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### Fort Hays State University Faculty Senate Minutes, October 4, 1993

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Minutes of the Fort Hays State University  
Faculty Senate  
October 4, 1993

A. President Dianna Koerner called the meeting of the Faculty Senate to order in the Pioneer Lounge Room of the Memorial Union on October 4, 1993 at 3:32 p.m.

B. Senators present were Warren Shaffer, Brent Spaulding (for Garry Brower), Martha Holmes, Fred Britten, Michael Madden, Dale McKemey, Joan Rumpel, Sandra Rupp, Max Rumpel, Stephen Shapiro, John Durham, Judy Nixon (for Donna Ortiz), Michael Jilg, Albert Geritz, Richard Leeson, Jean Salien, Gary Millhollen, Helen Miles, Merlene Lyman, Anita Gordon-Gilmore, Charles Votaw, Mohammad Riazzi, John Huber (for Lewis Miller), Martin Shapiro, Michelle Hull-Knowles, Jo Ann Doan (for Eileen Deges Curl), Richard Huguen, Richard Heil, Robert Markley, Gerry Cox, Michael Rettig, and Herb Zook.

Senators absent were Bill Daley, Ralph Gamble, John Zody, Chris Lovett, Lance Lippert, Maurice Witten, Marc Pratarelli

Guests of the Senate included: Dr. James Forsythe, Vice Provost and Dean of Graduate School, Dr. Charles Leftwich, Chair, Administration, Counseling & Educational Studies, Professor Rose Arnhold, and Donetta Robben, Leader reporter.

C. The minutes of the September 7, 1993 meeting were amended to correct the identity of the senator on page 6. The senator should be Albert Geritz and not Art Morin. The minutes were approved as amended.

D. Dr. Charles Leftwich explained the purpose of the Committee on Diversity. The committee stands for diversity and not devisiveness. By celebrating our diversity we may offer a wider opportunity for a true development of synergy in our collective efforts. We seek for the inclusion of diverse cultural elements and the assimilation of common values, the accommodation of different perspectives and the correction of erroneous interpretive information. The appreciation and celebration of those things which make us distinct, as well as those which make us one, allow us to achieve a comprehension and understanding of the meanings of experiences of the lives of self and others. All of these in concert will allow us the ability to develop the capacity for critical interpretation and informed consent.

Professor Rose Arnhold pointed out that there is more danger in not recognizing differences. By recognizing diversity we can then build a common platform for the unification of all of us. The US Census Bureau reported that we are moving towards a multiethnic future and therefore must prepare our students for that. The latest census figures (1992) report that 75% of the population is white, 12% black, 9% mexican, 3% asian, and 1% american indian. The projections for 2050 estimate that whites will constitute 53% of the population, blacks 16%, hispanics 21%, asians 11%, and american indians remaining at 1%. By pretending there are no differences and by insisting on one standard and one history, we are doing our students a tremendous disservice. We do not have a choice whether we want to recognize diversity but rather that we must.

Senator Jean Salien asked what the short and long term objectives of this committee are and what role the faculty will play. Dr. Charles Leftwich responded that the short term goals are to make sure that people understand that the committee is not a threat. We should view this as a university-wide goal and each person can, as they see fit, participate in helping to do this. We must learn how to get along with each other and not be put off and frightened by acknowledging the differences. Long term goals have been deliberately put on the back burner.

Senator Richard Leeson asked that if in the long term we aren't looking forward to improving the curriculum to make it more sensitive to diversity. Dr. Leftwich responded that all of us take responsibility for looking at all that we do, including curriculum revision. It should be viewed as everybody's job and not just a few. Senator Martin Shapiro asked if this is a activist group and what kinds of action will be taken. Dr. Leftwich responded that the committee will be a facilitator because he believes the faculty and staff want to respond to a changing environment.

Senator Rich Huguen raised a concern that some ethnic groups on the Auburn Campus in celebrating their diversity were separating themselves from the rest of the campus. What can we do to make sure this doesn't happen? Dr. Leftwich stated that we try to address this problem initially in order to prevent it from happening. Proactive is better than reactive.

Senator Steven Shapiro asked what the general parameters of this group are. Dr. Leftwich responded that the group includes any individual that shows a willingness to be aware of diversity.

#### E. Announcements

1. See agenda for written announcements.
2. A personal copy of the Faculty Handbook (announcement #8) may be obtained from the provost's office.
3. Senator Max Rumpel asked about announcement #10. President Koerner stated that even though we have articulation agreements it is still up to each department to decide if a particular course is equivalent to a course within a department. Is it the same quality? The registrar's office can tell you what courses FHSU currently accepts and what it transfers in as.
4. Senator Richard Leeson suggested that President Koerner bring to the attention of President Hammond the appalling state of Forsyth Library. Senator Anita Gordon-Gilmore indicated that the new Forsyth Library Director Lawrence Caylor is aware of the support by faculty for the library. The library is looking at better utilization of existing funding and ways to bring concerns to the attention of the administration. Senator John Durham commented that just doing more with less will not solve the problem. There must be more and lots more. President Koerner stated that a possible source of funding for the library may be the unused reassigned time funding. Senator Richard Leeson suggested asking the library director to come to faculty senate to talk about the state of the library. Senator Anita Gordon-Gilmore is also looking at the standards of support for the library and what percent of the university budget should go to the library.



5. Senator Dale McKemey asked for clarification of announcement #9. President Koerner stated that students at KU or KSU asked for access to faculty evaluations but Ted Ayres said this does not fall under the open records policy and therefore students do not have access to this information.

6. In regards to announcement #20, Faculty Senate Executive Committee will invite regent members and possibly legislators to see how faculty spend a work day. External Affairs will help to organize these visits.

7. Concerns raised at the AUP meeting on October 2 included determining what concepts of education faculty are accountable for and the problem across the nation of temporary and unclassified employees eroding the power base of faculty. The AUP newsletter will be available on internet and will probably be put of PROFS.

#### F. Standing Committees

1. Academic Affairs -- no report.

2. By-laws and Standing Rules -- no report.

3. External Affairs and Faculty Salary -- no report.

4. Student Affairs -- no report.

5. University Affairs -- Senator Robert Markley

a. The federal Maternity and Family Leave Policy is now in effect. For details check with Frank Pechanec.

b. Kansas Senate Bill 23 mandates that the state must maintain your health insurance for three months after you leave the payroll due to disability.

c. Unclassified employees do not have banking of sick leave as do the classified employees. Currently this issue is on hold at the BOR.

d. Frank Pechanec indicated that EFTS for retirement benefits will be in place by January 1. This will not include supplemental retirement funds.

e. The Harassment Policy had been approved by President Hammond before the faculty senate suggestions were considered.

f. Chapter 3, Section 10 (Appendix A and B attached to the agenda) was discussed. The counter proposal by the University Affairs dealt with the appointment structure (where the membership comes from) and the structure of the committee. Concerning the first issue, the University Affairs recommended that the original method be retained. Nominations by the Faculty Senate president of three candidates for both tenure and promotion committees and then the provost selects names from that list. In the past the Faculty Senate President has done a good job of contacting the rest of the senate in soliciting names. In regards to the second issue, structure of the committee, the committee originally had one representative from each college. A good argument exists for changing the structure since a four person committee can tie which leaves a problem in how to break the tie, since the provost does not vote. University Affairs proposed going to five members for both tenure and promotion committees instead of the provost's proposal of nine members. University Affairs felt that nine members was too cumbersome. Two members will come from Arts & Sciences and one from the other three colleges for a total of five members.

Motion was seconded.

Senator Richard Leeson asked where the dean's recommendations for tenure and promotion go. Senator Robert Markley responded that the college dean writes a report which is shared with the candidate and then included in the file that is sent to the university committees.

Senator Fred Britten proposed changing the section stating that two faculty members from the College of Arts and Sciences, and one faculty member from each of the other colleges be amended to include one member from each of the colleges and one member from Forsyth Library.

Amendment was seconded.

Senator Martin Shapiro pointed out an imbalance in this amendment since Forsyth Library functions on the level of a department and not a college.

Senator Fred Britten felt that since they were being reviewed by tenure and promotion committees they should have representation and thereby give the committee an uneven number. Senator Britten did not feel that one college should have more representation than another.

Senator Albert Geritz found the amendment totally objectionable. The College of Arts and Sciences is the largest college on campus that produces the largest number of graduates and should have more representation than just one committee member.

Senator Richard Leeson agreed with Senator Albert Geritz.

Senator Fred Britten stated that the university tenure committee has functioned very well in the past and feels it is an insult to say that someone outside the College of Arts and Sciences is not capable of reviewing documents from this college and vice versa.

Senator Richard Huguen stated that since the College of Arts and Sciences has many more full-time faculty than the other colleges, they are underrepresented under the current system.

Senator Fred Britten wanted to know what was wrong with current the representation. We should have equal representation from all colleges. Senator Robert Markley suggested that By-laws and Standing Rules ask the library which college they want to affiliate with for purposes of representation. Then, the library staff can be selected for university committees.

Senator John Durham supported the counter proposal even though it is not perfect. The best solution would be that members not be selected by college but be elected at large and proportionately.

Senator Richard Leeson did not believe this would work for the three smaller colleges because most of the members would be from the College of Art and Sciences. Therefore, the counter proposal is more equitable.

Amendment failed - 10 for and 20 against.

Senator Gerry Cox assumed the chair to allow President Koerner to address the senate.

President Koerner had polled some of the faculty about their thoughts. Some did not like the words "in consultation with the faculty senate president" but rather prefer that the faculty senate president and the provost should jointly make the selection. Simply submitting three names from faculty senate president may not be fair since no criteria for how these names are selected exist.

Senator Richard Leeson questioned the intent of these suggestions.

President Koerner stated the decision would be jointly made between the faculty senate president and the provost.

Senator Michelle Hulls-Knowles asked where the power base was. As written it implies that the provost has the power.

President Koerner stated that with a joint decision it would promote more collegiality.

Senator Richard Huguen thought that currently it is a joint decision because the faculty senate president submits three names and the provost selects one.

Senator Charles Votaw disagreed. It is a joint selection but not an agreeable joint decision. It is only a limitation on what the provost can select.

The counter proposal from University Affairs passed - 22 for, 8 opposed and 1 abstention.

Chapter 3 as revised was passed.

G. Old Business -- none.

H. New Business

1. Senator Jean Salien, External Affairs and Salaries Chair, needs access to information on equity of faculty salaries. President Koerner will ask President Hammond for access to the necessary information.



## I. Reports from Liaisons

### 1. Classified Senate -- Senator Sandra Rupp

Classified Senate is going to hold a forum after Thanksgiving, both legislators and faculty will be invited.

### 2. Computer Advisory Committee -- no report.

### 3. Instructional Media Committee -- no report.

### 4. Library Committee -- Senator Jean Gleichsner

Departments can no longer buy videos from library allocations. Senator Richard Huguen commented that the library does not have the facility to house videos. Senator Warren Schaffer mentioned that videos are very effective and should be equivalent to printed material. Senator Richard Leeson suggested that this issue be addressed when the library director visits with the faculty senate.

### 5. Student Government Association -- Senator Dale McKemey

The SGA can elect nonvoting members to each of the faculty senate's standing committees.

### 6. General Education Committee -- no report.

### 7. Faculty & Staff Development -- Senator Anita Gordon-Gilmore

In the future the committee will be looking at faculty orientation and the dispersal of university funds for faculty development.

Senator Warren Schaffer stated that perhaps something needs to be looked at for enhancing communication between faculty and the field (community, students, etc.) by having PROFS accessible off campus. Senator John Durham mentioned that students can now access PROFS if they have an account on the IBM mainframe. Senator Robert Markley stated that students are given an account number when they enroll.

J. The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Jean A. Gleichsner  
Secretary