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Fort Hays State University Faculty Senate Minutes, November 7, 1995

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Minutes of Fort Hays State University Faculty Senate
7 November 1995

A. President Steven Shapiro called the meeting to order in the Pioneer Lounge Room of the Memorial Union on 7 November 1995 at 3:35 p.m.

B. Senators present were James Murphy, Jean Gleichsner, Alan Schoer, Martha Holmes, Ann McClure, Max Rumpel, Steven Shapiro, Bruce Bardwell, John Durham, Donna Ortiz, Tom Johansen, Steven Trout, Richard Leeson, Evelyn Toft, Kenneth Neuhauser, Steve Sedbrook, John Zody, Chris Lovette, Phyllis Schmidt, Erv Eltse, Lewis Miller, Martin Shapiro, Dianna Koerner, Richard Huguen, Keith Krueger, Joseph Aistrup, Robert Markley, Alice Humphreys, and William Havice.

Senators absent were Mike Miller, Joan Rumpel, Jean Anna Sellers, Fred Britten, Eileen Deges Curl, and Debora Scheffel.

Guests of the Senate were Tony Fernandez, Rich Ranker, Lanette Schmeidler- SGA, Dean Larry Gould, Melissa Chapman, and Provost Arevalo.

C. Minutes of the 24 October 1995 meeting were approved as written.

D. Announcements:

1. Thanks to all who attended the breakfast meeting with the Board of Regents on October 19.

Thanks also the Executive Committee for meeting with Regents Chair John Hiebert and Executive Director Stephen Jordan on October 18.

Thanks also to the Executive Committee for meeting with Regents Director of Academic Affairs John Welsh on October 20.

Senator Koerner felt that we had good discussions with Hiebert, Welsh, and Jordan. She noted that Jordan was surprised that FHSU faculty were primarily evaluated by SCH production. Jordan felt that there should be some other ways to judge teaching effectiveness. President Steve Shapiro noted that if faculty take the initiative to develop these guidelines we would be less likely to have unfavorable guidelines forced on us later.

2. President Steve Shapiro and the Council of Faculty Senate Presidents met with Governor Graves on October 20.

Senator Huguen asked about the Governor's suggestions for addressing the public's inaccurate perception about faculty work habits(see Announcements in 11-7-95 agenda). President Steve Shapiro could not speak for the Governor, but it was his

personal opinion that faculty need to work with legislators throughout the year, not just when the legislature in session.

E. Standing Committees:

1. Academic Affairs- Senator Martha Holmes

a. Course approval: Internship in Economics. Description: This course provides students the opportunity to integrate and apply previous academic course work in economics through professionally related work in business, government or not-for-profit enterprises. Requires upper division standing and permission of instructor. This course was unanimously approved by both Academic Affairs and Faculty Senate.

b. Course approval: Internship in Finance. Description: This course provides student with the opportunity to integrate and apply previous academic course work in finance through professionally related work in business, government or not-for-profit enterprises. Requires upper division standing and permission of instructor. This course was unanimously approved by both Academic Affairs and Faculty Senate.

c. Students from SGA came to an Academic Affairs Committee meeting to discuss their concerns with honors requirements and grade inflation. In response to their concerns, Academic Affairs drafted the following statement. Senator Holmes noted that Faculty Senate did not need to formally approve this statement.

"Because the faculty concur with the student body's concerns with the issue of grade inflation and how it affects the Honors Graduation Policy, the Faculty Senate's Academic Affairs Committee suggests that the student government organization research and evaluate other Regents schools policies on this issue and take these findings and recommendations to the Provost and Faculty Senate."

d. Academic Affairs is creating a subcommittee that is examining the Academic Honesty Policy for students. This policy recommendation will be forthcoming as soon as possible.

2. By-laws and Standing Rules- Senator Richard Huguen

-No report.

3. External Affairs and Faculty Salary- Senator Mike Miller

-No report.

4. Student Affairs- Senator Steve Sedbrook

- a. Recommended the following motion on Oktoberfest.
"Faculty Senate recommends that the policy to cancel classes on Oktoberfest should be maintained unless there is a legal opinion that the University has a legal liability. If so, Faculty Senate's University Affairs Committee will discuss innovative alternative scheduling to alleviate that legal liability."

Discussion centered on the possible legal liability that the university has because of Oktoberfest. Provost Arevalo noted that the Regent's attorney felt that the university could be legally liable if one of its sanctioned organizations (for example the Tiger Debs) made money from selling beer.

Senator Johansen offered friendly amendment to change Oktoberfest to "homecoming." This friendly amendment was accepted by the Faculty Senate.

The amended motion was passed.

5. University Affairs - Senator Martin Shapiro

- a. Motion on modifications to Faculty Handbook:
"Additions, subtractions, and other modifications to the University Faculty handbook that directly affect members of the faculty in their professional work, e.g. Grievance Policy (Ch. 1), Instructional Procedures (Ch. 2), Annual Merit Procedures (Ch. 3), Terminal Degree Requirements (Ch. 4), Reassigned Time (Ch. 5), etc., should be either initiated or approved by the Faculty Senate."

Senator Durham offered a friendly amendment to strike "directly." It was accepted by the committee. Faculty Senate passed the amended motion.

- b. Motion on merit raises for first year faculty:
"In the interest of fairness with regard to the awarding of merit increases to first year faculty, all departments are encouraged to project the evaluation of all such faculty for a portion of the merit year (the portion actually spent in service to the university), over the entire merit year."

Discussion focused on what is "fair." Some senators noted that

there was so little salary spread between new people and those that have been here many years that they did not see a problem with departmental practices that reward those faculty with who have been at FHSU longer. Senator Max Rumble noted that this motion addresses the problem that new faculty merit increases (that they rightfully deserve in full) become windfalls for others in their department.

Faculty Senate passed the motion.

F. Old Business

1. Presentations by Dr. Tony Fernandez, Dean of Educational Technology and Continuing Education, and Dr. Richard Ranker, Director, Center for Teaching Excellence/Learning Technology

Dr. Fernandez noted that the key role of education technology and continuing education is to react the public's demand for increased access to university courses and degree programs. ITV, tape, and audio are just a few of the ways this can be accomplished. One very important caveat is that these courses should be provided in a high quality manner. The role of faculty is to assure quality through being active in the development of continuing education courses and participating in the university's outreach programs. He reminded faculty that his office has no academic authority. Thus, he must depend on faculty to provide continuing education courses. CTELT's role is vital because of the technical aspects of this effort and more importantly, because CTELT plays a central role in developing innovative uses of technology in developing courses.

Dr. Ranker's presentation is summarized in Attachment A. This attachment details all the services that CTELT provides faculty and the university's administration. Ranker addressed the faculty development issue in a number of ways. Ranker noted that CTELT provides services that are generally applicable to all faculty, but he recognizes that the bulk of faculty development takes place within departments. Nonetheless, there are specific programs that CTELT is presently implementing to facilitate faculty development. For example, CTELT's survey faculty showed that faculty desired a mentoring program. CTELT has started this program. CTELT is also working with faculty on teaching portfolios. Faculty Development Lab is open to all faculty and many use it.

Discussion centered on the costs of CTELT services to faculty. Ranker noted that CTELT charges are based on the costs of materials to CTELT. Senators asked that Ranker disseminate to faculty a price list for CTELT's charges.

Finally, Ranker noted that the OOE for CTELT is \$59,000. The rest of CTELT's budget represents salary.

2. Other

a. Senator Koerner asked about the whiting out of Staff places in the Malloy Hall and Tomanek Hall parking area. No one had any specific information to address her concerns.

G. New Business

1. Alice Humphreys proposed a motion from the Department of Sociology and Social Work (see Attachment B). A friendly amendment was offered by Senator Koerner to add "continue to" (see Attachment B). The friendly amendment was accepted.

Discussion centered on President Hammond's response to the empowerment report. Many expressed some dismay about the condescending tone his response. Provost Arevalo noted that the faculty and President Hammond needed to engage in a dialogue. Faculty Senate passed the amended motion.

2. Provost Arevalo noted that Faculty Senate should discuss the possibility of the Regents universities having non-tenure track faculty appointments. This discussion is being initiated because of the desire of Medical Center at KU to offer term appointments to their clinical staff. The BOR is exploring whether this would be good for everyone else. Provost Arevalo requested that the faculty provide some feedback on this proposal.

President Steve Shapiro indicated that he will elicit faculty responses to this non-tenure track policy proposal over the PROFs system.

3. Provost Arevalo also noted that BOR is considering asking each university to develop a family medical leave policy. If BOR approves this, FHSU will need to develop a campus wide family leave policy. President Steve Shapiro noted that this issue has been assigned to the University Affairs Committee.

4. Provost Arevalo announced that the university will be initiating a search for a Dean of the College of Business.

H. Reports from Liaisons

1. Classified Senate - Senator Richard Leeson - no report
2. Instructional Technology Policy Advisory Committee - Senator Max Rumpel - no report
3. Faculty and Staff Development - Senator Bruce Bardwell- no report
4. Library Committee - Senator Joan Rumpel - no report
5. Student Government Association - Senator Steve Sedbrook - no report
6. General Education Committee - Senator Martha Holmes - no report

I. Adjournment: 5:15

Respectfully Submitted



Joseph A. Aistrup
Faculty Senate Secretary