

Washburn University  
Faculty Senate Agenda  
April 29, 2024

- I. Call to Order
- II. Approve minutes from the April 22, 2024, meeting of Faculty Senate
- III. President's Opening Remarks
- IV. WUBOR/KBOR Update
- V. VPAA/Provost Update – Fritch
- VI. Faculty Senate Committee Reports
- VII. University Committee Reports
- VIII. Old business
- IX. Informational items
  - At-large Election Results - Kay
- X. Special Orders – Opening of new Senate Session.
  - Welcome New Senators
  - Election of Faculty Senate Officers 2023-2024 (nominations must be made by new senate)
- XI. Discussion Item
- XII. Announcements
- XIII. Adjournment

Washburn University  
Faculty Senate  
Minutes of April 22, 2024

Present: Altus, Camarda, Cook, Cook-Cunningham, Dahl, Friesen, Fritch, Grant, Hakenewerth, Harnowo, Hartman, Holt, Kay, Kendall-Morwick (J.), Kendall-Morwick (K.), McHenry, McGuire, Miller, Moddelmog, Porta, Rivera, Scofield, Sneed, Lolley, Toerber-Clark, Wagner, Steffen

Absent: DeSota, Hansen, Heusi, Kowalska, Ricklefs

Guests: Ball, Broxterman, Erby, Hutchinson, Klaes, Lanning, Fritch, Stephenson, O'Neill, Maxwell, Morse, Burdick (G.)

- I. Call to Order 3:01
- I. Minutes of the April 8, 2024, meeting of Faculty Senate were approved.
  - Get your name added if you didn't check in.
- I. President's Opening Remarks (Wagner for Ricklefs)
  - Vote for the at large until April 25 at 5:30 pm. There are two candidates for three positions.
  - If you are on Faculty Senate next year, there is a transition meeting April 29<sup>th</sup>. Reminder to those interested in an officer position to have someone nominate you.
  - Thirty minutes to finalize the discussion regarding lecturer promotion timeline and discrepancy in documents.
    - Altus believes the lecturer track should be on the same track as professor with an Assistant, Associate, and Senior Lecturer status at ten years.
    - Steffen noted that the lecturer role in SAS and CAS are treated differently. Perhaps also different in departments (Moddelmog).
    - Kay put us on task to focus on the policy discrepancy.
    - Lolley would like to see a clear outline for what can and cannot be done; timelines that can be met by the university from a financial standpoint. Cook added faculty would not be treated in this manner – with promotion capability based on money. Kendall-Morwick (K.) can speak to one lecturer in English who was unable to be promoted for fifteen years.
    - Altus acknowledged that promotions are a cost; so is turnover. Many lecturers can go to make more money elsewhere. In this situation we lose institutional knowledge. The search process is expensive and time-consuming as well.

- Washburn AAUP statement to ensure adequate compensation (attached).
  - Porta moved to pass a resolution to move forward with this. The term transparency in the resolution is key.
- The provost office is making progress.
  - As of now, the five years in the handbook is not possible.
  - There is a goal to increase the number of senior lecturers this year by fifty percent and adjust market pay for lecturers.
  - Promotion funds and raises compete with one another for the same money.
  - Want to get to the ten-year mark, though still not in compliance with the handbook. Understands there should be a clear path for instructors.
  - Concerned about these things; the salaries on campus and our benchmarks are an issue. The goal is not to underpay people.
- Lolley asked when this would take place. Fritch indicated that it may be in the next two weeks or over the summer when people sign up for the process. Would like to increase the senior lecturers by 50 percent.
- Altus suggested that the process may be more time intensive than assumed. Fritch would like to see the promotions instated at the start of January at the latest. May investigate retroactive pay.
- Klaes asked for clarification on the number of promotions Fritch would like to see this summer / fall – seven of the 85 lecturers on campus.
- Moving forward with the resolution was passed unanimously.

## II. WUBOR/KBOR Update

- The Faculty Senate President will make a statement at the next WUBOR on May 3<sup>rd</sup> to update regarding senate achievements this year.

## II. VPAA/Provost Update – Fritch

- BGS approved using the best process possible.
- National signing day at WUTech last week.
- Graduation is May tenth and eleventh.
- Today one of our students was in the finals for the national forensics debate.

## III. Faculty Senate Committee Reports

- Minutes of the April 1, 2024, meeting of the Academic Affairs Committee were approved without discussion.

- Minutes of the April 1, 2024, meeting of the Faculty Affairs Committee were discussed.
  - Any questions about the termination process? Fritch indicated that the language is better than what we have. The process appears to be fair and the actions to protect faculty is great. Any ambiguity is necessary for decision making on a case by case basis.
    - Stephenson has been working on this for many years; has received input from several individuals on legal counsel.
    - Lolley asked if there was anything determined regarding the definition of substantial. Lee indicated that it depends on the context. Stephenson confirmed that the ambiguity is intentional – will be determined by decision makers in the process. As culture changes – the term substantial will be interpreted differently. Precedent will not be used.
    - Faculty Affairs made a few recommendations Where is that going now? (Cook). Stephenson indicated that we would know whether handbook committee will be meeting this week to consider the recommendations.
  - Cook asked if there were further thoughts on the suggestion to a president elect model.
    - Ricklefs was glad for the feedback; plans to reconsider how this is proposed. May revisit in the fall at a time there can be intention (Wagner).
    - Lolley asked for clarification of why this is proposed. Morse explained the importance of the executive committee. This method may provide for more structure, preparation, and diversity of leadership.
    - Modellmog sees the implementation this process and the elimination of a multi-year presidency as a flaw.
  - Modellmog called the question to vote on the approval of the minutes.
  - The minutes were approved unanimously.

## II. Announcements

- Next Monday is the transition meeting. Holly got us snacks. Those who are rotating off senate still need to attend. Officers will be voted in; must be on next year's senate to nominate someone.
- Altus asked about the status of the new cover sheet for programs, where is that? Wagner has already talked to Holly. This should be ready for the beginning of the next school year.

- Kendall-Morwick (K.) Thursday from 3 to 5 pm is CTET celebration of teaching.
- Employee recognition ceremony is tomorrow at three (Cook)

II. Adjournment 3:49