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Fort Hays State University Faculty Senate Minutes, January 9, 1996

FHSU Faculty Senate

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Minutes of Fort Hays State University Faculty Senate
9 January 1996

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 - March 5th, 1996, 3:30 p.m. in the Pioneer Lounge.

A. President Steven Shapiro called the meeting to order in the Pioneer Lounge Room of the Memorial Union on 9 January 1996 at 3:32 p.m.

B. Senators present were Warren Schaffer, James Murphy, Jean Gleichsner, Alan Schoer, Martha Holmes, Gary Hulett, Richard Packauskas, Ann McClure, Joan Rumpel, Jean Anna Sellers, Max Rumpel, Steven Shapiro, Fred Britten, Bruce Bardwell, John Durham, Donna Ortiz, Tom Johansen, Steven Trout, Richard Leeson, Evelyn Toft, Kenneth Neuhauser, Steve Sedbrook, Norman Caulfield, Ona Britton (for Phyllis Schmidt), Erv Eltse, Lewis Miller, Martin Shapiro, Jo Ann Doap (for Dianna Koerner), Eileen Deges Curl, Richard Hughen, Keith Krueger, Joseph Aistrup, Robert Markley, Rob Scott (for Alice Humphreys), Debora Scheffel, and William Havice.

Senators absent were Mike Miller, and John Zody.

Guests of the Senate were Ray Wilson, Keith Campbell, and LaNette Schmeidler.

C. The minutes of the 4 December 1995 meeting were approved.

D. Announcements:

1. President Steve Shapiro passed out FHSU's "Report on Faculty Evaluation and Development (Attachment A). This report was prepared by the Provost and was given at the BOR meeting in December. Another report to the BOR on this same topic will be due in May 1996.

2. President Steve Shapiro indicated that he would be keeping the Faculty Senate informed about the actions of the Governor and State Legislature regarding FHSU's budget.

3. At its December meeting, the BOR voted to approve the document called VISION 2020.

4. The Council of Faculty Senate Presidents met on Dec. 13th, 1995. Among items discussed was the change to the K-State Faculty Handbook regarding the issue of chronic low performance of faculty. K-State's Faculty Senate has passed a motion on this topic. This information has been passed on to the University Affairs Committee.

E. Standing Committees:

1. Academic Affairs -- Senator Martha Holmes
-No report.

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
-No report.
5. University Affairs - Senator Martin Shapiro

a. Motion: The Faculty Senate of Fort Hays State University opposes the establishment of non-tenure(d), renewable faculty tracks at the Regents universities. As stated in the AAUP's Policy Documents and Reports of 1990 (p. 40), we agree that "non-tenure-track appointments do considerable damage both to principles of academic freedom and tenure and to the quality of our academic institutions - not to mention the adverse consequences for the individuals serving in such appointments."

Senator Marty Shapiro indicated that the committee voted 4 in favor, 2 in opposition, and 2 abstained.

Discussion centered on a number of questions. Are there non-tenure track appointments already on campus? There are some, but these people are limited to a maximum of five years in a full-time teaching position. Senator Hulett asked "whom wants us to take a stand" and whether us taking a stand was premature. President Steve Shapiro answered that the BOR had asked for comments from each of the universities to serve as input for the task force that is looking into extending the non-tenure track appointment option to all universities.

In discussing the pros and cons of a non-tenure track appointment, Senator Marty Shapiro noted that the main issue was one of security. There is no security without tenure, because with a non-tenure track faculty member can be let go (without reason) if the university decides not to offer them another contract. Senator Hulett added that right now, those on non-tenure track have to leave or take a reduced load after certain period of time. With the non-tenure track appointment, these faculty members will be able to stay on full-time at the discretion of the university. Senator Caulfield stated that given this situation, there would be "no incentive" for administration to hire tenure-track appointments. Senator

Scott indicated that Florida Gulf Coast is going with all non-tenure track appointments.

The motion passed unanimously.

b. The committee drafted the following statement:

"It is the opinion of the committee that the Chapter 3 promotion procedures apply to tenured and tenure track faculty. Temporary faculty are on year to year contracts and are free to renegotiate their title with the department chair at any time. That is, the rank is subject to mutual agreement between the employee and the chair (with the approval of the Dean and Provost)."

F. Old Business

1. Martha Holmes made the motion to bring off the table the amended motion regarding the proposed field of emphasis in ethnic studies. The amended motion read "The Faculty Senate approves of the program of a field of emphasis in Ethnic Studies." Motion passed.

Discussion: Senator Hulett asked why this field of emphasis required \$7,000 to administrate? Professor Ray Wilson answered that they had applied through the strategic planning process for \$3,000 for director, \$3500 for OOE, and \$1,500 for student labor; which came to a total of \$8,000. The amount approved in the University Strategic Plan was \$7,000. Senator Leeson said that Faculty Senate "should be voting on the merits of the program rather than its funding." Senator Hulett answered that "it is our role to discuss the allocation of resources" because the pie is so limited. He went on to note that he did not know that resources were tied to the proposal. It was his impression that the field of emphasis would be like a minor that a student could get if he/she fulfilled the requirements. It would be the job of the faculty advisor to advise the student as to the requirements. He questions whether this needs any resources to administer. Senator Leeson replied that "this is a fair question, but that it is one that should be directed at those who make decisions about action plans and funding." Senator Leeson held the opinion that Faculty Senate should not refuse to approve this deserving program because we don't like how much money it has been allocated. Senator Durham indicated that he supports the program and the expenditure of money to administer it. Vote was taken on the amended motion and it was approved by voice vote.

2. Senator Schaffer asked about whether the university was about to start a recycling program. President Steve Shapiro said that it has been a topic in the President's cabinet meeting and that it is very

close to becoming a reality.

G. New Business

1. Bruce Shubert, Assistant Vice President for Administration and Finance announced that the university is considering a proposal to start a mail in enrollment program. He invited the faculty to make comments about this proposal. The university is proposing to start mail in enrollment for the Fall 1996 semester.

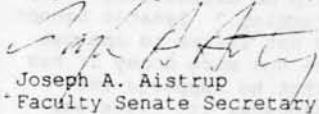
2. Senator Neuhauser said that the new primary care physician system is unliked by some in his department. They did not like having only one physician and they felt that the system poses a hardship on those that have to have the recommendation from a doctor on which specialist they should see. President Steve Shapiro noted that it is such a new plan that people have not had enough experience with it to express an opinion. He invited anyone with comments to bring them to him.

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 Steve Trout - no report
5. Student Government Association - Senator Steve Sedbrook - no report
6. General Education Committee - Senator Martha Holmes - no report

I. Adjournment: 4:15

Respectfully Submitted


Joseph A. Aistrup
Faculty Senate Secretary

FORT HAYS STATE UNIVERSITY

REPORT ON FACULTY EVALUATION AND DEVELOPMENT

In the spring of 1993, Fort Hays State University began implementation of faculty evaluation processes which included all the requirements of the December 15, 1994, Board of Regents recommended actions. These actions were presented to the Board during our "Progress Towards Mission Report" of 1994. A summary of each of the items follows:

- 1a. Students at FHSU rate faculty every semester on every course which they teach. Ratings are required of all faculty including tenured full professors.
- 1b. All departments conduct evaluations of faculty utilizing multiple criteria and sources of information. Colleges vary in their use of sources of information, but all utilize more than three sources.
- 2a. All department chairs are involved in the evaluation of faculty and meet with faculty to discuss progress and achievement of stated annual goals.
- 2b. Administration at Fort Hays provides students the opportunity to discuss not only student ratings but also other institutional issues. At least three forums a year are planned with students to provide information and feedback on academic and non-academic issues.
3. All instruments used to measure student ratings contain questions which collect information on the four perspectives identified in the Regents recommendations. Rating forms are distributed in accordance with an approved University procedure. This procedure attempts to maintain student anonymity.
4. Each faculty member is expected to meet with his/her department chairperson to discuss yearly expectations and levels of performance. All departmental discussions are finalized in a written document agreed upon by the faculty member and the chairperson.
5. The University has a program which compensates faculty who are promoted and who obtain terminal degrees in their discipline. This program has been in existence at Fort Hays for many years.