack of action) by professors seems inexcusable.

VOTE

The motion to accept and file the ASPC report carried.

FACULTY
WELFARE
COMMITTEE
REPORT ON
FACULTY
SALARIES

Dr. James Clark, chairman of the Faculty Welfare Committee, reported on his committee's "Recommendations on Faculty Salaries and Fringe Benefits." He explained that his committee (and their counterparts at the other regents institutions) has been asked to provide information on faculty salaries for regents and others. The document entitled "Recommendations on Faculty Salaries and Fringe Benefits," which was distributed with the agenda of 2/23/81, represents the Faculty Welfare Committee's response to that request.

Dr. Clark stated that the document was based on a similar document prepared at KSU. The section on FY82 (p. 2) virtually parallels the K-State document except for slightly different figures regarding TIAA/CREF. In the FY83

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section (p. 3), however, KSU conducted a survey of comparable land-grant institutions and asked for a specific 13% salary increase each year through FY85. Since the land-grant comparison obviously did not apply to WSU, the committee did not use the 13%, nor any other specific figure. Such a figure can be added after additional study and research into the problem. The committee also added a reference to a possible automatic "cost of living" increase and asked the regents to reaffirm their commitment to a 10% institutional contribution to the retirement plan.

Dr. Clark then turned to the two graphs which were appended to the recommendations. He explained that in the second graph (p. 5), both the current and constant dollar figures are weighted so that the average salary figures have not been affected by changes in the mixture of professors, associate professors, assistant professors, and instructors. The slight increase in the constant dollar average salary for 1975-76-77 reflects the last time the regents initiated a three-year salary improvement package. The first graph (p. 4) is based on constant dollars and reveals that since 1968 Kansas per capita income has risen ca. 45%, while average WSU salaries have dropped ca. 12.5%.

MOTION

Dr. Clark reminded the Senate of the committee's request to publicize this information (see page 1) and moved, for the Faculty Welfare Committee, that the Senate adopt these "Recommendations on Faculty Salaries and Fringe Benefits" to be forwarded to the President of the University and the Kansas State Board of Regents. Senator Duell seconded the motion.

Senator Greenberg suggested that, in light of the information on the graphs, it is not really in the interest of faculty welfare to ask for only a 10% salary increase. A 15% request seems much more appropriate.

Dr. Clark acknowledged that asking for a higher figure is one strategy, but asking for more in the current legislative session seems pointless.

Senator Thomann commented that last year we requested more than 10/2, but the regents lowered it to that figure.

Dr. Clark noted that the FY82 request is being made to the legislature, not to the regents. The FY83 requests go to the regents. We can and should ask them for a much higher increase. However, it seems pointless to ask the current legislature for more than 10/2 when it appears we won't even get that.

Senator Zabloutney asked whether the committee had comparative salary figures for WSU peer institutions comparable to those that KSU collected.

Dr. Clark responded that the committee has not conducted such a detailed study, but indications are that we are closer to our peers than KSU is.

President Ahlberg asked if all the regents institutions will be making reports and recommendations on this issue.

President Kasten responded affirmatively.

President Ahlberg stated that the Council of University Presidents has a Task Force on Faculty Salaries and Fringe Benefits which considers these

issues and tries to coordinate requests to the board of regents. This task force would like to receive such information from all the regents institutions. Last year the task force recommended a 15% total salary/benefits package to the regents, and the regents lowered it to 12%. President Ahlberg affirmed the idea of requesting a 2-3 year salary package.

A critical component in these considerations is each institution's standing relative to its peer institutions. The board of regents has just authorized some changes in our peer groups. Cleveland State has been dropped (so we now have only one peer in Ohio instead of two); the University of Wisconsin-Milwaukee and the University of Texas-El Paso have been added. No one knows yet what this new peer data will reveal. The best single source for comparative salary data is still the annual AAUP study. We know how we fare on average salaries by rank with the other regents institutions. By rank, we do quite well. In fact, KU and KSU think we do too well since we are not a comprehensive, doctorate-granting university.

Finally, President Ahlberg reminded the Senate that this seems to be a particularly austere year for higher education nationwide. Ohio, Indiana, Michigan, Oregon, and Washington state institutions of higher education are facing cuts in operating budgets this year. Those cuts are as much as 12% in the case of Michigan.

Senator Thomann suggested that the welfare committee should provide specific figures for the FY83 request.

President Ahlberg added that the Task Force on Faculty Salaries and Fringe Benefits will begin soon and work through March.

Senator Thomann spoke in favor of a unified front of all regents institutions on this salary issue, as was the case this year.

President Kasten asked if the welfare committee could provide specific recommendations in time for the regents committee.

Senator Greenberg suggested cost of living plus 3% as a good beginning point.

Senator Thomann added that an increase in the state's contribution to TIAA/CREF should also be part of the package.

Senator Cornelius emphasized that the statement regarding FY82 should make clear to the legislature that even 10% is inadequate. He suggested that the first paragraph of the discussion of FY82 (p. 2) contain the following additional sentence: "It must be noted that this 10% increase, however, is inadequate because it fails to produce a sufficient increase to maintain faculty living standards at even their current level."

AMENDMENT

On behalf of the Faculty Welfare Committee, Dr. Clark accepted this addition as a friendly amendment.

Senator Terrell commented that underpaid people usually take action on their own behalf. Have we done this? Are we giving fewer exams, requiring fewer papers, spending less time in our offices, etc.? Perhaps the Academic

2/23/81

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Standards and Practices Committee needs to check this out. Legislators may say "So you're underpaid, so what?" What do we say in response?

President Kasten reported that the senate presidents have tried to address this issue by making arguments regarding the long-term impact of inadequate salaries on the quality of education and the quality of life. The legislators, however, tend not to be concerned with long-term effects. They tend, rather, to look no further than next year's budget and next year's election.

President Ahlberg acknowledged that the current situation is discouraging. This is an anti-tax year, nationwide. The only causes for optimism are Governor Carlin's proposed severance tax and a proposal for an increased sales tax. Neither probably has much chance of success, but unless the tax logjam is broken, there is simply no margin for legislative flexibility. The situation will only worsen until the tax issue is faced squarely.

Senator Greenberg pointed out that the Chronicle of Higher Education recently carried an article on the very high number of faculty members who moonlight. What is the rate on our own campus?

President Ahlberg stated that WSU faculty are supposed to report such activities, and there have been no such reports.

President Kasten commented that although HB 2466 probably won't survive, there is some suspicion that it is a part of a larger, hidden agenda. And one of the next items on that agenda may be consulting policies.

President Ahlberg reported that the engineering deans recently met at the Kansas Engineering Society meeting in Salina, and they considered the problems of engineering faculties with regard to consulting. The KES secretary will be testifying to Senator Hess' committee on this issue.

Senator Isakson expressed concern regarding the external reporting of the document under discussion. Will it be disseminated to local news media, etc.?

President Kasten pointed out that the present motion calls for precisely that.

Senator Isakson asked whether it would be appropriate for the welfare committee to carry this to the state legislature personally.

Dr. Clark speculated that such a move might prove counter-productive.

Senator Isakson responded that Mr. Franklin, chairman of the Kansas State Board of Regents, had encouraged faculty members to have more contact with legislators.

Senator Millett spoke in favor of Senator Isakson's suggestion, emphasizing the need to have an economist explain the realities of inflation's impact and expressing her confidence in Dr. Clark's ability to explain lucidly those realities.

VOTE

Senator Greenberg called for the question. The motion carried.

COMMITTEE
APPOINTMENT

President Kasten announced a final item that did not appear on the agenda. A vacancy has occurred on a Senate standing committee and the Committee on Committees will nominate a replacement. He then introduced Senator Mohr, Chairman of the Committee on Committees, to present the nomination.

MOTION

Senator Mohr explained that Dr. Jackson Powell has resigned from the Academic Standards and Practices Committee. This vacancy was reported to the Dean of the College of Liberal Arts who, in accordance with procedures, returned the nomination of Dr. George Rogers to the Committee on Committees. The nominee will serve until the spring of 1983. For the Committee on Committees, Senator Mohr moved that the Senate confirm the nomination of Dr. Rogers as the social sciences division representative on the Academic Standards and Practices Committee.

Senator Millett asked if Dr. Rogers intends to attend the meetings of the committee.

Senator Mohr responded that Dr. Rogers had assured him that he would attend the meetings of the committee.

Senator Millett reminded the Senate that some years ago Dr. Rogers was elected to the Senate, and he did not attend a single meeting in two years.

Senator Mohr said he had raised that issue with Dr. Rogers, and Dr. Rogers had indicated that he was not aware of ever having been elected to the Senate.

Senator Millett replied that Dr. Rogers had been elected to an at-large seat in the Senate.

Senator Mohr commented that he is merely forwarding the committee's recommendation.

Senator Duell asked if there are established policies for reviewing attendance on senate standing committees and replacing those who do not attend regularly.

Senator Mohr responded negatively.

Senator Alley inquired about the length of the term that would be served by Dr. Rogers should his nomination be confirmed.

Senator Mohr repeated that the term would run until spring of 1983.

VOTE

The motion failed unanimously.

ADJOURNMENT

The meeting was adjourned at 4:57 p.m.

Dale Schrag, Senate Secretary
Lucille Brodie, Recording Secretary