**Faculty Senate (2025 – 2026) Meeting Minutes**

**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](https://wichitaedu-my.sharepoint.com/personal/v433e385_wichita_edu/_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fv433e385%5Fwichita%5Fedu%2FDocuments%2FAA%20WSU%2FCommittees%2FFaculty%20Senate%2F2025%2D2026%2FSenate%20Meetings%2FMeeting%20Book%20%2D%20Faculty%20Senate%20Meeting%2008252025%2Epdf&parent=%2Fpersonal%2Fv433e385%5Fwichita%5Fedu%2FDocuments%2FAA%20WSU%2FCommittees%2FFaculty%20Senate%2F2025%2D2026%2FSenate%20Meetings&ga=1)
  + 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](https://wichitaedu-my.sharepoint.com/:w:/g/personal/v433e385_wichita_edu/EaUvI5CPCktPgwohTJlxkH8B9aeMnzdURvKGKayL-kxtuA?e=6Kfv2O) – 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](https://www.unlv.edu/policies/workload-assignment-policy-and-guidelines).
    - 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