The Faculty Senate was called to order by Val Limburg, Chair, on Thursday, October 10, 1996, in FSHN, T101, at 3:40 p.m. Forty-six (46) members were present, thirty (30) members were absent with six (6) vacancies. Eleven (11) non-voting members were present. (See the attached attendance sheet.)

Minutes of the September 19, 1996, meeting were approved as circulated.

Announcements (Information Items).

1. Faculty Senate officers and administrators met in a joint meeting on September 10 and 24, 1996.

2. Faculty Senate officers met with President Smith on September 27, 1996.

3. The Faculty Senate notes with sympathy the death of Professor Thomas Barton, (English) who died September 15, 1996, after serving the University from 1970 to 1992.

4. Faculty Senate Standing Committees reported committee consideration on the following issues (agenda and previously reported items not included) at the October 3, 1996, Steering Committee meeting:

   **Budget Committee:** Brigham reported the Committee is looking at the WSU Budget Proposal for the next biennium.

   **Academic Affairs Committee:** Hower reported the Committee debated the Academic Calendar.

   **Graduate Studies Committee:** Leid reported the Committee is discussing Intellectual Property Guidelines; Graduate Student Rights and Responsibilities; and the Doctoral Residency Program.

   **Faculty Affairs Committee:** Duft reported the Committee is working on revisions to the *Faculty Manual*.

   **Research and Arts Committee:** McSweeney reported the Committee is discussing Review of SERIAG; the Research Stresses Survey; and Intellectual Property Guidelines.

Announcements (Reports).

1. Remarks by the Chair.—V. Limburg

   Limburg reminded the senators about the 25th Anniversary Celebration of the Faculty Senate to take place immediately following the meeting in the Lewis Alumni Centre. He stated that past chairs and former senators will also be in attendance. Limburg also
reminded the senators about President’s Convocation to be held October 17 at 7:30 p.m. This year’s speaker will be Mary Wack from the Center for Teaching and Learning.

2. Presentation on Faculty Raises.—C. Clark

C. Clark is the Faculty Senate legislative representative who lives in Olympia during the legislative session. Clark has been working on a Powerpoint presentation stating the case for faculty raises to use in Olympia during the session. Clark stated that the presentation will be done in concert with all of the four year institutions in the state. A 7.5% salary increase for faculty in each of the next 2 years will be the number one priority of all the state’s four year institutions’ budget requests. At the present time WSU is far behind its peer institutions when it comes to salaries for faculty. The makeup of the new legislature and the person who is elected governor will determine the approach the institutions will use. Faculty have not gained any ground during the 90’s and in fact have fallen behind inflation by 5%. In January of 1990 and January of 1991 there were 6.1% pay raises for faculty which makes the figures look better. Many people in the state mistakenly think that faculty at four year institutions automatically get pay raises each year like the K-12 system but that is not true. Unless the legislature acts very few faculty receive a raise. WSU is ranked 18th among 22 peers for faculty pay. Last year WSU fell behind its peers’ average pay by 13%. The peer schools are located all over the United States. Clark stated that last year WSU lost a top junior faculty member because his salary was so low he did not qualify for a home loan on a modest starter home. What the legislatures needs to know is that the cost of replacing faculty who leave costs more than if the person leaving were given a raise. The universities this year are asking for salary increases to make the salaries competitive with the national market place. We need better salaries to attract and retain quality faculty that are needed for quality higher education. The CFR is focusing on faculty raises but if it looks like that will not happen then they will go for a faculty retention pool.

Additions or Changes to the Agenda.

Agenda Items (Action Items).

1. Nominations from the Committee on Committees for elections to Faculty Senate Committees Exhibit B is as follows:

FROM THE COMMITTEE ON COMMITTEES

The Committee on Committees submits the following names as candidates to serve on Senate committees with terms beginning immediately, and ending on the year indicated. Senators are encouraged to study the WSU Committee Manual along with the vitae of the nominees, prior to the meeting of October 10, 1996. Senators desiring to nominate additional persons from the floor MUST PROVIDE written information about the nominees for distribution before the meeting.
Academic Affairs Committee
F-1998  SPENCÉ, Kemet D., Professor, Microbiology. Faculty, RIS, Graduate Faculty, Current Senator, WSU 28 years. Relevant experience and qualifications: Consultant Battelle Development Core; Symposium organizer and speaker; Reviewer of numerous NSF, USDA and HIH Grants; Extensive research experience in immunology, genetics and microbiology application to develop biological pesticides; Advisor to undergraduate students; Advisor to Native American Graduate and Professional Student Society; Life Sciences Advisory Council. Committee Experience: Current. Departmental Equipment Committee, Safety Committee and Graduate Student Advisory Committee, Search Committee for new Faculty member (Biology/Zoology). Committee Experience: Previous: Committee on Instruction, Molecular Grant-In-Aid Committee Chair, Insurance Annuities and Retirement Committee, Chairman Graduate Review Plant Pathology Committee, Chairman and participant of many Faculty Senate committees.

Catalog Subcommittee
F-1999  MCKEE, Nancy, Assistant Professor, Anthropology. Faculty, RIS, WSU 9 Years.

Faculty Affairs
F-1997  KRAMER, John, Professor, Veterinary Clinical Pathology. Faculty, RIS, Graduate Faculty, Current Senator, WSU 24 years. Committee Experience: Current: Graduate Studies Committee and Planning and Review Committee. Previous: Committee on Committees, Whitman County Bond of Adjustment Chair.

F-1998  HEMMINGWAY, John L., Associate Professor, Kinesiology and Leisure Studies. Faculty, RIS, Graduate Faculty, Current Senator, WSU 6 years. Relevant Experience and qualifications: 14 years in higher education at 3 different institutions with extensive committee work. Current: University General Education Committee 1995 present, College of Education on Faculty Affairs, Co-Chair 1995-present. Previous: Chair of College of Education Graduate Studies Committee, Previous 6 years Faculty Senate at Old Dominion University, Committees included Undergraduate curriculum, Student Affairs, Intercollegiate Athletics.

Legislative Affairs Subcommittee
F-1999  BAKER, Douglas, Professor, Management and Systems, Faculty, RIS, Graduate Faculty. WSU 15 years. Relevant Experience and Qualifications: Have served as legislative rep one year traveling to Olympia during the legislative session. Last year while on sabbatical set up a legislative network linking faculty with legislator. Served as Vice Chair and Chair of the Faculty Senate. Committee Experience: Past: Committee on Committees; Faculty Status Committee; Council of Representatives; Faculty Senate Provost Selection Committee; and many department and college committees.
Organization and Structure
F-1999 KENDALL, Kenneth W., Associate Professor, Hotel and Restaurant Administration. Faculty, RIS, Graduate Faculty, WSU 11 years. Relevant Experience and Qualifications: Organization and Structure Committee, Research and Consultant in Strategic Business Planning Committee Experience: Current, Computer Users Committee, Curriculum Committee, Assessment Committee. Previous: Faculty Senate; Senate at Simon Frasier University, Curriculum Committee, Tenure Committee.

Parking and Traffic
F-1999 BRYAN, Gary, Professor, Veterinary Clinical Sciences, Faculty, RIS, Graduate Faculty WSU 27 years. Relevant Experience and Qualifications: Interested in campus safety. Three term senate member. Committee Experience: Current: NCAA Evaluation.

Balloting proceeded with the following results:

Academic Affairs Committee: F-1998 Kemet Spence
Catalog Subcommittee: F-1997 Nancy McKee
Faculty Affairs Committee: F-1997 John Kramer, F-1998 John Hemingway
Legislative Affairs Subcommittee: F-1999 Douglas Baker
Organization and Structure Committee: F-1999 Kenneth Kendall
Parking and Traffic Committee: F-1998 Gary Bryan
Senate Representative on Academic Steering Committee for Computing and Telecommunications: F-1998 Anthony Wright

2. Recommendation from Organization and Structure for functions of Academic Affairs Committee concerning Professional Courses Exhibit G from 9/19/96 agenda is as follows:

MEMORANDUM
TO: Richard Crain, Executive Secretary, Faculty Senate
FROM: Julia Pomerenk, Chair, Organization and Structures Committee
DATE: September 1, 1996
SUBJECT: Functions of Academic Affairs Concerning Professional Programs

Recent action of the Faculty Senate led to the differentiation between Graduate and Professional Programs. This differentiation had led to jurisdictional problems. The Organization and Structure Committee, upon review of issue, proposes the following change to the function of Academic Affairs Committee, additions being underlined:

Functions:
1. On a continuous basis reviews and appraises educational policies and programs of Washington State University except those applying exclusively to graduate education.
2. Makes recommendations to the Faculty Senate concerning academic policies and procedures for undergraduate admission requirements, undergraduate courses and curricula, new bachelor degree programs, minimum University requirements for graduation, scholastic standards, calendar, catalog, examination, summer session and educational innovation. Also considers similar policies and procedures for all professional degree programs.

3. Receives, reviews, and acts upon policy recommendations of its permanent subcommittees.

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Motion carried.

Agenda Items (Discussion Items).

1. Recommendation from Academic Affairs Committee for a BA in Human Development at WSU Vancouver (Exhibit C).—G. Hower

There was no discussion of this item.
The full proposal is available for review in the Faculty Senate office.

2. Recommendation from Academic Affairs Committee for Effective Date of Undergraduate Program Curricula (Exhibit D).—G. Hower

Faculty questioned the fact that there can be no curricular changes for the next 2 years and wonder if the effective date couldn’t be changed.
Hower stated that before the next Senate meeting AAC could change the effective date or add a grandfather clause for those who have things in progress that would be affected by the earlier date.

3. Recommendation for Faculty Affairs Committee for Revisions to the Faculty Code of Professional Ethics Section II, Faculty Manual (Exhibit E).—K. Duft

4. Duft stated that the central administration and the Attorney General’s office are reviewing this item so it will not be an action item at the next meeting. The FAC is seeking input from faculty on this issue. Faculty are encouraged to send suggestions to the FAC or contact Duft with any suggestions they may have.

Constituents' Concerns.

Greenberg requested an update on Virtual WSU and Limburg stated that information was coming from the Provost’s office and would be shared with the Senate. Limburg stated that a special Steering Committee meeting would be held to the next week to discuss this issue and he would report back to the Senate on that meeting.

Adjournment.

The meeting adjourned at 5:15.

Richard W. Crain Jr.
Executive Secretary