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University Senate

Academic year 1964-1965

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## Volume I

### Minutes of the Meeting of April 12, 1965

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UNIVERSITY SENATE  
WICHITA STATE UNIVERSITY

MINUTES OF THE MEETING OF APRIL 12, 1965

Time: 2:30 p.m., Monday, April 12, 1965  
Place: Shocker Room, Campus Activity Center  
Presiding: Mr. Sowards

Present were Miss Burgess, Mrs. Gerling, Messrs. Breazeale, Christenson, Farnsworth, Ford, Gardner, Genova, Herman, Hines, Holmer, Holmes, Johnson, Missal, Nelson, Nickel, Powell, Sowards, Taggart, Terwilliger, and Wall. Not present were Messrs. Berg, Comstock, Cress, Duerksen, Dunn, Jabara, Lindquist, Synder, Sours, and Voth.

The minutes of the March 29, 1965 meeting were approved as corrected. Mr. Powell clarified his remarks at that meeting by stating that he felt that charges in regard to the faculty's moral courage were prior to the procedural problems being currently discussed. He was distressed because the procedural problems rather than the other issues were taking priority and not because he concurred with those statements.

Mr. Sowards announced the appointment of Mr. Breazeale as chairman of the ad hoc Committee on Academic Freedom. Mr. Sowards encouraged Senate members to provide the Committee with any suggestions that they might have. Mr. Nickel asked why, at the moment, are we discussing academic freedom in the Senate--is it because we have been charged lacking in moral courage, or is it because we are in agreement with some of these charges, or is this just coincidental to the problem? He also asked if this discussion was concerned with disciplinary matters, as was the case with certain statements made by athletic coaches earlier in the year. Mr. Sowards answered that this discussion was suggested by members of the faculty and the President of the University and was not directed towards any individuals as a disciplinary measure.

Mr. Sowards mentioned that elections are in progress for the divisional representatives to the Senate. Mr. Wall will again act as election commissioner. These elections will hopefully be completed by the end of April. Then the next election will be for the at-large representatives.

Mrs. Gerling was requested to present recommendations from the Tenure Committee. Mrs. Gerling stated that the main issue dealt with this year by the Committee were the suggestions by the A.A.U.P. with regard to the tenure policy adopted by the faculty in May, 1964. Presentation of the Tenure Committee Recommendations and discussion follows:

TENURE COMMITTEE RECOMMENDATIONS

1. When a full-time instructor has served one or more years at Wichita State University and is promoted to the rank of Assistant Professor, the years of service at instructor's rank shall be credited to the five years of probation required for continuous tenure for Assistant Professor. This shall apply retroactively to appointments made for the academic year 1964-1965 and all subsequent appointments at the rank of instructor.

2. In case a faculty member appointed at the rank of Assistant Professor has had three years or more of previous service at other academic institutions at the rank of Assistant Professor, Associate Professor or Professor he shall not be required to serve more than four years as Assistant Professor to be eligible for consideration for continuous tenure.

3. Voted against revision suggested to bring our regulations more nearly in line with A.A.U.P., i.e. Including instructors under the provisions for tenure.

4. Voted against A.A.U.P. recommendation that the probationary periods specified in the regulations be regarded as maximum requirements only and that they be regarded as both minimum and maximum periods.

5. a. IV C revised to state "the faculty member will be informed in writing of the basis for dismissal action".

b. IV D revised to include the sentence "a full stenographic record of the hearing shall be kept and copy of same shall be available to the parties concerned".

Mrs. Gerling stated that recommendation number 1 should be considered as an addendum in the handbook on page 16 under Item 2. Mrs. Gerling moved the acceptance of item one as stated. The motion was seconded by Mr. Missal. Mr. Genova interpreted the statement to mean that upon promotion to assistant professor, if the party involved had served five years on the faculty, he would receive tenure at the time of promotion. Mr. Wall questioned whether this policy was consistent with the policy of the State Board of Regents. Mr. Wall amended Mrs. Gerling's motion to read: subject to clarification with regard to the policy of the State Board of Regents. Mrs. Gerling indicated that the tenure policy adopted in May, 1964 was based on the University of Kansas policy. Mr. Farnsworth pointed out that Mr. Bickford had marked each section of the University of Kansas Handbook as to whether it was a University of Kansas policy, a State law, or a Board of Regents policy. The section on tenure was marked as a Board of Regents policy. Mrs. Gerling withdrew her motion until the Committee could secure more information on the matter.

Mr. Herman requested that a brief description of the other tenure recommendations be given even though the Senate will not make any immediate decisions on the tenure recommendations.

Recommendation number 2 was discussed next. Mr. Powell brought up a point of concern with regard to the stipulation that those hired as associate professors require a tenure decision in one year according to present regulations. Mr. Powell pointed out, however, that if such people are to be given notice by December 15, we would actually be able to observe them for less than four months. He asked whether one could tell from reading K.U.'s tenure regulations whether this meant only four months or if it was actually a year and four months. There was no answer as to the correct interpretation. Several members expressed a concern

that a four month period of observation was not adequate. Mr. Farnsworth felt there had been a misinterpretation of the adequate notice provision since the March 15 date applied to the first year of service and the December 15 date applied to the second year of service.

Ample notice of departure by resigning faculty was also discussed. Presently, those on tenure are to give four months notice--but it was not clear whether this meant four months before September 1 or before the end of the semester. Mr. Nelson also suggested that some allowance should be made for the date of contract offer--for example, notice should be given within 30 days after receipt of the letter of appointment for the next year when such letters are tendered late in the year.

Mr. Sowards stated that it was the consensus of the group that clarification was needed in these problem areas.

With regard to recommendation number three, Mrs. Gerling explained that the Committee decided not to include instructors under the provisions for tenure as the word instructor meant different things at different institutions.

Next, recommendation number four was discussed. Mr. Missal felt that this recommendation defeated the minimum and maximum in the second recommendation and that the dean should have more freedom to keep a man. Mrs. Gerling replied that the Committee felt that professors were held by promotions and raises rather than through tenure. Mr. Christenson asked if there were currently any minima regarding tenure. Mr. Powell said that it was agreed that there was a minimum of three years before recommending tenure. Mr. Christenson replied that there was no statement of this three year minimum in the new handbook. Mr. Sowards felt that the concept of minimum service also needed to be clarified.

Next, recommendation number five was discussed. Mr. Gardner wondered if there was any requirement to notify the faculty member for correction of the problem before dismissal. It was suggested that normal review processes should bring problems to the attention of such faculty. Mr. Wall voiced a fear of too many regulations. Mr. Herman felt that it was mandatory to state the cause for dismissal if the cause for action was in dispute. Mr. Herman wondered, however, if the statement of the cause for dismissal should be highly specific if the charge was one of gross immorality. Mr. Farnsworth indicated there is a need for written charges and a stenographic record of the proceedings so that questions with regard to the "facts" of a case are minimized.

Mr. Sowards then asked Mr. Terwilliger to present the recommendations of the Committee on Committees for the memberships of the University's standing committees for 1965-1966. (A copy of the recommended committee assignments is attached to these minutes.) Mr. Terwilliger indicated that the Deans of the various Colleges had been asked for nominees and that the chairmen of the various committees had been asked to designate persons they thought should be retained for purposes of continuity. From these lists, the Committee on Committees developed its recommendations. Mr. Terwilliger moved that the Senate accept the recommended standing committee assignments for 1965-1966. The motion was seconded and passed unanimously.

Mr. Christenson felt that the sentence on page 3, "The Board of Student Publications will be selected by the President of the University in compliance with the Senate request of February 22, 1965," should be corrected to be consistent with the Senate minutes of February 22, 1965, which read: "Add an eighth Technical and Advisory Committee in the form of the Board of Student Publications as presently constituted with the Chairman appointed by the Chairman of the Senate with confirmation by the Senate." Mr. Terwilliger agreed to the correction. Mr. Nickel asked when the chairmen of these committees would be elected. Mr. Terwilliger answered by stating that the elections would be held at the first meeting in September.

Under other business, Mr. Nickel felt that the Committee on Academic Freedom might give some consideration to the widely published charges against W.S.U. and possibly make whatever investigations and reports it would deem appropriate. Mr. Herman felt, however, that some of this publicity is not necessarily bad in as much as it is making people consider the academic side of the University as well as the other aspects, such as athletics.

Mr. Sowards declared the meeting closed.

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J. Kelley Sowards, Chairman

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Donald D. Christenson, Secretary

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Date