

**WICHITA STATE UNIVERSITY  
UNCLASSIFIED PROFESSIONAL SENATE  
Meeting Minutes  
November 5, 1998**

- I. **Call to Order:** The Senate convened at 8:32 a.m. in Room 425 Ahlberg Hall, with President Linda Matson presiding.  
  
Senators present: Linda Black, Andy Bowman, Mary Bulla, Margi Dersi, Abiola Dipeolu, John Koppenhaver, Barbara Mason, Mark McCain, Kristi Mohler, Jim Rogers.  
Senators absent: Brian Luinstra, Glendon Miller, Connie White, Mike Wood.
- II. **Review of Agenda:** There were no additions from the senators.
- III. **Minutes:** Margi Dersi moved and Jim Rogers seconded that the minutes from the October 3<sup>rd</sup> meeting be approved as submitted. Motion carried.
- IV. **President's Report**
  - A. President Matson distributed minutes from the October 21, 1998 University Council meeting. The Vision 2020 report was discussed at the Council meeting, and a more complete response is expected. The Council met with members of the Board of Regents on October 28<sup>th</sup>. A proposal to the legislature requesting an increased appropriation to WSU, due to the international student crisis, was quashed.
  - B. The Board of Regents indicated that there would be no flexibility in tuition accountability. Regents suggested that the University be more diverse in its student body, to counteract shortfalls in enrollment.
  - C. President Matson distributed notes from the October 28, 1998 meeting of the Council of Deans and Directors. The notes were compiled by Mike Wood.
  - D. President Matson and Jim Rogers discussed their October 29, 1998 meeting with Board of Regents Executive Director Thomas Bryant and Board member Bill Docking. President Matson and Jim met prior to the meeting and agreed it would be best that they be the only two Senate members to meet with the two Regents, given that only 20 minutes time was allotted. The 20-minute meeting lasted 45 minutes, and the Regents were very engaged in the discussion. They were very cordial and interested in the issues which were presented. As a result of this meeting the Regents are now more educated about Unclassified Professionals at WSU — the diversity of the group; sheer numbers of individuals in the class; the fact that some Deans and PEC members are UP status. It appeared that Regent Docking had no idea about some of these facts, but Executive Director Bryant understood that there is a large and diverse group of UP staff at WSU. President Matson and Jim discussed the salary parity issue. They both asked if UP staff are on the same level as faculty. Regent Docking was adamant that there is no difference, and added, "When we say faculty, we mean Unclassified salaries, too." It was suggested that we try to add specific language to the parity proposal/discussion referring to Unclassified Professionals. It was suggested that we have the Regents convey to Dr. Beggs and VP Patton, as soon as possible,

that it is a Regents view that Unclassified Professionals are on par with the faculty in the salary parity issue. President Matson has a Regents document on the topic that she will distribute to the Senate. President Matson will write a follow-up note to Exe. Dir. Bryant and Regent Docking to request the addition of specific language such as "Unclassified Positions" rather than "faculty and unclassified professionals." It will be important that a grassroots effort be initiated to educate other Regents as well as the legislature about this issue. President Matson, Jim and the Regents also discussed the topic of interacting with Unclassified Senates (or similar organizations) at other Regents institutions. There is no Regents-level representative for Unclassified Professionals. It was suggested that there be a meeting at which Unclassified personnel could report to the Board of Regents. President Matson and Mike Wood will research the Unclassified organizations at other Regents schools.

- E. President Matson met with Dr. Beggs on October 29, 1998. Dr. Beggs wants to meet regularly (monthly) with the Presidents of Unclassified, Classified, faculty and Student organizations. President Matson gave Dr. Beggs a copy of the UP Constitution. He sees Unclassified staff on a peer level with faculty, and seems to know a lot about UPs. He believes in shared governance, and will include UP representation on University committees. He asked for a revised copy of the policy and procedures manual, and was advised of the termination issue that remains unresolved. Dr. Beggs wants to know which University-wide issues we can bring before him. He is open to meet one-on-one with the UP President. The origins of WSU's UP Senate are similar to what he has previously experienced.
- F. President Matson indicated that Frankie Brown, Assistant Director of the WSU Office of Human Resources, has agreed to fill the UP Senate vacancy created by Dori Jones-Chism's resignation.

#### V. Committee Reports

- A. Senate Standing Committees

There were no reports

- B. Senate Ad hoc Committees

- 1. Legislative Committee: Margi Dersi reported that a Legislative Committee is discussing the status of higher education in Kansas — universities, colleges, technical colleges - to develop a more inclusive understanding of what is taught and where streamlining can occur. The discussion includes not only state institutions, but those not governed by state authority. Margi said that Eric Sexton indicated that letters to legislators could be an important factor in the discussions.
- 2. Unclassified Professionals Who Teach: Linda Black reported that she had met with Marvis Lary to discuss the status of Unclassified Professionals who teach. In which category do these individuals belong—Unclassified or faculty or both? They reviewed Bob Hull's letter to VP Patton on the subject of dual appointment status. The letter, which is now two years old and served as an interim policy, is one year past the due date. Is the interim policy now the policy? The majority of

UPWT are in Health Professions and Education, so with Dr. Beggs arrival in January and a new Dean beginning in the College of Health Professions, there may be a more "natural" resolution to the problem. The University personnel list which could identify those in UPWT status is now five years old. To qualify as a UPWT, the individual must have teaching duties at .5 or above. WSU Colleges were asked to submit a list of UPWT. LAS and Business have yet to respond. Engineering, HP, FA and Education have responded. Marvis has developed a survey asking if individuals understand or have issues about the topic. Once the list is complete, it will be distributed. Tenure is an important issue. UPWT are hired with no expectation for research, but cannot get tenure without research. Jim asked if VP Patton is aware of the move to resolve the issue. President Matson will send a note to VP Patton as a follow-up to Bob Hull's most recent follow-up of June 1998. The letter will be copied to AVP Gayle Davis.

#### VI. New and Continuing Business

- A. Nominations for Administrative Review Committee: VP Patton is ready to evaluate Administrative Personnel in certain areas of the University — Business, Engineering, Fine Arts and Health Professions. President Matson will submit several names to VP Patton, and asked Senators to suggest names to her soon.
- B. Two UPs for Parking Plan Committee: President Matson indicated that two UP staff were needed for the University Parking Plan Committee. Tom Brock has shown interest in representing the UP staff. President Matson wanted a Senator on the committee. Jim said he would serve. President Matson will check with Tom, and if he agrees to serve, she will forward the names to Roger Lowe. The Parking Plan Committee will need suggestions from the Unclassified constituency. The committee is expected to complete its work by March 1, 1998.
- C. Faculty Salary Information from Eric Sexton: President Matson has a copy of a letter from Regents Exe. Dir. Bryant which was sent to the Regents, and Regents Institution Presidents and Chancellors. That information will be used as a base for developing a brochure and other material in an effort to build a groundswell of support for the 7.6% salary increase. President Matson will forward a copy to members of the Senate. Eric said that many people never write letters until there is a problem, and that we may want to encourage UP staff to express their interest in this plan now, rather than later. We need to find out who represents us in the legislature, and let them know our concerns. While there are a lot of topics that affect us on a regular basis, the salary parity issue is of paramount concern for Unclassified Professionals. There is a great salary differential for UPs who leave the University for another institution or private business. Eric has mentioned that the 7.6% can be pared down on the legislative approval process. President Matson will invite Eric to the next UP Senate meeting.

**VII. As May Arise**

In reference to the notes from the Council of Deans and Directors, Margi Dersi asked if the Senate should respond to the expression of disappointment by VP Patton over low turnout at the Tilford Conference. Very few Senators new about this year's conference. Little information was available. Abiola said she received information from Tony Ross. Barb received a late date e-mail message. The UP Senate received nothing. Tony Ross chairs the committee. In the past, more information about the event has been made available. It was noted that there is limited space at the conference. President Matson will contact Tony regarding UP Senate involvement in the conference in future years.

**VIII. Adjournment**

Barb moved and John seconded that the meeting be adjourned. The meeting adjourned at 9:45 a.m. The next meeting of the Senate is on November 19, 1998 at 8:30 a.m. in 425 Ahlberg Hall.

Minutes recorded and submitted by Mark McCain, Adjutant Secretary.