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# Fort Hays State University Faculty Senate Minutes, January 10, 1995

FHSU Faculty Senate

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Minutes of the Fort Hays State University  
Faculty Senate  
January 10, 1995

A. President Dianna Koerner called the meeting of the Faculty Senate to order in the Pioneer Lounge Room of the Memorial Union on January 10, 1995 at 3:30 p.m.

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

Senators absent were Joanne Harwick, Mike Miller, John Zody, and Marc Pratarelli.

The Guests of the Senate were Dr. Rodolfo Arevalo, Provost, and Tammi Harris, Leader reporter.

C. The minutes of the December 5, 1994 were approved as printed.

D. Announcements

1. See agenda for written announcements.

E. Standing Committees

1. Academic Affairs -- Senator Martha Holmes

a. Motion 1: The Faculty Senate recommends approval of the following course (results of the committee voting follow the course title):

ART 375 Topics in Art (unanimous)

The course description was printed in the agenda.

Motion passed.

b. Motion 2: The Faculty Senate recommends approval of the following course (results of the committee voting follow the course title):

ART 335 Book Design (unanimous)

The course description was printed in the agenda.

Motion passed.

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

3. External Affairs and Faculty Salary -- No report

4. Student Affairs -- No report

5. University Affairs -- Senator Martin Shapiro

a. Program Discontinuance Policy (attachment A) - the updated information is in italics in the document. Senators should review and be ready to vote on it at the next meeting.

b. Faculty Hearings and Appeals Procedures (attachment B) - senators should review and be ready to vote on it at the next meeting.

F. Old Business

1. Senator Richard Hughen moved the motion on hiring under-represented faculty (refer to attachment C for the motion - please note that item 2 has been changed from when it was originally brought up in November 1994). Senator Warren Shaffer seconded the motion.

Senator Richard Hughen provided background information about the motion. When Affirmative Action Officer Shala Bannister visited with the senate in October, she indicated that the university wants to hire the best qualified individual for the job whether they fall into an under-represented class or not. Provost Rodolfo Arevalo agreed with this statement and indicated that merit dollars would not be used to hire these faculty. However, a memo from the Provost to President Dianna Koerner sent after the meeting indicated that merit dollars could be used to hire well-qualified and not necessarily the best-qualified candidate as was stated at the senate meeting.

Senator Hughen stated that the proposed motion is not against affirmative action but rather opposing the changes that the Provost is suggesting. The Provost asked what changes were being made. Senator Hughen responded that in the memo the Provost referred to hiring well-qualified candidates from under-represented groups which may not necessarily be the best candidate. The Provost responded that the department identifies the candidate they would like to hire and not the Provost. Senator Hughen believes that that was not clear in the memo. Also, Senator Hughen believes that there are other ways to get the money needed to hire under-represented groups rather than taking it from merit dollars.

Senator Hughen handed out a document (attachment D) that looked at under-representation at FHSU. Data for the document came from information supplied by Affirmative Action Officer Shala Bannister. Senator Hughen concluded from this data that the AA/EO Program is working well at FHSU and therefore no changes need to be made to the program (#8 in attachment D).

Considerable discussion followed concerning how the data was obtained, its validity and its interpretation.

Senator Warren Shaffer wanted to know how much might be used from merit dollars to hire someone.

Provost Arevalo indicated that of the three white females hired last year all but \$500 came from vacant positions.

Senator Ken Neuhauser wanted to know what % of the merit dollars might be used for hiring under-represented faculty.

.Provost Arevalo indicated that even in the worst case scenario the amount would probably be no more than 1/2 of 1% of the merit dollars.

Senator Evelyn Toft stated that she would be willing to give up some of her salary in order to hire under-represented groups.

Senator Michelle Hull-Knowles pointed out that since faculty already are underpaid that the money needed to hire under-represented groups should be found elsewhere.

Senator Gary Hulett asked that since the amount needed from merit dollars is such a small amount would the senate be willing to approve the use of merit dollars on a case by case basis.

Most faculty agreed that this would not be feasible since most hiring occurs during the summer when faculty are not here.

Senator Hulett countered that instead of a case by case basis a cap could be placed on how much of the merit dollars could be used.

The Provost indicated that he would be willing to support a motion that stated that faculty support the hiring of under-represented groups but that the administration not use merit dollars to do so.

Senator Joe Aistrup wanted to know whose salaries are affected by the merit pool dollars. President Koerner responded that it would include deans, chairs and teaching faculty. Some faculty felt that administrators should also be included.

Senator Gary Hulett wanted to know if item 2 in the motion was changed from case by case to year by year basis if that would be a more viable solution. Discussion indicated that that would not be feasible either.

Senator John Durham thought that the motion as proposed weakened affirmative action and he was therefore opposed to it.

Senator Warren Shaffer would like to know if the Provost could show the faculty in dollars and cents how much money is involved.

Senator Shaffer moved to table the motion until the Provost could supply this information. Senator John Durham moved to second the motion.

Motion passed.

#### G. New Business

1. Senator Stephen Shapiro reported on the visit by Dr. John Welsh, Interim Director of Academic Affairs from BOR, to campus on December 9. Faculty present discussed giving college credit for courses taught by high school teachers and the attempt to dumb down the requirements for teaching certificates of secondary teachers.

2. The Faculty Senate Executive Committee moves that faculty have an input into the design, use and evaluation of proposed and existing media and ITV classrooms. President Koerner indicated that concerns have been raised by faculty about this. Provost Rodolfo Arevalo mentioned that CTELT has a doctoral student from KU who is studying faculty that are teaching in these classrooms. President Koerner is hoping that after this student leaves there will a continued effort in this area.

Motion passed.

3. The Faculty Senate Executive Committee moves that faculty be consulted on the number of students in a class, including any proposed changes in increasing class size and that the number of students to be enrolled in a course not exceed approved fire codes for classrooms.

Senator Robert Markley thought that these should be treated as separate issues - the number of students in a class and fire code violations.

Provost Rodolfo Arevalo indicated that when classrooms are overcrowded and the fire code is violated that presents a potential liability problem for the university.

Senator Richard Hughen moved to send the motion back to the Faculty Senate Executive Committee for further work. Senator Warren Shaffer 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

Senator Jean Gleichsner moved that the Faculty Senate supports the acquisition of the AMIGOS Collection Assessment Tool (CAT) by the Library Committee to allow for an accurate and in-depth evaluation of the holdings at Forsyth Library. Senator Richard Hughen seconded the motion.

Senator Gleichsner explained that the Library Committee approached Provost Arevalo with this proposal but the Provost indicated that he did not have the money (\$4,400) to fund the project. Without AMIGOS the task of determining what holdings the library has and what gaps exist would fall to the library staff and faculty. The library staff lacks the time and the faculty both the time and expertise to do an adequate assessment of the library.

Senator Anita Gordon-Gilmore indicated that the information obtained by using AMIGOS would allow for more effective allocation of library monies.

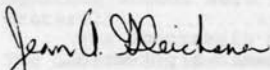
Senator Michelle Hull-Knowles added that this data could be used to compare the status of the library before and after efforts were made to improve the library.

Motion passed with 1 abstention.

5. Student Government Association -- No report
6. General Education Committee -- No report
7. Faculty & Staff Development -- No report

I. The meeting was adjourned.

Respectfully submitted,



Jean A. Gleichsner  
Secretary