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Fort Hays State University

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FACULTY SENATE MINUTES

November 6, 1989

The following members were present: Dr. Bill Daley, Dr. Robert Stephenson (for Mr. Rick Mullen), Mr. Dale Ficken, Ms. Martha Holmes, Dr. Fred Britten, Dr. William King, Ms. Joan Rumpel, Dr. James Hohman, Dr. Steve Shapiro (for Dr. Lloyd Frerer, Dr. Bill Watt, Dr. Gerald Calais (for Dr. Bill Powers), Dr. Paul Phillips, Dr. Ralph Gamble, Dr. Paul Gatschet, Mr. David Ison, Dr. Raymond Wilson (for Dr. John Klier), Mr. Glen McNeil, Mr. Glenn Ginther, Mr. Jerry Wilson, Dr. Ron Sandstrom, Dr. Mohammad Riazzi, Mr. Kevin Schilling, Dr. Lewis Miller, Dr. Martin Shapiro, Ms. Dianna Koerner, Ms. Marcia Masters, Dr. Richard Huguen, Dr. Maurice Witten, Dr. Jack Barbour, Dr. Robert Markley, Dr. Steve Klein (for Dr. Richard Schellenberg), Ms. Leona Pfeifer, Dr. Tom Kerns, Dr. John Zody, Dr. Michael Rettig (for Dr. Michael Kallam), Ms. Sharon Barton.

Members absent: Dr. Thomas Wenke, Mr. Jack Logan, Dr. Nevell Razak.

Also present: Dr. James Murphy.

The minutes of the October 3, 1989, meeting were approved as corrected:

Page 2, 1. Academic Affairs, Motion #3, should read, "Motion #3: After friendly amendments by Ms. Koerner and Dr. Stephen Shapiro the motion was to approve Health and Human Performance 242, Lifeguard Training and Lifeguard Instructor."

ANNOUNCEMENTS

1. The third year of funding for the Margin of Excellence is being considered by the Governor. Faculty are encouraged to write letters expressing appreciation for the previous two years of funding and to ask friends to write the governor expressing support for the third year of funding of this program.
2. As part of the campus-wide planning process there will be a university-wide forum on Monday, November 27, 1989, at 3:30. A formal announcement will be sent from the President's Office.
3. President Hammond made a semi-public announcement that Fort Hays State will be getting "voice mail" capabilities in the near future.

STANDING COMMITTEES

1. Academic Affairs: No report.
2. University Affairs: Presented by Ms. Holmes.

Motion #1: To approve the amendments to Appendix J as contained within Attachment 1. (of the November 6, 1989, agenda)

Motion carried.

Motion #2: A reconsideration of a motion made at the September 11, 1989, meeting: To approve Appendix Y as revised within Attachment 2. (of the November 6, 1989, agenda)

Discussion:

The following friendly amendments were offered and accepted to the motion.

1. C. Procedure for Reporting, Investigation, and Hearing, (a), superscript 1, should read, "In the event the Affirmative Action Officer is accused of sexual harassment, the grievant should report the alleged act of abusive behavior to his or her immediate supervisor who will help the grievant seek redress through the appropriate grievance procedure."
2. A. Policy, paragraph 2, should read, "University policy is to prevent the occurrence of sexual harassment, to assist victims in obtaining relief, and to provide appropriate consequences (disciplinary actions) for those who by their actions practice, promote, or condone such behavior."
3. A. Policy, paragraph 3, should read, "Under Title VII (1) employers are responsible for the actions of their agents and supervisors; and (2) employers are responsible for the actions of all other employees if the employer knew or should have known about the sexual harassment."

Mr. Schilling asked if the individual initiating the complaint had to first contact the alleged violator about the problem. Dr. Barbour noted that this procedure involves the formal steps to be taken in sexual harassment cases. It could be that on an informal level you might talk with another person, but the procedure outlined here is to be followed formally. Also if the grievant were to approach the alleged violator it is possible that the person supposedly responsible for the undesirable behavior would simply deny having committed the act(s). Dr. Faber indicated that due process is still met by this procedure even though the document does not include the step wherein the grievant informally, or otherwise, talks with the alleged violator.

Motion carried.

Motion #3: To support the membership guidelines and standards of the Network of Drug Free Colleges and Universities and its commitment to the elimination of drug and alcohol abuse. (Attachment 3 of the November 6, 1989, agenda)

Discussion:

Dr. Faber called attention to the fact that Dr. Hammond's intent was to gain faculty support of item #7, Network of Drug Free Colleges and Universities, Standards, B. Education Programs, which reads, "Network members shall support and encourage faculty in incorporating alcohol and other drug education into the curriculum, where appropriate."

Ms. Holmes noted that no conflict exists between this document and the University Handbook Appendices DD and EE which deal with faculty involvement in alcohol and drug activities.

Motion carried.

3. Student Affairs: No report.
4. Bylaws and Standing Rules: No report.
5. External Affairs: No report.

Old Business

None.

New Business

Dr. Huguen moved that "Faculty Senate enthusiastically endorses the action plan presented by Professor Klein regarding faculty development and we recommend this plan to the university administration." (Attachment 4 of the November 6, 1989, agenda)

Seconded by Mr. Ison.

Discussion:

Dr. Klein, chair, Joint Faculty and Administration Committee on Faculty Development, recommended FHSU Strategic Planning Action Plan, G3PROV01.E90, be accepted by the Faculty Senate. The committee seeks funding for the proposal over the next three years. The proposal could include, but would not be limited to, bringing individuals on campus for workshops, travel funds to conferences, or faculty who could provide expertise in research, scholarly, and service activities. This proposal involves a three year long range plan where faculty would be supported to develop general expertise in faculty development and then focus more intensely on specific areas of faculty development for example mediated instruction, test construction, faculty evaluation. Individuals would be funded to attend conferences and when they return they would be given release time to pursue the activity. Persons attending conferences supported by the Faculty Development Committee would be members of the committee for a three year period. The committee would be a "Standing Committee" of the university.

Dr. Huguen indicated that the estimated costs as described were confusing. Dr. Klein noted that III. Implementation of Strategy, should read, "Four faculty for the first year and two faculty for each subsequent year."

Mr. Ison asked who will select representatives to participate in the activity. Dr. Faber said individuals of the current committee were selected by the Faculty Senate President, except that the administrative member (Dr. Bartholomew) was appointed by Provost Murphy. Each school has one member on the committee. Provost Murphy indicated that the committee membership is just for this year. It is somewhat unclear as to how the committee will be maintained and staffed. A faculty member receiving funding would, however, be assigned to and remain on the committee for three years.

Dr. Hohman inquired about who the committee would report to. Provost? Faculty Senate? Dr. Klein said that he assumed the committee would make reports to the Faculty Senate.

Mr. Ison pointed out that the Budget Unit says "Provost/Faculty Senate" indicating a sharing of the cost. He wanted to know if the action plan had been approved. Dr. Faber said, "No."

Dr. Sandstrom wanted to know if membership turnover was built into the committee or if an individual could remain on the committee year after year. Dr. Klein indicated a person could stay on the committee but would not be required to do so beyond the three year requirement for receiving funding. Dr. Sandstrom challenged this position stating that university requirements demand committee turnover. Dr. Faber pointed out that since this is only an action plan some uncertainty remains as to specific procedures involving its administration. It is possible that the committee would be held accountable as any other "Standing Committee" or perhaps approval could involve the addition of another Appendix to the Faculty Handbook. The Action Plan is not an authorizing document, but rather is an informational item offered to the Senate for its consideration.

Dr. Sandstrom asked how the action plan would be funded if the university did not receive any new monies during a particular fiscal year. Provost Murphy indicated the funds would most likely come from both salary pool and OOE allocation. Dr. Murphy suggested that no matter where the funding comes from it would be a good idea to have the Faculty Development program as a continuing portion of funding built into the funding base. Dr. Sandstrom expressed concern that the first year of funding could have a negative impact on faculty salaries since the chance of increased funding is dim at this time.

Dr. Britten asked for clarification as to what type of activities would constitute faculty development. Dr. Klein suggested any activities involving instruction, research, and service would be considered by the committee.

Dr. Witten wondered whether or not a requirement like the 2 year commitment for sabbatical leaves would be imposed for those approved for participation in Faculty Development. Dr. Klein said that to date no statement was included dealing with the release time policy, but maybe it should be considered.

Ms. Koerner clarified the focus of the program. She indicated that this is intended to be a broad based university program. School and departmental faculty development should be taking place simultaneously with the university Faculty Development. People would apply for and be sent to conferences, etc., and with the new expertise they would return to share the information with the university community. It is not really a matter of someone becoming "specialized" in an area which would likely result in other universities wanting to have that faculty member. This program is intended to enhance the entire university.

Motion carried.

LIAISONS

No reports.

The meeting was adjourned at 4:25 p.m.

Respectfully submitted,
Dr. Willis M. Watt, Secretary
FHSU Faculty Senate