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### FHSU Strategic Planning and Improvements - Faculty Senate Subcommittee Minutes, October 12, 2017

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**Strategic Planning and Improvement**  
**8AM, October 12, 2017**  
**Smoky Hill Room**

Members Present: Kevin Splichal, Tony Gabel, Sarbari Mitra, Paul Nienkamp

Members Absent: Jeni McRay, Carl Miller, Fred Britten, Kate McGonigal

Tony Gabel: Has calculated the fact that FS representation is currently not in line with what it should be. Recommendation for FS members to go back to their departments and calculate the number of faculty and adjuncts so that we can determine/recalculate representation numbers.

Article III - Representation

Discussion about selecting alternate representatives. Currently is not specified.

What constitutes Teaching Faculty. Standing Rules specifies "headcount" of teaching faculty. Art III, Sect 1 basically states the same thing, "members of a department". Suggestion to do away with Standing Rule #4.

Discussion about the 4/10ths statement in Art III, Sect 1. How is that interpreted? It states only "administrative positions" but what does that constitute?

Again, how do we determine "representation"? The fundamental question is what is "membership? That is what needs to be determined. FS is a consulting body and our members should be Faculty.

Again, do we allow adjuncts to vote for representation on FS? And if only those with rank of assistant professor are allowed to be members, that hinders departments like AEP where there historically were only 2 tenured faculty members.

If a dept like AEP were allowed 5 FS members because adjunct numbers could be included in the "count", and only 2 are tenured, what happens to the 3 empty seats?

Nearly  $\frac{1}{3}$  of all faculty at FHSU are tenured.

We need to know how many adjuncts we have currently to continue this discussion. Jeni is currently gathering this data.

We should also have the FS representatives go to their dept's to get a fairly good number of adjuncts so that we can match up what the administration says (Jeni's report) and what the departments say. Tony will send out an email asking for that.

Standing Rule #4: Tony, can we eliminate that rule? Tony will ask Fred about that and will copy all of us on the answer.

Continued discussion of : *Who constitutes the “pool” for Representation. As well as who can be “members” of FS and How Many?*

Adjournment: 9:00 AM

Good morning, Fred.

The FS Strategic Planning Committee met this morning and during our review of the FS Bylaws and Standing Rules, several questions arose concerning the purpose of Standing Rule #4:

*Standing Rule #4:*

*Department Representation on Faculty Senate: Article III, Section 3:a, of the Bylaws of the Faculty Senate shall be interpreted to mean that the number of Faculty Senate representatives to which a department is entitled shall be **based on headcount of those qualifying as teaching faculty** in that department, in accord with Section 1 of the same article. (March 7, 1977) (Emphasis added.)*

For convenience, here is the referenced subsection of the bylaws (Article III, Section 3:a):

*a. Representation is determined by the following ratio: One representative for every ten **members of a department who are qualified as teaching faculty**, or fraction thereof. (Emphasis supplied.)*

At first glance, the standing rule seems repetitive; however, a closer reading shows a potential distinction: “**headcount** of those qualifying as teaching faculty in the department” when compared with “**members** of a department who are qualified teaching faculty.”

So, now the questions.

1. Was Standing Rule #4 adopted by the FS prior to a bylaw amendment of the referenced subsection? **Yes. In fact, there have been several changes to the by-laws since that Rule was adopted.**
2. Is Standing Rule #4 now simply repetitive if such an amendment was made? **Yes. I think it is and could be deleted or incorporate the concept into the bylaws.**
3. Is the highlighted distinction of any consequence? That is, should a distinction be drawn between “members” versus “headcount”? **At one time, the “headcount” term was used to include those of part-time or full-time. Since that time, the bylaws had been changed to include members of the faculty. It would be my judgement that since bylaws are approved by faculty, then the term member would be preferred. More reason for elimination of the standing rule; however, would the by-laws need to specific by what is meant.**
4. Was the distinction intentional? That is, in 1977, were some teaching faculty at FHSU not members of a particular department for some administrative or academic reason? (Were adjuncts occasionally teaching then?) **In 1977, we would have had a few individuals in other communities who may have been teaching some courses for FHSU (usually not more than 1). These would have been in remote locations in Western Kansas and would have been considered adjunct. There were a many of us who would travel to these towns on a weekly basis to deliver a course face-to-face. We also had some teaching faculty who were members of two departments. For example, I can recall a professor who was part-time in nursing and part-time in biology. This faculty member was not able to be counted as full-time in two departments and was considered a part-time for each department, although she was a full time, full professor at FHSU.**

5. Are we making too much of this? **Not at all. In essence it builds the case that our by-laws have been updated enough now that Standing Rule #4 may no longer be needed or the concept could be worked into the by-laws revisions.**

We look forward to your thoughtful responses! **Hope this helps. If you need further explanation, let me know. FB**