

## Faculty Senate Meeting Minutes

Monday, April 22, 2024

3:30-5:00 pm Woolsey Hall 110A

### Attendance

**Present:** Ahmed, Allen, Billingham, Bowen, Bradley, Butler, Castro, Chang, Connor, Cooper, Dehner, Delacruz, Dowling, Dudley, Figy, Gilstrap, Hammond, Heilman, Hulett, Jamkartanian, Jarman, Lynch, Marble-Flint, Moody, Moscoso, Muether, Musaji, Myose, Nicks, Pang, Parham, Rai, Ross, Salinas Monroy, Sherif, Sherwood, Small, Sterrett, Tew, Thompson, Urick, Wallace, Williams.

**Excused:** Bussard, Celestin, Price, Proctor, Pulaski

**Absent:** Barut, Bubp, Cluff, Kuhlman, Markova, Solomey

### Call to Order

- President Dowling called the meeting to order at 3:31 pm

### Approval of the minutes

- The minutes from [April 8, 2024](#) were approved.

### Informal Statements and Proposals

- Senator Sterrett [read a statement](#) regarding senate presentation on March 25.
- Senator Ahmed shared that an organizational meeting for parties interested in WSU becoming carbon neutral will be held at 10am on Friday, April 26 in RSC 203. More information is in *WSU Today*.  
He also asked that the senate setup a mechanism or committee for finding a way to work with the university administration in reaching the goal of carbon neutrality.

### President's Report

- Executive Search  
President Dowling shared the names of faculty members that the senate Executive Committee voted to serve on the Provost and the Finance VP search committees.
- KBOR Update  
Dowling shared documents have been uploaded to the senate website regarding [Math/English Pathways and associated work](#) and KBOR Performance Report [Template/Rubric](#).  
She noted also that KBOR has adopted a view of DEI in alignment with the Kansas Legislature – that it cannot be used in job applications, student applications, and financial aid.
- General Education Committee note  
Dowling shared that the General Education Committee had come to the Executive Committee with a proposal, but after further consideration it was removed from the agenda. The Gen Ed committee subsequently met and voted down the proposal. Dowling noted the discussion was important and should continue as we review our catalogs to ensure alignment with the KBOR gen ed requirements.

- Save the date: Biomedical Campus groundbreaking is May 8, 2024.
- Nominations open for Executive Committee  
In advance of the final meeting of the year, nominations are now open for positions on the Executive Committee. Please send nominations to President-Elect Muether.
- Reminder to committee chairs  
Committee annual reports are due soon. Please complete them as soon as possible.

### Committee Reports

- Rules Committee – Mat Muether
  - [New policy 3.52 on flexible work arrangements](#) has been posted on the senate website for initial review. Any comments should be directed to the Rules Committee.
  - Additionally, the committee interest survey is available. Please encourage colleagues to complete the survey to help facilitate committee service nominations.

### Old Business

- [Update on Program Review Plans for at-risk programs](#) – AVP Ashlie Jack  
Jack presented an update on the plans submitted to KBOR for the five at risk programs. Four programs identified action plans while WEIS will be merged into another department as become a “field major” and minor in LAS. Dean Hippisley noted that being an interdisciplinary “field major” enables the program to continue and prevents the program from being triggered by KBOR in the future. Jack further noted that no full-time program faculty will lose their positions in the merge, however adjuncts will be removed.
- [Market-based Compensation Update](#) – Vicki Whisenant, Executive Director of HR  
Whisenant shared the MBC priorities for this year, contingent on funding from the state legislature. Senator Billingham raised concern over the growing gap in faculty compensation relative to market identified in the presentation and noted that last year’s across the board raise was antithetical to the MBC goals. He further encouraged the university to prioritize MBC in the budget to get away from relying on the state legislature for raises. Whisenant reiterated that rectifying the gap of faculty is a high priority. Further questions should be directed to Whisenant.

### New Business

- [Office of Community Partnerships](#)  
Scott Wituk, Director of the Center for Economic Development (CEI), and Misty Bruckner Director of the Public Policy Management Center (PPMC) gave a presentation on the creation of a centralized office for community partnerships working with organizations on and off campus. Wituk emphasized that this office will not eliminate other offices but provide streamlined coordination. Senators had no questions.

**As May Arise**

- Regarding DEI updates at KBOR and the Legislature  
Zach Gearhart noted that the only change for WSU will be statements on job applications which is currently being reviewed. He stated that he tells legislators that the university wants to support all students at WSU. The current language the university is using is “Inclusive Excellence and Engagement.”

Additionally, if programs have professional cultural competencies or other curricular matters the legislation does not impact it. Gearhart emphasized these changes to not impact academic freedom.

**Adjournment**

- Dowling adjourned the meeting at 5:00 pm.

Minutes prepared by John Hammond

Next Senate Meeting: May 13, 2024