

**FAIRMOUNT LIBERAL ARTS & SCIENCES COLLEGE COUNCIL**  
**MEETING AGENDA & NOTES**

DATE & TIME: MONDAY, NOVEMBER 30, 2015 @ 3:00-4:30 PM

**PRESENT**

**Math & Statistics** – Thalia Jeffres (chair)  
**Biology** – Mary Liz Jameson (secretary)  
**English** – Chris Brooks (chair, C)  
**Philosophy** – Noell Birondo (A)  
**Physics** – Nick Solomay (C)  
**Anthropology** – Don Blakeslee (B)  
**Sociology** – Chase Billingham (B)  
**School of Community Affairs** – Marti Smith (B)  
**Social Work** – Douglas Crews (A)  
**Women’s Studies** – Debbie Gordon (C)  
**Elliott School of Communications** – Pat Dooley (C)  
**Political Science** – Neal Allen (A)  
**LAS Dean’s Office** – Ron Matson (Dean) & Cheryl Miller

**Committee Designations**

A = “Tenure & Promotion” (previously “Academic planning”)  
B = “Safety” (previously “Ad hoc”)  
C = “Dean’s Review & By-laws” (previously “Budget”)

**NOT PRESENT**

**Geology** – Collette Burke (B)  
**MCLL** – Brigitte Roussel (chair, B)  
**Psychology** - Evan Palmer (filling in for Rui Ni; temporary chair, A)  
**Chemistry** – Moriah Beck (A)  
**History** – Jeff Hayton (A)  
**Hugo Wall School of Public Administration** – Arwiphawee (Sai) Srithongrung (C)

**1. Approval of Minutes**

- President Thalia Jeffries called for approval of the Nov. 2 College Council minutes. Following revisions, the minutes were approved as amended (one abstention: Evan Palmer who was not present at the last meeting).

**2. Sub-committee Reports**

- Committee C: Dean’s Review & By-laws (Chair, Chris Brooks). Each member of the College Council was tasked with providing information from their department regarding by-laws or written statements that guide decisions for courses assigned to faculty, service requirements, and workload. This information was compiled by Cheryl Miller and presented by Thalia Jeffries. It was requested that results of the survey not be circulated outside of the LAS College Council. Members of the College Council read the survey compilation (10 minutes), and the discussion was opened.
  - Based on the survey, it is clear that there is variation between departments. Debbie Gordon pointed out that differences between departments mean that evaluation for Tenure and Promotion (T&P) is not equal. Neal Allen asked what authority College Council has over departmental policies. Gordon noted that departmental policies that depart from KBOR (Kansas Board of Regents) rules could be a point for litigation.
  - Chris Brooks recommended that all members of College Council review the survey and the Policies and Procedures handbook (<http://www.kansasregents.org/resources/PDF/About/BoardPolicyManual.pdf>). For example, KBOR policy states that 1 SPTE is submitted for annual evaluation, but departments (as part of their autonomy) may state that *all* SPTEs, *50%* of SPTEs, or *some* SPTEs are submitted. Especially for untenured faculty, this survey brings up critical issues such as the mechanism for conflict resolution, Gordon noted. Chase Billingham asked if the solution is development of over-arching by-laws for LAS and discarding departmental by-laws? Gordon and Brooks suggested that this is not the solution, although there is a need for standardization. Neal Allen proposed three alternatives: 1) alteration of existing policy (for example, changes to P&T policy, 2) suggest changes at the faculty assembly, or 3) suggest changes to Dean Matson. Marti Smith added that components could be included in the faculty governance documents (e.g., “no fewer than x evaluations” or “at least x evaluations”).
  - Brooks reiterated that the Policy and Procedures manual is the final arbiter for grievances. Departments can require more rigorous requirements than KBOR. Thalia Jeffries noted that, in principal, T&P candidates are not compared with each other. Instead, they are compared with peers within their discipline. Evan Palmer asked how the Tenure and Promotion committee fit into these issues, and Neal Allen responded that

the committee worked within the T&P guidelines.

- o Pat Dooley suggested that all College Council members re-read the survey before the Feb. 1 College Council meeting and note issues that each would like to have addressed. Brooks repeated that the department rules are “practice” and that Policy and Procedures is the “contract”.
- o Summarizing the discussion, Thalia Jeffries said that the survey generated strong feelings and broad discussion. Matson suggested that all members of the College Council look at the Policies and Procedures manual for some resolution. Some topics however, are not included in the manual (e.g., on-line learning). He recommended against appointment of a committee that would act on grievances because this would greatly slow the process. He also observed that too much specificity, as in the case of T&P, may not be beneficial (flexibility may be most beneficial). He concluded by stating that the Policies and Procedures manual is the touchstone for our governance.
- o *All College Council members were tasked with reviewing the survey before the next College Council meeting and noting issues that we would like to have addressed (Feb. 1).*

- Committee A: Promotion and Tenure Committee (Evan Palmer [filling in for Rui Ni; temporary chair, A]). No update.
- Committee B: Safety Committee (Chair, Brigitte Roussel [absent]). Brigitte Roussel provided a written report for her committee. Roussel met with VP Eric Sexton and Mandy Hambleton to discuss safety for faculty and students on campus. The committee is scheduled to meet in December with Sexton and Hambleton.

**3. Dean’s Remarks** - Dean Matson discussed one, on-going issue.

- **Wichita Area Technical College.** The possibility of WSU combining efforts with of the Wichita Area Technical College is still under consideration. By January 2016, all faculty will report to President Bardo. At the Chair’s meeting, there was negativity regarding the concept. Critical issues that require resolution include curriculum, General Education requirements, tuition, and faculty pay. Representatives on the committee include Jay Price (History), Bill Bischoff (Natural Sciences), Kevin Keplar (Communications), and Alex Chaparro (Social Sciences). The largest issue to be resolved is finances.

**4. Announcements and As May Arise.**

- None.

4:30pm: Motion to adjourn.

<u>Today’s Agreements: New</u>			
Who	Who Else	What	By When
Committee B: Safety Committee		Committee will meet with VP Eric Sexton and Mandy Hambleton regarding faculty safety on campus.	Fall 2015
All College Council Members		Review the survey on department by-laws and written rules (handed out at Nov. 30 meeting). Note issues that we would like to have addressed.	Feb. 1
Committee C: Dean’s Review & By-laws Committee		Complete questionnaire for Matson’s performance review and discussion at College Council.	Fall 2016 or Spring 2017
<u>Past Agreements: Completed</u>			
Who	Who Else	What	By When
APC	Patricia Phillips	Approval of General Education requirements that 1) uncoupling of General Education courses with advanced issues or issues and perspectives courses and 2) reduction of credit hours from 27 to 24 total hours. If approved elsewhere these changes will go into effect in the 2016-2017 course	Oct. 5, 2015

		catalog.	
APC	Executive committee	Compare the LAS college level T&P policy to that of the University.	Preliminary review completed, assigned to APC

**Today's Agreements: Pending**

<b>Who</b>	<b>Who Else</b>	<b>What</b>	<b>By When</b>
Committee A: Promotion and Tenure Committee	LAS T & P committee	Review/Compare Tenure and Promotion Policies of College to those of University.	Spring 2016
Cheryl Miller		After final review of governance document, post document to internet.	Fall 2015