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### Fort Hays State University Faculty Senate Minutes, February 4, 1991

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FACULTY SENATE MINUTES  
February 4, 1991

The Fort Hays State University Faculty Senate was called to order in the Pioneer Room of the Memorial Union on February 4, 1991 at 3:30 pm by President Robert Markley.

The following members were present: Dr. Bill Daley, Dr. Michael Slattery, Dr. Robert Stephenson, Dr. Fred Britten, Dr. Thomas Wenke, Ms. Martha Holmes, Ms. Joan Rumpel, Ms. Sharon Barton, Dr. James Hohman, Dr. Serjit Kasior, Dr. Willis Watt, Mr. Jack Logan, Dr. John Ratzlaff (for Dr. Paul Phillips), Dr. Paul Gatschet, Dr. Pamela Shaffer, Dr. John Zody, Dr. Tom Kerns, Dr. Raymond Wilson, Mr. Glen McNeil, Mr. Glenn Ginther, Mr. Jerry Wilson, Dr. Ronald Sandstrom, Dr. Mohammad Riaz, Dr. Martin Shapiro, Ms. Dianna Koerner, Dr. Mary Hassett, Dr. Richard Hughen, Dr. Richard Heil, Dr. Robert Markley, Dr. Kenneth Olson, Dr. Nevell Razak, and Dr. Michael Kallam.

The following members were absent: Mr. Michael Jilg, Dr. William King, Dr. Robert Jennings, Dr. Ralph Gamble, Mr. DeWayne Winterlin, Mr. Kevin Shilling, Dr. Lewis Miller, and Dr. Maurice Witten.

Others present included: Provost James Murphy, Dr. Keith Campbell, Dr. Larry Gould, Mr. Grant Bannister of the Student Senate, Ms. Jonell Sowers of the University Leader, and Mr. Spencer Dew of the Adult Student Service Association.

The minutes of the January 8, 1991 meeting were approved with the following correction: on p. 5 in the discussion of the proposed "Recommendations on Technology (software, hardware, etc.) Royalties" Michael Kallam's title should be changed from "Mr." to "Dr.". Mr. Logan asked that from now on hard copies of the meeting minutes be distributed to senators before the next meeting rather than having them only sent to senators on PROFS.

ANNOUNCEMENTS

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

1. The proposal to establish an "Internship" for faculty at the Regents' office (announcement D. d) is for the purpose of working on special projects for one year or one semester. In response to a question from Dr. Hughen President Markley said that these projects could include revisions of policies or the up-keep of the system. The goals of this plan are to expose faculty to what goes on at the Regents' office, and to expose people at the Regents' office to faculty concerns.

2. A draft proposal titled "Full-Time Temporary Faculty Member" included with the meeting notice is being presented to the Senate prior to consideration by any of the standing committees. The University Affairs Committee is asked to consider this proposal

and return with their comments. Provost Murphy stated that this proposal was in response to concerns from faculty over the number of years that a temporary faculty member can be kept on. Previous policy has limited that to three years, but the Regents' counsel has recently reached an interpretation of five years as the maximum limit.

STANDING COMMITTEE REPORTS

1. Academic Affairs. Presented by Dr. Britten.

M-1. Motion to approve the creation of a "Center for Alaska Native Studies" at FHSU.

Dr. Kallam asked if this proposed center should not encompass all native populations, not just those in Alaska. Dr. Campbell responded that the situation for natives in Alaska right now is approximately where the situation for other native populations was a hundred years ago, and that major changes are now occurring that greatly affect Alaskan natives. Ms. Holmes asked if there were other centers of this type, and Dr. Campbell said yes, but not specifically for Alaskan natives. Dr. Hughen asked if this proposal does not implicitly "side with the natives", and Dr. Campbell replied that it's not a matter of one group being right and the other wrong but a recognition that problems exist and need to be addressed. Dr. Hughen asked what this center was going to cost. Dr. Britten said that there would be no initial cost and that external funding sources would be sought, and Dr. Campbell added that a work-study secretary might be requested in the future. Dr. Shapiro asked about sources of external funding, and Dr. Campbell said that they might be able to "piggy-back" on some grants that the Kenaitze Indian Tribe hoped to get. In addition, the National Institute of Child Health and Human Development may be willing to fund research into infant mortality rates among Alaskan natives; the Indian Health Service may make some funds available; and the Kansas Committee on the Humanities may also provide some funding.

Motion carried.

2. University Affairs. No report.

3. Student Affairs. Present by Dr. Wenke.

M-2. A proposal to establish Academic Clemency at Fort Hays State University.

Dr. Wenke handed out a version of the Academic Clemency proposal that was slightly revised from the one included with the meeting notice. Dr. Hughen asked if the rationale was to make it more desirable for a student to come back after a separation, and Dr. Wenke said yes. Dr. Shapiro asked what

the difference was between this proposal and one considered by the Senate two years ago, and Dr. Wenke replied that the parenthetical phrase "(selected from any semester)" was added after the words "up to fifteen credits" in the first sentence. President Markley asked if this meant only the credits from one semester, and Dr. Wenke said no, they could be selected from any semester. Ms. Holmes suggested that this phrase be changed to "selected from any semester or semesters". Dr. Huguen asked if there was any way that this policy could hurt the University, and Dr. Wenke said no, many other schools have policies similar to this.

Dr. Gould said that he was very much in favor of the concept of academic clemency but that he had some concerns regarding the proposal as it is written. He said that the proposal was originally designed to deal with traumatic experiences that might cause a student to do poorly in coursework, and that the minimum separation of five years specified in the proposal does not make sense in the case of older non-traditional students. He suggested a minimum separation of two years instead. In addition he stated that the proposal should make clear whether the policy is to deal with only FHSU credits or can also apply to credits from other schools, and that he felt that we should not be in the business of cleaning up difficulties that may have occurred at another institution. Dr. Wenke agreed, and said that we should start with our students and worry about transfer students later. Finally, Dr. Gould said he was not clear about the limitation of this policy only to courses "that are no longer applicable to the student's current degree objective or that are no longer being offered"; he said he was not certain why this limitation was in the proposal.

President Markley said that he had had a question from the Registrar's office about the meaning of the term "current degree objective". He remarked that changing from a Business major to an Art major makes the Business courses irrelevant in the new degree program, but changing from a Psychology major to a Sociology major leaves much of the previous coursework relevant. Dr. Shapiro stated that in the discussions two years ago on this issue the feeling was that the way a student improves a grade in a course is to retake the course, but that if the course is no longer relevant to the student then he or she should not be forced to retake it just to improve his or her GPA. Another concern from the previous discussions was the possibility of abuse of this policy, and this was the reason for the stringent requirements on the student. Dr. Huguen commented that he couldn't imagine a forty-five-year-old student doing poorly in some courses and coming back two or five years later seeking clemency. Ms. Koerner said that there would be exceptions to this though, and this policy would force them to wait five years before returning to FHSU. Dr. Gould indicated that four out of ten of our students are now non-

traditional, and that flexibility on our part is called for.

President Markley read part of a letter from the Adult Student Service Association in which they indicated support for a two-year separation period rather than five years, and the option of removing up to 24 credit hours from computation of the GPA rather than 15 credit hours. Dr. Hassett said that she would like to see the separation period reduced to two years. Provost Murphy said that he would like to pursue the question of the "current degree objective", saying that, for example, the B.A. degree represents a large block of the degree objectives pursued by students and that this needs clarification.

President Markley indicated that there was another point raised by the Registrar's office in which they suggested that language be inserted stating that this policy would not apply to courses after a degree has been completed. Mr. Dew spoke in favor of a two-year separation period and a 24-credit-hour limit for this policy, in addition to expanding the policy to deal with transfer credits. Ms. Holmes stated that we don't have the right to change the records from other schools, but Dr. Wenke said that we would not be changing the record, only leaving these courses out of the calculation of the student's GPA. Dr. Sandstrom pointed out that failing grades don't transfer anyway, although D's do.

Dr. Jennings asked about the requirement that students have a grade point average of 2.5 or better in all courses following enrollment; and President Markley said that this should read "re-enrollment", that is, the 2.5 GPA requirement would be only for the courses taken after the student has come back. Dr. Shapiro moved, and Mr. Logan seconded, that the five-year separation period be changed to a two-year separation period. Dr. Watt asked why there should be a specified waiting period at all, but Mr. Ginther said that there would have to be time at least for the student to take the 24 credit hours after returning to school and that two years was not unreasonable. Ms. Holmes stated that the separation period was designed to prevent abuses, and that a line had to be drawn somewhere. Dr. Watt said that if a tragedy occurred a two-year separation period was not going to help the student, but Mr. Logan pointed out that the student has the opportunity to retake those courses. Mr. Ginther corrected his earlier comment, saying that, as the proposal now reads, a student would have to stay out of school for two years and then come back and take the 24 credit hours. Mr. McNeil asked why the student had to be out of school for a period of time at all, why not simply specify a two-year waiting period before clemency could be applied for? Dr. Gould stated that changing the separation period to a waiting period changes the entire philosophy of the policy, and that a separation period was designed to give the student

time to put his or her life back in order. Ms. Koerner explained that her department had a policy for a "leave of absence" similar to this, and President Markley agreed with Dr. Gould that this policy is for returning students, not for students who are still here.

The amendment to change the five-year separation period to a two-year separation period passed with one "No" vote. Two additional changes were accepted as friendly amendments, namely the change of the phrase "selected from any semester" to "selected from any semester or semesters", and the change of "fifteen credits" to "fifteen Fort Hays State University credits".

Ms. Koerner moved, and Dr. Hassett seconded, that the title of the policy be changed to "Academic Clemency for Returning FHSU Students" to clarify the policy for current students. Dr. Wenke said that he didn't see that it was necessary to change the title, but Ms. Koerner stated that when the policy goes into the catalog its title should indicate that it applies only to returning students. Mr. Dew said that he understood that this policy was meant to apply only to returning FHSU students but he felt that expanding it to include transfer students could be used as a recruiting tool. Dr. Huguen said that poor grades from another college need not be transferred at all, and Dr. Wenke stated that we should stick with our own students for now and consider transfer students later. Dr. Shapiro suggested that the title should be "Academic Clemency Option - Returning Students", but Mr. McNeil pointed out that students would have to read the policy anyway and if the policy makes it clear that only returning FHSU students can apply changing the title won't make any difference. Ms. Koerner withdrew her motion.

Dr. Sandstrom asked about changing the phrase in the penultimate sentence from "in all courses following enrollment" to "in all course following re-enrollment", and this was accepted as a friendly amendment. President Markley pointed out that the term "current degree objective" still needs clarification, and that he interpreted this as meaning "major". The question of how much of a change would be required before a student can apply for clemency still needs to be resolved. Dr. Shapiro suggested changing the phrase to read "major or degree objective". Mr. McNeil asked why we are limiting this policy only to students who are making a change in their degree plans. Mr. Ginther moved, and Dr. Huguen seconded, that the term "degree objective" be changed to "major", and this motion carried.

Ms. Holmes asked why this policy had to refer specifically to FHSU credits. Dr. Watt commented that there was another question that he would like to see addressed, namely why this policy should not be limited to fifteen

credits within any one semester rather than selected from any semester or semesters, since the policy is meant to deal with sudden traumatic experiences in a student's life. He also questioned the changing of a record that a student compiled at another school, but Ms. Holmes pointed out that it was not the grade that would be changed, only the grade point average at this University. Dr. Watt moved that the proposal be sent back to the committee for clarification of these issues, and Mr. McNeil added that looking more closely at clemency policies at other schools might be a good idea.

Motion to return the proposal to the committee carried with several "No" votes.

4. Bylaws and Standing Rules. No report.

5. External Affairs. No report.

OLD BUSINESS

None.

NEW BUSINESS

1. Mr. Logan moved, and Dr. Sandstrom seconded, the following resolution:

"The maximum length of time for fulfillment of requirements to remove Incomplete grades shall be one year, or one year after release from active duty, for those students who are members of activated reserve units. This policy shall become effective immediately. Catalogs and other documents shall incorporate this change as they are revised."

Ms. Koerner asked why this resolution applies only to reserve units, and Mr. Logan explained that they were the only group that might unexpectedly be called up for active duty while attending college. Dr. Sandstrom asked about the situation if Congress were to re-establish selective service, and Mr. Logan said that we could deal with that situation later. Provost Murphy remarked that in cases of sudden disability or illness flexibility has often been shown with the one-year limit for removing Incompletes. Dr. Hassett asked about the possibility of an active duty serviceman or servicewoman being injured or otherwise unable to return to remove the Incompletes after release from duty, and Mr. Logan stated that, as he understood it, persons in this situation are retained on the active duty rolls.

Motion carried unanimously.

LIAISON REPORTS

Dr. Hassett announced the formation of a new committee to look at the electronic classroom, and issues such as faculty training to use two-way interactive video. President Markley stated that this new committee has some members in common with the Computer Advisory Committee and would be dealing with some of the issues the CAC had formerly dealt with.

There were no other liaison reports.

The meeting adjourned at 4:48 pm.

Respectively submitted,

James R. Hohman, Secretary  
FHSU Faculty Senate