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12-6-1993

### Fort Hays State University Faculty Senate Minutes, December 6, 1993

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#### Recommended Citation

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*Faculty Senate*. 862.  
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Minutes of the Fort Hays State University  
Faculty Senate  
December 6, 1993

A. President Dianna Koerner called the meeting of the Faculty Senate to order in the Pioneer Lounge Room of the Memorial Union on December 6, 1993 at 3:30 p.m.

B. Senators present were Warren Shaffer, Harry Teitelbaum (for Bill Daley), Martha Holmes, Fred Britten, Michael Madden, Dale McKemey, Joan Rumpel, Sandra Rupp, Max Rumpel, Stephen Shapiro, Lance Lippert, John Durham, Donna Ortiz, Albert Geritz, Daniel Rupp (for Ralph Gamble), Richard Leeson, Jean Salien, Gary Millhollen, Helen Miles, John Zody, Chris Lovett, Merlene Lyman, Anita Gordon-Gilmore, Charles Votaw, Mohammad Riaz, John Huber (for Lewis Miller), Martin Shapiro, Michelle Hull-Knowles, Jo Ann Doan (for Eileen Deges Curl), Richard Hughen, Maurice Witten, Richard Heil, Robert Markley, Gerry Cox, Michael Rettig, and Herb Zook.

Senators absent were Garry Brower, Michael Jilg, and Marc Pratarelli.

Guests of the Senate included: Dr. Rodolfo Arevalo, Provost, Dean Larry Gould, College of Art and Sciences, Dr. Carla Lee, Susan Boos, Nate Halverson, and Donetta Robben, Leader reporter.

C. The minutes of the November 2, 1993 meeting were amended to change the word hesitate to hesitant on page 2 and correct a typo on page 3 - 'bes eparte' to 'be separate.' The minutes were approved as amended.

D. Announcements

1. See agenda for written announcements.

2. Susan Boos, Department of Nursing, was recognized for receiving the Kansas School Nurse of the Year award from the State School Nurses Association. Nate Halverson, Student Government Association President, received the Rising Star Award given by the National Association of Student Personnel Administrators and is based on achievement, involvement and potential in the emerging field of student affairs professions. Dr. Carla Lee, Department of Nursing, received the Kansas Nurse Practitioner of the Year award from the American Academy of Nurse Practitioners for the State of Kansas.

3. Faculty appointments have been made to the task forces on the President's three initiatives (announcement #13)

E. Standing Committees

1. Academic Affairs -- Senator Martha Holmes.

a. A new description for ART 280 Approaches to Creativity was handed out to the senate and is included below. The old description had been initially used in the agenda because the new description was not available at the time the agenda was printed.

Motion 1: The senate recommends the approval of the following course for inclusion in the General Education Program:

ART 280 Approaches to Creativity 3 credit hours  
For the non-art major; study of human creative drives in relationship to society. The student is exposed to the creative work of the past and present, and to the artists. The course embodies all factions of the fine arts with an emphasis on the visual arts. 101-280-0-1003

This has been a general education course previously. It had been ART 480 but is now renumbered to ART 280. Senator Richard Hughen asked if you really study the human creative drives or rather study the activities. Senator Martin Shapiro suggested changing 'creative drives' to 'creativity.' Senator John Durham suggested changing the word 'factions' to 'facets.' Both changes were accepted. The course had been approved by Academic Affairs with a vote of 8-0-0.

Motion passed.

b. Two additional courses were included on the additions to the agenda handed out.

Motion 2: The senate recommends the approval of the following courses:

INTS 202 Introduction to Leadership Behavior  
An interdisciplinary course designed to introduce the student to the tasks, strategies and skills of effective leadership. Course activities will move the student from theory to the practical processes of leadership. Basic concepts essential to personal skills development and organizational leadership behavior are included. 118-202-0-4903

INTS 301 Contemporary Issues in Leadership Studies  
This interdisciplinary course is designed to provide the student with an awareness and understanding of current issues relating to the nature and tasks of leadership thinking and behavior. Subjects include transformational leadership, total quality management and leadership, gender and diversity issues and servant leadership. 118-301-0-4903

These are two additional courses for the Leadership Studies Program and are not general education courses. Senator Max Rumpel asked if there was a prerequisite structure among these courses. Senator Holmes responded that they have to take INTS 201 Introduction to Leadership Concepts before taking INTS 202 and must take INTS 201 and INTS 202 before taking INTS 301. These prerequisites need to be included in the course descriptions. The credit hours also need to be included in the course descriptions.

Motion passed.

2. By-laws and Standing Rules -- Senator Charles Votaw.

Senator Votaw reported that the library personnel have decided to associate with the College of Arts and Sciences for purposes of tenure and/or promotion committee representation.

3. External Affairs and Faculty Salary -- Senator Jean Salien.

a. Senator Salien proposed the senate consider inviting members of the Board of Regents (BOR) to visit our campus for one day in the spring. The plan would entail sending a letter of invitation to the BOR and those who respond affirmatively would be our guests for one day. We would invite them to circulate freely around campus and meet the students, ask questions of faculty and staff and consult with members from faculty senate. They could eat lunch with whomever they choose, attend classes if they want, visit the library, etc. What we hope to accomplish is to create a lasting positive image in their mind of FHSU.

Senator Martha Holmes suggested that it might be better to have more structure to their day. President Koerner responded that the committee would work on that. At this time the committee just wants to know if the senate supports this type of activity. If the senate does, External Affairs would go ahead with this plan. Senator Richard Hughes thought this was a great idea and that we should do it.

Motion passed.

b. The committee is still working on the issue of faculty salaries. It is more complex than it first appears.

4. Student Affairs -- Senator Dale McKemey.

a. The committee has forwarded the names of 63 seniors to the Provost for Who's Who selection.

b. The committee will be looking at a number of issues over the next few months, such as the utility of midterm grades, honor roll issues, drop and add dates, and the criteria for probation and suspension of students, particularly first-year freshmen.

5. University Affairs -- Senator Robert Markley.

a. Currently under unclassified personnel there are two categories - administrative and faculty. The administration has proposed creating a third category called program specialist. UAC reviewed the proposal and suggested a few changes. These suggestions have been forwarded to the Provost. The Provost indicated that he did not receive the recommendations so President Koerner said she would send another copy.

b. President Koerner commented that AAUP has specific guidelines relating to the responsibility of the department chairs and deans in working with faculty that receive poor evaluations. Senator Markley mentioned that there is language dealing with tenured faculty who fail to maintain their professional skills and status. It is possible to fire somebody if the administration takes the time and trouble to document the process.

F. Old Business

1. Fourteen FHSU faculty will be going to Great Bend on December 7 to dialogue with the administration at BCCC about the merger.

2. Senator Richard Leeson moved that the Fort Hays State University Faculty Senate insists that Forsyth Library's book and periodical holdings be brought up to the level of the average holdings of its peer institution: 353,508 monographs, 3354 periodicals. To accomplish this, more of the annual budget (perhaps over a five year period) must be allocated to the library for the express purpose of building the book and periodical collections. Also, President Hammond should actively seek outside resources to help accomplish the aforementioned goals. Until the administration begins a good-faith effort to meet the standards stated above (essentially those of the American Library Association for schools the size of FHSU), the Senate demands a moratorium on the implementation of any new programs and on the creation of any new departments or degrees. Furthermore, until these goals for the library collection are reached, the Senate insists upon a freeze on the hiring of any new administrators. Senator John Durham seconded the motion.

Senator Anita Gordon-Gilmore pointed out that libraries all over are really feeling the crunch right now and are having a hard time. Perhaps a resolution could be put together here and sent to other regent's schools. If five faculty senates get together than the message might get across.

Provost Rodolfo Arevalo mentioned that there has been growth in the past years of funding to the library. In 1992, \$40,000 was added to the library budget for the purchase of books and periodicals as a one-time expenditure, however it turned into a \$50,000 program addition. Emporia spends about 4.4245% of their budget for the library, Pittsburg spends 4.138% and FHSU spends 4.375.

Senator Lance Lippert wanted clarification about the statement 'good faith effort', because it seemed a little vague. He also wanted to know how much of a moratorium on the implementation of new programs was expected. Should other programs suffer because of this and to what degree?

Senator Richard Leeson responded that the tone of the proposal was meant to be one of alarm. Senator Leeson received a massive response to the letter sent out supporting this sort of statement. The concern is that program after program is being created and administrators are being hired to run such programs at the expense of some basic things that should be happening at a liberal arts university. Some of our master's programs are in jeopardy when they are up for accreditation because of inadequate library holdings.

Senator John Durham pointed out that is proposal is an expression of sentiment and is not legislative. It is an expression of the senate's alarm.

Senator Albert Geritz added that this is an issue that can not be taken lightly. Something needs to be done and done very soon. He noted that an Action Plan for 1994 requested \$100,000 for library acquisitions. Yes, \$100,000 would be better than what we have. However, with the average price of a book about \$50, that allows the purchase of 2000 items for a library that is already half of what it should be.



President Koerner commented that no plan is going to solve everything the first year. It is going to have to be incremental. She sensed from the faculty that it is time to do something and to move in that direction. She did think there was a good faith effort from the university to try to start in that direction by identifying the action plan for the library as a high priority.

Senator Richard Heil pointed out that everything the senate does is a recommendation, even though the word demand is a little strong. The Political Science Master's Program had been on probation for a number of years and last year was finally eliminated. One of the reasons was because the library could not support the master's program.

Senator Gordon-Gilmore agreed that the library can not make up for past years. All the universities must get together to ask for more funding and make the State understand that libraries need support.

President Koerner mentioned that this issue has been discussed in the Council of Faculty Senate Presidents and brought before the BOR. However, when the monies were allocated the libraries were not a priority. President Koerner will bring the issue up again in the Council of Faculty Senate Presidents and see if they want to come forward with a statement.

Senator Martin Shapiro expressed concern about the confrontational language in the proposal. Although it could be quite appropriate, it could be a win-lose situation. This was a very good general statement but perhaps it should be more focused.

Senator Richard Hughen suggested that this type of statement might be useful to take to the Council of Faculty Senate Presidents.

Senator Geritz commented that this statement does not merely point the finger at the administration but ultimately points the finger at the faculty. He has been here seventeen years and this was the first time any real effort has come forward from the faculty.

President Koerner recalled that there was an initiative several years ago when we voted to take some of our monies for raises and put it towards the library.

Senator Lippert again asked what was a good faith effort.

Senator Leeson wanted to see action plans for the library accepted and on top. To see more money added to the budget put forward to the library. To see a president stand up and make that the topic of his speech. Those sorts of things. Which we have not seen in ten years at Fort Hays State. In fact administrators have come to the English Department and actually told the department that if we want books or periodicals we're old fashioned. We should get those on a computer screen, but the records at the library tell you that is out of the question. There are problems in terms of priorities we have for the library here. It can be demonstrated in other ways. That is what he would call good faith.

President Koerner commented that we have two things occurring here. We're trying to get to the new technology and the money that costs to go that way and yet maintain something until we're at that point. Trying to do both together becomes a conflict.

Senator Leeson added that no one is against new technology.

Senator Durham mentioned that there is no possible way that printed matter could be replaced. We need more not less printed matter. Computers open up new distance for knowledge but they do not replace in any way printed word.

Senator Lippert agreed with this statement. However, he was concerned that if we take away from some area to do this the university may suffer.

President Koerner asked if the proposal was referring to new programs that had not been approved of as of this date and not new programs already approved. This might clarify Senator Lippert's concern.

Senator Leeson mentioned this proposal is not a legislative thing. This is simply to express a sense of a problem and to express it with a sense of urgency. It's been his observation the last number of years that often votes that go 100% of the faculty senate one way are ignored or shunned by the administration. We can take that as long as we want to or we can start speaking up and saying we are going to set some of the priorities around here. We don't want to do that but he suspected we already do.

Senator Durham commented that we are talking about \$100,000 perhaps being added to the library's acquisition budget. That kind of money really in a sense conceals the magnitude of the problem. The problem is much bigger than \$100,000 and it is going to get much bigger than is presently figured. Because of the knowledge explosion beyond almost any measurement we presently have, we are probably farther behind having an adequate library now in 1993 than we were in 1967. Remarkable as that might be. We aren't able to keep up with the explosion of knowledge.

President Koerner mentioned that we might want to add to the proposal that the president be asked to take this to the Council of Presidents as an issue for state-wide action and to make it a priority issue to fund some of the initiatives at the state level.

Dean Larry Gould expressed concern that the resolution doesn't recognize over the last 4-6 years that there had been increased funding to the library in recognition that there is a problem over there. The resolution doesn't contain from a political point of view an acknowledgement of some of the progress that has been made, whether it is for technology, staff or whatever. There certainly has been some increases in funding for the library since 1988 when Dr. Hammond came here. In addition, he was a little disappointed that the faculty haven't argued for increased accessibility for students for the library in terms of hours of availability to use the books and materials that we currently have. We can't measure quality or the reputation of an institution by the number of books in the library. We have to look at circulation and who uses them - faculty or students. The outcome of how that library is used is extremely important. Perhaps divorcing the resolution from any new programs would be appropriate in the sense that when you have a new program come up if you don't have resources in the library that's one more factor which indicates to the administration and the State of Kansas that we have inadequate resources. The proposal of new programs may be a way of enhancing library resources.

Provost Arevalo added that in reviewing proposals for a new degree they never made mention of library needs. He told the deans that he did not want to see another proposal for a new degree go off this campus that didn't take note of the computer and/or library resources needed.

Senator Gordon-Gilmore pointed out that the rate of publication is increasing. We should encourage cooperation and collaboration. The quantity of publication is increasing at an alarming rate and we can not hope to keep up with it. On the other hand, when we have universities that demand publication of their faculty, one is working against the other. We can't stop progress in any area. But we can work towards the quality together.

Senator Durham said that we are increasingly pressured to produce publications yet we are essentially kept from knowing what is being published in our fields. You can imagine the quality of the publications that we must produce under those circumstances.

Senator Koerner commented that the first year interlibrary loan cost the university \$6,000 and the last year it was \$160,000-200,000.

Senator Gilmore added that a lot of interlibrary loans go out across western Kansas to schools and junior colleges. We are a net lender and that does cost.

Motion passed with two abstentions.

Senator Dale McKemey suggested that perhaps a task force might be appointed by the president to look at the library and make specific recommendations to him.

President Koerner said she would bring this up when she next met with the president.

#### G. New Business

1. Kansas State University has brought forward a resolution on state funding and asked the regent's faculty senates to look at and endorse it, develop their own or do nothing. The resolution was printed in the agenda.

Senator John Durham moved to endorse the resolution. Senator Gerry Cox seconded it.

Senator Richard Hughen thought the resolution was too vague and too all consuming. We had our own resolution several months ago and he thought that resolution was quite adequate.

Senator Richard Leeson thought the resolution did not merely focus on the Washburn issue. It talked about encouraging the regents to look for cost effective things and to look for program duplication. For instance, some of his colleagues at Kansas State said that we shouldn't have a teacher ed program out here because KSU should be doing teacher ed. That's program duplication. Senator Leeson questioned their motives behind the resolution.

Senator Martha Holmes mentioned that we have already gone through one program duplication review. So she saw it as cost effective to defeat the motion.

Motion failed.

2. The University Affairs Committee looked at three norm-referenced student rating instruments, one from Washburn State University (WSU) and two from Kansas State University (KSU). These forms also make corrections for nonstatistical biases. The instrument from WSU does not look like we could use it at FHSU, because there were some very strict guidelines in test administration.

The two forms from KSU are called TEVAL and IDEA (Instructional Development and Effectiveness Assessment System). TEVAL is a traditional kind of instrument that asks 14 questions similar to the questions that are asked on the blue forms used at FHSU. IDEA starts with the instructor who identifies which of 10 outcome goals are important for the class. It recognizes that certain goals are not appropriate for all types of classes. The student fills out the form to determine how much they have learned with respect to the identified goals. There are two forms, a long and short form. The long form (38 questions) is formative and is used to improve your teaching. After the analysis there are specific recommendations on how to change to your teaching in order to improve a specific goal. The short form is a set of 14 questions - 10 on goals and 4 questions about the student's self ratings.

President Koerner commented that IDEA might be useful for faculty that are not receiving high ratings in the area of instruction.

3. The FSEC proposed the following resolution about the new General Education Curriculum.

The Faculty Senate recommends that all approved courses under the 'old' General Education Program be applied to the Liberal Arts distribution requirements in the humanities, mathematics and natural sciences. Such would be effective immediately and would continue until Fall of 1994.

President Koerner indicated that students are having difficulty in getting courses under the 'new' General Education Program and some are taking courses under the 'old' General Education Program and hoping they will still count.

Dean Larry Gould, chair of the General Education Committee, responded that he thought the resolution was redundant. We have in place approximately 45 courses in the new program. Currently, there are three departments in the General Education Program that do not have any courses appearing. Memorandums went out on March 1, 1993 and April 28, 1993 to all advisors and chairs indicating that in those departments where new courses had not been developed the old courses were acceptable until the old courses had been replaced. The registrar and degree analysts have been very cooperative about this.

Senator Dale McKemey indicated that the resolution was not a criticism of the General Education Program but rather an affirmation of what is currently being done.

President Koerner asked Dean Gould about the status of the courses from the three departments that do not have any courses approved.

Dean Gould indicated that most of the departments have submitted courses but they have been returned for various reasons.



President Koerner also asked about the limit of three courses from each department and whether there is a possibility of getting a fourth course.

Senator Martha Holmes commented that the Curriculum Review Committee recommended that only under exceptional circumstances would a fourth course be allowed.

Dean Gould mentioned that initially the President only wanted two courses from each department.

The resolution failed (15 for, 18 opposed, and 1 abstention).

#### H. Reports from Liaisons

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

Classified Senate visited with Senator Moran and Representative Dawson.

##### 2. Computer Advisory Committee -- Senator Max Rumpel.

The new co-chairs are David Schmidt and Arup Mukherjee. The committee will meet with the Provost about a charge to the committee and the intellectual property policy.

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

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

Senator Anita Gordon-Gilmore mentioned that during the serials review about \$1300 was saved. The budget decreased by about 7%, inflation was 10% and the OOE increase was 3%. Savings came primarily from getting the serials on microform instead of paper.

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

The SGA sent out an appeal to faculty to consider the cost of textbooks in order to help students keep their costs down.

##### 6. General Education Committee -- Senator Martha Holmes.

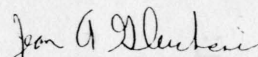
There will be two meetings next week. The committee met in November to deal with administrative problems.

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

Plans have begun on the mentoring program and faculty orientation program. A needs assessment will go out to faculty and staff in late January or early February.

I. The meeting was adjourned at 5:03 p.m.

Respectfully submitted,

  
Jean A. Gleichsner  
Secretary