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Fort Hays State University Faculty Senate Minutes for Regular Meeting on Tuesday, April 6, 2010

FHSU Faculty Senate

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Fort Hays State University Faculty Senate
Minutes for Regular Meeting on Tuesday, April 6, 2010
(3:33pm, Stouffer Lounge)

1. Approval of Minutes and Attendance of Prior Meetings

1a. Attachment A and Attachment B

Corrections: “distributed” instead of “disturbed” and KBOR instead of BOR. After a motion and second, the minutes were approved as corrected.

2. Announcements and Information Items (no action required):

2a. Kansas Board of Regents, March.

- Budget -- Jeffrey Burnett reported that KBOR was pleased that all six universities had come forward in opposition to further budget cuts and would continue lobbying and moving forward with businesses.
- Faculty Morale – There was a short agenda on Thursday with good discussion. Dr. Hammond raised the concern of faculty morale and how it directly related to raises and merit, and other similar topics. Sooner or later, there needs to be a plan in place about what we’re going to do in the future. Nothing was solved. There was a lot of discussion and it’s on their minds. It will probably be a topic for next week also. It is exciting that the issue of morale was brought to their attention. It will be in Jeff’s report next month about being a regional institution as opposed to a research institution. Jeff will present out case next week. Dianna Koerner asked if he would be giving strategies for addressing and improving that. She gave the example of USD 489 that negotiated for four personal days out of their sick days. Jeff will meet with Dr. Hammond on Monday. There are perks. We started down that road first. We would contact AAUP on something that would be negotiated.

2b. COFSP meeting

- Discussed the Economic Support Motions. FHSU was the first to come forward. KBOR is very excited about our coming forward and being active with the Chamber of Commerce.

2c. President’s Cabinet

- Budget Forum
- AQIP– Chris Crawford explained that on November 1, 2009, we submitted the systems portfolio in reference to the accreditation for the institution. It included Academic Affairs, Student Affairs, and Administration and Finance. We answered every question because it was our choice to study all of our processes. AQIP had their system of review, line by line. A few weeks ago we received feedback, and overall, Chris was very pleased. Every accrediting agency finds something to help a campus improve. There were no surprises in the document and no accreditation issues. We received six strategic issues which is pretty low for these reports. Several issues are things we talk about in Faculty Senate or other meetings across campus such as how to manage the growth of off-campus offerings relative to on-campus offerings. There are a few opportunities for improvement. Access the report at www.fhsu.edu/aqip Over the next six months, a team of faculty members and others (Council of Institutional Effectiveness) will fine-tune it, looking at things we think will move the institution forward and other opportunities. We will try to host about five AQIP goals. Old goals will eventually transition away January 12 and we will move into new goals at that time. The goals include the Wellness Initiative, Internationalization, Improvement of Student Learning Outcomes (Writing Intensive as well as MIS 101). Hispanic Population, and Improvement of the Quality and Quantity of K12 teachers.

3. Reports from Committees –

3a. Executive Committee: Jeff Burnett

- Online Portfolios – The committee briefly discussed the possibility of online portfolios for tenure, promotion, and merit. Some mobile universities like ours are moving toward an online portfolio and away from the folders and papers. Jeff talked with Tony Gabel and the committee is going to explore it. Emily Breit noted that Business is using Sedona but will probably move to Digital Measures. She noted there is a university in Wisconsin with an excellent website demonstrating online portfolios.

3b. Academic Affairs: Martha Holmes---no report

3c. Student Affairs: Denise Orth---

- Smoking Ban. There were a little over 700 responses from students, faculty and staff. They will look at the data and then develop a policy recommendation to move on to Dr. Hammond. There is an issue: “What is the definition of *smoking in public*?”

3d. University Affairs: Rita Hauck reported for Carol Patrick

- Policy Statement for Faculty Evaluation of Administration System (ATTACHMENT C) was brought forward for approval. There was discussion with questions about why it is to be conducted only every two years. Chap Rackaway noted that research revealed that one year was too often to show significant changes. It was also noted that a department, for accreditation reasons, could give it every year, or a department currently using another tool could continue using that tool. With the two-year procedure, a newly hired chair may be in the position for two years before being evaluated by faculty using this procedure. Dr. Britten noted that the College of Health and Life Sciences 20 years of annual evaluations worked well. There was a question and discussion about what format the deans would receive for their own evaluation. The deans should get a report similar to that of the chairs. There was a suggestion that a new chair be evaluated in the first year and then every two years. After discussion, a vote was taken and the policy statement was approved with one nay vote.
- The “FHSU Faculty Rating of Chairs” (Attachment D) was brought forward for approval. Dr. Miles inquired if the rating form would replace what was already in place in a department or college. The decision would be up to the department. The rating form was approved.
- The “FHSU Faculty Rating of Deans” (Attachment E) was brought forward for approval. It was approved.
- “Intellectual Property feedback” from University Affairs to AAUP (Attachment F) was discussed. These are comments for AAUP negotiations with Administration. University Affairs was asked to get input from faculty about intellectual property concerns or issues and provide AAUP with feedback. Tony Gabel noted that there is a KBOR “work for hire” policy, but that the Supreme Court says intellectual property is negotiable. Denise Orth noted students have commented on the lack of revision of some Virtual College classes and questioned how the material can be updated by the contractual author of the course? Dr. Crawford noted the importance of feedback from faculty during the negotiations process. Dianna Koerner recalled reading in the Virtual College contract that the faculty member would notify the Virtual College a year in advance to update a course, pending money available.

3e. By-Laws and Standing Rules: Linda Hyatt

- Faculty Senate Officer term limits – The committee looked at neighboring states and found that most faculty senate presidents are elected for one term and could be re-elected for a second term.

3f. University Marketing and Strategic Academic Partnerships: Chapman Rackaway

- Faculty Web Survey-ATTACHMENT G – 2010 – The committee looked at the issue of the switch-over to the new website such as its navigability and usability. There has been a lot of heat, not a lot of light on the subject. We are pursuing a survey for faculty of what they think (not the slogan, etc. but the website) The survey is pretty straight-forward: a question about dead links, usability of the search engine, design; question 4 speaks for itself; then some technical questions. The old web server bigcat could be used for a secure intranet for faculty and staff. Then we asked about demographic questions, and number 10 is about comfort with using the internet. We present it for your comments and hopefully your approval. Discussion included that the biggest frustration is the formatting, that you have to know html coding, and it's not user friendly; its day-to-day usability as a faculty member is the issue; the new CMS is clunky and awkward. Chapman noted there may be other questions just for that. A suggested question was, "Are there sites that you are having trouble finding?" Add a question for navigating such as, "What links do you think should be easy to reach?" Chapman noted the committee is looking for rich feedback in the open-ended response area. Once you get the feedback, what will you be able to do with it? The webmaster wants to make things better. We could give the report to Suzanne Klaus. Also, the Integrated Marketing Committee (Kent Steward and others) are open to it. We thought it was important to get faculty voice in a systematic fashion. Is the company that came up with the design finished? Yes. There was another recommendation to make it more open-ended. What are the problems? Are there any other problems that were not addressed? Please share your observations about the usability (pros and cons) about the new University website.

5. Reports from Special Committees and Other Representatives

No reports

6. Unfinished Business

7. New Business

Faculty Senate Elections – Nominations were opened for President-Elect for the coming year. Chapman Rackaway was nominated by Kenton Russell. Chapman was elected with one nay and one abstention. Kathi Sanders was nominated for Secretary by Rita Hauck. Kathy was elected.

8. Adjournment of Regular Faculty Senate Meeting

After a motion to adjourn, the meeting ended at 4:25 p.m.