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Fort Hays State University Faculty Senate Minutes, November 22, 1995

FHSU Faculty Senate

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Minutes of FHSU Faculty Senate Executive Committee Meeting
22 November 1995

A. President Steve Shapiro called the meeting to order at 3:35 p.m. on 22 November 1995 in the Prairie Room of the Memorial Union.

B. Senators present were Jean Gleichsner, Martha Holmes, Martin Shapiro, Steve Sedbrook, and Mike Miller.

C. Minutes from the 24 October 1995 meeting were approved with no corrections.

D. Announcements:

1. Joe should send copies of the Faculty Senate minutes to the other faculty senate presidents and to John Welsh at the BOR.

2. Erica Fox, student secretary for Faculty Senate will be quitting next semester. Senators with suggestions for students to replace her should contact Steve, Jean, or Joe.

3. Steve was appointed to a Board of Regents task force which will be looking into the ramifications of the establishment of a permanent non-tenure track for faculty. Steve solicited faculty responses to this proposal. Faculty in non-tenure track appointments tended to be in favor of this proposal. Tenured and tenure track faculty tended to be opposed because they see this as the first step toward the elimination of tenure for faculty. There was some discussion of whether UAC should write a motion in opposition to the proposal. Steve suggested that UAC should wait until after the task force report.

4. Regent Hiebert has requested a status report on the implementation of recent Board actions on faculty evaluation and development. The Provost is responsible for producing this report for FHSU but faculty need to have input into this report. This report will also address the topic of "chronic low performance." The final report will be due in May of 1996.

5. At its November meeting, the Board of Regents was presented with a draft of a document called VISION 2020: Transforming (instead of "Re-engineering") the Kansas Regents Universities for the 21st Century (Attachment A). This document represents the current evolution of the document entitled "Eleven Principles for Enhancing the Learning Environment."

6. President Hammond said it does not look very likely that FHSU faculty will be getting a mid-year salary enhancement to compensate faculty for the 1% of merit increase that the faculty gave back last fall.

7. SGA would like feedback from Executive Committee for a proposal to create a qualified admission for individual departments in the university. Steve noted that this type of proposal may have some problems with the BOR. Jean indicated that we have a form of this already in place in some departments (teacher education). Most agreed that this type of proposal will create complexity in the university and could lead to students without majors. Steve indicated that it was important for us to coordinate and communicate our opinions on this issue to SGA representatives.

8. Martha needs volunteers to serve on the task force for grade inflation. No one in the executive committee volunteered to help Martha but members of the executive committee will search for members from the faculty at-large. Martha suggested recruiting Dr. Bob Markley to serve on this task force.

9. Jean and Steve have been serving on the committee to prioritize strategic plans. President Hammond will be reporting the results of the strategic planning process on December 5, 1995.

E. Reports

1. Academic Affairs -- Martha: AA will be introducing four new courses and possibly a fifth for approval.

a. GEO 240: Introduction to Geographic Information Systems
Description: An introduction to Geographic Information Systems. Introduction to the function and primary uses of GIS. Includes "learning in context" by involving students in desktop GIS applications.

b. MDI 417: MRI Physics and Instrumentation
Description: The course will provide instructions in basic physical and technical concepts, image procedures, quality control, and issues related to patient comfort and safety.

c. MDI 418: Cardiovascular - Interventional Technology
Description: Designed to emphasize the techniques and operation of interventional procedures, equipment, accessories, image enhancement techniques, and issues related to patient care and management.

d. MDI 419: Mammography for Radiologic Technologists
Description: This course provides the students with knowledge and cognitive skills underlying the performance of the major tasks typically required of a technologist employed in the specialized field of mammography.

DRAFT

Attachment A

AS OF NOVEMBER 15, 1995

VISION 2020:

Transforming the Kansas Regents Universities for the 21st Century

e. CIS 792: Managerial Report and Presentations
The description was not available at the time of the meeting.

f. AA will be bring forth the following motion: "Faculty Senate approves the concept of a field of emphasis in Ethnic Studies."

2. University Affairs Committee -- Marty: UAC will be attempting to help develop a family medical leave policy for FHSU. Steve will tell the Provost that UAC is in the process of soliciting information from the other Regents universities on their policies for family medical leave.

3. Student Affairs Committee -- Steve: UAC is finishing the process of selecting Who's Who "award winners."

4. External Affairs and Faculty Salary -- Mike: The committee will be bring forth the following motion to collect information for a salary study.

To support ongoing assessment, the Faculty Senate recommends that the administration produce a report, every other year, that addresses the following issues:

1. Faculty salaries, including such items as rank, length of employment, gender, list of salaries and average salaries from each of the following areas:
 - a. Department
 - b. University wide
 - c. Peer institutions
2. Salary equity for each of the following areas:
 - a. Department
 - b. University wide
 - c. Peer institutions
3. Salary compression for each of the following areas:
 - a. Department
 - b. University wide
 - c. Peer institutions
4. Fringe benefits

5. Bylaws and Standing Rules has no report.

F. Old Business--none

G. Adjourned the meeting at 4:50 p.m.

Respectfully submitted,


Joseph A. Aistrup
Secretary

The Kansas Board of Regents is committed to ensuring that the Regents universities will provide high quality, accessible programs at a reasonable cost to students and the state. Based on a common understanding of the fiscal, cultural, demographic and technological changes that face higher education, the Board and Regents universities will lead a fundamental transformation of university work and the learning environment to prepare for the twenty-first century. Acknowledging the need for both short-term and long-term changes, the Board and Regents universities will:

1. Set well-articulated systemwide goals for change;
2. Hold institutional CEOs responsible for constructive change in each key area, recognizing the unique mission of each institution; and
3. Establish a common format, method and timetable for reporting progress against the goals.

The Principles on the Learning Environment will continue to serve as a statement of beliefs and values for the Regents system. The specific activities of the Vision 2020 project lie in five areas:

1. Curriculum and Instruction. The Regents universities will identify and develop three key curricular and/or instructional initiatives to serve as models for fundamental change in curriculum and instruction. The Regents universities will report their initial plans to transform curricula and instruction in _____ 1996.
2. Faculty Time and Talent. The Regents universities will reexamine the allocation of faculty time and performance expectations in the areas of teaching, scholarship and service in order to optimize the use of institutional resources. The Regents universities will report initial plans to optimize faculty time and talent in _____ 1996.
3. Faculty Development, Support and Rewards. The Regents universities will reexamine and revamp faculty development, support and reward systems to ensure appropriate recognition of diverse categories of faculty assignments and achievements. In May 1996, the Regents universities will report initial plans to transform faculty development, support and reward systems, including the faculty evaluation recommendations adopted in April 1992, December 1994, and March 1995.
4. Operations and Support Processes. The Regents universities will reexamine and reorganize accordingly all administrative operations and support processes to reduce work, increase efficiency, and increase effectiveness in achieving the institution's academic mission. The Board and universities will identify and seek change in state regulations that inhibit optimal administrative effectiveness. The Regents universities will report initial plans to reorganize all administrative processes in _____ 1996.
5. Financing. The Board of Regents and the Regents universities will continue to develop and advocate for initiatives that optimize the ability of the universities to utilize and manage financial resources, including tuition accountability.

In order to ensure that this initiative proceeds in an organized fashion, the Board of Regents requests that the Council of Presidents develop (1) a vision statement for this initiative, (2) activity based costing as a methodology to undergird the Vision 2020 process, (3) an evaluation process including measurable performance goals, and (4) a consistent format for reporting plans and results for each of the areas identified above.