

3-5-1996

## Fort Hays State University Faculty Senate Minutes, March 5, 1996

FHSU Faculty Senate

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Attachment A  
2 of 2

assignment to chronic underperformance status for a faculty member to show that such factors were reasonably likely to have been considered in his or her evaluation.

Minutes of Fort Hays State University Faculty Senate  
5 March 1996

A. President Stephen Shapiro called the meeting to order in the Pioneer Lounge Room of the Memorial Union on 5 March 1996 at 3:30 p.m.

B. Senators present were: James Murphy, Jean Gleichsner, Alan Schoer, Martha Holmes, Gary Hulett, Richard Packauskas, Ann McClure, Joan Rumpel, Sandra Rupp (for Jean Anna Sellers), Max Rumpel, Steven Shapiro, Bruce Bardwell, Tom Johansen, John Durham, Steven Trout, Richard Leeson, Evelyn Toft, Richard Zakrzewski (for Kenneth Neuhauser), Steve Sedbrook, Ona Britton (for Phyllis Schmidt), Erv Eltze, Lewis Miller, Martin Shapiro, Dianna Koerner, Richard Hughen, Keith Krueger, Joseph Aistrup, Robert Markley, Alice Humphreys, Debora Scheffel, William Havice, and Mike Miller.

Senators absent were: Warren Schaffer, Norman Caulfield, Donna Ortiz, John Zody, and Eileen Deges Curl.

Guests of the Senate were: Laury Bean (Leader), Provost Arevalo, and President Hammond.

C. The minutes of the 5 February 1996 meeting were approved.

D. Guest Speaker President Hammond

1) Parking.

The University will increase fees for the first time in seven years. President Hammond expects a recommendation this week from Parking Committee. The committee has looked at long term needs and has determined that FHSU will need \$100,000 more than it is currently generating to maintain roads and parking lots. The committee is discussing the fee increases and per-credit-hour cost increase for students. The Faculty/Staff rate will increase by \$20 or \$30. He expects the parking zones to remain the same. Because FHSU does not have a parking shortage, no expansion is planned.

2) Technology Fee.

The fee will be on a per-credit-hour basis, possibly a dollar a hour. All full time students would get free Internet access, and a 1-800 number for long distance access.

3) Athletics.

The university is looking at increasing fees by 25 cents to

fund a women's softball program.

4) Sabbatical Policy.

In response to the attacks on sabbatical leave and the need for faculty to keep pace with expanding knowledge, President Hammond is proposing to increase the number of faculty who can take sabbaticals each year and change the focus of sabbaticals to course assignments and becoming "retooled" to teach new curriculums. The new policy would include a fund that would allow departments to hire temporary workers to fill positions of staff on leave. President Hammond would like to work with Faculty Senate on changing the current BOR policy (current BOR policy prevents more than 4% of faculty from being on sabbatical). Senator Toft is concerned that linking sabbaticals explicitly to curriculum development will mean that the only opportunity that many faculty have to pursue their research agenda will be lost.

5) Four Year Degree Proposal.

President Hammond received a draft proposal that may go into effect in the fall of 1997 (See Attachment A). President Hammond noted that some programs are not four year and will not be guaranteed by the new policy. The new policy is designed to benefit the students and the parents of the students. Provost Arevalo requested a Faculty Senate committee review this document and offer suggestions. Several faculty asked whether the university has the resources to guarantee a four year degree. President Hammond noted that advising, sequencing of courses, and a degree auditing system are critical to make this work. President Hammond would like to see closure of the issue by the end of April.

Open Discussion:

President Stephen Shapiro raised the issue of the possible restructuring of colleges. President Hammond clarified that the university is attempting to re-organize to become more efficient. There are no final plans and there is no special program dealing with his desire to make the university more efficient. He noted that there is some discussion about merging departments and that he is encouraging more discussion among the deans and chairs.

Senator Aistrup asked about maintaining the intellectual integrity of a department if a chair position is removed. President Hammond said that any change that takes place will only be in the best interest of the university, and all

aspects of any change will be examined.

Other faculty noted that eliminating chairs would lead to the formation of section heads who would be asked to take on an administrative overload that is not compensated. Senator Hughen mentioned that some faculty may feel that without a chair in their discipline, their opinion will not be heard. President Hammond stated that he is always willing to speak with anyone about their concerns.

Senator Krueger asked why we don't have faculty evaluation of administration. President Hammond clarified that there is a formal evaluation of deans every five years. President Hammond "is not opposed to working" on this issue and asked for input from Faculty Senate.

President Hammond then suggested that Faculty Senate needs to meet more than once a month. President Shapiro said that the by-laws would need to be examined to research the issue.

Senator McClure stated that as a faculty member that her opinions have been "misrepresented" by administrators (deans and chairs). She stated that she feels her voice is getting smaller and smaller. Other senators agreed with the idea that faculty are more often than not ignored.

President Hammond asked when Senator McClure had felt that her opinion had been ignored. Senator McClure noted that there had been a hiring recently where the committee she was serving on was ignored. Senator Aistrup intervened and said, "let me put it this way; when you ask for an empowerment report and then you reject it, I somehow don't feel very empowered." President Hammond stated that he did not reject the report; he accepted several parts of the original report and that the Faculty Senate had not dealt with these issues.

Several senators then provided President Hammond with examples of instances where a faculty committee made one recommendation and the administrator (who convened the committee) ignored or argued against the committee's recommendation. Senator Leeson stated, "that is not empowerment, that is entrapment." Senator Leeson then noted that he was tired of being called to serve on committees to simply endorse an administrator's agenda and give the administrator the cover of "faculty input." Senator Hughen made the point that if a committee has made a recommendation that a dean does not like, that the dean has a obligation to

1 of 4

that a dean does not like, that the dean has a obligation to go back to the committee and work out an agreement with the committee rather than simply ignoring the committee's recommendation. Senator Leeson said that empowerment means doing things that the administrator may feel is wrong. President Hammond noted that over the course of nine years that he has followed faculty advise on a number of topics (summer pay, faculty handbook, tenure and promotion decisions) and that in some instances he has not agreed with the advise.

President Hammond admits that communication is the key and that he is always willing to explain his positions to any person concerned. He also discussed the fact that he went to the Empowerment Committee and explained why he didn't except all the committee's recommendations. He mentioned that the President Koerner brought back eleven items to Faculty Senate for Senate recommendation, and he never received any feedback. He then clarified that he would not make such changes without Faculty Senate recommendation.

Some senators feel that there are many instances where the faculty are asked for input even though the administration has already arrived at a decision. President Hammond then expressed his concern that since he is not the person that the Senate is disgruntled with, maybe the discussion would best be held with other persons. Senator Rupp suggested that the problem was that faculty do not know where to go to discuss their problems because one layer of administrators blames the other layer of administrators for the problem. She did not know who to trust or believe. President Hammond stated that he would participate in discussions among administrators and faculty if the faculty desires this.

Senator Toft then asked President Hammond to address why he had ignored the Faculty Senate's recommendation about the Civilization courses (Modern Language). President Hammond then addressed the fact that the Civilization courses were not approved because the funding to hire a professor to teach the courses was not available.

- E. The Faculty Senate then voted to meet on March 11, 1996 to continue the meeting.
- F. Adjournment 5:35 p.m.

Minutes of the Fort Hays State University Faculty Senate  
11 March 1996

G. President Stephen Shapiro reconvened the meeting in the Black and Gold Ballroom of the Memorial Union on 11 March 1996 at 3:30p.m.

H. Senators present were: Warren Schaffer, Jean Gleichsner, Martha Holmes, Richard Packauskas, Ann McClure, John Watson (for Gary Hulett), Joan Rumpel, Jean Anna Sellers, Max Rumpel, Stephen Shapiro, Tom Johansen, Steven Trout, Evelyn Toft, Richard Zakrzewski (for Kenneth Neuhauser), John Zody, Erv Eitze, Martin Shapiro, Dianna Koerner, Richard Hughen, Keith Krueger, Pelgy Vaz (for Alice Humphreys), and Joseph Aistrup.

Senators absent were: James Murphy, Alan Schoer, Bruce Bardwell, Fred Britten, John Durham, Donna Ortiz, Richard Leeson, Steve Sedbrook, Norm Caulfield, Phyllis Schmidt, Lewis Miller, Eileen Deges Curl, Robert Markley, Debora Scheffel, Willian Havice and Mike Miller.

Guests of the Senate were: Kenzie Singleton, Travis Crites and Provost Arevalo.

I. Announcements:

- 1. The senators on the nomination committee are: Bob Markley, Rich Hughen, Bill Watt, Stephen Shapiro and Dianna Koerner.

J. Standing Committees:

1. Academic Affairs- Senator Martha Holmes

a. Course Approval: Orientation to Chemistry 101. Description: One Hour Credit non-general-education, added for the degree program. This course was approved by Academic Affairs (6-2) and Faculty Senate (unanimously).

b. Academic Honesty and Responsibility Policy (See Attachment B of the 3-5-1996 agenda) When presented to SGA they requested examples of disruptive behavior. These examples have been added. SGA President, LaNette Schmidler, read the up-dated version and is opposed to the additions. In a letter written to Senator Holmes, SGA President Schmidler expressed concern that trivial issues would be