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Minutes of the Fort Hays State University
Faculty Senate
March 8, 1994

A. President Dianna Koerner called the meeting of the Faculty Senate to order in the Pioneer Lounge Room of the Memorial Union on March 8, 1994 at 3:30 p.m.

B. Senators present were Robert Stephenson (for Garry Brower), Martha Holmes, Fred Britten, Ann McClure (for Dale McKemey), Joan Rumpel, Sandra Rupp, Max Rumpel, Stephen Shapiro, Lance Lippert, John Durham, Donna Ortiz, Albert Geritz, Carl Parker (for Ralph Gamble), Richard Leeson, Jean Salien, Gary Millhollen, Helen Miles, Norman Caulfield, Merlene Lyman, Anita Gordon-Gilmore, Charles Votaw, Mohammad Riazzi, John Huber (for Lewis Miller), Martin Shapiro, Michelle Hull-Knowles, Stephen Tramel (for Richard Hughen), Roger Pruitt (for Maurice Witten), Richard Heil, Robert Markley, Marc Pratarella, Gerry Cox, and Art Hoernicke (for Michael Rettig).

Senators absent were Bill Daley, Warren Shaffer, Michael Jilg, Michael Madden, John Zody, Eileen Deges Curl, and Herb Zook.

The Guests of the Senate were Carolyn Bird, Athletic Department, David Foster, NCAA Post-Graduate Scholarship Recipient, Professor Alice Humphreys, Social Work Program, Brian Austin, Director of Kelly Center, Dr. Mary Morgan, Department of Biological Sciences and Allied Health, Dr. Ruth Firestone, Chair, Foreign Languages Department, and Provost Rodolfo Arevalo.

C. The minutes of the February 7, 1994 meeting were approved.

D. Announcements

1. See agenda for written announcements.

2. President Koerner met with Provost Rodolfo Arevalo (announcement #2) and discussed access to personnel files (official file) and the cost of copying material in the file. Copies of the first five pages are free and the next pages are \$0.25/page. Ordinarily you should have a copy of everything that is in your personnel file already, so you shouldn't have to copy many pages. Since files can not be removed from the Provost's Office, the cost needs to cover the time spent by the secretarial staff in making copies for you.

The Provost indicated that vacations for 12-month faculty are to be arranged with the department chair and there is no limitation on time as long as it is approved by the chair.

Currently there is no set policy on whether thesis hours count towards credit hours taught during summer school. This issue will be discussed with the Council of Deans.

In seeking nominations for senate president elect it was evident that although faculty were interested in serving, some of them are from departments where it is extremely difficult to get someone else to cover their classes. President Koerner suggested that the senate president still get 6 hours of reassigned time: 3 hours from the department and 3 hours from the university. The university would pay the department for that reassigned time in order to hire someone to teach that course (usually \$3000 per course per semester). President Koerner asked the Provost if the university would be willing to pay the faculty member as compensation for teaching an overload if the department could not locate someone to cover the class. The Provost was amenable to the idea. Other options could include: a) the department frees you a semester (6 hours) and the university pays for the other semester (6 hours) or b) you teach 12 hours and the university pays you for 3 hours each semester. This last option is not advised since there is considerable time involved with serving as faculty president.

The Provost would like more structure to the promotion and tenure files than is outlined in Chapter 3. The Provost will be meeting with the University Affairs Committee to discuss his concerns.

3. President Koerner met with President Edward Hammond (announcement #2) and discussed what issues will be coming up at the next Board of Regent's meeting. The primary discussion will center around who will get the faculty salary increase money.

The Washburn Issue and the Partnership for Excellence looks shaky at this time. If the Partnership goes through without Washburn, the Governor said she will veto it.

Statistics from the Board of Regents indicates that FHSU faculty salaries are 92% of parity (up 1.4%), which is based on average salaries of peer institutions. ESU is 91.4% and PSU is 91.6%.

Money for promotions and degree completions come from salary increases for vacant positions.

4. The final reports from the sub-committees on the FHSU-BCCC merger are due in the Provost's office on April 4. The steering committee will then meet to pool all the results (announcement #5).

5. In announcement #11 under 2) the word "not" should be "now."

E. Standing Committees

1. Academic Affairs -- Senator Martha Holmes

a. Motion 1: The Faculty Senate recommends approval of the following courses for inclusion in the General Education Program:

GSCI 100 Introduction to Geology
GSCI 101 Physical Geography
GSCI 102 Introduction to Geology Laboratory
GSCI 340 Environmental Geology

Course descriptions were printed in the agenda. There was a change in the description of GSCI 102 Introduction to Geology Laboratory. Replace the following two sentences "May be taken with either GSCI 100 (Introduction to Geology) or GSCI 340 (Environmental Geology). Cannot be taken as an isolated (single) course" with "May be taken concurrent with or after completion of GSCI 100 or GSCI 140."

The vote of the committee was 7 for and 0 opposed.

Motion passed.

b. Motion 2: The Faculty Senate recommends approval of the following courses for inclusion in the General Education Program:

MACS 234 Analytic Geometry and Calculus I
MACS 250 Elements of Statistics
MACS 331 Calculus Methods

Course descriptions were printed in the agenda. The vote of the Academic Affairs Committee was 6 for and 1 against.

Motion passed with 1 abstention.

c. Motion 3: The Faculty Senate recommends approval of the following courses:

BIOL 230 Human Anatomy and Physiology
BIOL 232 Anatomy of Humans Laboratory
BIOL 234 Physiology of Humans Laboratory

The course descriptions were printed in the agenda. Academic Affairs approved these courses with a vote of 6 for and 0 against.

Motion passed.

d. Motion 4: The Faculty Senate recommends approval of the following course:

SLP 414 Independent Study in Communication Disorders

The course description was printed in the agenda. Academic Affairs approved this course with a vote of 7 for and 0 against. Since Speech Language Pathology is separating themselves from Biology, they need an independent study course with their own name.

Motion passed.

e. Motion 5: The Faculty Senate recommends approval of the following courses:

SOCW 320 Human Behavior and the Social Environment I
SOCW 380 Introduction to Social Work Practice
SOCW 461 Generalist Practice: Family and Group Systems
SOCW 462 Generalist Practice: Organizational and Community Systems (incorrectly printed as Generalist Practice: The Helping Relationship in the agenda).

The course descriptions were printed in the agenda for the above courses, except for SOCW 462 (see below).

SOCW 462 Generalist Practice: Organizational and Community Systems

This course includes the content of human ecology emphasizing groups, organizations, and communities. Students will learn organizational theory and analysis with an emphasis on authority, power, leadership and change. The course integrates the application of social work values into the intervention and practice strategies in organizational and community systems.

Academic Affairs approved this course with a vote of 7 for and 0 against.

Motion passed.

f. Academic Affairs did not approve the following courses:

FLNG 101 French Civilization and the French Speaking World
FLNG 103 Modern German Civilization
FLNG 107 Hispanic Civilization

The committee vote was 0 for and 7 against. Reasons for nonapproval included: a) the College of Health and Life Sciences believed this would cause a hardship for students wanting to take a foreign language course if they could not count it in their general education program, b) the College of Business expressed concern for B.A. students who have to take 10 hours of foreign language as part of their degree requirement and not being able to count this towards general education, and c) confusion about what faculty senate had approved as criteria for the foreign languages area of the general education program. According to past senate minutes the only thing faculty senate approved was the inclusion of foreign languages under the humanities area. There were no other guidelines approved.

Dr. Ruth Firestone, Foreign Languages Chair, explained the reason why civilization courses were chosen for the general education program instead of language courses. The department's intent was not to deprive students of taking language courses. Based on current class rosters relatively few students from outside the College of Arts and Sciences take foreign languages. By teaching students about the culture of the country, the department hoped to kindle their interest in taking the language. The intent of the department is not to stop teaching the language courses.

Senator Michelle Hull-Knowles, Foreign Language Task Force member, added that of the Board of Regent's schools only KU does not offer foreign language as an option in the general education program. All of our peer institutions offer foreign language as an option. All of these schools including KU also offer civilization courses as general education courses.

Senator Robert Markley mentioned that the General Education Committee had approved these courses for the liberal arts component of the general education program. These courses met the goals of the liberal component. If the senate wants speaking foreign language as a requirement then it belongs in the basic studies component.

Senator John Durham believes that foreign language and culture is essential to the general education program.

Senator Richard Leeson agreed with Senators Markley and Durham.

Senator Art Hoernicke mentioned that he had looked at the syllabi for the civilization courses and believed these would be valuable courses for students. He also pointed out that B.A. students can not currently count foreign languages as part of their general education program.

Senator Durham moved to approve FLNG 101 French Civilization and the French Speaking World, FLNG 103 Modern German Civilization, and FLNG 107 Hispanic Civilization for inclusion in the General Education Program. Senator Albert Geritz seconded the motion.

Senator Richard Heil asked Senator Holmes to expand upon the reasons why the Academic Affairs Committee voted the way they did on these courses.

Senator Holmes mentioned that in addition to the concern raised by the College of Health and Life Sciences and the College of Business there was concern about duplication with other courses currently being taught, specifically history. However, a memo from Dr. Allan Busch, History Department Chair, did not indicate that was the case.

Senator Lance Lippert asked what impact these civilization courses would have on the language courses.

Senator Holmes believes that these courses would support the language courses by sparking interest in students to take the language after learning about the civilization.

Senator Norman Caulfield expressed concern about duplication of some of these courses with ones taught in the History Department.

Senator Carl Parker believes that business students would be interested in taking these courses and it may even require reallocation of internal resources in the Foreign Languages Department because of the tremendous demand.

Senator Richard Leeson pointed out that since these are general education courses the depth of study may not be at the same level as the upper division courses in the History Department.

Senator Jean Salien did not believe there was duplication with the History Department.

Senator Stephan Shapiro asked whether the Foreign Languages Department would still be able to meet the needs of students that want to take the foreign language courses if these civilization courses are also taught.

Dr. Ruth Firestone responded that the department felt they could.

Provost Rodolfo Arevalo felt that the way one transmits culture is primarily through the language. If these courses are taught in English, one may transmit information but not the culture.

Senator Ann McClure asked if these courses might not fit into the integrative component of the general education program

Senator Holmes responded that the integrative courses are to integrate the four major areas: social science, behavioral science, natural science and humanities. These course do not do that.

Senator Richard Leeson responded to the comment made by the Provost by saying that from personal experience he did not feel it was necessary to be taught in the foreign language in order to appreciate the culture.

Motion passed to approve FLNG 101, FLNG 103 and FLNG 107 as general education courses.

g. The Academic Affairs Committee moved to recommend that the Provost examine the Pass/No Credit Policy in view of the concerns of the Department of Nursing (Attachment D).

President Koerner felt that the senate should send a recommendation forward for the Provost to look at.

Provost Arevalo responded that he would be willing to look at the policy but cautioned against setting a precedent for an administrator to generate policy for academic affairs.

Senator Michelle Hull-Knowles commented that most of the practicums in Nursing are outcome based and are best evaluated by a pass/fail system. The Registrar's office has allowed Nursing to use this system even though it is not in compliance with the Pass/No Credit Policy. The Pass/No Credit Policy applies to lower division courses and not upper division classes like practicums. If a student fails the practicum, the transcript shows No Credit instead of a U, which is a more appropriate grade. The Nursing Department is also concerned that this might cause problems with their accreditation from the National League of Nursing.

Senator John Durham moved to amend the motion by substituting as a whole with the following: The Faculty Senate recommends that the Provost act so as to make possible the practice which the Nursing Department has been caring on in good faith with no precedent for other programs. Senator Robert Markley seconded the motion.

Senator Durham moved to amend the motion by adding that Academic Affairs look at this issue and come back to the senate with recommendations. Senator Markley seconded the motion.

Amendment passed with 1 abstention.

Amended motion passed.

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

a. Proposed changes to the Faculty Senate By-laws were approved by the faculty (111 or more approving the four changes with no more than 5 objecting to any one change).

b. There is some confusion about who should be counted as faculty for determining faculty senate representation. The By-laws and Standing Rules are not clear.

President Koerner asked the committee to make a recommendation and then bring it back to the senate.

3. External Affairs and Faculty Salary -- No report

4. Student Affairs -- No report

5. University Affairs -- Senator Robert Markley

a. The committee returned to the By-laws and Standing Rules Committee the recommendation about the college affiliation of the library with minor changes.

b. A recommendation concerning promotion was handed out (attachment A). The current pay increase is \$500, \$750 and \$1000 for promotion to assistant, associate, and full professor, respectively. This has been the case for the last 20 years.

Senator Michelle Hull-Knowles commented that the average faculty salary is \$37,000, \$42,000 for administrators (1 FTE), and \$25,000 for all administrators (split appointments).

Senator John Durham moved to table the motion. Senator Richard Heil seconded the motion.

Motion passed.

F. Old Business

1. The slate of nominees for faculty senate elections are as follows:
a) secretary - Michelle Hull Knowles, Nursing and Jean Gleichsner, Agriculture, and b) president elect - Stephen Shapiro, Communication and Anita Gordon-Gilmore, Library.

Voting will occur at the April meeting. Nominations will be taken from the floor.

2. Senator Richard Leeson reported on a document from the State Board of Education. It is a total redesigning of the way teachers will be certified in Kansas. Teachers will no longer be specialists but rather be broadly trained. Interested faculty should contact Senator Leeson for further information.

Provost Arevalo commented that the university is opposed to the proposed idea from the State Board of Education.

G. New Business

a. Senator Gerry Cox moved to support the resolution on tuition waiver from Classified Senate (see agenda). Senator John Durham seconded the motion.

Motion passed.

b. Brian Austin, Director of Kelly Center, explained the purpose of the center. The center had asked instructors of general education courses to submit syllabi, old tests, study guides, etc. to better help in the tutoring of students. The intention is to work in partnership with the instructor. Eighteen faculty have submitted material in response to the request. The materials will only be used as a tutoring aid - they are not open files. The Supplemental Instruction (SI) program is content based whereas the intent of the tutoring program is to help students examine their learning skills. Tutors periodically meet with Eddie Tejeda for guidance, especially in helping to recognize learning disabilities that students may have.

H. Reports from Liaisons

1. Classified Senate -- Senator Sandra Rupp

Their representative to Lobby Day in Topeka mentioned that the tuition waiver idea was discussed and we are urged to make this a grass roots movement by the universities.

2. Computer Advisory Committee -- No report

3. Instructional Media Committee -- No report

4. Library Committee -- Senator Jean Gleichsner

The committee has met several times. They are still gathering information from faculty and students, as well as assessing the current status of the library before starting to make recommendations.

5. Student Government Association -- No report

6. General Education Committee -- Senator Martha Holmes

The committee is almost finished with the distribution courses.

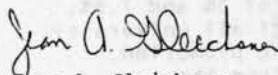
The General Education Committee is recommending that faculty cooperate with Brian Austin, Director of Kelly Center, if they want to or wait until they are contacted by his office should a student need help in their course.

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

The committee would like all faculty to return the Needs Assessment Survey by Friday. The information is already being used for the faculty orientation program this fall.

I. The meeting was adjourned at 5:20 p.m.

Respectfully submitted,


Jean A. Gleichsner
Secretary