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Fort Hays State University Faculty Senate Minutes, May 7, 2019

FHSU Faculty Senate

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Fort Hays State University Faculty Senate
Monday, May 7, 2019
McCartney Hall 104, 3:30 pm – 5:00 pm

Minutes

Senators were to have read before the meeting the following documents:

- Review courses/programs approved by Academic Affairs. See Blackboard Faculty Senate course shell (found under the “Community” menu): Faculty Senate > Academic Affairs > Tuesday, 16 April 2019, and Tuesday, 30 April 2019, folders
- Review Minutes from 1 April 2019, meeting
- Review Committee Reports/Minutes

1. **Call to Order:** Meeting called to order at 3:31 p.m.

2. **Approval of Agenda**

- Motion to approve agenda from Bill Stark, seconded by Brett Whitaker.
- Approved.

3. **Approval of Minutes**

- Bill Stark moves to approve the minutes as presented, seconded by Skip Ward.
- Approved.

4. **Announcements and Information Items:**

a. Report, President Mason: She opens by thanking the faculty for our service and notes that KBOR has asked us to be more active in the capitol. She explains two key topics:

- **The state legislature increased our allocation by more than 2 million.** She wants to move forward with a 2.5% merit pool, pending approval by AAUP, in addition to the other processes already in place.
- **Tuition:** The legislature would like us not to raise tuition because they returned funding for higher education to the budget. Dr. Mason wants to keep tuition at 0% increase, as a show of appreciation.
- **Discussion:** Carl Miller asks what it means for us to be more engaged in Topeka. Dr. Mason says that means KBOR wants her to speak more to the legislature to tell the FHSU story. Tony Gabel clarifies that there will still be an increase of \$6 per credit hour in fees approved by the student government. Bill Stark thanks Dr. Mason for painting us in a positive light because it makes it a pleasure to work here, and Dr. Mason says that it is easy for her to do.

b. Report of the FS President (Written report attached; highlights presented.)

5. **Consent Agenda**

- a. **Significant Course Change** application from the Department of Economics, Finance, and Accounting. FIN 391 Principles of Insurance Planning: course number change to 630; title change to “Insurance Planning”. Application approved on a unanimous vote. (9, 0, 0)

- b. **New Course** application from the Department of History: HIST 300 Topics in History. Application approved on a unanimous vote. (9, 0, 0)
- c. **Minor Program Change** application from the Department of Informatics: INF (formerly INT) Health Informatics. Application approved on a unanimous vote. (9, 0, 0)
- d. **Major Program Change** application from the Department of Informatics: INF (formerly INT) Cyber Security. The department proposed a new concentration in cyber security. Application approved on a unanimous vote. (9, 0, 0)
- e. **New Course** application from the Department of Health and Human Performance: HHP 442 Mechanical Kinesiology. Application approved on a unanimous vote. (9, 0, 0)
- f. **Significant Program Change** and a set of related **Significant Course Change** applications from the Department of Music and Theatre (the department requested these changes to reduce the credit hour load for the degree to comply with KBOR policy while also maintaining accreditation, and to better align the degree with current needs in K-12 music education):
 - i. Bachelor of Music, Music Education
 - ii. MUS 288 Conducting and Score Reading II: title change to a variable title: “Conducting” + either “Choral Techniques”, “Band Techniques”, or “Orchestra Techniques”
 - iii. MUS 402 Band Techniques and Materials II: credit hour changed from 3 to 2; title change to “Band Methods and Literature II”
 - iv. MUS 403 Secondary School Choral Methods: credit hour change from 3 to 2; course description change; title change to “Choral Methods”
 - v. MUS 661 Instrumental and Choral Arranging: credit hour change from 3 to 2; course type change from 0 to 1; c. title change to “Arranging”

Application package approved on a unanimous vote. (9, 0, 0)
- g. **Significant Course Change** application from the Department of Music and Theatre. MUS 224 Stagecraft: course type change from 2 to 1; course description change. Note that this course prefix should be THTR, but that option was not available in the Lotus Notes Significant Course Change application. The application was approved on a unanimous vote. (9, 0, 0)

- **Jeni McRay moves to approve the Consent Agenda, seconded by Jana Zeller.**
- **Consent Agenda approved unanimously.**

6. Reports of Standing Committees:

- **Academic Affairs:** FHSU Core Outcomes to be discussed in New Business.
- **University Affairs:** Resolution to be discussed in New Business.
- **Strategic Planning and Improvement:** Kevin Splichal notes that there was not enough participation from faculty for updates to bylaws, so that process will be postponed to fall. He runs through the list of senators that need to be replaced in the fall, along with those who have been elected to replace them.
- **Partnerships and Technology:** Jason Harper mentions that English alone is hiring 11 new faculty for partnerships. He feels the new provost will have a positive effect because of her knowledge of China. We have a new 2+2 partnership in Senegal (16 students on

campus), and our first graduates from the Cambodia partnership (AUPP) are graduating this year in Computer Science. Andrew Feldstein is completing his process regarding the LMS. Shane Schartz reports they are working on the issue for hardware usage (PC/Mac) and qualitative software after the survey. Skip Ward asks who the partner is in Senegal and what programs the students are participating in.

- **Student Affairs:** Lexey Bartlett reports on OER statements, which will be voted on during New Business.

7. New Business:

a. University Affairs: Resolution on Faculty Morale Survey

- The University Affairs Committee offers the following resolution for Faculty Senate approval:

Resolution on Faculty Morale Survey Results

In the spirit of shared governance and with the goal of elevating faculty morale, teaching excellence and student success, we submit the following resolution for consideration.

Whereas there is an increased level of dissatisfaction with workload and compensation since 2012; and

Whereas there is an increased level of dissatisfaction with the clarity of the merit review process since 2012. Therefore,

Be it resolved Faculty Senate recommends the administration and faculty continue to work together to formulate solutions that address faculty concerns regarding workload and compensation.

Be it further resolved Faculty Senate recommends that departments and their faculty work together to formulate solutions that address faculty concerns regarding the merit review process.

- **Discussion:** The three main issues identified were workload, compensation, and the merit review process, so University Affairs is hoping to be able to work on these issues with the administration in the same way they worked on the student evaluations issue. Thomas Dunn asks if the survey was before move to market—it was. Bill Stark asks what the next step is, which is to work with the administration. Helen Miles asks what outcome is expected; Amy Schmierbach says a conversation. For a specific outcome, more time in the committee would be needed. She hopes that shared governance will yield some results. Denise Orth asks if the process with previous resolutions is still being followed, where the administration responds to the resolution with specific actions and returns that to the Faculty Senate President so it doesn't get lost. Bill Stark asks if we can specify the creation of a task force in the resolution, but Amy Schmierbach says we have a new administration and we already had a task force, but this is a new time. Emily Breit notes that the new provost, Jill Arensdorf, was on the prior task force, so that will be helpful.
- **Bill Stark moves that we modify the resolution to insert “establish a task force to” in the following sentence: Be it resolved Faculty Senate recommends the**

administration and faculty continue to work together to formulate solutions that address faculty concerns regarding workload and compensation. Seconded by Skip Ward.

- **Discussion of amendment motion:** Jeni McRay suggests that while we want to be specific, we might want to recognize that we have had move to market, that we have a new provost, and that we've already had a task force. If we want the provost to address workload and compensation immediately, we should specify that. She doesn't feel this amendment helps. Robb Scott suggests alternative wording. Ginger Loggins asks for history of task force, and Lexey Bartlett explains composition of the committee and the essence of the report. Stephen Donnelly recommends leaving the resolution as stated. Kevin Splichal says we may want to reconsider including all of these issues in the resolution. **Lexey Bartlett calls the question; passes.**
- **Vote on amendment motion; motion fails.**
- **Discussion:** Emily Breit mentions that this may not be the final document; Amy Schmierbach says she thought it was. Helen Miles asks if the last part of the statement asks the provost to step into the merit processes in the department. Emily Breit says that some departments need someone to step in and tell them to improve their processes.
- **Thomas Dunn moves to postpone the motion on the resolution to the fall; Helen Miles seconds.**
- **Discussion:** The committee may substitute a motion. Laura Wilson thinks the new provost should know about these concerns when she begins. Amy Schmierbach notes that there will be considerable turnover on the committee.
- **Motion to postpone fails.**
- **Bill Stark moves to strike the phrase "For example compression salary concerns, excessive teaching responsibilities, and time for scholarly work." originally after the sentence "Be it resolved Faculty Senate recommends the administration and faculty continue to work together to formulate solutions that address faculty concerns regarding workload and compensation." Denise Orth seconds. Motion passes.**
- **Resolution as amended (as presented above) approved by voice vote.**

b. Resolution from Student Affairs concerning Open Educational Resources

- Student Affairs proposes two statements for approval by Senate:
 - Student Affairs Committee Position on Open Educational Resources:** The Faculty Senate at Fort Hays State University strongly supports maintaining a high-quality educational experience for our students. We will endeavor to keep the costs of course materials as low as is reasonably possible across all disciplines and modes of delivery. We will also pursue zero-cost materials where possible for courses offered as general education requirements.
 - Student Affairs Committee Position on Open Educational Resources (for students):** The Faculty Senate at Fort Hays State University believes in providing you with a high-quality education while keeping costs of materials as low as possible. Our goal is to reach the lowest possible cost with respect to general education courses, given that there are substantive challenges in providing quality low-cost materials in every area of study.

- **Discussion:** Carl Miller asks what we will do with these statements; and Tony Gabel mentions that they will be considered the “sense of the Senate” and will go to the administration, students, and KBOR, and that there is a larger task force on OERs in KBOR, where Deb Ludwig is our representative. In response to some questions regarding the focus on general education courses, Claire Nickerson notes that zero-cost OERs are more available for general education courses, general education courses have a higher impact because of wider enrollment, and general education requirements are some of the first courses taken by students at the university, and reducing material costs for those courses may be important for persistence and retention. Students have stated that they are more willing to spend money on materials for courses in their majors. Sarbari Mitra mentions that the access code for College Algebra is necessary, although they try to make it as low as possible, and students may have to take the course more than once, but they can use the code for more than one semester. However, zero-cost is impossible. Helen Miles mentions the time required to make OERs, and Claire Nickerson mentions that the Z-Cost proposal would provide some funding for grant funding or release time as well as support for creating resources. She notes that Dr. Arensdorf did mention that she supports the idea of release time for creating resources.
- **The motion passes.**

c. Discussion and Action on the General Education Committee’s “FHSU CORE (Common Outcomes for Relevant Education) Program Policies and Procedures” document. Dr. Brad Will present to address questions and concerns.

- **Discussion:** Emily Breit asks if the wording of “A department is limited to offering courses that satisfy outcomes sets from no more than 2 Modes of Inquiry” can be changed to refer to majors rather than departments because her department’s majors have little overlap. Brad Will says that this language only matters in regard to the modes of inquiry, and they may grant some exceptions where needed, where departments are not unified. Laura Wilson also asks if this will be a problem, and Brad Will says that an exception might be granted for a department like Geosciences with natural science and social science programs. There is some question about the courses already listed that are pending review as satisfying certain outcomes, when there may be other courses that meet those. Brad Will mentions that we also have to consider transferability to other universities, and whether courses duplicate other courses is something considered by Academic Affairs before new courses are approved. Jeni McRay asks where the most updated material is on the CORE program; it has been distributed to Faculty Senate at earlier meetings.
- Denise Orth asks for clarification about the faculty review process (“The Faculty Review Panel can advise the department on revisions or improvements and will generate a review letter to be submitted to the General Education Committee. The General Education Committee will review the proposal and generate a review letter for the Faculty Senate Academic Affairs Committee.”). Denise Orth wants to know whether Faculty Senate will be approving the courses. Stephen Donnelly wants to know about duplication, and what percentage of a course the outcomes may be. Brad Will says that some outcomes may be a small portion of the course. But he reiterates that the course outcomes must remain transferable to other universities. Bill Stark says that if the new program just repeats the old one, he doesn’t see the point. Brad Will explains that some of the old courses are in

the system-wide transfer, so we have to keep them, and we can't have courses that duplicate each other (University and Regents policies).

- **Stephen Donnelly moves to postpone consideration of this document to fall; seconded by Jeni McRay.**
- **Discussion:** Miller asks Will what the general education timeline is. Will says if this is approved now, he can solicit proposals for courses to be approved now, but that will be delayed if it is not. Laura Wilson asks how departments can make proposals with no rubrics, but Brad Will says that is part of the submission process. Robb Scott says he sees proposals from unexpected quarters as creative and to be celebrated. Brett Whitaker says if this will open course submissions, we need more time. Laura Wilson wants to know how this will fit into writing across the curriculum. Robyn Hartman asks about the relationship to implementation, and Brad Will says it will be 2021 now because the whole system needs to be in place before we begin.
- **Motion to postpone approved by voice vote.**
- Stephen Donnelly mentions that time would indicate the need for a special session, but there is no motion.

d. Election of Officers

- i. Vice President: Dr. Paul Nienkamp
 - ii. Secretary: Dr. Whitney Whitaker
- Tony Gabel mentions that because we have only one candidate for each position, we can vote by unanimous consent.
 - **Vice President: Janet Naylor-Tincknell moves to close nominations; Denise Orth seconds. Approved.**
 - **Secretary: Bill Stark moves to close nominations; Skip Ward seconds. Approved.**
 - **Bill Stark moves to vote for the candidates by unanimous consent; Janet Naylor-Tincknell seconds. Approved.**
 - **Tony Gabel passes the gavel to Kevin Splichal.**

8. Adjournment

- Motion from Bill Stark, seconded by Jason Harper. Approved.
- Meeting adjourned at 5:11 p.m.

Report of the Faculty Senate President

- i. Update: President's Cabinet
 1. FHSU Strategic Plan:
 - a. Dr. Mason sent an email update to all FHSU on Monday, April 29.
 - b. A Strategic Plan implementation meeting with goal team co-chairs will be held on June 13. Will begin recommending strategies and budgets.
 - c. At the May KBOR meeting Dr. Mason will seek permission for mission statement revisions.
 - d. August 2019 – expect updates on plan accountability.
 2. The Foundation now expects to exceed the \$100 million goal of the Journeys Campaign.
 3. It is expected that the Masters of Social Work program will be approved by KBOR in May.
 4. Provost Search update: We have a new provost, Dr. Jill Arensdorf
 5. Reminder: Graduate Faculty Dinner is next Thursday evening (it is no longer a brunch); commencement is Friday and Saturday mornings.

- ii. Update: KBOR meeting
 1. Thank you from Dr. Mason to those who took time to provide feedback on the Regents' proposed strategic plan.

- iii. Update: Workday
 1. Milestone 1 for Workday has been moved back a bit further than what was announced in the April Workday newsletter.

- iv. Faculty Professional Development Fund Stats for 2018-19:
 - Mean: \$852
 - Median: \$1,000
 - Mode: \$1,200
 - Smallest: \$234
 - Largest \$1,200
 - Applications 217
 - Number of faculty applying: 182

Funded about \$205,000 this year: approximately \$185,000 to individual faculty and about \$20,000 for campus workshops/activities (e.g. new faculty development, Tiger Leaders, Tilford, other faculty development workshops.

Expect the rollover to be about \$30,000 and the allocation will be \$225,000.

- v. Move to Market:
 1. 34% of domestic faculty (105/308) participated
 2. 8% of staff (466/530) participated
 3. 21% of deans, assistant deans, and chairs (8/38) participated