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## **Fort Hays State University Faculty Senate Minutes, October 3, 1994**

FHSU Faculty Senate

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Minutes of the Fort Hays State University  
Faculty Senate  
October 3, 1994

A. President Dianna Koerner called the meeting of the Faculty Senate to order in the Pioneer Lounge Room of the Memorial Union on October 3, 1994 at 3:31 p.m.

B. Senators present were James Murphy, Robert Stephenson, Martha Holmes, Gary Hulett, Mike Miller, Ann McClure, Joan Rumpel, Sandra Rupp, Max Rumpel, Stephen Shapiro, Bruce Bardwell, Fred Britten, John Durham, John Neal (for Donna Ortiz), Tom Johansen, Albert Geritz, Richard Leeson, Jean Salien, Ken Neuhauser, Chris Lovett (for Norman Caulfield), Helen Miles, John Zody, Mary Pickard, Anita Gordon-Gilmore, Mohammad Riazi, Lewis Miller, Martin Shapiro, Eileen Deges Curl, Michelle Hull-Knowles, Richard Hughen, Keith Krueger, Joseph Aistrup, Robert Markley, Marc Pratarelli, Alice Humphreys, Debora Scheffel, and Bill Havice.

Senators absent were Warren Shaffer and Joanne Harwick.

The Guests of the Senate were Shala Bannister, Affirmative Action Officer, Dr. Richard Ranker, Director, CTELT, Julie Long, Leader reporter, Mark McClure, son of Senator Ann McClure and Dr. Rodolfo Arevalo, Provost.

C. The minutes of the September 6, 1994 meeting were corrected to remove Glen McNeil's name from the list of absent senators. Glen McNeil is not the representative from Home Economics. Minutes were approved as corrected.

D. Announcements

1. See agenda for written announcements.

2. The new policy on phased retirement (announcement #2) is attached (Attachment A).

3. Concerning announcement #3, Senator Anita Gordon-Gilmore suggested including an initiative on the library with other initiatives suggested by the Council of Faculty Senate Presidents (Attachment A to agenda).

4. In addition to the committee appointments listed in announcement #12, the following individuals were appointed to Student Court: Jean Gleichsner, Gary Coulter and Jan Stalling. John Zody will act as liaison to Student Government Association.

E. Standing Committees

1. Academic Affairs -- Senator Martha Holmes

a. Motion 1: The first course in the major and minor programs in BIOL, CHEM, PHYS, and GSCI can, after approval by the General Education Committee, satisfy distribution requirements in the Mathematics and Natural Sciences area of the Distribution Component.

Senator Holmes read the justification/rationale from the General Education Committee for the motion. The justification is as follows:

A survey of FHSU catalogs for over 30 years demonstrates that these departments have required cognates from other science departments which go beyond the content and rigor of typical general education courses in these departments. Requiring science students to also take currently listed General Education courses in these departments is redundant. In each of the previous general education programs over this time span, the first courses for majors in these departments were either general education courses, or could be used in place of courses specified.

Students at FHSU have widely differing backgrounds in mathematics and the sciences. While all students should have had four years of high school English, the math backgrounds vary from a low of basic algebra and/or consumer math to a high of a calculus course. Students meeting Board of Regents guidelines have taken a math course beyond Algebra II, and a physical science class beyond a general physical science class (usually chemistry and/or physics). Students who have met Board of Regents guidelines should take courses beyond the general education offerings in the natural sciences.

With the exception of Art, Music and Foreign Language, all other non-natural science departments have the first course in their major approved as a distribution course. The proposed policy would help science students by counting some of their cognates for general education. In addition, it would help the average student who changes majors one or more times by counting the first course in four additional departments, and significantly reduce the need for petitions and potential unequal applications of courses to general education guidelines.

Motion passed with 1 abstention.

2. By-laws and Standing Rules -- No report

3. External Affairs and Faculty Salary -- Senator John Durham

There will be five members of the Board of Regents visiting on November 1. The Chair of the Board of Regents, Frank Sabatini, will be visiting campus on October 4.

4. Student Affairs -- Senator John Zody

a. The committee will be looking at the applications for Who's Who.

b. The committee discussed the elimination of midterm grades again. After reviewing both sides, the committee has decided not to take any further action on this issue. One of the problems with midterm grades is that in some departments faculty give blanket grades - all C's or F's. Therefore, students do not have a good idea of how they are doing in a course. The committee feels that that is a departmental problem and not a university problem.

Senator Robert Stephenson asked whether midterm grades can be accessed by computer so hard copies would not have to be generated.

President Koerner responded that Screen 30 in CICS under Student Information could be used to access a student's midterm and even final grades for previous semesters. The faculty could do a print screen if a hard copy is needed. President Hammond wanted to know if midterm grades are important for the retention of students. Committee members of Student Affairs did not feel that midterm grades were important in student retention.

Senator Bob Markley mentioned that a student came in and indicated that midterm grades were used in order to be admitted into some of the programs on campus (nursing and radiologic technology).

Senator Ann McClure pointed out that a number of students do not come in to pick up their midterms.

Senator John Zody mentioned that in his department (HHP) the chair is very adamant that midterm grades get distributed. In some cases, students are called and asked to come in.

Senator Rich Leeson responded that since there appears to be no retention value associated with midterm grades, the Faculty Senate should vote again and send the issue back to the President.

Senator Michelle Hull-Knowles added that students that really care pick up midterm grades and those that probably should don't.

Senator Ken Neuhauser asked what the original reason for considering the elimination of midterm grades was.

President Koerner responded that this was a recommendation from the Empowerment Committee.

Senator Joe Aistrup commented that perhaps only the students receiving D's or U's should be contacted.

Senator John Durham commented that in this age of computers most faculty keep their grades on computer and it should be easy to generate grades at any time in the semester. Since we have access to on-line grades, the registrar could dispense with printing grades and interested students could ask their advisor to access their grades on the computer.

Senator Aistrup commented that if midterm grades are so valuable the President should allocate money to have the midterm grades mailed to students. If not, then just dispense with them. Students should know how they stand anyway since they receive their grades when they take a test.

President Koerner responded that there are instructors that do not test prior to midterm. So students have no idea how they are doing in the course.

Senator Durham moved to have the registrar dispense with the printing of midterm grades but otherwise leave the system intact. Senator Zody seconded the motion.

Senator Max Rumpel indicated that students will need to be notified that midterm grades are available.

Senator Durham mentioned that notices could be placed in the university newspaper and signs posted on campus to let students know.

Senator Lewis Miller wanted to know why students don't ask an instructor how they are doing in a class instead of going to their advisor to find out.

President Koerner responded that some students are not comfortable going to an instructor and asking about grades.

Senator Tom Johanson asked why midterm grades are not sent to parents if we really want them to be effective.

President Koerner responded that the privacy act does not allow this to occur.

Motion failed.

Senator Richard Leeson moved to eliminate midterm grades since there is no evidence that retention is improved at FHSU because of them. Senator Ann McClure seconded the motion.

Senator Chris Lovett offered a friendly amendment that down slips should be sent to the advisor if a student is getting a D or U in the course.

President Koerner mentioned that if you are calculating grades for D's and U's then you should calculate grades for everyone.

The friendly amendment was not accepted.

Senator Neuhauser responded that if the President wants midterm grades we will have midterm grades regardless of whether the faculty wants them or not.

Provost Rodolfo Arevalo explained why he initially supported the elimination of midterm grades. Simply generating midterm grades doesn't improve retention if nothing is done with them. Provost Arevalo suggested not sending the same recommendation (eliminate midterm grades) to administration again. A committee has been established to look at retention and this would be a good issue for the committee to consider.

Senator Leeson withdrew the motion and Senator McClure agreed to withdraw her second.

Senator Leeson moved to send this issue to the Task Force on Student Retention. Senator Durham seconded the motion.

Senator McClure believes the responsibility of picking up midterm grades should be the students and not the responsibility of the advisor to make sure that students receive them.

Motion passed with 1 abstention.

5. University Affairs -- Senator Martin Shapiro

Senator Martin Shapiro briefly reviewed the history of the Program Discontinuance Policy (Attachment B). Senators should review the new proposal from University Affairs and be prepared to vote on it at the November meeting (Attachment C).

F. Old Business - None

G. New Business

a. Shala Bannister, Affirmative Action Officer, presented information on affirmative action and addressed some concerns that arose out of last meeting's discussion about the hiring of under-represented faculty. Officer Bannister indicated that most of the policies that relate to affirmative action have been put into brochure format and have been distributed to deans, vice-presidents and chairs. Copies can also be obtained from her office.

There is currently a new notice of non-discrimination. If you are unsure whether a publication needs the statement, please call Officer Bannister for information.

There will be sexual harassment training upon request for departments, classes and student groups. A video tape will be prepared for use in the future.

Officer Bannister explained that affirmative action is about equal employment opportunity and it is not about quotas. The Federal Government requires us to annually look at work force composition and availability of faculty (it is national for faculty). Departments are then compared to the national availability. For classified staff the pool is regional and not national. Goals are then set based upon availability. For example, last year in the annual affirmative action plan the goals were to hire five women and two minorities for unclassified positions. Last year 20 additional women were hired and three additional minorities. An annual update will be available at the Forsyth Library when completed.

Officer Bannister also mentioned that the perception about not being able to attract minorities to Hays is not true. Our applicant pool is showing this. During 1987-88, in the pool for unclassified positions there were only 8% minorities and this year it is 20%. In terms of comparing the applicant pool to hires, 26% of the applicants were female and 54% of the hires were female. With respect to minorities, 20% of the applicants were minorities with only 8% hires. One minority was offered a position but declined it because they got a better offer somewhere else. Therefore, the policy on hiring under-represented faculty is important in order to have money available to allow for negotiation of salaries.

Senator Ann McClure asked what the retention of minorities is at FHSU.

Officer Bannister indicated that she had not looked at this issue.

Senator Lewis Miller asked Officer Bannister to read the new non-discrimination statement.

Officer Bannister indicated that the Affirmative Action Committee edited the previous non-discrimination statement to remove duplicative language. The statement reads "Fort Hays State University does not discriminate on the basis of sex, race, religion, national origin, age disability Vietnam era veteran status or special disabled veteran status in its programs and activities. The Director of Affirmative Action, Coordinator of Title IX, Title VI, Section 504, and ADA Regulations, may be contacted at 600 Park Street, Hays, Kansas 67601, 913/628-4033."

Senator Richard Hughen wanted to know who decided who the under-represented classes are.

Officer Bannister responded that determinations are based on data that has been generated by national studies that take in to account a number of factors (history, current status of disciplines, availability of minorities and women, etc.). Officer Bannister looked at the percentage of minorities and women in each department and what percentage of the department each individual comprises. She then looked at the work force composition and national availability of minorities and women for those positions. If the difference was greater than 25% then there was an under-representation. Of the 27 departments on campus, 7 departments had under-representation of women and 4 departments an under-representation of minorities.

Senator Martin Shapiro asked if we should be bringing in minorities if the quality of their work is not the same standard as non-minorities.

Officer Bannister commented that we want to get the best person for a position, whether they fall into an under-represented class or not. In some cases, we may wish to hire an under-represented class and in order to do so may need to have more money.

Senator Ken Neuhauser mentioned that since some classes know that they are under-represented they may demand higher salaries.

Officer Bannister responded that this situation is no different than people who are in highly competitive fields and therefore are able to demand a higher salary.

Provost Rodolfo Arevalo responded that there are two things done when looking at affirmative action. FHSU is pro-active in soliciting pools of applicants to help diversify the faculty. The goal is still to hire the best qualified individual, if that happens to be an under-represented class then we need the flexibility to offer them a higher salary if necessary.

Senator Gary Hulett asked whether the salary flexibility applies only to protected classes or whether it applies to all classes whether they are under-represented or not.

Officer Bannister responded that negotiation goes on in most departments anyway. Most initial offers are below the line item amount to allow for some negotiation. However, there should be additional money available if needed thus the policy for hiring under-represented classes.

In an unrelated issue, Officer Bannister commented that she was not asked for any information on gender equity, except by Jean Coyle for the University Women's Association. The information available from Officer Bannister is public information and is available from the library.

b. President Koerner presented the response from the Council of Faculty Senate Presidents (COFSP) (Appendix C in agenda) to Regent Dr. John Hiebert's document on Faculty Evaluation (Appendix B in agenda). The response from COFSP was a joint effort from all the regent's Faculty Senate Presidents. Efforts were made to try to keep decisions at the university level rather than the regent's level.

Senator John Durham moved to adopt the recommendation from COFSP. Fred Britten seconded the motion.

Motion passed.

#### H. Reports from Liaisons

1. Classified Senate -- No report
2. Instructional Technology Policy Advisory Committee -- No report
3. Faculty & Staff Development -- No report
4. Library Committee -- Senator Jean Gleichsner

The committee is trying to identify areas that are most deficient in the library in efforts to funnel available funds to those areas.

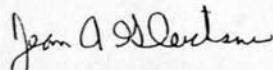
5. Student Government Association -- No report
6. General Education Committee -- Senator Robert Markley

The committee is still accepting integrative courses. The emphasize for the rest of the year will be on assessment of the general education program.

7. Faculty & Staff Development -- No report

I. The meeting was adjourned at 4:59 p.m.

Respectfully submitted,



Jean A. Gleichsner  
Secretary