

12-4-1995

## **Fort Hays State University Faculty Senate Minutes, December 4, 1995**

FHSU Faculty Senate

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H. Reports from Liaisons

1. Classified Senate -- Senator Richard Leeson
2. Instructional Technology Policy Advisory Committee -- Senator Max Rumpel
3. Faculty and Staff Development -- Senator Bruce Bardwell
4. Library Committee -- Senator Steven Trout
5. Student Government Association -- Senator Steve Sedbrook
6. General Education Committee -- Senator Martha Holmes

I. Adjournment

J. Next meeting - February 5th, 1996, 3:30 p.m. in the Pioneer Lounge.

Minutes of Fort Hays State University Faculty Senate  
4 December 1995

A. President Steven Shapiro called the meeting to order in the Pioneer Lounge Room of the Memorial Union on 4 December 1995 at 3:35 p.m.

B. Senators present were Tom Guss (for Warren Schaffer) James Murphy, Jean Gleichsner, Alan Schoer, Martha Holmes, Gary Hulett, Richard Packauskas, Mike Miller, Ann McClure, Joan Rumpel, Jean Anna Sellers, Max Rumpel, Steven Shapiro, Fred Britten, Bruce Bardwell, John Durham, Donna Ortiz, Steven Trout, Evelyn Toft, Kenneth Neuhauser, Steve Sedbrook, John Zody, Chris Lovette, Phyllis Schmidt, Erv Eltse, Martin Shapiro, Marilyn Maier (for Dianna Koerner), Richard Hughen, Keith Krueger, Joseph Aistrup, Robert Markley, Alice Humphreys, Debora Scheffel, and William Havice.

Senators absent were Tom Johansen, Richard Leeson, Lewis Miller, and Eileen Deges Curl.

Guests of the Senate were Ray Wilson, Jim Rucker, Bob Meier, Keith Campbell, Dean Larry Gould, and Provost Arevalo.

C. There was one correction to the minutes of 7 November 1995 ("Tiger Club" rather than "Tiger Debs"). The corrected minutes of the 7 November 1995 meeting were approved.

D. Announcements:

1. Next meeting of the Faculty Senate President and President-elect with President Hammond will be December 5th. He will be presenting the prioritized list for the Strategic Plan.

-In the November meeting with the President they discussed the possibility of a mid-year salary enhancement for faculty. President Hammond indicated that this was not likely.

2. Next meeting of the Faculty Senate President and President-elect with Provost Arevalo will be December 7th.

3. President Shapiro was appointed to a Board of Regents (BOR) task force which will be looking into the ramifications of establishing a permanent non-tenure track for faculty. He extends a thank you to everyone who provided him input on this topic.

4. Board of Regents report: At its November meeting, the BOR was presented with a draft of a document called "VISION 2020: Transforming the Kansas Regents Universities for the 21st Century." This document (Attachment A) represents the current evolution of the

document entitled "Eleven Principles for Enhancing the Learning Environment."

Regent Hiebert has requested a status report on the implementation of recent BOR actions on faculty evaluation and development. The final report will be due in May of 1996. Provost Arevalo noted that FHSU has not developed a definition to identify "Chronic Low Performance" in faculty members. Senator Marty Shapiro noted that this has traditionally been dealt with on this campus with no merit increase. President Steve Shapiro gave the University Affairs Committee the task of defining chronic low performance.

#### E. Standing Committees:

##### 1. Academic Affairs- Senator Martha Holmes

a. Course approval: GSCI 240 Introduction to Geographic Information Systems. 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. This course was approved by the Faculty Senate.

b. Course approval: MDI 417 MRI Physics and Instrumentation. The course will provide instructions in basic physical and technical concepts, image procedures, quality control, and issues related to patient comfort and safety. This course was approved by the Faculty Senate.

c. Course approval: MDI 418 Cardiovascular - Interventional Technology. Designed to emphasize the techniques and operation of interventional procedures, equipment, accessories, image enhancement techniques, and issues related to patient care and management. This course was approved by the Faculty Senate.

d. Course approval: MDI 419 Mammography for Radiologic Technologists 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. This course was approved by the Faculty Senate.

e. Course approval: BCOM 792 Managerial Reports and Presentations. Designed to develop an in-depth knowledge of the functions of reports and presentations in contemporary business. Using real-world business situations, students will conduct business research and analyze data to prepare professional managerial reports and make presentations of these

reports using presentation software. This course was approved by the Faculty Senate.

e. The motion that "Faculty Senate approves the concept of a field of emphasis in Ethnic Studies" was extensively discussed. Senator Holmes noted that most of the courses comprising the field of emphasis are presently on the curriculum, but that the committee promoting this emphasis would be proposing three new courses to fill in a few minor gaps in the present curriculum. Senator Hulett noted that this field of emphasis was an example of "value-added" education. No student is required to take the emphasis, but if a student desires to enhance their education, they can. This emphasis will be noted on the student's transcript.

A number of senators brought forth concerns ranging from who would teach the courses, to whether the program would require new faculty, to the administration of the program. Senator Hulett noted that there were many of these same questions in the committee, which led to the committee approving of it at the "conceptual level," but not at the "programmatic level."

After Provost Arevalo said that he could not take a "concept" before the BOR for approval (he needed Faculty Senate to approve a program), Senator Guss proposed to amend the motion to substitute "program" for "concept." Senator Guss' amendment passed with 11 abstentions.

Senator Durham indicated that he had a problem with approving a program that "he has not seen in writing" and which had not been approved by Academic Affairs. Senator Durham moved to table the amended motion. Faculty Senate approved of Senator Durham's motion to table the amended motion.

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

-No report.

##### 3. External Affairs and Faculty Salary- Senator Mike Miller

Motion: 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

Discussion centered on what was meant by "salary equity" in point 2 of the amendment. Senator Miller responded that it referred to gender equity. Provost Arevalo was confused as to whether the committee wanted the administration to obtain the data or to produce the report. A friendly amendment was made to substitute "provide the data" for "produce a report" in paragraph 1. Also, a friendly amendment was made to add "minority status" after "gender" in point 1 of the motion. Dean Gould and Provost Arevalo indicated that most of the data needed to meet point 2 and point 3 of the motion could not be obtained from our peer universities. The Faculty Senate passed the amended motion.

4. Student Affairs - Senator Steve Sedbrook

a. The committee finished the selection of students for Who's Who. Senator Neuhauser expressed dismay that the committee was not given the leeway to define "quality," rather, the committee had to pick the top 63 students, no matter what their qualifications. He also noted that the evaluation could be done by students rather than faculty. President Steve Shapiro instructed Senator Sedbrook to talk to the students in SGA about the Who's Who selection process.

5. University Affairs - Senator Martin Shapiro

a. The committee is developing a Family Medical Leave Policy for FHSU. The genesis of this policy is at the national level and all the Regents universities are developing their own policy. The question is when you are on a 9 month contract, how does one take unpaid leave? The policy for those on a 12 month contract is more straight forward, but nonetheless complex.

F. Old Business

1. Dean Gould passed out a copy of the proposed field of emphasis in ethnic studies (Attachment B). Senators Durham and Holmes asked

that a couple of points be addressed before the next Faculty Senate meeting. First, will the creation of this program result in the creation of another administrative position? Second, will the registrar be charged with seeing that students meet the criteria for the field of emphasis and note this on transcripts? Third, is there a demonstrated need or demand for this field of emphasis?

- 2. Other - none

G. New Business

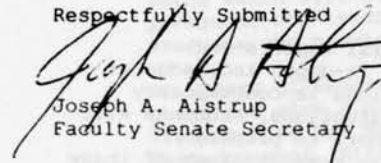
1. President Steve Shapiro made reference to the BOR's requirement that each university develop its own policy on Chronic Low Performance. As noted under Announcements (Section D, point 4), the University Affairs Committee has been given the charge to formulate this policy. Provost Arevalo noted that this policy is directed at developing a set of guidelines to identify and possibly dismiss tenured faculty who are not doing their jobs. Several senators noted that there is a problem with using merit increases as a standard to identify chronic low performers because there is not a uniform university policy directing chairs on dispensing merit increases.

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: 5:07

Respectfully Submitted



Joseph A. Aistrup  
Faculty Senate Secretary