1972-09-25 University Senate meeting

Volume IX

Agenda and Minutes of the Meeting of September 25, 1972

WICHITA STATE UNIVERSITY SENATE

Meeting Notice: Monday, September 25, 1972
ROOM 126 CLINTON HALL PLEASE NOTE NEW LOCATION

3:30 P.M.

Order of Business:

I. Calling of the meeting to order.

II. Informal Proposals and Statements.

III. Approval of the University Senate minutes of September 11, 1972.

IV. Orders of the day:

A. Special Orders (none)

B. General Orders:

1. Wichita State University Affirmative Action Document - Mr. Ahlberg

2. Suggested Reduction in Course Offerings - Mr. Breazeale

V. Unfinished Business.

VI. Committee Reports:

A. Traffic Committee - Mr. Fisher

B. Special Policy Committee on Academic Tenure and Promotion - Mr. Benningfield

VII. New Business.

VIII. Adjournment.

PLEASE NOTE THE LOCATION OF THE NEW MEETING PLACE ABOVE

WICHITA STATE UNIVERSITY
WICHITA, KANSAS 67208

OFFICE OF THE PRESIDENT

September 25, 1972

Dr. Phyllis Burgess, Chairman
University Senate
Wichita State University
Wichita, KS 67208

Dear Dr. Burgess:

I am pleased to transmit herewith copies of the Affirmative Action plan for Wichita State University. As you know, this document is the result of the work of the Human Rights Commission, comprised of members of the student body, the faculty, and the staff. Like all such documents, it represents a compromise of viewpoints and values; nevertheless, it is worthy of my support and the support of the entire University community.

In accepting the document for the University, it is with the understanding that if there are conflicts with State Laws or the rules and regulations of any state body, the University will follow State Laws and State Regulations. It is also well to recognize that the other Regent institutions are developing Affirmative Action programs and at some future date the State Board of Regents may adopt an Affirmative Action program for all institutions under its jurisduction. For now, we will follow the Wichita State University Affirmative Action Program to the best of our ability.

I am pleased to have your invitation to join with Dr. Hammond, Chairman of the Human Rights Commission, to discuss the Affirmative Action Program with members of the University Senate. The Commission on Human Rights will welcome comments and suggestions from the Senate and from all members of the University family throughout the academic year. The Commission may wish to make changes as we gain experience with the program.

Sincerely,

Clark D. Ahlberg

CDA:alv

September 15, 1972

AN AFFIRMATIVE ACTION PROGRAM FOR WICHITA STATE UNIVERSITY

Introduction

An Affirmative Action Program or Plan is a document of very serious purpose, and of great importance to every individual and to every segment of the academic community.

High sounding phrases of good intention do not constitute a working or workable plan of action. It is necessary to be specific, thorough, objective, fair-minded, and farsighted in order to produce an effective Affirmative Action Plan as required by conscience as well as by law.

In compliance with enlightened concepts of human rights, human dignity, equality of opportunity, and individual freedom of choice for all individuals, regardless of race, sex, color, religion, or national origin, or any other like arbitrary distinction used in any way detrimentally, and in specific compliance with State and Federal laws and regulations regarding discriminatory practices, we herein set forth guides, stipulations, and directives to achieve the desired conditions of justice and equality for all individuals in this University without sacrificing the goal of true merit.

I. The General Policy.

It is the policy of Wichita State University to provide equal opportunity in employment and upward mobility for all qualified persons, to prohibit discrimination in employment because of race, sex, color, religion, or national origin, and to promote the full realization of equal employment opportunity through a positive continuing program of affirmative action throughout the University.

The main thrust of this program is to insure that conditions of recruitment, employment, and advancement are consistent, fair, and equitable for all persons in every area of the University. Its key points are these: 1) establishing open and fair recruitment practices which will provide equal opportunity and encouragement for all qualified applicants, expand the base for recruitment, but not reduce or threaten professional quality in any area of the University; 2) rectifying existing salary discrepancies related to sex, race, or national origin and establishing means to avoid creating such discrepancies in the future; 3) maintaining fair and equitable conditions for the upward mobility of all persons in the institution; 4) insuring fair and equitable treatment of all students in every phase of their academic life, especially those who may presently be disadvantaged in any way because of race, sex, color, religion, or national origin.

II. The Program.

This affirmative action program complies with but is not restricted to the federal regulations of Title VII of the Civil Rights Act of 1964, Executive Order 11375 and Title 41, Part 60-2 as amended and referred to as "Revised Order No. 4" (Federal Register, Vol. 36, No. 234, December 4, 1971).

> Executive Order 11375, Part II, 202:
> (1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or

recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this non-discrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin. (Effective, October 13, 1968)

Title 41--Part 60-2--Affirmative Action Programs, Subpart B--Required Contents of Affirmative Action Programs, 60-2.10
Purpose of affirmative action program:
An affirmative action program is a set of specific and result-oriented procedures to which a contractor commits himself to apply every good faith effort. The objective of those procedures plus such efforts is equal employment opportunity. Procedures without effort to make them work are meaningless; and effort, undirected by specific and meaningful procedures, is inadequate. An acceptable affirmative action program must include an analysis of areas within which the contractor is deficient in the utilization of minority groups and women, and further, goals and timetables to which the contractor's good faith efforts must be directed to correct the deficiencies and, thus to increase materially the utilization of minorities and women, at all levels and in all segments of his work force where deficiencies exist. (Federal Register, Vol. 36, No. 234, December 4, 1971.)

The contents of this program are applicable without exception to all departments, divisions, units, segments, and individuals of this University.

III. Responsibility

The responsibility for implementing this program shall rest in an Affirmative Action position with membership on the Council of Deans. The duties of the incumbent shall be to implement this Program, to

gather information required by federal regulations, to disseminate necessary and useful information, and in all other ways to place the University and its associated bodies in full compliance with the law and with the provisions of this document.

An Affirmative Action Agent for each Division* on this campus shall be appointed by the chief administrator of that Division in consultation with the Affirmative Action office. These Agents will be responsible for seeing that these regulations are circulated and followed in their respective Divisions and shall report in detail and with specific information to the Affirmative Action Office when requested and on all known breaches of these regulations at any time they may occur.

IV. Policies

A. Publication

The statement of policy of non-discrimination in employment and affirmative action in recruiting shall be disseminated in the following ways:

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*The following divisions of the University should appoint an Affirmative Action Agent: The Graduate School, the College of Business Administration, the College of Education, the School of Engineering, the College of Fine Arts, the College of Health Related Professions, Fairmount College of Liberal Arts and Sciences, University College, the Campus Activities Center, the Physical Education Corporation, and the Library. The Assistant to the President for Finance shall appoint a single agent for Accounting and Reporting, Budgeting, Personnel and Auxiliaries; the Vice President for Student Affairs shall appoint a single agent for Student Services, Counseling, Student Aids and Awards, Student Placement, Testing, Student Health and Residence Halls; the Executive Vice President for the Board of Trustees shall appoint a single agent for Alumni, Athletics and the Office of Information and Public Events; and the Vice President for Academic Affairs shall appoint a single agent for Admissions and Records, Summer School and Workshops, the Office of Planning, Audio-Visual and the Computer Center; provided that additional agents may be appointed in the discretion of the administrative officer named herein.

1. In the Faculty Handbook
2. In employees' and supervisors' manuals
3. In University reports and memoranda
4. Posted on bulletin boards
5. Reported at University meetings as necessary throughout the year

Notification of this program will be forwarded to all recruiting sources and to all existing and applying vendors, suppliers, and contractors.

Reasonable efforts shall be made to contract and deal with "equal opportunity" companies and with minority group companies wherever possible.

B. Recruitment

No department, division, or hiring agency shall deny employment to any individual on the basis of race, sex, color, religion, or national origin, except as any of these can be proved to be necessary qualifications for the job itself.

It must be demonstrated by all hiring agents (chairmen, faculty committees, etc., as well as deans) that efforts are continually being made to seek to fill the uneven categories. Where two candidates are equal and one is a woman or minority member, the woman or minority member is to be preferred. Where qualifications are not equal the better qualified candidate should, of course, be chosen. (Note: being Caucasian and/or male is not to be considered a qualification of special merit and specific reasons for not hiring women and minority group candidates must be submitted in writing to the central Affirmative Action Office.)

Recognition is given to the validity of selection and promotion of faculty and staff from within the University, but this process must not be used to avoid the goals of affirmative action.

In the process of recruitment for and the appointment to positions with the University, no appointments will be made unless bona fide

efforts to recruit minority and women candidates as well as Caucasian men are made. Where qualified minority and women candidates are identified, they should be encouraged to apply and must be seriously considered.

Appointments will be monitored at each approving level to insure that there is a constant and significant effort to increase the number of women and minority persons employed wherever underutilization* exists. Reports on each vacancy will be submitted in writing to the Office for Affirmative Action as they occur, and all vacancies must be widely publicized.

In order to assure consistent and significant progress in the employment of minority members and women, the University will defer temporarily the filling of some positions until qualified minority members and women are added to the staff and faculty of the University. ANY EMPLOYMENT ACTIONS TAKEN WHERE POSITIVE ATTEMPTS HAVE NOT BEEN MADE TO INCLUDE MINORITY GROUP MEMBERS AND WOMEN AS CANDIDATES FOR UNIVERSITY EMPLOYMENT ARE IN VIOLATION OF THIS PROGRAM AND ARE CONTRARY TO THE RECRUITMENT POLICIES OF THIS UNIVERSITY.

1. Professional and Academic Personnel Recruitment: All persons at any level engaged in recruitment will observe the following procedures:

   a) Publish notice of vacancies, including listing positions with the personnel bureaus and offices of this University and in the WSU News.

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*See passage from Title 41, Part 60-2 above for description of "underutilization."

b) Make direct contact with faculty members and staff at predominately minority colleges and women's colleges.

c) Make direct contact with groups specifically oriented to and concerned with minority groups and women (e.g., Urban League, Job Corps, Equal Opportunity Programs, Inc., Concentrated Employment Programs, local agencies such as Project TOGETHER, Department of Minority Studies, etc., State Employment Service, National Organization for Women, Women's Equity Action League, Talent Bank from Business and Professional Women, Professional Women's Caucus, Negro Women's sororities and service, National Council of Negro Women, American Association of University Women, Jewish Women's Groups, women's and minority groups' conferences, community leaders as individuals, etc.). The central Affirmative Action Office shall be charged with gathering, maintaining, and making available information on agencies such as the above, and with assisting faculty recruitment efforts.

d) Each Dean shall work in consultation with chairmen and faculty to gain as much diversity as possible in the search procedures. This effort must include placing women and minorities on standing ad hoc search committees for faculty and administrative posts and expanding the recruiting net for faculty appointments by use of such resources as the maintenance of departmental rosters of minority and women Ph.D.s in the appropriate disciplines, the expansion of schools contacted in the search for new faculty and the advertising of professional posts in pertinent journals.

e) In Colleges where women and/or members of minorities are presently totally absent, special efforts to find and place qualified women and members of minorities shall be instituted at once. The importance of role models and of fair representation on faculties at all levels cannot be overemphasized. Hiring standards will not be lowered to accomplish this.

f) Each academic Dean in consultation with chairmen, faculty, and the University-wide Affirmative Action Office shall develop a reasonable range of expectation for the representation of women and minority members in his College for the next academic year and in a 2-4 year perspective. (See Section H below.) Such projections shall take into account current levels of employment availability on a national basis, as well as numerical percentages.

g) An academic search support center shall be maintained in the central Office for Affirmative Action to provide data and active support for the search of women and members of minority groups for all positions on campus, including the Athletic Department and the Campus Activities Center.

2. Non-academic Personnel Recruitment:

Training (on-the-job or separately) to upgrade employed individuals for classified positions in civil service and elsewhere shall be made available on or off campus at no cost or penalty to the recipient wherever possible. Special efforts shall be made to recruit and qualify members of minority races for such positions.

Measures insuring the possibility of upward mobility in civil service positions on campus shall be established and these measures made fully known to all employers and employees.

Efforts shall be made to find legal ways to go beyond the present "frozen list" system in hiring classified personnel.

Each Dean or Director responsible for recruiting, interviewing, and appointing candidates to positions of employment will be supplied proper forms for accurate record keeping and information flow. A copy of Form A (attached) must be submitted by the Dean or Director to the central Office for Affirmative Action for each vacant position at such time as the vacancy is filled or otherwise disposed of.

An annual Affirmative Action progress report depicting the overall University status as well as the status of each unit together with recommendations for further action to effectuate this program will be prepared by the Affirmative Action Office and a copy of the report submitted to the University Senate and summaries distributed to all University units. Copies shall also be placed on file in the University Library.

C. Salary

Salary and wages shall not be related to or based on the race, sex, color, religion, or national origin of any employee. Corrective action to eliminate all such discrimination must be taken. As women and minority group members are hired, their salaries and level of employment must favorably compare with other newly hired employees with the same qualifications. Officials responsible for final salary and wage decisions will periodically review existing salaries to insure compliance with this policy. If necessary, the Dean or Director may, upon the counsel of the central

Affirmative Action Office, readjust the departmental salary recommendation to correct inequities related to race, sex, color, religion, or national origin.

D. Fringe Benefits

Any employment benefits appropriate to particular groups of employees, in addition to wages and salaries, will be applicable to all personnel regardless of sex, race, color, religion, or national origin.

1. All insurance, annuity, and other such contracts shall be examined and where unwarrented differences based on sex exist efforts shall be instituted to rectify such discrepancies.
2. Maternity leaves shall be made available with no career penalties attached.
3. Reasonable time off without penalty shall be granted equally to men and women for necessary emergency family care. (Note: It should not be assumed by employer or employee that such care is the sole responsibility of women.)

E. Special Regulations

1. Marital status or the prospect of marriage shall not be a condition of employment for any hiring agency on this campus.
2. Employment of a qualified person to a permanent or temporary classified or unclassified position shall be made without regard to family relationships such a person holds with other faculty or staff members except in areas of financial management and where the appointment involves supervisory relations or participation in management decisions affecting salary, promotion, or tenure of a spouse.
3. Persons of faculty rank holding part-time appointments in continuing positions shall be given full access to academic life, including a

comparable rate of salary, voting privileges, committee appointments, and sabbatical leave when qualified.

4. Special efforts shall be made immediately to place women and members of minorities in Administrative roles from department levels through top Administration. The President shall immediately appoint at least one woman faculty member or administrator and at least one minority faculty member or administrator to the Administrative Council and the Council of Deans for as long as such representation do not occur in these bodies through established procedures.
5. All those at any level responsible for committee assignments and appointments shall make genuine efforts to assure that women and members of minorities are represented on all policy and decision making committees at College and at University levels to the proportion of their presence in the faculty as a whole. Where this is not accomplished, the Affirmative Action Office shall take necessary steps to see that this goal is achieved.

F. Students

1. Scholarships and Financial Aid

All financial aid administered directly or indirectly through the University and its personnel, shall be administered without discrimination with respect to sex or marital status. Possible pregnancy shall not be considered an impediment to a woman's qualification for financial assistance. Married women shall be eligible for financial support on the same basis as married men. Scholarships and fellowships restricted to members of one sex shall be balanced with scholarships and fellowships reserved for members of the other sex.

Teaching fellowships, research fellowships, and assistantships shall be administered in accordance with the University policy of equal opportunity.

2. Student Fees

The allocation of student fees will be in compliance with non-discriminatory and equalitarian policies and practices. Allocations shall be reviewed for inequities and patterns of discrimination.

3. Curriculum

Efforts shall continue to be made to incorporate appropriate courses and course material about women and minorities into basic University courses.

4. Child Care Facilities

Adequate child care facilities shall be maintained on or near campus. Whenever possible, this shall be done within the context of a child development or early childhood training program. Cooperation from the local community groups may be obtained.

Facilities shall be maintained for all-day care as well as for "drop-in" care when a child may be left for two to four hours. Professional and health standards must be met.

5. Residence Fees for Married Women Students

Residency status for fee purposes shall be granted to the individual who qualifies for it, regardless of sex or marital status.

6. Departmental Review

Each Dean, in consultation with chairmen and faculty, shall provide mechanisms for the review of departmental practices regarding conseling of women and minority group students, placement

policies, and the department's climate of expectation and treatment of these students. This shall be done in all departments including those departments and divisions where women and/or minority students are presently not enrolled at all or not in large numbers.

7. Job Recruiting

The policy shall be continued that no company or corporation that does not seek to interview women and members of minority races as well as Caucasian men shall be allowed to interview on this campus.

G. Redress of Grievances

Redress of individual grievances involving issues of race, sex, color, religion, or national origin shall be through the following channels:

1. Normally to the first level of supervision, generally the department chairmen, program director, or coordinator.
2. Failing to achieve results, an appeal in writing or in person to the appointed Agent for Affirmative Action in each Division.
3. Failing redress, an appeal in writing or in person to the central Office for Affirmative Action.
4. The regularly constituted appeals procedures and channels will be followed in cases where issues involve promotion, tenure, termination, or non-reappointment of faculty personnel.
5. Failing redress, an appeal in writing or in person to the Commission on Human Relations, which will recommend to the President of the University appropriate action. The Commission on Human Relations may accept an appeal from the decision of the appropriate faculty committee, but the review will be confined to the sole issue of discrimination due to sex, race or religion, and to the written records and

documents associated with the decision being appealed.

7. Classified employees must follow the established grievance and appeal procedures before appealing a decision to the Commission on Human Relations. The Commissions review will be confined to the written record and to the charge of discrimination by reason of race, creed, or sex.

H. Time-table

All departments and divisions shall attempt to achieve at least 10% minorities and 20% women employees by August, 1975. If it cannot be demonstrated by a department or division that the recruitment policies set forth in this Program for Affirmative Action have been fully and actively implemented, further increase in staff positions shall not be assigned to the respective unit except to hire qualified persons from the group being discriminated against. (See Section IV.B., Recruitment, above.)

This Program for Affirmative Action as a whole shall take effect immediately except only such provisions as may be inconsistent with existing state laws or rules.

FACULTY PERSONNEL RECORD
FORMAT

I. General Information

Name _____ Last Update _____

Date of Birth _____ U.S. Citizen _____Yes _____ No

Tenured _____Yes _____No Date _____

Graduate Faculty Membership Category _____

Education:

Institution	Degree	Year

Academic Appointments at WSU and Other Academic Institutions:

Institution	Rank	Dates

Administrative Appointments at WSU and Other Academic Institutions:

Institution	Position	Dates

Other Employment Related to Your Professional Activity:

Organization	Position	Dates

Membership in Professional, Honorary, and Other Learned Societies:

Organization	Dates	Offices Held	Dates

Academic Honors and Awards:

Chairman's Statement on Role of Faculty Member in Departmental Programs:

II. Teaching Information (Last Five Years)

A. General Teaching Load

1. Teaching Load by semester (Course, Credit Hours, Lecture/Lab., Number of Students, Student Assistance, Graduate/Undergraduate Credit)

2. Undergraduate research/development projects supervised by semester

3. Graduate research/development projects supervised by semester

B. Theses Supervised (Title, Department, Student, Date)

C. Workshops, Institutes, and Short Courses Taught (Additional Compensation: Yes _____ No_____)

D. New courses and laboratories developed or major changes in such materials (courses and dates)

E. Grants for Curriculum and Program Development

F. Additional Information on Teaching such as:

1. Evaluation of teaching

a. Student evaluations

b. Faculty evaluations

c. Departmental Chairman's evaluation

2. Activity related to experimental teaching, innovative teaching, development of teaching effectiveness, etc.

III. Research and Scholarly Activity Information

A. Proposals submitted as principal investigator to external agencies

1. Approved

a. Funding awarded?

b. Duration of grant and brief description of work

2. Rejected

B. Proposals submitted as joint effort to external agencies

1. Approved

a. Funding awarded?

b. Duration of grant and brief description of work

2. Rejected

C. Proposals submitted to WSU research committee and funding awarded

D. Unsponsored faculty research with specific documentation

E. Equipment grants

F. Recitals and performances with outside groups (nature of activity, extra compensation: Yes_____ No_____, by invitation, etc.)

G. Exhibits of artistic work (nature of activity, extra compensation: Yes_____ No_____, by invitation, etc.)

H. Professional consultantships contributing to professional development. (In general, not routine, regularly scheduled activities.) (Nature of activity, impact of work on the field, extra compensation: Yes _____, No_____)

1. Consulting activities

2. Patents

3. Major designs, etc.

I. Paper presentation and/or other participation in outside symposia or colloquia (nature of event and of participation, papers refereed, by invitation, etc.)

IV. Publication Information

A. Articles in national and regional journals which are refereed

B. Articles in university publications and other locally supported and circulated journals (refereed?)

C. Books published (nature of books, texts, general public, graduate state-of-the-art material, etc.)

D. Monographs, Bulletins, and Chapters in books (nature of material, length, etc.)

E. Publication of original creative work (e.g., musical compositions)

F. Articles in "Trade Journals" (refereed?)

G. Publications in conference proceedings (refereed?)

H. Book reviews and Abstracts

I. Citations of your work and reviews of your publications

V. Service Information

A. Committee service (University, College, Departmental, nature and time spent on these)

B. Service on Senate or Graduate Council

C. Professional speeches and/or panel presentations

D. Presentation of outside seminars, etc. (nature of activity, by invitation, extra compensation: Yes_____ No_____)

E. Participation in student recruitment

F. Editorial service for journals or other publications

G. Service on national or regional boards with research or scholarly functions (nature of participation and of function of board, time required, etc.)

H. Committee assignments in professional organizations (nature of work and time required)

I. Student advising/counseling load

J. Special university, college, or departmental coordinator or other service functions

K. Other activities which enhance the image of the university, represent the university to the public, further the goals and direction of the university, or exercise one's professional competence for the benefit of the public

ROLL 25 SEPT 1972

W. S. U. Senate Minutes

Senate Member, Initial if Present

Paul Ackerman
Clark Ahlberg
Robert Allegrucci
Lloyd Benningfield
Stephen Brady
John Breazeale
Jeneva Brewer
Clark Britton
Phyllis Burgess
Jack Burnett
Kathleen Camin
Leonard Chaffee
David Childs
Marilyn Collins
Allan Cress
John Darling
Russell Dybdahl
Alan Elcrat
David Farnsworth
Garyfallia Forsyth
Walter Friesen
Kenneth Gleason
~~Albert Gosmah~~ A G.
Keith Graham
Geraldine Hammond
Mike Harder
~~Kim Hoathman~~
~~Charles Jakowatz~~
Everett Johnson
Melvin Kahn
Richard Laptad
Lawrence McKibbin
Leslie McNelis
Paul Magelli
Henry Malone
ROGER MATHEWS
William Mathis
Mike Meacham
Nancy Millett
Marilyn Myers
PAM MORRIS
CARL NIELSEN
Walter Myers
ROY NORRIS
Gerald Paske
Kelly Pinkham
~~Jim Posey~~
James Rhatigan
Ben Rogers
Melvin Snyder
Jacqueline Sobin
J. K. Sowards
Charles Spohn
Betty Sullivan
Annette Tenelshof
William Terrell
Pat Vanderleest
John Wong
Arthur Youngman

GUESTS PRESENT:

approved 10 Oct 72

UNIVERSITY SENATE
Wichita State University
Minutes of the Meeting on September 25, 1972 (Vol.9, No.2)

Members presemt: Ahlberg, Allegrucci, Benningfield, Brady, Breazeale, Brewer, Britton, Burgess, Burnett, Camin, Childs, Cress, Dyndahl, Elcrat, Farnsworth, Forsyth, Gleason, Gosman, Jakowatz, Johnson, Laptad, McKibbin, McNelis, Malone, Mathews, Mathis, Millett, Morris, M.Myers, W.Myers, Paske, Rhatigan, Rogers, Snyder, Sobin, Sowards, Spohn, Sullivan, Tenelshof, Terrell, Vanderleest, Youngman, Hammond. Magelli, Meacham, Norris.

I. The meeting was called to order by President Burgess at 3:35 p.m.

II. Informal Proposals and Statements (none)

III. The Chair asked unanimous consent to approve the minutes of the meeting of September 11, 1972. There was no objection and the minutes were approved without exception.

IV. Orders of the Day:

A. Special Orders (none)

B. General Orders:

1. Mr. Ahlberg made reference to a letter which he had addressed to the president of the senate (attached to the permanent minutes), which states in part: "I am pleased to transmit herewith copies of the Affirmative Action plan for Wichita State University. As you know, this document is the result of the work of the Human Rights Commission, comprised of members of the student body, the faculty, and the staff. Like all such documents, it represents a compromise of viewpoints and values; nevertheless, it is worthy of my support and the support of the entire University community." The document is how considered to be in effect, subject, of course, to possible revision as the legal provisions which have given rise to the policy are made more specific by federal agencies or court actions. Mr. Ahlberg then opened the floor for questions and comments on the Document.

Mr. Dybdahl commented with respect to the note on page 4 that the Audio-Visual center should be included as a part of the library, and not mentioned separately.

Mr. Rogers, noting pages 10 and 11, part 3 under E, found an apparent conflict with the Senate constitutional provisions for membership and electorate, but felt some ambiguity in the language of the document. Mr. Ahlberg agreed that there is a need to have more categories for differentiation in this area. The remainder of the discussion

included such matters as: (1) the apparent discrimination inherent in preference given to minorities and women and (2) the seeming conflict between specific quotas and academically qualifying standards in recruitment of faculty. In response to item (1), Ms. Hammond cited a recent court ruling that apparent discrimination is not legal discrimination if its intent is the correction of a pattern of past discrimination. In response to item (2) it was recognized that there are some areas where, for example, very few women possess academic qualifications for faculty status. However, the document requires only a documented and earnest search for qualified minority and women personnel. It neither requires nor condones employment of unqualified persons to fill quotas. It was further noted that improved statistical data on the availability of women and minorites in various areas will aid in the implementation of the policy.

2. Mr. Breazeale initiated his discussion by quoting from a memorandum which he had sent to the academic deans: "In preparing your spring 1973 schedule you should attempt to achieve a 20% reduction in upper division and 500 level offerings while increasing the class quotas to maintain the same number of student stations as in the spring of 1972." In tracing the origins of this directive, Mr. Breazeale recalled the data sheets completed by each faculty member in each regents institution last year (the "green" forms), which detailed how each faculty member spent his time, in his own view. By a number of different sorts of comparisons with the other state institutions, Wichita State University appears to be operating very inefficiently at the upper division and first year graduate levels of instruction. This condition may have arisen due to a focus of attention on the individual teaching load rather than on total credit hour production of the individual or program. Mr. Breazeale expressed the hope that in implementing the proposed corrective measures, more effective uses might be found for faculty time in such areas as research and instructional development, rather than in teaching courses with very few students to "fill up a teaching load."

VI. Committee Reports: Due to the lateness of the hour the scheduled committee reports were deferred to the next meeting.

VIII. The meeting was adjourned at 5:00 p.m.