

THE WICHITA STATE UNIVERSITY
UNCLASSIFIED PROFESSIONAL SENATE
October 28, 1993
8:00 a.m.
425 Ahlberg Hall

**NOTE: IF YOU CANNOT ATTEND THIS MEETING, PLEASE NOTIFY NANCY KRAEMER (EXT 3600)
OR BONNIE JOHNSON (EXT 3404) IN ADVANCE**

AGENDA

1. Discussion with President Hughes (see attached memo)
2. Approval of Prior Minutes (October 14, 1993)
3. Reports
 - A. President's Report - N. Kraemer
 1. University Cabinet Meeting
 2. Coordinated Personnel Policy Handbook
 3. Tuition Waiver/Assistance Task Force
 - B. AVP Search Update
 - C. Professional Development Committee - B. Johnson, J. Pletcher, C. Razook-Ellsworth
 1. WSU Spirit Night - November 6
 2. Wayne Carlisle Posthumous Award - November 10
 3. Professional Development Activities
 - D. Evaluation Task Force Update - S. Gladhart
 - E. Alternative Tenure Track Task Force Update - S. Gladhart
 - F. Sexual Harassment Policy Task Force - D. Nance
4. Non-Reappointment Policies
5. Fall General Meeting - November 10
 - A. Agenda
 1. President Hughes
 2. FY'95 Budget Update - Mary Herrin
 3. Wayne Carlisle Posthumous Award
 4. Activities Update
 5. Other
6. As May Occur

WICHITA STATE UNIVERSITY
UNCLASSIFIED PROFESSIONAL SENATE

Meeting Minutes -- October 28, 1993

The Senate convened on October 28, 1993, at 8:00 a.m. in 425 Ahlberg Hall.

Senators Present: Tom Brock, Stephanie Casper, Victor Chavez; Stephen Gladhart, Bonnie Johnson, Jennifer Keys, Nancy Kraemer, Grady Landrum, Linda Matson, Don Nance, Jill Pletcher, Cathy Razook-Ellsworth, Lynette Seymour, Doug Vandersee, Mike Wood, Bill Wynne

Guests Present: Barbara Bowman, President Hughes, Lynn Murphy, Mike Turner, Dale Valentine

1. Discussion with President Hughes

The following topics of concern by the Senate were brought to President Hughes' attention: Classification of unclassified personnel, disparity in salary increases between instructional and non-instructional units, and the non-reappointment policies. President Hughes was receptive to the Senate's concerns. The discussion was mostly an interchange of information.

2. Approval of Prior Meeting Minutes

The October 14, 1993 meeting minutes were approved.

3. Reports

A. President's Report -- N. Kraemer

1. University Cabinet Meeting. October 20 was the meeting of the University Cabinet. Some of the highlights of the Cabinet meeting are: United Way Campaign will be done with a personal touch; new publicity/recruitment campaign: "Why Wichita State University?"; lower tuition for freshmen and sophomores will be sent to Regents on October 22; downtown/west locations are being scouted for new off site centers; initial FY'95 budget recommendations show a 4.34% shrinkage; WSU has been volunteered for experiments in management changes for the Governor's Task Force on Re-inventing State Government.
2. "Temporary" Designation Meeting. The three senate presidents met on October 18 with M. Turner, B. Bowman, L. Smith, and E. Fooshee: reached agreement on term "conditional" for RU and grant funded people as opposed to true temporary people; next step is "part-time" for multiple part-time appointments for a full-time position.
3. Coordinated Personnel Handbook. No report.
4. Tuition Waiver/Assistance Task Force. No report.
5. Other. M. Herrin will give provide an update on the FY'95 budget at the November 10 general meeting.

B. Vice President for Academic Affairs Search -- D. Valentine

The finalists have been narrowed on November 1.

C. Professional Development Committee -- J. Pletcher, C. Razook-Ellsworth

1. Women's Volleyball -- WSU Spirit Night. The committee has gone forward with plans for November 6 and the other senates will co-sponsor the activity. Besides the WSU memorabilia, tattoos will be distributed. The MRC printed the flyers. Each Senate provided their own mailing labels. A Chalk Talk will be given before the games.

2. TQM Sessions. C. Razook-Ellsworth is checking with E. Stearns for scheduling a follow-up TQM and another general meeting regarding TQM.
3. Wayne Carlisle Distinguished Service Award Program. The award will be made on November 10.

D. Evaluation Task Force Update -- S. Gladhart

No report.

E. Alternate Tenure Task Force Update -- S. Gladhart

Faculty senate has appointed their representatives.

F Sexual Harassment Policy Task Force -- D. Nance

A meeting will be set soon to develop a policy campus wide.

4. Non-Reappointment Policy.

A handout was given comparing faculty and unclassified professional personnel non-reappointment policies. The support committee will work on developing a more equitable policy for UPP.

5. Fall General Meeting.

The first general meeting is scheduled for November 10 from 3:30 to 5:00 PM at 209 Hubbard Hall. The agenda will be: Introduction of new Senate, President Hughes, M. Herrin on FY'95 Budget, Wayne Carlisle Award, Senate activities update, Committee reports, Concerns from floor, unclassified classification report by M. Turner, and handouts.

6. As May Occur.

D. Nance volunteered to coordinate a meeting with the Regent's 3 largest universities' unclassified personnel senates.


7. Meeting Schedule

The Senate will next meet at 8:30 AM in Ahlberg Hall Room 425 on November 11.

Meeting adjourned 10:00 a.m.

WICHITA STATE UNIVERSITY
UNCLASSIFIED PROFESSIONAL SENATE
CAMPUS BOX 106

MEMORANDUM

DATE: October 21, 1993
TO: President Gene Hughes
FROM: Nancy Kraemer 
SUBJECT: October 28 Meeting

We appreciate your willingness to meet with the Unclassified Professional Senate on October 28. The meeting will be held in our regular location of 425 Ahlberg. To accommodate your schedule, we have moved our starting time up to 8:00 a.m.; coffee and rolls will be served.

We hope you will use this meeting to discuss your plans and goals for the university and your views on how we can assist with those, as well as any other issues which you wish to bring to the meeting. In addition, below are three items of concern to us which we would like to discuss with you:

1. Classification of Unclassified Professionals
We have recently been briefed by Barbara Bowman and Mike Turner regarding 1) recent actions by the State Department of Administration pertaining to potential conversion of unclassified professional positions to classified, and 2) the possible changes in the exempt/non-exempt status of many of the university's unclassified professional positions. We understand that the Regents staff is working to try to retain local classification authority regarding the first issue, and that the second is a result of FLSA regulations and may be beyond the university's or the state's control. However, if implemented, both of these issues will dramatically affect WSU's unclassified professional personnel and could have numerous adverse ramifications for the university. Barbara and Mike will also be present at the October 28 meeting, and we wish to discuss our concerns with you and them at that time.
2. Disparity in Salary Increase Allocations
During the FY'94 budget planning process, the university allocated unclassified salary increase funds to instructional units at a higher percentage rate than to non-instructional areas. Obviously, this action benefitted faculty but adversely affected most unclassified professionals. While we understand that WSU's salary levels need improvement, we're concerned that rewarding one group of employees by penalizing another is not an appropriate solution, and we hope that this will not become a regular practice for future fiscal years.
3. Non-Reappointment Policies
Last year, circumstances surrounding differences in interpretation of non-reappointment policies caused concern for unclassified professionals. Our senate is developing recommendations to clarify the non-reappointment policies, and we hope to work with you on this issue to provide appropriate administrative flexibility while still providing equitable protection for unclassified professional personnel along with other university employees.

Dr. Gene Hughes
Unclassified Professional Senate Issues
October 21, 1993
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There are additional issues of concern to us and about which we will communicate with you as the year progresses; however, we believe the three cited above are the most urgent now and should be reviewed with you in the short time available during next week's meeting.

We appreciate the extent to which you have included unclassified professionals in the governance process and in university activities, and we believe that continued efforts along these lines will bolster the perception that we are all one community with common goals. The Unclassified Professional Senate was based on the principles of cooperation, inclusion for all, and collegiality, and we will work with you in every way possible to turn the perception of community into a reality for WSU.

We look forward to meeting with you on October 28.

att.

xc w/att: Unclassified Professional Senators