



Faculty Senate Archives

Faculty Senate

Academic year 2025-2026

Volume XXXIX Documents and Reports

Faculty Senate Meeting Presentation September 8, 2025

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WICHITA STATE
UNIVERSITY

Faculty Senate Meeting

September 8th, 2025, 3:30-5pm

Woolsey Hall 110A

Faculty Senate Meeting Agenda

What: Faculty Senate Meeting (2025-2026)

When: Monday, Sep 08, 2025, 3:30-5:00 pm

Where: Woolsey Hall 110A

Agenda Item	Notes/Discussion/Process	Time
Call to order	Christopher Stone	
Approval of Minutes	Aug 25, 2025	1 min
Informal Statements		2 min
President's Report	<ul style="list-style-type: none">• KBOR Faculty of the Year Awardees• Payroll periods and start/stop dates• Syllabus template• Pay compression/inversion• Update on KBOR and WSU workload policies	30 min
Committee Reports	<ul style="list-style-type: none">• Nominees for ratification – Rules Committee	2 min
Old Business		
New Business	<ul style="list-style-type: none">• Chair policy Task Force and historical context• Proposed change to 4.13 Chair Policy and Procedures (Electorate) – First read• Proposed change to 4.13 Chair Policy and Procedures (Term limit) – First read	5 min 20 min 30 min
As May Arise		
Adjourn	<ul style="list-style-type: none">• Next meeting, September 22nd at 3:30pm in Woolsey Hall 110A	

Faculty Senate (2025 – 2026) Meeting Minutes - Draft
Monday, August 25, 2025
3:30-5:00 pm Woolsey Hall, 110A

Attendance

Present Allen, Asmatulu, Beck, Billingham, Bowen, Boynton, Butler, Castro, Celestin, Chesser, Cooper, Cossell, Dai, Delacruz, Dudley, Flores, Foster, Gilstrap, Griffith, Jamkartanian, Jones, Kim, Kirby, Koop, Kreinath, Loibl, Lynch, Muether, Myose, Nelson, Nicks, O’Bryan, Ott, Price, Proctor, Rani, Ray, Sarionder, Sherwood, Showstack, Small, Stone, Tew, Thompson, Twomey, Vasquez, Williams

Excused NA

Absent Amos, Figy, Gregory, Kuhlman, Li, Ma, Pang, Sun, Swindle, Terry, Zhu

Call to Order

- President Stone at 3:30 - [Meeting slide deck](#)
 - Faculty Senate (FS) no longer has administrative support. The FS Executive Committee is learning new workflows and software, Board Effect. Future meetings will have a packet that Senators will have access to. More info to follow.
 - Meeting processes – will try just speaking out, once recognized, without using microphones. Will use mics if sound quality is too low on Teams or people in room cannot hear. Be aware that table microphones, when on, are very sensitive and Teams will pick up any side talk in the room.

Approval of Minutes

- [May 12, 2025](#) – no comments for corrections or additions; approved unanimously as submitted

Introduction of New Faculty

- President Stone requested slight adjustment in posted agenda to move faculty introductions next – no objections.
- Deans or their representatives from each College and Library introduced their new faculty. See slide deck pages 20-30

Informal Statements

- None

President’s Report

- Updates and Priorities for AY25-26, see slide deck pages 7-18.
 - President Stone welcomed new Senators and reviewed key points and tips.
 - Point of clarification regarding bringing issues to the Senate – President Stone reminds Senators to follow their chain of command whenever possible, but Senate bylaws include a process for topics to be added to the agenda if certain guidelines are met.
 - Additional context for upcoming changes
 - WSU does not currently have a robust workload policy, changes to our policy are coming to align with KBOR’s updated policy. FS Academic

Affairs will work on this policy and it will come to FS for input prior to final policy development. For a general idea of the direction the policy is heading, review [UNCV's policy](#).

- Board Effect is the new FS software. All senators will have access to the platform and will receive training once single-sign on (SSO) is ready. This is a work in progress and many details yet to be fully worked through. FS Exec will work on a policy for what documents are available for public access and where (FS website vs Library) and bring forward to FS for discussion.
- General Faculty meetings will be held in Woolsey at 3:30pm.
- Senator Castro is chair of the Department Chair policy taskforce, please reach out to her with any questions.
- Many of the policies that need updated are due to practices that have moved faster than policy – updates will be primarily to ensure policy aligns with practice.

Committee Reports

- Rules Committee – President Elect Koop, Presented by President Stone
 - Confirmation of University committee members (slide deck page 19) – confirmed unanimously
 - Expect more confirmations at next FS meeting.

Old Business

- None

New Business

- Open Discussion of Updates and Priorities for AY25-26, President Stone
 - Workload clarifications
 - Individual units across campus will have latitude in their workload policies, but a standardized policy is needed at the university level.
 - Faculty should not expect to see radical changes in their workload, though those who currently have lower (or higher) workloads may see more changes than others.
 - Currently no plan to incorporate Uniscope into the policy, but FS Academic Affairs will take that into consideration.
 - The draft policy will come to FS for input. Will also be presented to General Faculty. Due to the nature and implications of the policy, may take a longer approach to review in FS. For example, may have a general discussion for Q&A before doing a formal first read.
 - Changes to the university Freedom of Expression policy have moved forward.
 - Update on Faculty Pay – Provost Lounsbery
 - Very complicated issue.
 - State does not provide sufficient funds to support across the board raises and WSU does not have the money to make up the difference.

- State funds for salaries were allocated to MBC this year and the bulk of the money was used to establish “floor” salaries.
 - 50k for Assistant Educator (NTT)
 - 55k – Assistant Teaching Professor and Assistant Clinical Professor (NTT)
 - 65k – Assistant Professor (TT)
- Goals is to increase the floor roughly every 3 years; encourage/incentivize promotion until full professor.
- Salary increases will be tied to tenure, promotion, and/or PIR.
- Challenge is to achieve efficiency and optimization through diversifying revenue funds and working smarter, not harder; this will raise/save money so that salaries can be increased.
- Plan that extra funds moving forward be used to address compression (compensation differences between faculty with different levels of experience are minimal) and inversion (extreme compression where new hires make more than current faculty).
- Clarifications based on Senator questions
 - If you feel your salary has not been adjusted based on the above information, please reach out to your Dean.
 - Due to the overall financial health of the university, this year and next will be rough. There is more trimming to do (for efficiency), but the current plan is meant to put us in a better position moving forward.
 - Salary increases will be tied to promotion, tenure, or PIR. Expect no major salary increases aside from those events.
 - Differentiated workload is similar to coaching – each player has an assigned position for the benefit of the team. Not sure how this will look, still a work in progress. Faculty will be involved in the discussions. Just exploring the idea at this time.
 - The new floor salaries are for all faculty. The intent is to bring all TT or tenured faculty up to the floor salaries. All NTT faculty should be at least at their floor salaries.
 - Faculty who receive MBC increases will be notified.

As May Arise

- None

Adjourn FS

- Next meeting is September 8, 3:30 in Woolsey Hall 110A
- President Stone adjourned the meeting at 4:46.

Minutes prepared by Rhonda Williams

Informal Statements?

Recording starts now.

Disclaimer: Any AI-generated notes from this meeting are not official records and may contain errors. Please refer to the official Faculty Senate meeting minutes.

RULES COMMITTEE NOMINATIONS



Jeff Pulaski

University At-Large
Senator
May 2026



Zhiyong Shan

Senator for Computing
May 2026



Doris Chang

Senator for Social
Sciences Fall 2025

RULES COMMITTEE NOMINATIONS



Committee	Faculty Member
Faculty Support	Jeff Hayton (LAS - Humanities)
Student Affairs	John Hamond (LAS - Nat Sciences) Stephanie Nicks (Health Professions) Janelle Birkner (Engineering) Jay Price (LAS - Humanities) John (Jack) Brand (LAS Social Sciences) Jacy Pedersen (Fine Arts) Robin Folkerts (CAS) Fiona Holly (Libraries)

COMMITTEE VACANCIES



Committee (# vacancies)	Faculty Member
Rules Committee (1)	LAS Social Sciences (through 2027)
General Education (1)	LAS Social Sciences (through 2026)
Faculty Affairs (2)	LAS Social Sciences (through 2028) Business (through 2027)

Christopher Stone

Sep 8th, 2025

Faculty Senate Meeting

President's Report



KBOR Faculty of the Year Awardees



Dr. Erin O'Bryan
Assistant Professor in the
Department of
Communication Sciences
and Disorders



Dr. Lisa Mullikin Parcell
Betty and Oliver Elliott
Associate Professor of
Communication



Marco Hernandez
Assistant Teaching Professor
of Print Media

Start and Stop work dates for faculty

- Payroll periods are arbitrary
- Payroll calendar not always aligned with academic calendar
- Some leadership using payroll dates as report dates

- Academic Affairs will add an official start date to academic calendar
- One week prior to start of semester

Syllabus Template

- University policies will be moved to website
- Current version has some policies on template along with URL
- New version expected for Spring 2026

Pay Compression and Inversion

- Raising floor for new faculty exacerbated pay compression
- Leadership is currently working on a plan
- Provost has committed to formulating plan this academic year
- Data collection already underway

KBOR and WSU Workload Policies

- KBOR policy sets guidelines for Institution-level policy
 - Specifies what elements must be included
 - Broadly defines workload percentages by institution type
- WSU policy sets standard workload expectations
 - Standard teaching load
 - Defines a “Teaching-Track” for tenured faculty
 - Allows units to establish policies including differential workloads



Unit (School or Department) Policies

- Within the framework of the WSU policy
- Details how workload is calculated within the unit
 - Example: contact hours rather than credit hours
- Define Other Teaching Assignments
 - Example: lab supervision
- Define Reassignments
 - Example: course buyouts from grants

Questions?



Christopher Stone

Sep 8th, 2025

Faculty Senate Meeting

Chair Task Force



History

- Formed prior to 2020
- Paused in 2020
- Reactivated in Spring 2025
- Work in between completed by Exec and Rules Committee

Goal

- Make several improvements to policy
- Inclusion of NTT faculty
- Revise inadequate procedures (e.g., no timelines)
- Description of role is outdated
 - No mention of mentorship or succession planning
- Several complaints over the years

Process

- Like any other faculty policy
- Chair Task Force
- Executive Committee
- Senate
- General Faculty
- WSU administration

Questions?



4.13 / Chair Policy and Procedures

Effective: July 01, 1997 Last Revised: October 22, 2024

I. Initiating Authority

- A. The Faculty Senate serves as the initiating authority for this policy.

II. Purpose

- A. This policy lays out the role, selection, review and evaluation of department chairs.

III. Policy

Undergraduate degree-granting colleges are organized by departments and schools headed by chairs or directors. Throughout this policy, any reference to "chair" also applies to directors, and any reference to "department" also applies to schools.

A. Title of the Office

The term "chair" as opposed to "head" is used herein to suggest consultative and open administrative procedures.

B. Role of the Chair

Appropriate functions of the chair include the following duties:

1. Academic Leadership

- a. To inspire and to facilitate departmental staff action that identifies and moves effectively toward the realization of goals of the department.
- b. To create and maintain an environment conducive to continuous departmental development by employing carefully considered and highly selective recruitment practices and by encouraging and facilitating professional growth in all members of the staff.

2. Representation

- a. To represent to appropriate groups beyond the departmental staff, such as students, college administration, University administration and the general public, the academic, professional and economic needs and interests of the department and its staff.

- b. To represent to the staff the interests of identified relevant groups beyond the departmental staff, such as University administration, college administration, students, the academic discipline and the general public.
- c. To act on all budgetary matters of the department in consultation with representative staff and the dean.
- d. To act on personnel problems of the department, and, in consultation with representative staff, to make decisions on or transmit to the dean recommendations regarding:
 - i. assignment of staff
 - ii. evaluation of staff
 - iii. level and equity of financial reward
 - iv. tenure
 - v. promotion
 - vi. nonrenewal of employment

The role of the chair is important to the wellbeing, morale and development of the professional staff and to the operation of the University. The departmental staff, the dean, the Provost and the President all share an interest in developing and following procedures to facilitate the selection of chairs who will foster the highest standards of professional performance, or when necessary, infuse new life into a department. The procedures outlined by this policy will be utilized in the selection, appointment and evaluation of chairs.

C. Eligibility for Chair

No eligibility requirements as to age or length of University service are recommended. Any Full-Time, Eligible Faculty Member may serve as department chair.

D. Term of the Chair

The term of the chair shall be set by a majority of the departmental electorate at not less than three years nor more than five years. The chair may serve more than one successive term on the vote of a majority of the departmental electorate. A chair shall have the prerogative of resigning the office at any time, with reasonable notice. The departmental electorate may, by a petition signed by a majority of the total electorate, ask the dean to consider removal of the chair, but in no instance shall such request be made prior to the first annual evaluation of the chair. If so requested, the dean shall initiate a

hearing. If an agreement cannot be reached, procedures stated under "IMPASSES" below shall be followed.

The dean may request, at any time, for good and sufficient reason, that the department consider removal of the chair. When removal is considered, the chair shall be accorded an opportunity for a full hearing, before the electorate and the dean, on his or her alleged shortcomings and have opportunity to respond.

A majority vote of the department electorate is required to support removal from office. If an agreement cannot be reached, procedures stated under "IMPASSES" below shall be followed.

Nothing in this document shall preclude the President from removing a chair from the position and/or appointing an interim chair if the President is convinced, beyond reasonable doubt, that the integrity of the University and its effective functioning requires such action and if the President has explored the situation, insofar as time permits, with faculty members and the chair of the department involved, and with the dean and appropriate committees of the college in which the department is housed. In keeping with the consultative spirit of this document, it is recommended that in reaching such decisions the President also seek the advice, insofar as practicable, of representatives of faculty and administration.

In the event of termination of a chair (due to completion of the term of office, resignation or removal), he or she shall be accorded the same professional rights as any other faculty member of like academic status.

If it is necessary to appoint an acting or interim chair for longer than one semester, the dean shall make the appointment, except that on petition of a majority of the departmental electorate, he or she shall institute the same selection procedure as is used in naming a chair for a full term. If the appointment of an interim or acting chair is for a semester or less or for serving for a chair who will return to his or her position, the dean and the regular chair shall decide on the interim appointee.

E. Electorate

The electorate for nominating a department chair shall, ~~as a minimum, include all those serving as Full-Time professors, associate professors, assistant professors and tenured instructors, who provide at least 50 percent of their University duties within the department. This group may, by majority vote, establish as a policy the extension of the electorate to (but no farther than)~~ all those in the department enfranchised to vote under the Constitution of the Faculty Senate.

Administrators, , are excluded from the electorate for the purposes of voting for a chair. A faculty member who has resigned or who is serving in the last

year of a terminal appointment shall also be excluded from the electorate for the purposes of voting for a chair.

In departments with an electorate of five or fewer persons, departures from the stated procedures may be made. In such instances, the dean shall utilize methods that conform to the spirit of democratic and consultative procedures implicit herein.

The dean shall ensure that the electorate is convened only after due notice. On convening, the electorate shall choose a presiding officer to serve until the selection of a chair is completed.

The electorate, as defined above, may, by majority vote, assign to a committee of its choosing the function of nominating a candidate or slate of candidates for chair. In the final selection of a nominee for chair, the total electorate shall be accorded the right to vote. In all votes provided for pursuant to these procedures, measures shall be taken to ensure the anonymity of each voter.

The electorate of a department recommends a nominee to the dean of the college. The dean, with the concurrence of the Provost, unless there is an impasse, may proceed to appoint the individual as chair of the department.

In the event that a new department is created and has no staff, the dean shall have the prerogative of appointing the initial chair for a term not to exceed three years.

F. Impasses

In the event of an impasse between the dean and the departmental electorate over the selection or removal of a chair, the dean shall meet with the entire departmental electorate, give reasons for and discuss his or her position regarding the decision, and respond to questions and discussion from the faculty. An attempt shall be made to find a mutually acceptable solution.

Failing a solution, the departmental electorate shall proceed through the nomination procedure a second time and make a nomination or nominations to the dean.

If an impasse persists, the issue shall be submitted for fact finding and mediation to an ad hoc committee of five faculty members. This committee shall consist of one person named by the dean, one person named by the departmental electorate, and three persons named from the Full-Time Eligible Faculty Members of WSU, by the two previously appointed representative members. If the fact-finding and mediation activities of the committee do not resolve the impasse, the committee will transmit its findings of fact and its recommendations, which shall be made public, to the dean, to the President and to the Provost for their action. In addition, a vote by secret ballot shall be

conducted among the department electorate to determine the number that support or oppose the recommendation of the dean. The record of this vote shall accompany the recommendation. Any member or group of the electorate shall be accorded the opportunity to make a statement in writing, support or opposing the recommendation, to the Provost.

G. Evaluation of the Chair

There shall be an annual, anonymous, written evaluation of the performance of chairs instituted by the dean and conducted by the electorate of the department as previously defined. The evaluation instrument used by the departmental electorate shall include questions submitted by the dean, by the chair and by representatives chosen by the departmental electorate from its membership. The results of the evaluation shall be available to the dean and to the chair; on the initiative of the chair, the results may be made available to others as designated by the chair.

IV. Definitions

A. For the purpose of this policy only, the following definitions shall apply:

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2. **Eligible Faculty Member** : For the purposes of this policy, Eligible Faculty Members are all employees who have teaching/research/library responsibilities of 50% or more that are eligible for membership in the Faculty Senate, including, but not limited to: temporary faculty, probationary faculty, tenured faculty, non-tenure track faculty (contingent unclassified professionals, provisional unclassified professionals, and regular unclassified professionals). These employees all have the e-class designation of FA or F2.
3. **Full-Time** : An employee who works 100% of the standard full-time workload as defined by the University. A 0.75 FTE appointment is considered full-time and includes eligibility for full benefits. This can represent 30 hours or more per week for staff or the equivalent teaching and service load for faculty.
4. **University** : Wichita State University and controlled affiliated organizations.

V. Applicable Laws And Additional Resources

- A. Constitution of the Faculty Senate
- B. Rules of the Faculty Senate

VI. Revision Dates

- A. July 1, 1997
- B. November 15, 2011
- C. October 22, 2024

4.13 / Chair Policy and Procedures

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Given the importance of shared governance and leadership development in higher education, chairs are expected to foster an inclusive environment that actively supports the preparation of all department members for future

leadership roles. This includes providing intentional inclusive mentorship, creating opportunities for growth, and engaging in succession planning, while also developing a thoughtful post-chair career trajectory for themselves.

Department chairs may therefore serve no more than two consecutive terms except in extenuating circumstances. Length of each chair term may be 3-5 years, as determined by the department electorate.

Effective date: January 2026. Chairs who have already exceeded this timeframe or are at the limit will be expected to complete their term before transitioning, with appropriate support and planning for leadership handoff.

A chair shall have the prerogative of resigning the office at any time, with reasonable notice. The departmental electorate may, by a petition signed by a majority of the total electorate, ask the dean to consider removal of the chair, but in no instance shall such request be made prior to the first annual evaluation of the chair. If so requested, the dean shall initiate a hearing. If an agreement cannot be reached, procedures stated under "IMPASSES" below shall be followed.

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As may arise

Next meeting

September 22nd

3:30-5pm

Woolsey Hall 110A