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FACULTY SENATE MINUTES
FEBRUARY 6, 1989

The meeting was called to order by Dr. Ron Sandstrom, President of the Faculty Senate at 3:30 PM in the Pioneer Lounge of the Memorial Union.

The following members were present: Dr. Robert Stephenson (for Mr. Rick Mullen), Mr. Dale Ficken, Ms. Martha Holmes, Dr. Fred Britten, Dr. Tom Wenke, Dr. Manton Gibbs, Ms. Joan Rumpel, Dr. Jim Rucker, Dr. James Hohman, Dr. Lloyd Frerer, Dr. Bill Watt, Mr. Jack Logan, Dr. Bill Powers, Dr. Paul Phillips, Dr. Bill Rickman, Ms. Pam Schaffer (for Dr. Paul Gatschet), Mr. Dave Ison, Mr. DeWayne Winterlin (for Ms. Leona Pfeifer), Dr. Tom Kerns, Dr. John Klier, Mr. Glenn Ginther, Dr. Ron Sandstrom, Dr. Jeff Barnett, Mr. Kevin Schilling, Dr. Lewis Miller, Dr. Martin Shapiro, Ms. Dianna Koerner, Ms. Marcia Masters, Dr. Paul Faber, Dr. Kelly Knowlton (for Dr. Maurice Witten), Dr. Jack Barbour, Dr. Robert Markley, Dr. Richard Schellenberg, Dr. Nevell Razak, Dr. Michael Kallam.

Members absent: Dr. Bill Daley, Dr. John Zody, Dr. Merlene Lyman, Mr. Marc Campbell.

Also present: Dr. Leland Bartholomew, Dr. Ninia Smith.

The minutes of the January 10, 1989 meeting were approved as distributed.

ANNOUNCEMENTS

1. The March meeting of the Faculty Senate will be held on Tuesday, March 7, 1989 and the June meeting will be held on Monday, June 12, 1989.
2. The Board of Regents has recommended a 10%+ salary increase for unclassified staff. After skimming, this should mean approximately 9%+.
3. On March 8, 1989 at 3:00 PM in the Memorial Union, there will be a meeting of the Legislative Health Benefit Committee. This is being held as a preliminary meeting for the 1990 health benefits package.
4. The Regents will be discussing the articulation agreement at their next meeting. It will look similar to the one we passed two years ago. The main change for FHSU is that it will eliminate the nine (9) hours of upper division general education credits. The transfer student will have satisfied all general education requirements.
5. The Regents are continuing their discussion on open admissions. They are investigating the possibility of repealing a statute which sets open admission.
6. The only time the Board of Regents will consider tenure requests will be at the April meeting. A definite decision was postponed and referred to COCAO to look into the date for tenure decisions.
7. Dr. Sandstrom asked Dr. Bartholomew to comment on the assessment program. Dr. Bartholomew presented some of the background of FHSU involvement in assessment. Most recently, January 6, 1989, FHSU sent the BOR our plans for assessment in basic skills, general education, and major undergraduate programs. Dr. Martine Hammond has reviewed it and sent her concerns for our response. These responses have been formed and submitted to the BOR for review in February. There was an action plan which asked for \$25000 to cover the costs of assessment programs at FHSU.

8. Dr. Ninia Smith is the Affirmative Action Officer for FHSU. She discussed the process for conducting a search and incorporating affirmative action guidelines into the process. She distributed forms to be used for this process. Departments need to make sure positions are advertised a job description. In addition, a listing of sources where the position has been advertised is needed. The role of affirmative actions is to make sure the affirmative action process is followed. Departments need to make sure these guidelines are followed. It is effective upon the completion of this presentation--February 6, 1989.

INTERIM ELECTIONS

The nominating committee submitted the names of Dr. Fred Britten and Dr. Paul Faber as nominees for President Elect for 1989-90. There were no nominations from the floor. It was moved and seconded that the nominations be closed. Dr. Faber was elected by secret ballot.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS: No report.

UNIVERSITY AFFAIRS: The report was present by Dr. Paul Faber.

MOTION 1: The Faculty Senate of Fort Hays State University adopts the revised form of Appendix O contained within Revised Appendix O of February, 1989.

Dr. Faber stated that the current version of Appendix O has three sets of differences. In an effort to eliminate typos and incorporate previous amendments, this revised version is being presented.

Dr. Frerer asked for clarification on what is mean by time in rank and offered the following amendment: (Individuals making motions are listed in parentheses.)

Amendment₁: The wording under associate professor and professor [pg.4 & 5 under qualification], remove 'period of four years' and add a 'minimum of four years'. (Frerer/Rickman)

The amendment carried with one dissenting vote.

Amendment₂: Insert the word 'prior' between the words 'in' and 'rank' under the qualification description for associate professor.
(Miller/not available, but it was seconded)

The amendment carried.

Amendment₃: Part II, 2a, (pg. 3) to read: The evaluation of the faculty member's instructional activities shall constitute 60 percent of the total evaluation, based on teaching 12 credit hours each semester, unless otherwise negotiated with the department chairperson and approved by the dean. (Ison/Frerer)

Dr. Hohman asked what happens when a faculty member is ill and someone fills in for that person? Does this throw off the 60-20-20? Dr. Faber responded that there was discussion concerning this matter and there will be unforeseen situation? The 60-20-20 are values for evaluation percentages and not amount of time spent.

Mr. Ison stated that it may be possible to compensate by money or one may just do it as a favor to a colleague. Dr. Bartholomew said that flexibility is present and we may need to reallocate resources at times. Dr. Faber said that the language in Appendix O allows for renegotiation.

The vote on the amendment carried.

Amendment4: Part II, 2a, (pg.3) to read: The evaluation of the faculty member's instructional activities shall constitute 60 percent of the total evaluation, based on teaching 12 undergraduate credit hours or 9 graduate credit hours each semester, unless otherwise negotiated with the department chairperson and approved by the dean. (Kallam/Watt)

There was discussion on whether we need to differentiate. It was felt that 'otherwise negotiated' covers undergraduate and graduate. Dr. Kallam stated that he felt this would help to establish a policy for graduate education at FHSU. Mr. Logan said that this could present a problem for faculty who are teaching both graduate and undergraduate courses.

The amendment was defeated.

Amendment5: Part II, 2a, (pg.3) to read: The evaluation of the faculty member's instructional activities shall constitute 60 percent of the total evaluation, based on teaching 12 undergraduate credit hours each semester, unless otherwise negotiated with the department chairperson and approved by the dean. (Frerer/Watt)

The amendment was defeated. Results of a hand-vote: Yes: 8; No: 23.

Dr. Barnett asked if the faculty fully understands the meaning of Items E and F on Page 6? Is it possible that sending reports from a lower level may bias the next level of evaluation? Dr. Frerer indicated that it seems like the more information available would be advantageous to the candidate. Dr. Faber stated that by having this, it is better documentation that due process has been followed.

Amendment6: Part II, 1b (pg.2) to read: Scholarly activity shall be understood to include research that results in presentations at scholarly meetings and/or publications, exhibitions, recitals, and performances. (Rickman/Barnett)

Dr. Miller stated that this precludes unfinished research projects. Dr. Markley stated that this seems to trivialize research projects which take longer than others. Ms. Masters indicated that this would exclude those presentations at scholarly meetings which may not be research oriented. These issues need to be handled at the departmental level. Dr. Klier indicated that we may not be able to cover all areas. Dr. Knowlton asked where the receiving of grant monies would be considered? Dr. Markley indicated that treatment for grants received are often counted as research, but that each department may treat it differentially. Dr. Watt stated that it would be good to include as many activities as possible. Dr. Miller stated that this precludes a faculty member from getting credit for works in progress. Ms. Masters stated that in the description of the duties it states that the departments shall establish the criteria used in evaluating each faculty members contribution.

The amendment was defeated.

Amendment 7: Part II, 1b, (pg.2) to read: Scholarly activity shall be understood to include research, publications, presentation at scholarly meetings, exhibitions, recitals, and performances. (Watt/Frerer)

The amendment carried.

Amendment 8: Part II, 1b, (pg.2) to read: Scholarly activity shall be understood to include but not be limited to research, publications, presentations at scholarly meetings, exhibitions, recitals, and performances. (Logan/Frerer)

Dr. Faber commented that this amendment would not change the intent of the University Affairs committee.

The amendment carried.

Amendment 9: Part II, 1a and 1c, (pg.2) to have the words 'but not be limited to' inserted after the word include in the first line of each of the descriptions. (Shapiro/Rumpel)

The amendment carried.

The vote on the main motion was to accept the presentation of Appendix 0 as amended.

The motion carried.

Student Affairs: No report.

By-Laws and Standing Rules: No report.

External Affairs: No report.

Old Business

Dr. Frerer inquired about the computer courses that were approved during the last Faculty Senate meeting and the prerequisites which were passed with them. Would these prerequisites create up to a nine hour math prerequisite? Mr. Logan said that was not correct. The students are able to use one of several options for fulfilling that requirement.

Liaison Reports

Computer Advisory Committee: Dr. Kallam reported that this committee has met and has been charged with establishing the direction of computerizing the campus. The committee will be addressing several concerns: (1) equity among departments; (2) costs and who pays for what; (3) number of labs across campus; and (4) what does the committee stand for. He also reported that Dave Schmidt has been named chairman of this committee.

The meeting adjourned at 5:09 PM.

Respectfully submitted,
Dr. Fred Britten, Secretary
FHSU Faculty Senate