

6-22-1995

## Fort Hays State University Faculty Senate Minutes, June 22, 1995

FHSU Faculty Senate

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Minutes of FHSU Faculty Senate Executive Committee Meeting  
June 22, 1995

A. President Steve Shapiro called the meeting to order at 4:00 p.m. on June 22, 1995 in the Prairie Room of the Memorial Union.

B. Senators present were Jean Gleichsner, Martin Shapiro, and Dianna Koerner.

C. Minutes from the April 15, 1995 meeting were approved as written.

D. Announcements:

1. The next meeting between the President Shapiro (Steve) with the Provost will be June 26th. The next meeting between Steve and President Hammond will be on June 27th. Steve indicated that if members of executive committee have items that they wish to discuss with the President or Provost, they should Email him or President-Elect Gleichsner (Jean). Both will be going to meetings with the President and Provost during the course of the year.

In the next meeting with the President, Steve will be discussing how raises are determined for new faculty members and pay equity issues in the Continuing Education program. In the next meeting with the Provost, Steve will be discussing a concern about the Faculty Senate's role in approving changes to Chapter 3; specifically the documenting of teaching performance and faculty service on committees. In addition, Steve will discuss the approval of procedures related to the grievance process and CTELT's charges to faculty for their services.

In the May meeting with President Hammond, Steve and Senator Koerner (Dianna) discussed the 2.5% merit salary situation. President Hammond would try to augment faculty salaries mid-year if possible to make up for the decreased merit percentage. The President and Steve dismissed the idea of making this known to faculty because it might raise expectations that may not be fulfilled.

In the May meeting with the Provost, Steve and Dianna discussed items that the Provost had not yet implemented (specific items were not discussed).

2. BOR Report: Task Force on the Learning Environment: (See Attachment A) This topic will be taking up much time at the BOR this year. With regard to recommendations, Steve believes FHSU will have few problems. Dianna indicated that a report from each institution concerning measuring each University's baseline was already due in May 1995. To her knowledge, the Provost had not completed and turned in this report. Steve indicated that this topic may be discussed as the next meeting of COCAO and that he may have time to attend this meeting. This topic will be discussed with the Provost in Steve's next meeting with him.

3. Other:

Announced that Faculty Senate has been given money to hire a student secretary. (See Attachment B)

Steve shared his notes from his meeting with COFSP. (See Attachment C: The priority of each imitative is in parentheses.) The first priority item is up-grading equipment.

May 18, 1995

E. Standing Committees

1. No report from Academic Affairs.
2. No report from By-laws and Standing Rules.
3. No report from External Affairs and Faculty Salary.
4. No report from Student Affairs. Steve indicated that he would be recruiting a Liaison for Student Senate.
5. Senator Shapiro (Marty) reported that the University Affairs Committee reviewed Conflict of Interest policy from the BOR. He does not believe it is a Faculty Senate issue. Dianna stated that a review of conflict of interest policies should be a part of new faculty orientation. She also stated that as this policy becomes known by the faculty, that it will start to become an issue with faculty because of its reporting requirements.

F. No old business to discuss.

G. No new business to discuss.

H. Adjourned the meeting at 4:45 p.m.

Respectfully submitted,

Joseph A. Aistrup  
Secretary

1. Assume course offerings with the frequency needed for timely fulfillment of requirements for general education, for transfer, and graduation.
2. Assume class size consistent with the highest quality of undergraduate instruction.
3. Assume the availability of superior advising and mentoring opportunities to prevent student anonymity.
4. Assume adequate opportunities to challenge the most able undergraduate students, such as advanced or honors courses and research projects.
5. Assume substantial involvement of senior faculty in teaching lower division courses and let students know how deeply faculty care about their education.
6. Provide meaningful training programs for teaching assistants to prepare them to teach, including working with a faculty mentor.
7. Create and maintain an environment that facilitates, encourages, and rewards substantial faculty commitment to undergraduate instruction.
8. Improve the physical state and instructional equipment in the classrooms with the use of advanced technology to assure high quality instruction.
9. Develop strategies to enhance the professional development of faculty and deans or unit administrators in charge of undergraduate instruction.
10. Develop flexible expectations of individual faculty efforts and expectations for performance in the areas of undergraduate teaching, graduate teaching and research, and service; review the allocations periodically.
11. Assume that faculty incentives and rewards are aligned with public policy expectations and institutional priorities for the volume and distribution of faculty efforts.