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## 1983-05-09 University Senate meeting

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# University Senate Archives

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University Senate

Academic year 1982-1983

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## Volume XIX

### Agenda and Minutes of the Meeting of May 9, 1983

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WICHITA STATE UNIVERSITY SENATE

AGENDA

OLD SENATE 1982-83

Meeting Notice: May 9, 1983, 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 April 25, 1983 (Vol. XIX, No. 12).
- IV. Old Business:

Continued discussion of Proposed Changes  
in Senate Constitution and Rules  
(Attachment B to Agenda of 4-11-83).

V. New Business:

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

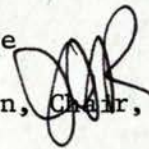
Report of the Tenure, Promotion and  
Academic Freedom Committee--  
Donald Hackett, Chair

Brief Report on Faculty Grievance  
Procedures--James Clark, Chair of  
Faculty Welfare Committee

VI. Adjournment

May 2, 1983

To: University Senate

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

*Document 26*

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 twenty times since July 1, 1982, and has five additional meetings scheduled, to June 30, 1983.

The major time commitment centers on the committee's admissions function. The committee will review approximately 435 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 815 petitions from students seeking exception to one or more University rules, and will process about 460 drops/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.

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. One hundred ten cases were reviewed this past Fall Semester; 17 students (15%) had their probation removed, 41 (37%) were continued on probation (which means they achieved a 2.0 or better), 15 (14%) were continued on review, and 37 (34%) 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: Kim Bader, Jane Deterding, Mary Lou Goodyear, Stan Henderson (ex officio), Jo Hillen, Bernice Hutcherson, Dennis Kear, Patricia Kittle, Carol Konek, Abu Masud, Sue Nelson, Duncan Palmer, James Rhatigan, Nancy Scriven, and Robert Wherritt.

1982-1983 Report to the University Senate  
from

The University Committee on Tenure,  
Promotion and Academic Freedom

Submitted by  
Donald Hackett, Committee Chair

I. Committee Membership

The membership of the University Committee on Tenure, Promotion, and Academic Freedom (UTPAF) for the 1982-1983 Academic Year is as follows:

David Austin	Library/MRC
Cheri Farha	Student
Don Hackett (Chair)	Business Administration
Elmer Hoyer	Engineering
Ben Rogers	LAS
Jim Skaggs (Vice Chair)	At Large
Richard St. John	Fine Arts
Martha Shawver	CHRP
Michael James	Education
John Belt	At Large
Lloyd Benningfield (Secretary)	Ex Officio
John Breazeale/Jacqueline Snyder	Ex Officio

II. Meetings and Procedures

The committee held meetings during the academic year in keeping with the Tenure and Promotion calendar of the University. The bulk of the committee's meeting time was in several day-long meetings held in January, between the first and second semesters.

All procedures and time tables of the published T/P calendar were observed.

III. Tenure and Promotion Case Summary

Table 1 represents a tabular summary of the cases considered by the UTPAF Committee. The total number of cases given formal review totals 21. A total of 7 appeals were heard by the committee with three accepted and four rejected.

Table 1

Category	Number of Cases Reviewed for Tenure and/or Promotion, 1982-1983			Total
	From Colleges	Appeals Heard	Appeals Accepted	
Tenure Cases	11	(1)	0	11
Promotion Cases				
To Assistant Professor	3	(0)	0	3
To Associate Professor	0	(3)	3	3
To Full Professor	4	(3)	0	4
Total	18	(7)	3	21

Table 2 represents a tabular summary of the outcome of cases considered for tenure and promotion by the UTPAF Committee as well as an indication of the number of cases in which President Ahlberg accepted or rejected the committee's recommendations.

Table 2

Summary of Case Results on Tenure and/or Promotion, 1982-1983

<u>Category</u>	<u>Number Considered</u>	<u>Positive Committee Recommendations</u>	<u>Positive Presidential Recommendations</u>
Tenure	11	11	11
Promotion			
To Assistant Professor	3	2	2
To Associate Professor	3	3	3
To Full Professor	4	4	4

IV. Observations and Comments

Below are two or three observations made as a result of serving or chairing this committee the last two years. They are not intended as requests for Senate action nor do they represent committee action or discussion. In other words, they are for your information and consideration.

(1) Department Chair Evaluation. A considerable amount of confusion and discussion has been generated <sup>concerning</sup> conflicting signals given to probationary candidates for promotion and tenure by their departments/colleges decisions and their yearly evaluation reports by departmental chairpersons. If the yearly evaluations are consistently positive on the criteria evaluated and the candidate is subsequently not recommended positively for personnel action, the personnel appraisal system would seem too inconsistent. Departmental chairperson's are urged to take great care in these annual evaluations to include face to face counseling with faculty on their perceived strengths and limitations.

(2) Nonstandard Promotion and Tenure Cases. The UTPAF Committee (as well as some college committees) are seeing an increasing number of promotion/tenure cases of what might be termed a "nonstandard" nature. These are cases of individuals without doctorate degree, great travel requirements, little research, or heavy administrative duties. The evaluation of these cases seems to be increasing significantly and there are few guidelines for a committee to apply in these cases.

(3) The Future Caseload. The caseload for this committee next year is expected to triple. The management, time and energy of the committee will be sorely tested unless careful and creative planning is applied to this task.

Document 28

SUMMARY OF GRIEVANCES

The table below lists all grievances actually filed since the creation of the grievance procedure (Fall 1979)

Types of Grievances

- A - General
- B - Non-Renewal of Appointment
- C - Termination Due to Program Discontinuance
- D - Dismissal or Sanction for Cause
- E - Dismissal for Medical Reasons
- (F - Grievance Involving Discrimination)

	Type(s)	Charge(s)	Grievance Committee Recommendations	Presidential Decision
1	A	Inadequate salary	Not accepted by Faculty Welfare Committee - no internal remedy was possible	--
2	B	Inadequate consideration due to lack of formal annual review; violations of academic freedom	<ol style="list-style-type: none"> <li>1. Faculty member was in a "tenure-track" position</li> <li>2. Lack of formal written review constituted lack of due process</li> <li>3. Faculty member should be given probationary appointment for next year and be considered for tenure</li> </ol>	Faculty member was not in a "tenure-track" position; review process was therefore adequate; terminal appointment was not changed
3	B	Inadequate consideration due to improper evaluation of teaching and research	Supported non-renewal due to insufficient progress toward Ph. D.; no opinion on teaching	Non-renewal upheld due to insufficient progress toward Ph. D.
4	A,F	Salary discrimination; letter of reprimand improperly placed in file	No salary discrimination; letter should be removed	Agreed with committee decisions
5	A,B,F	Notice of non-renewal was not in time; decision to not renew appointment was in violation of previous agreement; change from 12 to 9 month appointment was not proper; all of above due to discrimination	<ol style="list-style-type: none"> <li>1. Notice of non-renewal was not timely; appointment should be renewed for coming year</li> <li>2. Faculty member should be permitted to stand for tenure in coming year</li> <li>3. No evidence of discrimination or violations of academic freedom</li> <li>4. Concerns (but no specific recommendations) expressed about salary, change from 12 to 9 month appointment, departmental notice of requirements, and nepotism</li> </ol>	Faculty member given appointment for coming year; will <u>not</u> be allowed to stand for tenure; no change in salary or appointment period

	Type(s)	Charge(s)	Grievance Committee Recommendations	Presidential Decision
6	A	Improper salary determination	Recommended salary be increased; salary was not determined properly	Pending
7	A	Improper evaluation	Efforts at informal settlement are in process	--

Concerns

1. Need for better methods of informally settling grievances (faculty ombudsman/ombudswoman?)
2. Living with the aftermath of using the grievance process - retaliation by deans and chairpersons against faculty members using the process
3. Need for more rapid responses from the administration
4. Amount of faculty time involved in hearing process

Wichita State University

INTER-DEPARTMENTAL CORRESPONDENCE

To The University Senate Date May 9, 1983  
From J. Keith Graham, Vice-President and Chairperson, Committee on Committees *JAG*  
Subject Request for ratification of additional appointments to Senate Committees

The following two faculty members are being presented for committee appointments for three-year terms, beginning in the 1983-1984 academic year:

LIBRARY POLICY COMMITTEE: Gregory Meissen to replace John Gaston to represent LAS- Social Sciences. (Dr. Meissen's name was inadvertently left off the list of nominations presented last Senate meeting.)

SCHOLARSHIP AND STUDENT AID: Nancy Mason to succeed herself as the representative of the College of Business Administration. (Dr. Safizadeh was appointed at last Senate meeting, but has resigned to devote full attention to his responsibilities as a new Senator from the College of Business Administration.)

UNIVERSITY SENATE

WICHITA STATE UNIVERSITY

Minutes of the meeting of May 9, 1983, (Vol. XIX, No. 13).

Members Present: Aagaard, Ahlberg, Breazeale, Brewer, Brinkman, Chaffee, Childs, Clark, Crown, Dreifort, Duell, Egbert, Gosman, Graham, Greenberg, Gregg, Harmon, Janeksela, Kruger, Lee, Mathis, May, McCollum, Meisch, Menhusen, Millett, Myers, Raine, Rhatigan, Rozzelle, Schrag, Sojka, Soles, Stevens, Stone, Terrell, Thomann, Throckmorton, Tilford, Wilhelm, Wineke.

Members Absent: Alexander, Billings, Carmody, Davis, James, McLeod, Milbrandt, Mills, Olson, Schlesier, Schoenhofer, Thibault, Triplett, Wilkerson, Zoller.

Guests: Lee Starkel, Virgil Pangburn, Mary Lou Goodyear, Marv Leavy.

I. CALL  
TO ORDER

President Mathis called the old Senate to order at 3:58 p.m.

II.  
INFORMAL  
PROPOSALS  
AND  
STATEMENTS

Senator Clark read into the minutes the following resolution, which had been passed by the College of Business Administration:

Be it resolved that the faculty of the College of Business Administration do not support the current actions of the Wichita State University Senate in their attempt to design a questionnaire to be used university-wide to obtain student perceptions of the quality of instruction in individual classes. We urge Senate members to vote against the recommendations of the Senate Committee on the Student Evaluation of Teaching.

Further, the faculty of the College of Business Administration request that the Senate reaffirm the concept of college and department autonomy on academic questions by terminating the efforts of this committee, and by recognizing that the process of faculty evaluation, whether in the area of teaching, scholarship or service, is the responsibility of the individual faculty member, and his or her department and college.

III. APPROVAL  
OF MINUTES

The minutes of the April 25, 1983 meeting of the Senate were approved as distributed.

Suspension of  
Rules

President Mathis proposed a suspension of the rules to allow the Senate to consider two late committee nominations from the Committee on Committees. There was no objection.

Committee on  
Committees

Senator Graham, chair of the Committee on Committees, presented the following nominations for committee positions:

Library Policy Committee: Gregory Meissen to replace John Gaston to represent LAS-Social Sciences, for a three-year term beginning in the 1983-84 academic year.

Scholarship and Student Aid: Nancy Mason to succeed herself as representative of College of Business Administration, for a three-year term beginning in 1983-84 academic year.

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MOTION

Senator Greenberg moved approval of the nominees. Senator Duell seconded.

VOTE

The motion to approve the nominees passed.

IV. OLD  
BUSINESS

The Senate resumed discussion of proposed changes in the Senate Constitution and Rules and of Senator Greenberg's proposed amendment to the Constitution.

MOTION

Senator Greenberg clarified his position with respect to the place of department chairs in university governance, stating that his amendment was inspired solely by the PERB ruling of a few years ago. Acknowledging that this is an issue that warrants much discussion, he moved that further consideration of his amendment be postponed until the next scheduled Senate meeting. Senator Stone seconded.

Senator Thomann asked if approval of this motion would postpone consideration of the entire item. The answer was affirmative.

Senator Childs asked Senator Myers, chair of the Rules Committee, if there were any disadvantage in postponing consideration of the package of changes. Senator Myers replied that the Rules Committee had hoped to clarify the starting date for committee memberships but that otherwise a delay would allow the Committee to clean up the Constitution and Rules further. Senator Duell pointed out that changes in the Constitution require faculty approval and could not be considered until the second General Faculty meeting next year, so there will be no real delay.

VOTE

The motion to postpone consideration of the item until the next Senate meeting passed.

V. NEW  
BUSINESS  
Report of  
Admissions  
& Exceptions  
Committee

Senator Rhatigan, chair of the Admissions and Exceptions Committee, presented the Committee's report (Attachment A) and opened the floor to questions.

Mr. Abbinett, member of the new Senate, asked about the appropriateness of having members of college admissions and exceptions committees serve on the University committee as well. Senator Rhatigan replied that it is advantageous to the committee, since those persons have some familiarity with cases coming from their colleges. He added that he knows of no instances where double-membership on these committees has been abused. Mr. Abbinett asked if members of college committees voted on the University committee. Senator Rhatigan replied that they do only if they have been appointed by the Senate.

MOTION

Senator Wineke moved acceptance of the report. Senator Duell seconded.

VOTE

The motion to accept the report of the Admissions and Exceptions Committee passed.

Report of the  
Tenure, Pro-  
m on &  
Academic  
Freedom  
Committee

Donald Hackett, chair of the University Tenure, Promotion and Academic Freedom Committee, presented the committee's report and invited questions.

Senator Thomann observed that it seemed strange that, while college committees recommended no one for promotion to associate professor, the University committee recommended three persons who had appealed negative

decisions at the college level. Dr. Hackett replied that his committee's decisions were made on the merits of the cases involved.

Senator Thomann asked if Dr. Hackett believed that we could do away with University-level review of tenure and promotion cases, except for appeals, given the fact that all of the cases positively recommended by the colleges were approved by the President. Dr. Hackett replied that the TPAFC is still needed to maintain review of all cases according to University standards.

Senator Thomann, noting that the Committee expected its caseload to triple next year, asked if the newly adopted tenure and promotion procedures were responsible. Dr. Hackett replied that the increase is a logical outgrowth of hiring patterns.

Senator Greenberg asked what the non-acceptance of an appeal really means. Dr. Hackett replied that when the Committee receives an appeal, it considers whether the candidate has a basis of appeal. If the Committee accepts the appeal, it reviews the case as if it had been a positively recommended case; if it does not accept the appeal, it does not review the case further.

Senator Sojka asked Dr. Hackett to give his impressions of the student's role on the Committee. Dr. Hackett replied that, in general, students work at a disadvantage because they do not entirely understand the tenure and promotion process. The particular student who has served the past two years, however, has been an assertive, competent member of the Committee.

Senator Clark, noting that last year, the Senate indicated a wish to have a full report on decisions made at departmental and college, as well as the University, level, asked if the Committee had given consideration to that. Dr. Hackett replied that it hadn't. Senator Graham stated that he would like to see this responsibility made part of the Committee's charge. Dr. Hackett answered that the TPAFC does not receive information on negatively recommended cases at lower levels unless they are appealed. Vice President Breazeale stated that the central administration does know the number of mandatory tenure cases that come up each year; this year it was thirteen (eleven of the thirteen were granted tenure).

Senator Terrell observed that this would seem to be an item of priority for the Agenda Committee next year. He also challenged Dr. Hackett's position on the necessity for retaining the TPAFC, except as a committee to deal with appeals, observing that some colleges actually have higher standards for tenure and promotion than the University does.

Senator Dreifort raised a question about the wisdom of recommending special criteria for nonstandard tenure and promotion cases, asking if it isn't up to the candidates and their supervisors to be aware of the requirements and measure up to them.

Mr. Abbinett asked if the TPAFC had handled any academic freedom cases this year. Dr. Hackett replied that it had not. A discussion on the meaning of "Academic Freedom" ensued, with no clear definition emerging.

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It was established, however, that the TPAFC deals only with academic freedom issues respecting faculty members. Senator Rhatigan pointed out that there is a separate document for students.

MOTION

Senator Sojka moved acceptance of the report. Senator Dreifort seconded.

VOTE

The motion to accept the report of the University Tenure, Promotion and Academic Freedom Committee passed.

Faculty  
Welfare  
Committee

Senator Clark, chair of the Welfare Committee, presented a brief report on faculty grievance procedures, outlining the process and summarizing cases dealt with since the institution of the procedures in 1979. He also articulated some of the Welfare Committee's concerns, which included the amount of time that grievance procedures consume, the difficulties that involved parties have in living with the aftermath of a grievance procedure, slowness with which the administration implements a grievance committee's recommendations, and the failure of the administration to support major recommendations made in favor of faculty members by grievance committees.

Mr. Abbinett, who has served as student ombudsman, observed that he and Dr. Rhatigan have experienced problems of retaliation with student grievance procedures. He expressed support for the Committee's suggestion that it would be desirable to have a faculty ombudsman to facilitate the informal settlement of grievances. He noted, however, that it is a big job.

Senator Terrell asked if there were any indication that the cases dealt with were academic freedom cases. Senator Clark replied that two of the seven cases summarized cited issues of academic freedom.

Senator Thomann noted that we have two different grievance processes, one for faculty and one for the administration. He asked if there had been any discussion of reconciling them; he suggested that the Agenda Committee look into it.

Mr. Kahn, member of the new Senate, asked if this procedure could, in some cases, be avoided by adopting the evaluation procedures used for classified employees.

Vice President Breazeale stated that, while grievance procedures have worked commendably, his perception is that the realities of the grievance process make amelioration of the Committee's concerns doubtful. Retaliation, he observed, is quite often in the eyes of the beholder. With respect to the administration's response to the recommendations made by grievance committees, he pointed out that those filing grievances usually take recourse to outside agencies as well. The administration, in such cases, is obliged to consult with the state Attorney General's office.

Senator Egbert, who has served on a grievance committee, observed that a lot of time is consumed just in determining the nature of the particular grievance; he asked if the Welfare Committee could provide clear direction on this. Senator Clark replied that we already have a fifteen-page basic document to work from; he would hate to pile more detail on top of that.

MOTION Senator Graham moved that the Senate thank Senator Clark for his report.  
Senator Throckmorton seconded.

VOTE Senator Graham's motion passed.

MOTION Senator Graham moved, to a chorus of seconds, that the Senate extend its  
respect and appreciation to William Mathis for the quantity and quality  
of leadership he has exhibited as President of the University Senate  
during the past year.

VOTE The motion carried unanimously.

Senator Thomann moved to adjourn. Senator Duell seconded.

ADJOURNMENT The Senate adjourned at 5:08 p.m.

Donald Wineke, Senate Secretary  
Lucille Brodie, Recording Secretary