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FACULTY SENATE MINUTES
November 6, 1990

The Fort Hays State University Faculty Senate was called to order in the Pioneer Room of the Memorial Union on November 6, 1990 at 3:30 p.m. by President Robert Markley.

The following members were present: Dr. Bill Daley, Mr. Michael Slattery, Dr. Jean Gleichsner (for Dr. Robert Stephenson), Dr. Fred Britten, Dr. Thomas Wenke, Ms. Martha Holmes, Mr. Michael Jilg, Dr. William King, Ms. Joan Rumpel, Ms. Sharon Barton, Dr. James Hohman, Dr. Serjit Kasior, Dr. Willis Watt, Dr. Paul Phillips, Dr. Paul Gatschet, Dr. Pamela Shaffer, Mr. DeWayne Winterlin, Dr. Tom Kerns, Dr. Helmut Schmeller (for Dr. Raymond Wilson), Mr. Glen McNeil, Mr. Wayne Pricer (for Mr. Jerry Wilson), Dr. Ronald Sandstrom, Dr. Mohammad Riazi, Dr. Lewis Miller, Dr. Martin Shapiro, Ms. Dianna Koerner, Dr. Mary Hassett, Dr. Paul Faber (for Dr. Richard Hughen), Dr. Larry Gould (for Dr. Richard Heil), Dr. Robert Markley, Dr. Kenneth Olson, Dr. Nevell Razak, and Dr. Michael Kallam.

The following members were absent: Dr. Robert Jennings, Mr. Jack Logan, Dr. Ralph Gamble, Dr. John Zody, Mr. Kevin Shilling, and Dr. Maurice Witten.

Others present: President Edward Hammond; Provost James Murphy; Ms. Dawn Hansen, University Leader.

The minutes of the October 1, 1990 meeting were approved.

ANNOUNCEMENTS

President Hammond presented the following announcements for the information of the Faculty Senate:

1. The Capital Fund Drive which will begin next spring is for the purpose of raising \$20 million for the following items:
 - a) To increase the endowment holdings by 50% to a total of \$15 million over a three-year period;
 - b) To fund projects that are ineligible for federal or state support, such as the funds that the University must provide for the planned physical science building;
 - c) To support curriculum initiatives, particularly the continued computerization of the curriculum as well as the recently proposed internationalization of the curriculum; and
 - d) To fund program enhancements, such as the purchasing or upgrading of equipment other than computers.

To achieve these four objectives, eight targets have been designated for the Capital Fund Drive:

- 1) Academic enhancements, such as those derived from the Action Plans and the Strategic Planning process;
- 2) The internationalization of the campus;
- 3) The renovation of Lewis Field, including both the track

and the football field itself;

- 4) An expansion of Sternberg Museum, particularly including raising it above the hundred-year flood plain as well as increasing its size by as much as three times;
- 5) An Alumni & Development Center, including increased parking for Endowment and the Beach-Schmidt Performing Arts Center;
- 6) Scholarships and loans to help make up for decreased federal support available for students;
- 7) A Performing Arts Endowment so that ticket prices for performances at the Beach-Schmidt Performing Arts Center can be kept low; and
- 8) Continued computerization of the campus.

A mid-April, 1991 starting date is planned for the Capital Fund Drive and it is planned to run for three years.

2. President Hammond also wished to thank all faculty for their participation in the Strategic Planning process and to assure them that the Action Plans are helpful in setting goals and objectives and in dealing with the Legislature. There will be a public forum at the end of November on the Action Plans that require new resources, to allow faculty and students to comment on them before final decisions are made. In January there will be a similar forum on plans for budget reduction. Faculty and students who would like to comment on these plans before these forums are encouraged to do so. In response to questions that had been raised earlier President Hammond explained that positions which are currently in the process of being filled are already budgeted, and so unless cutbacks are necessary there is no need to freeze the process of filling these positions.

3. In response to a question from Dr. Sandstrom President Hammond explained that the FTE position for the new degree programs in Social Work will be funded from state money but that library resources for these programs could possibly be funded from private sources. He also said that new programs should not be funded at the expense of existing programs, but that he had not looked at priorities or the issue of reallocation in this specific instance.

With regard to the printed announcements included with the meeting President Markley had the following comments:

1. The Annual Leave Policy (printed announcement no. 2) being considered by COCAO brings up the issue of consultation with faculty on faculty matters. The Faculty Senate Presidents seek to educate the Regents staff to consult with faculty on matters such as this before recommending policy changes.

2. The Department of Performing Arts is presently on hold (printed announcement no. 3) but President Hammond indicated that it is going back on the calendar. Provost Murphy explained to the Senate that the Department of Theatre, which will become part of the Department of Performing Arts, has more credit hours than

existing areas of concentration are allowed to have under current standards. A new major program is being developed for Theatre.

STANDING COMMITTEE REPORTS

1. Academic Affairs. Presented by Dr. Britten.

Motion 1: To approve two new degree programs,

B.A. in Social Work, and B.S. in Social Work (Applied Field).

Ms. Holmes asked why there were two degree programs and Dr. Britten replied that the department would like to offer majors the option of either a foreign language requirement or a science requirement. Dr. Miller raised some objections regarding the General Education requirements for these degrees. He pointed out that ESCI 105 is listed under the heading "Natural Sciences & Mathematics" on the summary sheets for both programs, but ESCI 105 is not a General Education course. Second, he pointed out that a student may not get General Education credit for courses in his or her own major field, but Introduction to Sociology is also listed on these summary sheets. His major objection, however, was with regard to the number of designated General Education courses: on the summary sheet for the B.A. degree program 43% of the courses listed are designated courses that the student must take, and another 24% are courses from designated departments. On the summary sheet for the B.S. degree program 54% of the courses are designated and another 23% are from specified departments. Dr. Miller said that students are supposed to choose General Education courses from a slate of offerings, and that specifying General Education courses for students to take undermines the spirit of general education. Dr. Razak responded by saying that these designated courses were not part of the students' General Education coursework but were instead recommended courses in these areas. In addition he said that the Department of Sociology was merely recommending these courses, not mandating them. Dr. Gatschet stated that if these courses were listed in the catalog students would think that they had to take them. Dr. Miller recommended that these courses be listed as cognate courses instead of making them appear as General Education courses. Dr. Britten suggested that in cases where several courses from a designated department were recommended as possible electives that these choices be left unspecified, and Dr. Razak said that these programs could be so modified. Dr. Hassett asked if some of these courses were not required for accreditation, and Dr. Razak indicated that this was the case and that the summary sheets should indicate this. Ms. Koerner asked about the cost of increasing the library holdings in Social Work to support these new programs. Dr. Britten replied by saying that the total amount of \$25,000 for library resources would not be required immediately but would be spread out over several years and, as President Hammond indicated, could be

provided by private sources.

Motion carried with one "No" vote.

2. University Affairs. Presented by Ms. Holmes.

Work is proceeding on revisions of Appendix O and on a Sick Leave Policy, and comments or suggestions from faculty are solicited. Dr. Gatschet asked if the committee was addressing the problem of newly hired faculty who get sick and lose pay as a consequence. Ms. Holmes said that she wasn't sure about the legal problems that this might entail but that they would discuss it. Dr. Kallam suggested that a "bank" of funds might be established to provide assistance for people in this situation.

President Markley said that the Computer Advisory Committee and their subcommittee on Royalties would be passing on a policy concerning ownership and property rights of software which the University Affairs Committee would be reviewing in the near future prior to consideration by the entire Senate.

3. Student Affairs. Presented by Dr. Wenke.

A total of 56 students were accepted for inclusion in the listing of "Who's Who Among Students in American Universities and Colleges" out of 68 applicants. A maximum of 63 could have been accepted.

4. Bylaws and Standing Rules. No report.

5. External Affairs. No report.

6. Executive Committee. Presented by Dr. Markley.

A report on "Tenure and Evaluation of Faculty" has been prepared by the Regents' staff and submitted to the Board of Regents, and a copy of this report accompanied the supplementary material sent to Faculty Senators. The Council of Faculty Senate Presidents has drafted a response to this report, also included with this supplemental mailing. The Board of Regents will presumably be considering this issue during their December meeting. Comments or suggestions may be directed to President Markley.

OLD BUSINESS

None.

NEW BUSINESS

Dr Sandstrom stated that with regard to an issue brought up by Dr. Gatschet in the October meeting the health benefit package available to state employees is limited to 66% of the employee's salary if the employee becomes disabled. In

addition, this percentage is unaffected by increases in the cost of living and includes any Social Security benefits the employee may receive. Finally, since this has been established by state law the Legislature is the only body that could change it. A change is in the works but will probably take two years or more. Discussion of the lack of availability of Health Maintenance Organizations in western Kansas and of the proposal to make Blue Cross/Blue Shield of Kansas a private organization is also underway. A "cafeteria" plan for health benefits is being considered but progress is slow.

Provost Murphy reported on the status of program review. He said that although the Regents have decided on continuance of the degree programs in Physics and Geology there is still cause for concern in the future. The Regents' staff is very "numbers-oriented" and feel that sufficient numbers of students are needed to keep a program "healthy". Provost Murphy and the other members of COCAO are making recommendations to move away from this numbers-orientation, and toward assessment as the major criterion for program evaluation. Another issue of concern came out of the Geology review process: of the three state programs in Geology that were being reviewed no representative from the affected departments was brought in to discuss the issue during the review process. Provost Murphy said he expected that this would have an impact in the future, and he will keep the Faculty Senate informed regarding the Board's discussion of these concerns.

The meeting adjourned at 5:43 pm.

Respectfully submitted,

James Hohman, Secretary
FHSU Faculty Senate