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FACULTY SENATE MINUTES

February 8, 1988

The meeting was called to order by Dr. Larry Gould, President of the Faculty Senate, at 3:30 p.m. in the Pioneer Lounge of the Memorial Union.

ROLL CALL

The following members were present: Dr. Mike Gould, Mr. Dale Ficken, Ms. Martha Holmes, Dr. Robert Nicholson, Dr. Thomas Wenke, Mr. Jack Logan, Ms. Joan Rumpel, Dr. Wally Guyot (for Dr. Jim Rucker), Dr. Delbert Marshall, Dr. Fred Britten, Dr. Lloyd Frerer, Dr. John Ratzlaff, Dr. Bill Rickman, Dr. Bill Daley, Dr. Ninia Smith, Dr. Michael Horvath, Dr. Paul Gatschet, Mr. David Ison, Ms. Leona Pfeifer, Dr. Tom Kerns, Dr. Mark Giese, Dr. John Klier, Dr. Merlene Lyman, Mr. Jim Walters, Dr. Ron Sandstrom, Dr. Jeff Barnett, Dr. Lewis Miller, Dr. Martin Shapiro, Ms. Marian Youmans, Ms. Dianna Koerner, Dr. Paul Faber, Dr. Maurice Witten, Dr. Larry Gould, Dr. Robert Markley, Dr. Richard Schellenberg, Dr. Nevell Razak.

Member absent: Mr. Marc Campbell.

Also present: Mr. David Burke, Mr. Wyatt Thompson, Ms. Marsha Pfannenstiel, Dr. Steve Klein, Dr. Robert Camp, Dr. Tom Pickering, Dr. Leland Bartholomew, Ms. Leslie Eikleberry.

The minutes of the January 12, 1988 meeting were approved.

ANNOUNCEMENTS

There were no questions on the Regents System announcements. Dr. Gould commented briefly on Governor Hayden's recommendations concerning the Margin of Excellence. The Executive Committee will bring a motion to Senate next month concerning the internal distribution of Margin of Excellence monies on campus, stressing the need to rectify salary inequities.

Under Institutional announcements, Dr. Gould called attention to Item 2, concerning the University Foundations 110 course. Every faculty member will receive a copy of the course outline. The course will be elective and will not count for General Education. Under Item 3, Dr. Gould commented that the Executive Committee endorsed the briefing paper on the potential impact of the Margin of Excellence on the Hays business community. The Legislative Affairs Committee of the Chamber of Commerce also endorsed it. Copies will be mailed to all Chamber members along with a letter encouraging them to write their legislators in support of the Margin of Excellence.

COMMITTEE REPORTS

ACADEMIC AFFAIRS: Mr. Ison presented background information concerning the motions from Academic Affairs regarding the Release Time Policy. The following motion was presented:

It is hereby moved that the Faculty Senate accept the definition of a

Page 2
Institutional Items

full load as a division of time for teaching, scholarly activity and service in a ratio of 80/10/10 as described in Attachment I to the February 8, 1988 agenda.

Discussion: Dr. Frerer asked why 80/10/10 was better than 60/20/20. Mr. Ison said that 80/10/10 more clearly describes what has been going on; it more nearly characterizes the mean. Dr. Marshall asked if a percentage was necessary--could it instead be negotiated. Mr. Ison said the School of Business already has a negotiated system based on points. Dr. Camp explained that in the School of Business 60% counts for teaching and the other 40% is allocated among service, scholarly activity and professional development, with a maximum of 20% in the last three areas. Points earned relating to scholarly activity can be banked. 80/10/10 would be a problem in the School of Business because of the long-term goal of accreditation. The 10% for scholarly activity would be a problem. There would be a problem using 80/10/10 and then having the School of Business deviate from that. 10% is not an adequate reward for those who do engage in research. Dr. Markley commented that 80/10/10 has not been the historical split in Psychology and that service at 10% seems too small.

Dr. Rickman concurred with Dr. Markley. He said that using 80/10/10 is sending the wrong signal to those outside the University as to what we are really about. He believes that 10% for research would impede the acquisition of research monies.

Dr. Rickman moved to amend motion 1 to include a range of 60-80/10-20/10-20 instead of the 80/10/10. Seconded by Dr. Frerer.

Discussion: Dr. Rickman explained that 60-80% is not constraining to the negotiating phase. Under most circumstances activities would fall into that range. Dr. Camp asked if the suggested percentages in the amendment would be subject to more than one interpretation. Would this allow the School of Business to adopt 60/20/20 and be within the guidelines or will it have to be negotiated each year? Most agreed that it is negotiable and that the range made allowance for different sets of circumstances.

Mr. Logan asked if this meant that we were throwing out the 4th category, professional development. Mr. Ison said no. Dr. Giese spoke against the motion and the amendment. After further discussion, Dr. Frerer offered a friendly amendment to change "time" to "effort." Seconded by Dr. Klier. The secondary amendment passed. The amendment to the motion passed.

It was explained that the directions in the motion on the agenda referring to the attachments were not part of the formal motion. The main motion passed.

Motion 2:

It is hereby moved that the Faculty Senate accept the definition of a full teaching load (12 undergraduate teaching hours (producing 280 SCH or the departmental average for the previous 9 years) as explained and qualified under the heading "Justification" in Attachment I to the February 8, 1988 agenda.

Dr. Frerer offered an amendment to change the 280 SCH benchmark to 200 SCH. The amendment died for lack of a second. Dr. Rickman moved that the motion be amended by striking "producing...9 years" from the motion. Seconded by Dr. Frerer. Dr. Bartholomew said that he agrees with throwing out the SCH quota.

How this would be applied is ambiguous and he endorsed and applauded Dr. Rickman's amendment. Ms. Koerner offered an amendment to the motion to keep "or department average...years." Died for lack of a second.

Dr. Razak said that we are concerned here with the management of reassigned time and asked how SCH had a bearing on reassigned time. Dr. Klier said the matter of reassigned time is above the department level. Dr. Horvath asked how you can have both teaching hours and SCH. He thought the motion should read 9-12 or a maximum of 12 undergraduate hours. Dr. Markley said it should be a firm 12 hours because in some areas 12 hours is being exploited. It was moved and seconded that the motion be further amended to replace the word "full" in motion 2 to "maximum." Dr. Bartholomew commented that 12 hours is conventional and that no motion will cover all situations. 12 is a benchmark only. The amendment was defeated.

It was moved by Dr. Shapiro and seconded by Dr. Marshall that the word "full" in Dr. Rickman's amendment be changed to "normal." A friendly amendment was accepted. Dr. Frerer commented that normal took in the variations among faculty work loads and would serve as a benchmark. Dr. Marshall also noted the flexibility the word would allow. The amendment passed.

Further discussion on the main motion centered on how graduate teaching hours would be counted. Mr. Ison said there would be some allowance made between graduate and undergraduate hours. Dr. Daley said there was some concern in his department about this. Dr. Pickering said that he was not sure we should quantify this matter. It can be handled at the department and dean's level. The motion passed.

Mr. Ison presented Motion 3 from Academic Affairs.

It is hereby moved that the Faculty Senate accept the definition of scholarly activity as described in Attachment I to the February 8, 1988 agenda.

The motion passed.

Mr. Ison presented Motion 4 from Academic Affairs.

It is hereby moved that the definitions of scholarly activity and full load described and explained in Attachment I to the February 8, 1988 agenda be included in the Proposals on Released Time Policy adopted by the Faculty Senate at its November 10, 1987 meeting (see Attachment II).

A friendly amendment was accepted to change "full" to "normal" in the motion. The motion passed.

Dr. Klier moved and it was seconded to more all passed in Motions 1, 2, and 3 to Attachment II. Motion passed.

Dr. Gould announced that the Executive Committee will meet with the Council of Deans tomorrow.

Mr. Ison expressed his appreciation to Dr. Klier for undertaking the gargantuan task on the release time policy. He also thanked the various deans and others for their help.

UNIVERSITY AFFAIRS: Dr. Faber presented two motions from the Committee.

Motion 1:

It is hereby moved that the Faculty Senate recommends to the Vice-President for Academic Affairs that there be no institution of a University-level promotions committee in the promotions review process.

Dr. Faber said the sub-committee that studied the matter was headed by Dr. Jim Rucker. Dr. Bartholomew said the tenure process is inconsistent with the promotion process. Dr. Frerer asked if Dr. Bartholomew was suggesting dropping the school committees and picking up a University Promotion Committee. The motion passed unanimously.

Motion 2:

It is hereby moved that the Faculty Senate recommends to the Vice-President for Academic Affairs that the "Proposed Revision of Appendix O" as described in the Faculty Senate memorandum of January 29, 1988 be adopted as the Fort Hays State University policy on evaluation of faculty members.

Dr. Faber said that there are several significant points, among them that the duties of faculty members must be specified prior to the beginning of the act and that the revision allows for diversity. Faculty development has been contained within the other categories. Weighting is for merit rather than time or effort. The Revision of Appendix O is far from perfect. There is lots that has been left intact. Many comments on the proposal to revise Appendix O have been "if it works don't fix it."

Dr. Gould reminded everyone that there is a deadline of February 12 that has to be met concerning this issue. This proposed Revision is only a first cut at moving toward an ideal. We need to have some basis for evaluation. We are talking here about individual faculty evaluation, not evaluation of departments or schools. It is Dr. Gould's understanding that the modifications to Appendix O will apply to next year.

Dr. Frerer moved to change the January 29, 1988 memorandum to reflect the range of 60-80/10-20/10-20. Seconded by Marshall. Amendment passed. It was clarified by Dr. Gould that writing textbooks is included in IVA2c and that consulting is included in IVA3d. Dr. Camp commented that service should involve only service where professional background is needed. Service that applies should only be gratuitous or undercompensated. Continuing Education is undercompensated and deserves additional merit. It should be included in service rather than in instruction. In regard to Continuing Education, Dr. Pickering said that he feels it needs to be rewarded and preferred to see it under the service category.

A friendly amendment by Dr. Frerer to move Continuing Education to service (IVA3f) was accepted.

Dr. Camp asked about community service. He feels that should be rewarded only if it involves use of professional background. There was considerable discussion about the issue. Dr. Pickering pointed out that it is a broad-based matter that is limited by the points allowed. Ms. Holmes commented that the factors listed in the revision were only suggestions and it should be left to

the department chairs and deans to interpret the factors.

Dr. Razak asked if it will be mandatory for everyone to have a contract every year. Dr. Bartholomew said yes it would. Dr. Camp asked if the list in IV was exhaustive. Dr. Bartholomew said it was a list of examples. It was asked why IVAAA was enumerated. Dr. Faber said it was from the Mission Statement. The motion passed.

STUDENT AFFAIRS: No report.

BY-LAWS AND STANDING RULES: No report, but Dr. Nicholson said that the Committee is working on a change in the by-laws to include mention of the the Classified Senate and to let him know of any other possible changes.

EXTERNAL AFFAIRS: Dr. Rickman presented two motions.

Motion 1 (drafted as a result of the responses to the survey taken; see the January 29, 1988 memorandum from Dr. Gould):

It is hereby moved that the Faculty Senate of Fort Hays State University go on record as being opposed to the admission of Washburn University into the Kansas Board of Regents' System.

The motion was passed unanimously.

Motion 2:

The Fort Hays State University Faculty Senate commends Governor Michael Hayden for recognizing the direction and spirit of the Kansas Board of Regents efforts to achieve salary parity with peer institutions by designating instructional faculty as the primary recipients of Margin of Excellence budget recommendations. This represents a very positive first step in addressing the persistent resource needs of higher education in Kansas.

Dr. Horvath said he did not see the first year as a significantly positive step. Dr. Klier asked to go on record to point out that the words "institutional faculty" used in the Margin of Excellence budget recommendation exclude professional librarians. Dr. Smith and Dr. Frerer both said that it was important to express pleasure with this first step taken by Governor Hayden. The motion passed.

SPECIAL COMMITTEE ON LEARNING ASSESSMENT

Dr. Markley presented the following motion from the Special Committee on Learning Assessment:

It is hereby moved that the Fort Hays State Faculty Senate endorse the Introduction (pp. 1-2) and Conclusions, Tentative Generalizations and Recommendations (pp. 9-11) sections of the Senate's Select Committee on Learning Assessment's January, 1988 report entitled "Learning Assessment at Fort Hays." This endorsement shall serve as the basis for utilizing these sections as a general statement of policy and set of recommendations to be sent to the Administration and other parties ultimately responsible for the development of a learning assessment program at Fort Hays State University.

Dr. Marshall expressed dislike of the phrases "something dumb" in point A and "do not value highly" in point E of the Conclusions, Tentative Generalizations, and Recommendations section of the report. A friendly amendment was accepted to change the word "dumb" to "unprofessional" in all places where it occurs. Another friendly amendment was accepted to omit the portion on Page 2 of the report from the indented portion beginning with It up to the Background section. Motion passed.

Concerning Attachment V, Dr. Gould said that it has been suggested to the legislature that the technical changes be made regarding sick leave.

NEW BUSINESS

Dr. Klier presented the following resolution:

RESOLVED: Should program enhancement monies become available to Fort Hays State University as part of the Margin of Excellence program, the Faculty Senate urges the administration to make a special effort to insure that the library improvement component of the program is funded.

Seconded by Dr. Frerer. Motion passed.

The meeting adjourned at 6:20 p.m.

Respectfully submitted,

Joan Rumpel, Secretary
Faculty Senate