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Fort Hays State University Faculty Senate Minutes, September 8, 1998

FHSU Faculty Senate

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Acting President John Durham called the meeting to order.

Please see the copy of the Faculty Senate roster for the record of attendance.

President Deborah Scheffel addressed the Senate. While she is on a leave of absence during the fall semester, she will attend the Faculty Senate Executive Committee meetings via audio telephone conferencing and will attend as many Faculty Senate meetings and Regent's meetings as possible.

The minutes for the June and July meetings were approved.

It was announced that Angie Dome is working as the assistant to the Faculty Senate. Her profs address is: buad.

President Hammond's remarks to the Senate

President Hammond addressed the Faculty Senate about concerns and opportunities for FHSU in the upcoming school year. FHSU has been invited to join Western Governors' University. If FHSU joins it will be the first university to join as a single institution rather than as part of a state system. The question is whether FHSU should join as a single institution or wait for the state to join. Kansas has been invited to join and LEPC, the legislative committee that deals with educational issues, is going to recommend it. In that case all the institutions in the state will be members automatically. Since it will cost more money for FHSU to join as an individual institution, FHSU may wait until the state joins. On the other hand, if FHSU joins before the state does, it might be designated the lead institution for the state for WGU. The administration is in the process of weighing the pros and cons of how to join.

President Hammond does not foresee significant impact on faculty when FHSU joins WGU, except for the potential effect on enrollment in Virtual College courses. Virtual College courses would not be automatically accepted for WGU's online catalog. They would have to be approved by WGU's curriculum review committee. WGU is now in the process of seeking accreditation from North Central and other regional accrediting agencies. Currently WGU offers only associate degree programs. WGU is interested in FHSU because it wants to expand its offerings to include baccalaureate degree programs.

President Hammond noted that participation in WGU could result in higher student credit hour production, and that would result in higher enrollment adjustment dollars. He anticipates that FHSU will make a decision one way or the other about joining WGU sometime in the fall semester. He will keep the Faculty Senate abreast of the progress of the discussions with WGU.

President Hammond sees many advantages to participation in WGU because it has a full array of services for its students, services that FHSU does not yet have in place for the Virtual College. These include: an electronic catalog system, a registration system, and a bookstore. WGU's website is: www.wgu.edu.

President Hammond also discussed his desire to see more "core" faculty teaching courses for the Virtual College. He wants to find a way to adequately reward faculty for participation in the VC and give faculty the opportunity to earn more money. Since summer school enrollment is declining while VC enrollment is increasing, he wonders if it would be better to take money from the summer school budget and use it for salaries in the VC. Hammond is looking into the possibility of compensating faculty using a formula similar to the one now used to calculate summer school salaries: 60% of 1/9 of base salary, providing that certain conditions are met (such as a certain level of enrollment). He estimated that increasing VC salaries would cost an additional \$150,000.

Senator Tom Guss observed that faculty receive 80% of 1/9 of base salary for teaching a 3 credit hour course in summer school. How did President Hammond arrive at the proposal of 60% of 1/9 of base salary for teaching a 3 credit hour VC course? President Hammond noted that 60% of 1/9 is for teaching and 20% of 1/9 is for service in summer school. Any change in the budget for the VC will need to be worked out by January if this change is to be implemented next year.

President Hammond wants to move money from summer school into the VC because not all the money allocated for summer school has been spent in recent years while at the same time the summer school budget has been increasing every year in step with merit raises. He doubts that he will want to continue to invest more dollars into summer school. He also is thinking about using enrollment adjustment dollars to pay VC salaries, instead of adding full-time faculty positions.

President Hammond is also concerned about increasing numbers of faculty teaching 6 hours or more per month in summer school. Given the summer school compensation formula that provides 20% of 1/9 for service, these faculty are getting paid for service twice. Hammond wants to cut out the extra 20% for service in such cases. (This policy would not affect faculty who teach 3 hours in June and 3 hours in July.)

Senator Tom Guss expressed concern about the impact that taking money from summer school will have on the School of Education as they generally have high enrollments in the summer. Hammond responded that FHSU is committed to making sure that student demand for courses is always met.

President Hammond would like the faculty senate to work with the

provost to come up with a formula for compensating "core" faculty for teaching in the VC. He is also willing to meet with the University Affairs Committee to discuss this further.

Senator Toft expressed the concern that proposal to improve Virtual College salaries in order to give faculty another source of income could mean that faculty will be teaching overloads continually in order to have a decent salary. Hammond responded that FHSU's growth in the future will not be as great as in the past. Enrollment growth will occur in the Virtual College. Hammond will continue to try to raise the base salaries for full time faculty.

Old Business

The senate discussed proposed changes in the tenure and promotion guidelines. Senator Rich Hughen wanted to know who will write the letter for the college committee. If the dean writes the letter as chair of the committee, does the committee have to approve what the dean writes? Some faculty feel that the college committee should be completely independent of the dean. Senator Joe Aistrup proposed adding "by majority vote" as a friendly amendment to Part V.B.6: "the committee shall by majority vote make an independent evaluation of the faculty member's file..." In response to concerns about committee members being reticent in expressing their views when the dean is the chair of the college committee, Senator Joe Aistrup observed that when the dean chairs the college committee, it means that a consensus must develop between faculty and administration in the committee. Senator Ann Liston reminded the senate that the proposed changes are designed to streamline the tenure and promotion review process. Provost Gould also noted that it has been a challenge to staff all the committees. The proposed changes in the tenure and promotion procedure were approved by a voice vote.

The senate discussed modifying the residency requirement as requested by Provost Gould in his memo of 9/8/98. Senator Steve Trout pointed out that departments need to be able to control where their majors take their upper division courses. Under this policy departments still control what courses from other institutions are accepted toward a student's major at FHSU. The motion carried by a voice vote.

New Business

Senator Tom Guss proposed adding the following to the guidelines for tenure and promotion committees: "Tenured faculty on the tenure and promotion committee have their right of free speech protected by the principles of academic freedom, tenure, and due process." This motion was referred to the University Affairs Committee.

Provost Gould asked that a policy be created to deal with the termination of a candidate's contract after the first and second

year tenure review. This was referred to the University Affairs Committee.

Provost Gould also wants a policy regarding the submission of materials to the tenure or promotion file as part of an appeal to a final recommendation. This was also referred to the University Affairs Committee.

Acting President Durham offered a proposal to amend the by-laws with a policy on succession to any office of the Faculty Senate in the event that the officer is unable to carry out his/her duties. This proposal was referred to the By-laws and Standing Rules Committee.

Committee Reports

Academic Affairs Committee has no report. Senator Martha Holmes was reelected chair of the committee. Senator Joan Rumpel was elected secretary.

University Affairs Committee has no report. Senator Mary Shapiro was reelected chair of the committee. Senator Jim Rucker was elected secretary.

Student Affairs Committee has no report. Senator Tom Johansen was elected chair of the committee. Senator Brenda Hoopingarner was elected secretary.

By-laws and Standing Rules Committee has no report. They have not held elections yet.

External Affairs Committee has no report. They have not held elections yet.

There were no reports from liaisons.

Steve Sedbrook announced the FHSU/Hays Medical Center community-wide wellness fair to be held on Friday, Oct. 2.

The senate adjourned at 5:45 pm.