



Faculty Senate Archives

Faculty Senate

Academic year 1988-1989

Volume II

Agenda and Minutes of the Meeting of April 17, 1989

AGENDA
FACULTY SENATE
THE WICHITA STATE UNIVERSITY

Room 126 CH

3:30 p.m.

Meeting Notice: Monday, April 17, 1989

Order of Business:

- I. Calling of the Meeting to Order
- II. Informal Proposals and Statements
- III. Approval of Minutes
- IV. Formal Reports
- V. Old Business - None
- VI. New Business

Promotion and Tenure Document (previously distributed)

- VII. Adjournment

EXECUTIVE COMMITTEE

Peter Zoller, Senate President	Box 14	3130
Gary Greenberg, Senate Vice President	Box 34	3171
Tom Izbicki, Senate Secretary	Box 68	3591
Elmer Hoyer, Senate President-Elect	Box 44	3415
Gayle Davis, Elected by Senate	Box 82	3358
Karen Brown, Elected by Senate	Box 26	3114
Jack McCormick, Appointed by Sen. Pres.	Box 51	3120

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Proposal for Senate consideration

3.141/The guidelines

1. The Wichita State University exists to serve its students, the people of the State of Kansas, and humanity in general. Merit should be defined so as to reflect those purposes and no other. A reward system that determines merit according to the prejudices of a certain academic rank or other preconceived notions of worth precludes academic freedom and must be avoided.

Amendment; Section 3.142 - 2.

In supporting their request, candidates shall describe and document their performance in the following areas, which will be pre-selected by the candidates in conjunction with their department chairs: (individuals may elect one, or a combined, emphasis):

Research and publication

This activity will follow standard methodology for the department concerned and must be documented annually. It may include published work, research in progress, and work that has been presented formally to the department or to regional or national conferences. The aim will be to encourage serious, fruitful investigation without the interference of artificial pressure to publish in specific places at specific intervals; the latter is seen as a barrier to true research, which by its nature is investigative rather than competitive.

Teaching load reductions for individuals electing to emphasize this area must be accompanied by a letter of support from the chair of the department and the dean of the college.

Program enhancement and administration

This area will include standard administrative assignments as well as specific activities that can be shown to require (a) regular, continuing blocks of time, or (b) a single assignment with a specific time allotment. Work in this area will be documented annually by (a) standard evaluation procedure for chairs and (b) written reports which have been approved by the chair of the department and the dean of the college.

Teaching load reductions for individuals electing to emphasize this area must be accompanied by a letter of support from the chair of the department and the dean of the college.

Teaching

Individuals selecting this area must (a) carry a standard teaching load in their department, (b) must supply annual student evaluations of their classroom performance, and (c) must conduct, at least every two years, a master class which will be evaluated by their peers; this class must be observed, taped, or attended by scholars in the discipline.

Service to the department, the college, or the university is an expected part of every faculty member's citizenship in the institution. Documentation for participation in this area should be included in every dossier.

Rationale:

The reputation of a university is dependent, ultimately, on the quality of the students who attend and graduate from it. In turn, student performance and enthusiasm are determined by the programs offered in the various departments--and these programs arise out of diversity. Every department needs cooperative members who contribute their individual strengths to the department as a whole; every department is weakened by an environment of competitive ambition in which individuals pursue only their own futures.

It is easy to appeal to immediate self-interest as a motivating factor, since we are all susceptible. What is more difficult is to encourage long-range program development that may provide job security but is less visible on a year-to-year basis. Any university that systematically reinforces self-interest and discourages program enhancement is, therefore, endangering its future.

For this reason, it is essential that variety rather than rigidity be encouraged. Faculty members should be promoted and tenured on well-documented and persuasive grounds; these grounds, however, may be different in order to fit the different needs which we all know exist within any department.

Proposed by Sen. Susan Nelson

FACULTY SENATE

THE WICHITA STATE UNIVERSITY

Minutes of the Meeting of April 17, 1989

MEMBERS PRESENT: Adamson, Barrett, Baxter, Benson, Bereman Brinkman, Brown, Burk, Campbell, Clark, Crum, Davis, Dotzour, Dreifort, Duell, Edgington, Elizondo, Fatehi-Sedeh, Feleppa, Hardy, Harper, Hartman, Horn, Hoyer, Huntley, Hutcherson, Izbicki, James, Laptad, Martin, Mays, McCormick, McKellar, Nelson, Paske, Scott, Snyder, Sullivan, Sutterlin, West, Wherritt, Williamson, Yeager, Zoller

MEMBERS ABSENT: Armstrong, Babnich, Bennett-Kastor, Bostick, Brady, Burdette, Burdsal, Cisneros, Eyada, D. Foster, M. Foster, Gosman, Graham, Greenberg, Neufeld, St. John

GUESTS: Farnsworth, Lee, McDougall, Pangburn

Summary of Senate Action

Motion to substitute the Tenure and Promotion Policy in the Faculty Handbook for the proposal from the Faculty Affairs Committee: failed.

Motion that the the Senate become a "quasi committee of the whole": passed.

Call to Order, "Informal Proposals and Statements"

President Zoller called the meeting to order at 3:35. Congratulations were given to John Gaston and to Albert Gosman for receiving the 1989 Excellence in Teaching Award. Elsie Shore and George Gibson were congratulated as recipients of the Leadership in the Advancement of Teaching Award, and Bertil van Boer was congratulated for receiving the newly created Young Faculty Scholars Award.

Approval of Minutes

Motion was made and seconded to approve the minutes as written.

Formal Reports - None

On April 24 Jasper Schad will speak to the Senate, and Karen Brown will report on the Ad Hoc Committee on Child Care.

Old Business - None

New Business

The recommendation on promotion and tenure from the Faculty Affairs Committee was brought to the floor. Duell moved that the existing policy in the Faculty Handbook be substituted for it. Clark seconded. Duell offered clarification that the motion was intended to determine whether the existing policy should be followed in the light of recent positive statements concerning it. Zoller ruled that passage of the motion would put the present policy on the floor for debate and amendment. Argument centered on whether to base changes in policy on the present document or the proposed one. Procedures suggested

included the taking of straw votes on key issues and the appointment of an ad hoc committee to rewrite either policy or both to reflect the will of the Senate. The motion failed on a division: 17 yes to 20 no.

Hoyer moved that the Senate become a "quasi committee of the whole". Davis seconded. Zoller clarified the meaning of this to say that he would chair, informal records would be taken and results of straw votes on the 9 issues identified by the Executive Committee would be reported to the Senate when the Senate rose from the quasi committee of the whole. The motion passed, and the Senate became a quasi committee of the whole. Discussion continued in that mode until adjournment at 4:55 p.m.