

General Faculty Meeting Minutes

Friday May 4, 2018

3:39 – 4:52 CAC Theatre

Summary of Action

- **Motion to endorse the following principle with corresponding policy document revision: In the case of both mandatory and non-mandatory reviews for tenure and promotion Associate Professor, candidates must meet the criteria for tenure and promotion as established in university policy. A favorable recommendation for Tenure automatically carries a favorable recommendation for promotion to Associate Professor. Approved.**

I. Meeting called to Order at 3:39 by Nikki Keene Woods, Senate Vice President

Senator English was appointed secretary and Senator Dehner was appointed parliamentarian.

II. Moment of Silence for Deceased Faculty

The following were recognized:

Dharma DeSilva, Pat Hayes, Blaine Linehan, Brad Victory, Donald Distler, Kathryn Hull, Patric Mitchell, and Tom Wallis.

III. Approval of the Minutes

Minutes from May 5, 2017 were approved.

IV. President John Bardo – State of the University

President Bardo shared the following comments and updates:

- Legislative session is almost over and if things stay as they currently stand we should see some restoration of funding.
- Currently working through issues with regents on questions about where universities in general go from here.
- Governor mandated raises will be completed by July 1st.
- Provost search will soon be completed.
- President Bardo talked about “where we came from” and how it is reflected in our current direction. Reflected on importance of teaching and research and their roots from abroad. Emphasized that the single biggest thing the U.S. contributed in higher education was its democratization. Described how Fairmount College was founded to educate Wichitans who didn’t have a lot of money. Almost all the students were people who had to work their way through college often as actual wheat shockers. By 1899 Fairmount College was certified to educate teachers and shortly after they established a college of business. Wichita state from its beginning struggled for money and was assisted by local businesses to stay afloat. This reaching out to the business community continues today as does the balance between liberal arts

education and the professions. So today's WSU is a reflection of the historical WSU.

Questions – Comments were made about the perception among the faculty and from the Sunflower that President Bardo doesn't support liberal arts and the humanities at level commensurate with the rest of the university community. A. President Bardo stated that "I love the liberal arts and consider Fairmount College my academic home." Also stated that we have lost our ability in many areas to speak to today's generation. We need to fix our messaging in the liberal arts and find ways to have meaning in how we reach our students. The need to address a student's career and work life is now very much in our wheelhouse. President Bardo stated that "what is dangerous to me is that we say, 'but we want to be where we were' but we can't be there. We can't do that."

V. Interim Provost Rick Muma — State of Academic Affairs

Interim Provost Muma thanked President Bardo and faculty and described progress on major activities:

- SEM – goal setting. Fall 2020 enrollment goal 18,000. 6.1% yearly increase.
- Aim for fall 18 is 16,001. Faculty can help by reminding students to enroll for fall semester. Colleges have established goals and are working to meet those goals.
- New academic programming – since this past year we have eight new programs that have started or are in the process of starting. We've made substantial progress on alternative credentials, badges and short courses, all of which are faculty-driven initiatives.
- WSU-WATC merger approved by HLC. Spring 2018 officially branded as WSU Tech. Efforts are being coordinated between the two institutions. Follow up site visit by HLC this fall.
- Searches – currently searching for provost and LAS dean – both are reaching their decision point. Engineering dean search is now beginning and hopefully will be completed by January. Have made offer for new Ulrich Museum Director.
- 52 faculty searches (TTF/non-tenure), 21 hired to date.
- 29 candidates were tenured and/or promoted.
- Non tenure teaching track promotion process was approved by senate and PET and so far 72 have been reviewed for promotion.
- Interim Provost Muma reviewed his presentation to KBOR from February 2018.
- Faculty career development – identify reward systems that better accommodate changes in the higher education system. Receive cost of faculty salary review project –spring 18.
- Salary enhancement – longer term employees left out of salary increase last summer will receive a 2.5 percent pay increase in July. Approximately 980 employees will receive this.
- Working to develop a faculty driven innovation campus advisory council. Open up broader dialogue regarding the innovation campus. Faculty senate to consider endorsing on May 7.
- First year seminar. Approved by the faculty senate for additional two year pilot to gather more data. Workshop scheduled for May 15 11 am rsc 265.

Question – What kind of reward system are you thinking about regarding faculty career development? A. None specifically at this time and the faculty need to think about what kind of reward system is most helpful.

VI. Faculty Senate President Carolyn Shaw – State of the Faculty Senate

President Shaw presented the following updates for the Senate’s work during the 2017-18 academic year:

- Reviewed long list of visitors who provided updates to the faculty senate during the 2017-18 academic year.
 - The senate will be looking at changes to the general ed. program after review by committee is completed.
 - Still looking at review of “dismissal for cause and chronic low performance” policy.
- Q – What about ally ability training, selection of textbook and academic freedom? A. The faculty senate has approved a statement that addresses these issues. It was stated that professors maintain their academic freedom regarding this issue.

VII. Proposed Revisions to Tenure and Promotion Review

This initiative came from U. T&P committee for the senate to consider. Discussion centered on the cases that involved personal or family special circumstances that could delay promotion but not tenure or that might involve halting the tenure clock and how this process would be affected by combining the votes. It was stated that KBOR policy applies to extensions, but that the policy under consideration would not negatively affect extensions. A question was raised about whether this policy would set the bar higher for tenure? It was felt that this was difficult to determine. A question was raised about the need to grandfather in current cases. It was stated that this was not necessary since policy is not really changing, just the number of forms that will be used. **A motion was made to approve and a vote was taken. The motion passed by majority vote with 1 vote opposed and 1 abstention.**

VIII. As May Arise

Jeff Hershfield thanked Carolyn Shaw for serving as senate president.