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University Senate

Academic year 1975-1976

Volume XII

Agenda and Minutes of the Adjourned-Meeting of May 3, 1976

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WICHITA STATE UNIVERSITY SENATE

Adjourned Meeting Agenda

Meeting Notice: May 3, 1976, 126 Clinton Hall, 3:30 p.m.

VI. Committee Reports: Policies and Procedures For the
Reduction of Unclassified Staff
For Budgetary Reasons - David
Farnsworth (Attachment D) - previous
meeting

Procedures for the Termination of
Tenured Faculty for Inadequate
Performance - David Farnsworth
(Attachment E - previous meeting)

VII. New Business:

VIII. Adjournment.

UNIVERSITY SENATE

WICHITA STATE UNIVERSITY

Minutes of the meeting of May 3, 1976. (Vol. XII, No. 14)

Members Present: Brady, Breazeale, Burgess, Camin, Chaffee, Davis, Driefort, Duell, Gosman, Goudie, Gray, Greenberg, Hay, Haynes, Henderson, Hughes, Jakowatz, Kane, Koppenhaver, Kraft, Mathis, May, McBride, McFarland, Millett, Needles, Paske, Perel, Petree, Rogers, Sharp, B. Smith, TenElshof, Walters, Weaver, Webb, Welsbacher, Zandler.

Members Absent: Ahlberg, Benningfield, Brewer, Chopra, Fisher, Graham, Colmes, Houston, Humphrey, Kannan, Kasten, Magelli, McKibbin, Nierenberger, Rhatigan, Rodenberg, Shanmugam, Snyder, Taravella, Terwilliger.

Guests: Berger, Crawford, Farnsworth, Kenyon, Knight, Krehbiel, Platt, Sanderson.

- I. President Paske called the meeting to order at 3:40 p.m.
- II. Dr. Farnsworth took the floor to continue the discussion of Procedures for the Reduction of Unclassified Staff for Budgetary Reasons. Senator Greenberg asked if it was appropriate to amend the Preface. Receiving an affirmative answer, he amended the last sentence of the Preface to read "The following procedures are to provide a formal process of retrenchment in the event of a demonstrably bona fide state of financial exigency, determined and declared by the Board of Regents in consultation with the University faculty or their representative group." His motion was seconded by Senator Perel. Dr. Farnsworth commented that his committee had no access to change the Board of Regents policy, and therefore he spoke to the point of the legal framework prescribed by the Board and described in the document. Senator Greenberg commented on his concern that the budget should be cut elsewhere before the faculty are considered for possible reduction. Dr. Breazeale commented again that the Board of Regents will determine a state of financial exigency. Discussion followed which led to the withdrawal of Mr. Greenberg's motion to amend.

Discussion moved on to sections I and II, pages 13 and 14. Senator Walters pointed out her desire that parttime faculty mentioned in section II, item 3, should be dismissed according to rank, like the full-time faculty. This was made into a motion, Senator TenElshof seconding the motion. Discussion followed of part-time determination as described in the Constitution of the University Senate in regards to voting rights. Senators Millett, Breazeale, and Greenberg commented. The question was called for, and the Walters' amendment failed.

Senator Henderson moved to strike "at that rank" from item 3, section II. The motion was seconded by Senator Driefort. Discussion followed concerning some of the disadvantages of a faculty member moving up in rank only to find himself on a termination list. The question was called for, the amendment failed. Senator Weaver pointed out that faculty dismissal standards require a year's notice before termination. Senator Greenberg moved to amend section II, Item B,2 to state that violation of the standards will be accompanied by a full year's severance salary, Senator Weaver seconded the motion. Discussion followed with the motion put in the form of a resolution - see paragraph three, Attachment . Senator Rogers moved to amend Item II, part 5 to read "Administrative terminations should be made in at least the same proportion as faculty termination." The motion died.

Senator Greenberg, with Mr. Rogers seconding, moved to amend Item II, part B, 1, line 11 by substituting University for College, and by substituting University for College on line one on the following page. A great amount of discussion followed on clarifying Mr. Greenberg's point with Mr. Rogers pointing out that the AAUP document is specific about tenured faculty being placed, if possible, in another area of the University. After great debate, the question was called for, the motion failed.

Senator Duell moved that upon adjournment, the Senate would meet for an adjourned meeting at 3:30 p.m., Tuesday, May 4, 1976. The motion was seconded and approved.

Item II, part B, section 1 was moved to be amended by Senator TenElshof, seconded by Mr. Gosman to read:

"The appointment of a faculty member with tenure or continuing appointment will not be terminated in favor of retaining a faculty member without tenure in another unit of that college, if the tenured faculty member or unclassified staff holding continuing appointments can establish with the College Retrenchment Committee that he is qualified for the position of the untenured faculty member."

The motion was discussed and failed.
The meeting was adjourned until 3:30 p.m. Tuesday, May 4, 1976.

WICHITA STATE UNIVERSITY SENATE

Minutes of the Adjourned Meeting of May 4, 1976. (Vol. XII, No. 15)

Members Present: Benningfield, Breazeale, Burgess, Chaffee, Chopra, Davis, Driefort, Duell, Gosman, Greenberg, Haynes, Hays, Henderson, Holmes, Houston, Hughes, Humphrey, Jakowatz, Mathis, McBride, Millett, Needles, Paske, Petree, Rogers, Shanmugam, B. Smith, Terwilliger, Walters, Webb, Welsbacher, Zandler.

Members Absent: Ahlberg, Brady, Brewer, Camin, Goudie, Graham, Gray, Hay, Kane, Kannan, Kasten, Koppenhaver, Kraft, Magelli, May, McFarland, McKibbin, Nierenberger, Perel, Rhatigan, Rodenberg, Sharp, Snyder, Taravella, TenElshof, Weaver, Whitehead.

Guests Present: Burger, Farnsworth.

- I. Meeting was called to order by President Paske at 3:42 p.m.
- II. Discussion continued on Item B, Section II, concerning "Mandatory Guidelines on Termination of Staff for Budgetary Reasons". Senator Jackowatz moved to amend lines 10 and 11 of section B, Item 1 to read "in the same department", deleting the phrase "that college". Senator Gosman seconded the motion. After lengthy debate concerning A.A.U.P. standards and guidelines, the amendment failed. Senator Gosman introduced an amendment to insert the phrase "at least as" before the word qualified in the final sentence in section B, item 1. The motion was seconded by Mr. Henderson. Senator Gosman presented his rationale for the amendment, and the amendment passed.

Section III, Item F, subsection 3, was amended to read "inform in writing each person . . .". Section III, Item J, subsection 3 was amended to read "inform in writing each individual . . .". These two amendments were proposed by Senator Greenberg, seconded by Senator Rogers. Section IV, section A, line 11, was amended to read, "and if the committee or the faculty member so recommends...."

Senators Burgess and Greenberg introduced two proposed attachments (Resolution - see Attachment A) which were modified by Senator Haynes' amendment to urge the Regents to begin consultation with the University Faculty-(see paragraph one, line 7, Attachment A).

The document on Policies and Procedures for the Reduction of Un-classified Staff was passed by the Senate.
- III. Discussion began on the document for Procedures for the termination of tenured faculty for inadequate performance. Senator Rogers introduced an amendment, seconded by Mr. Greenberg.

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"Inadequate performance is understood to refer to performance which is inadequate with respect to University-wide norms and is in no way to be construed as comparative performance among individuals in a department or a unit of the University."

Lengthy discussion followed on the consideration of inadequate performance. Senators Rogers, Davis, Henderson, Breazeale, Burgess, Driefort, and Magelli spoke to the conception of inadequate performance. The motion failed. Senator Davis moved to delete the phrase "over a three year period" from line 3, stage 1, of the document. The motion was seconded by Ms. Haynes. After some discussion, a motion to postpone the discussion in the Senate to the fall of 1976 was made, seconded, and carried.

IV. The meeting was adjourned at 5:15 p.m.

Senate Resolution on Financial Exigency

Whereas the faculty at Wichita State University has struggled over a two year period to develop policies designed to protect the University and to deal as humanely and justly as possible with faculty members in the event the University faces a financial crises due to decreased enrollments, be it resolved that the Wichita State Senate urge the Kansas Board of Regents to join us in this effort by also adopting stand-by policies with these two objectives in mind. Accordingly, we urge the Regents to begin consultation with the University Faculty, or their representatives, to develop a plan to avoid such a financial crises.

Among the policies which we hope would be an outgrowth of such planning is the development of a stand-by, attractive, voluntary, early retirement for older tenured faculty, should a state of financial exigency exist. We believe it is in the interest of the University to retain a wide spread of ages within a faculty and at the same time to assure faculty that the Kansas system of higher education acknowledges its debt to those who have served it well over a period of years. It is possible with the difference in salary paid professors with lengthy tenure and that paid younger faculty who would replace them, that this step might be accomplished with little or no added financial drain which we recognize would be a most important consideration should cuts in faculty positions be necessary.

We further urge the Regents in their study to develop plans which adhere as closely as possible to the AAUP standards so that costly litigation, which would be an added financial drain on an already troubled system, could be avoided or at least materially reduced. Additionally, since the Regents have adopted the AAUP's 1964 statement on the Standards for Notice of Nonreappointment, we urge them to provide full severance salary when, in the event of financial exigency, those standards are violated.