

9-20-2022

## Fort Hays State University Faculty Senate Minutes, September 20, 2022

FHSU Faculty Senate

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# FORT HAYS STATE UNIVERSITY

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## FACULTY SENATE

### Faculty Senate Agenda Special Meeting September 20th, 2022 3:30 p.m. - 5:00 p.m. Ballroom, Memorial Union

[Shared Faculty Senate Google Folder](#)  
[Faculty Senate Bylaws](#)

- I. Call to Order
- II. Attendance - None
- III. Approval of [Agenda](#)
  - A. Motioned by Anita Walters. Seconded by Helen Miles. Approved
  - B. Justin made a motion to suspend normal rules and allow guests to speak in order to open up today's Q&A.
    1. Marco Macias seconded the motion. It was approved.
- IV. Informational Item: Provost Jill Arensdorf came to the Faculty Senate today to expand upon [the email](#) sent September 14. Her presentation focused on the same outline she shared in the email.
  - A. Because she explained the background at a Faculty-Senate meeting in April, she focused on what has occurred since that meeting.
  - B. She did want to emphasize why the change was needed:
  - C. Presentation by regarding the CAHSS reorganization plan.
    1. Declining enrollment in the college
    2. Pressure from KBOR as a result of the ongoing [rPK Group review](#), and
    3. A general attack on liberal arts throughout the nation.
  - D. The plan focuses on positions needed for re-organization, not on who currently fills similar roles or who may fill the roles.
    1. As agreed in April, the feedback period will run two weeks. It began with the email on Wednesday, September 14.
    2. Faculty, staff, and others were able to provide feedback through this meeting and the college meeting that occurred last week.
    3. [The Qualtrics survey](#) is available until next Wednesday, September 28.
    4. The Provost has also set aside 10 Office Hours next week for individual or group meetings, as needed. Anyone who would like to meet with her can call her office for one of those appointment slots.

- E. As noted in the email,
  - 1. She notified the college's interim dean and chairs of the goals and a charge to create five to seven units within the college.
  - 2. The new plan, once finalized after the current feedback process, will go before KBOR's Council of Chief Academic Officers on October 10.
  - 3. The approval process will take at least two months and should conclude in December, which is also when rPK Group will present its findings to KBOR.
    - a) At the presentation, the Provost clarified that the rPK Group is looking system wide at the following:
      - (1) Program review
      - (2) Faculty workload
      - (3) Program duplication
      - (4) Program Opportunities
    - b) Until the System Summary report is available in December, we only know the data we send.
    - c) We should get a summary report specific to FHSU after the System report becomes available.
- F. The proposed plan
  - 1. Assumes that Department Chairs in the college will be from one of the original programs, and the Program Coordinator will be from the other unit.
  - 2. Over the summer, about seven different plans were developed and a few were modified with an iteration or two.
  - 3. When deciding between the different plans, the number of enrolled students and the number of faculty in a given department were considered as well as a few other, comparable, considerations.
  - 4. In addition to sharing this plan with the Faculty Senate and the college, it has been sent to the SGA, Staff Senate, and a few other units related to shared governance.
- G. Next Steps:
  - 1. The current plan will be presented to KBOR after this period of feedback.
  - 2. After that, the university still needs to determine how co-chair positions will rotate around the new units.
  - 3. When the chair of Modern Languages stepped down this summer, the Departments of English and Foreign Languages

## V. Q&A

- A. If the plan is approved by KBOR, it will probably be cemented and more thoroughly planned over the year and reorganized when the next contract is written.
- B. According to current [Faculty Senate Bylaws](#), each department gets one senator for every ten members of the department. If any of the combined programs were less than ten faculty members, that could result in a reduction of representation.
  - 1. However, the Faculty Senate can work towards revising the bylaws, if it chooses to do so, before any changes take place in CAHSS.
- C. Significance of rPK Report:

1. Program review process has been suspended while the rPK Group works.
  2. Changes because the report would probably occur in the Spring 2023
  3. The review process is being done with three groups from Kansas universities.
    - a) Each university has three representatives on the Steering Committee. The FHSU representatives are the Provost, Angela Pool-Funai is serving as our curriculum expert, and Joe Bain is on the committee for his human resources knowledge.
    - b) The FHSU Faculty Committee includes Janet Stramel.
    - c) Kristi Mills is on the Data Committee to provide rPK with the information it needs.
- D. In the reorganized college, the departments will usually be run by a Chair and Program Coordinator while the schools will be run by Co-Chairs.
1. The lead chair position would rotate and be responsible for the unit's vision and long-term goals.
  2. The co-chair would likely operate as a supervisor.
  3. Such leadership differences are really the only current distinction between the new departments and schools.
- E. This college was prioritized because it had declining enrollments before the university did. However, the college reorganization may expand to other areas once the AHSS reorganization occurs.
- F. One attendee suggested that the new terminology could hurt marketing and not work well with Search Engine Optimization.
1. For example, the use of "Public Service" in the Department of Public Service and Applied Communication may make the department easier for prospective students and their families to miss. The term "Department" with "Public Service" usually refers to government entities. Schools of Public service generally refer to educational entities.
  2. Blue Ocean Strategies in business create new markets to serve. Changing the proposed department's name to a School of Public Service and Applied Communication would be a great opportunity for us because no such school currently exists.
- G. Renaming the college would be a possibility once the units within it are renamed.
- H. FHSU should already align with the teacher workload that rPK appears to be examining, since our full-time faculty already teach 12 credits a semester, instead of less.
- I. What about pay differences between current departments?
1. Benchmark for Faculty Salaries is by Sip code.
  2. History sip code, for example, is regardless of unit it's in.
  3. President Mason noted at Convocation that we wrapped up year four of our move to market initiative. FHSU will look at staff and faculty salaries this year.
- J. Chair role has a stipend (depending on size of unit) and program coordinator salary has not been determined.
- K. Programs will have tenure lines. Plans are not currently considering how tenure and promotion guidelines may or may not change with the reorganization.

1. Tenure lines will be connected to the original program
  2. All positions are vetted with each vacancy. That process will not change.
  3. One program would not get a tenure line vacated by another program within its school.
- L. Why was efficiency mentioned in the presentation slides when it was specifically noted as not inspiring this reorganization last year?
1. In the plan's current form, we won't have as many chairs and we may eventually end up with fewer Administrative Assistants. However, such changes were not a specific goal of the reorganization.
  2. There could be new efficiencies in the scheduling, such as bringing different social science classes together in one class for different majors in a school or department.
  3. What if rPK wants even fewer departments/units?
    - a) Generally, efficiency shouldn't be a goal of reorganization because it would hamper the creativity of ideas.
    - b) At this point in the conversation President Tisa Mason noted that when we are ahead of the curve on a student initiative that the state is interested in, it will usually give us more room to continue with our plans on that initiative. We hope that, whatever rPK recommends, being ahead of the curve on this reorganization will mean we can do it as we want and not in a way dictated by rPK or other outside entities.
- M. We have worked with the current leadership to ensure that if any current chairs become program coordinators such a move will not be perceived as a demotion and the Provost said we will continue those conversations as well.
- N. The reorganization should not reduce the number of bachelor degrees awarded within the college. Some programs within the college already do not meet KBOR's current minimum. Reorganization does not change our curriculum/program, unless the units want to do so after the reorganization. The main reason for this reorganization is to avoid having programs shut down.

VI. Meeting Adjourned by the Faculty Senate President Byer.

VII. Next regular meeting - Monday, October 3rd in the Ballroom, Memorial Union, 3:30 PM - 5 PM.