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Minutes of the Fort Hays State University
Faculty Senate
May 3, 1994

A. President Dianna Koerner called the meeting of the Faculty Senate to order in the Pioneer Lounge Room of the Memorial Union on May 3, 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, Richard Leeson, Jean Salien, Gary Millhollen, Helen Miles, Norman Caulfield, Merlene Lyman, Anita Gordon-Gilmore, Charles Votaw, Mohammad Riazi, Lewis Miller, Martin Shapiro, Stephen Tramel (for Richard Hughen), Richard Heil, Marc Pratarelli, Gerry Cox, and Michael Rettig.

Senators absent were Bill Daley, Warren Shaffer, Michael Jilg, Michael Madden, Ralph Gamble, John Zody, Michelle Hull-Knowles, Eileen Deges Curl, Maurice Witten, Robert Markley, and Herb Zook.

The Guests of the Senate were Dr. Cliff Edwards, Chair, English Department, Upendra Sabat, Leader Reporter, Jim Nugent, Tiger by the Tale Advisor, and members of Tiger by the Tale - Brian Hill, Sandra Malesevic, Michelle Burkhart, and Gretchen Werner.

C. The minutes of the April 4, 1994 meeting were approved.

D. Announcements

1. See agenda for written announcements.

E. Standing Committees

1. Academic Affairs -- Senator Martha Holmes

a. Motion 1: The Faculty Senate recommends approval of the following courses (results of the committee voting follow the course title):

HIST 537/737 Chicanos: A History of Mexican
Americans (9-0-0 for undergraduate and
9-1-0 for graduate level)

The course descriptions were printed in the agenda. Concern was raised that there was no additional work required for the graduate level course. However, there is a statement in the catalog description of HIST 737 and the syllabus that indicates that advanced research is required.

Motion passed.

b. Motion 2: The Faculty Senate recommends approval of the following courses for inclusion in the General Education Program (results of the committee voting follow the course title):

PSY 100 General Psychology (8-0-0)
PSY 234 Introduction to Cognitive Psychology
(8-0-0)
PSY 340 Social Psychology (8-0-0)

The course descriptions were printed in the agenda.

Motion passed.

c. Motion 3: The Faculty Senate recommends approval of the following course for inclusion in the General Education Program - Integrative Courses (results of the committee voting follow the course title):

INTS 325 The Literature of Utopia and Dystopia
(9-0-0)

The course description was printed in the agenda.

Motion passed.

d. Motion 4: The committee recommends endorsement of the current Pass/NC Policy (6-2-1). The reason why the Nursing Department wanted the use of PASS/Fail (a C would be required to Pass) in their practicums is because these courses deal with skill levels and are very difficult to grade. The original purpose of the Pass/NC Policy was to allow students to explore beyond their major areas without endangering their GPAs.

President Dianna Koerner mentioned that the current policy only allows Pass/NC for courses not in the major. However, practicums in Nursing are part of the major and Nursing has been given a waiver to grade them this way.

Senator Holmes believes that the committee would prefer that a department wanting to do something similar to Nursing seek a waiver themselves rather than changing the policy.

Senator John Durham thought the motion was unnecessary.

Senator Charles Votaw mentioned that since the motion came from a standing committee it must be printed. The motion was not printed so no action could be taken.

e. Senator Holmes handed out a report about the status of the General Education Program and a response from the General Education Committee to the Provost about his concerns with the General Education Program (attachments A and B).

Senator John Durham asked if the chart (attachment B) was for internal use only and not for distribution to students.

Senator Holmes responded that there are courses on the chart that have not received final approval. This was a document put together by Dean Larry Gould to facilitate the meeting between the Provost and the General Education Committee. It is not intended for distribution to students.

Senator Robert Stephenson asked if language courses would be accepted since Foreign Language has not had any new courses approved yet.

Senator Fred Britten responded that he understood that old general education courses would be accepted until new courses had been approved.

President Koerner suggested working with the registrar about special situations.

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

a. In the definition of "teaching faculty" that was printed in the agenda delete the comma after "positions."

Senator Lance Lippert asked if this definition applies to people in CTELT.

President Koerner responded that faculty in CTELT that teach have joint appointments in academic departments and are considered teaching faculty. Those that do not teach and have a full-time appointment in CTELT are classified as program specialists. If CTELT wants to have representation on Faculty Senate, they will need to petition Faculty Senate for recognition just like the library did.

President Koerner indicated that this definition will be used when salary dollars are allocated for teaching faculty so that administrators are not included.

Senator John Durham moved to include summer salaried faculty and graduate assistants. Senator Mohammad Riazi seconded the motion.

Senator Richard Heil asked if KU and KSU count graduate assistants as teaching faculty.

President Koerner responded that they do. In fact, at KU 50% of the teaching faculty are graduate assistants.

Amendment passed.

Amended motion passed.

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

a. The internal survey on salary equity will not be complete without face-to-face interviews and therefore the committee would like to continue this work next year. External sources that will be used to complete the report include Academe and the Chronicles of Higher Education.

b. A recommendation about a university-wide equity policy was handed out (attachment C).

President Koerner pointed out that this is a request for an equity policy to be developed and not what that policy is.

Senator Martin Shapiro asked that if this recommendation was passed what would happen to it.

President Koerner responded that this recommendation would be forwarded to the President and action would be taken by the President.

Senator Richard Leeson commented that he noticed from the salary equity survey that most problems were reported by female faculty and not male faculty.

Senator Ann McClure moved to amend the motion by deleting "so on" and adding "any other practice that reflects bias". Senator John Durham seconded the motion.

Amendment passed.

Senator John Durham assumed that upon receipt of this document that the university would appoint a committee to develop a university-wide equity policy.

Senator Richard Heil moved to strike social security. Senator Martin Shapiro seconded the motion.

Senator John Durham suggested striking "social security and medical benefits" and replacing it with "other fringe benefits". This was accepted as a friendly amendment.

Amendment passed.

Amended motion passed.

c. A letter inviting Regents to FHSU on October 3 will be going out soon. This will provide an excellent opportunity for the Regents to find out what faculty do during the day.

4. Student Affairs -- Senator Dale McKemey

a. Motion 1 dealt with Dean's Honor Roll designation (attachment D).

Motion passed.

b. Motion 2 dealt with changing the last day to withdraw from classes.

Senator Fred Britten asked what the purpose was behind such a recommendation.

Senator Gerry Cox responded that there are students that receive their full financial aid and then wait to drop courses late in the semester so they don't have to pay any back.

Senator Ann McClure mentioned that this will address a grade inflation problem that occurs when poor students drop late in the course thus skewing the remaining grades.

Senator Sandra Rupp thought that this would force students to make a earlier commitment to the course.

c. Motion 3 concerned the elimination of mid-semester grades.

Senator Richard Leeson believes mid-term grades are a waste of time and few students take them seriously. Mid-term grades only trivializes the grading process.

Senator Sandra Rupp pointed out that if instructors want to they can still give mid-term grades.

Senator Stephen Shapiro indicated that mid-term grades do provide an opportunity to rectify any technical errors in the recording of grades.

Senator Richard Heil stated that students used to receive a "down slip" in the 6th week of classes if they were receiving a D or U, in addition to receiving mid-term grades.

Senator Sandra Rupp mentioned that when mid-term grades were mailed to parents they were taken more seriously but when that changed so did the attitude about their importance.

Motion passed.

d. Motion 4 dealt with academic probation and suspension.

Senator John Durham moved to add "in courses taken at FHSU" to statement a. Statement a now reads "a student be placed on academic probation when the student's cumulative grade point average in courses taken at FHSU is less than 2.00. The student may continue to enroll at FHSU while on academic probation; however, should the student's cumulative GPA be less than 2.00 in courses taken at FHSU for two consecutive semesters, then the student will be placed on academic suspension". Senator Richard Heil seconded the motion.

Amendment passed.

Amended motion passed.

e. Senator Jean Gleichsner, Faculty Senate representative to New Student Orientation, announced that the faculty-student brunch will be held on Saturday, August 20. Departmental meetings for new students should be planned for Monday, August 29. More information will be sent to departments.

5. University Affairs -- Senator Michael Rettig

a. The Provost met with UAC and discussed concerns about the General Education Program. He also mentioned that tenure files should represent a cumulative effort of six years rather than just the last few years. The language about promotion is vague. Quality needs to be stressed rather than quantity and there needs to be adequate documentation of this fact.

President Koerner mentioned that Chapter 3 was intentionally written to be broad enough to apply to all departments. The department needs to identify the criteria for tenure and merit and establish their own guidelines rather than defining them in Chapter 3.

b. UAC has discussed program discontinuance and will eventually be bringing something forward.

F. Old Business

a. The name of the Foreign Languages Department has now been changed to Modern Languages Department.

G. New Business

a. Senator Martin Shapiro moved to refer the issue about establishing a University Budget Council to University Affairs. Senator Richard Heil seconded the motion.

Motion passed.

b. President Koerner shared a memo sent to the President concerning the policy at other regents institutions about promotion (attachment E). The average salary at FHSU is \$37,149 (not including administration). Faculty Senate has recommended 3, 5, and 7% of average faculty salary increases for promotion from instructor to assistant, assistant to associate, and associate to professor, respectively. Using the average faculty salary, that would mean \$1114.47 for promotion from instructor to assistant (3% increase), \$1857.45 from assistant to associate (5% increase), and \$2600.43 from associate to professor (7% increase).

President Koerner presented the following information about faculty salaries at FHSU.

Rank	Highest salary (\$)	Lowest salary (\$)
Professor	66,210	34,695
Associate	56,056	29,015
Assistant	52,240	24,350
Instructor	32,471	24,176

H. Reports from Liaisons

1. Classified Senate -- Senator Sandra Rupp

The new officers are Mark Griffin, president, Jackie Maxwell, vice-president, and Melanie Mumford, secretary-treasurer.

2. Computer Advisory Committee -- No report

3. Instructional Media Committee -- No report

4. Library Committee -- Senator Jean Gleichsner

The committee is still gathering information about the student responses to the survey. Plans are to start writing a report and a document may be ready by the end of May.

5. Student Government Association -- No report

6. General Education Committee -- Senator Martha Holmes

The committee is still accepting integrative courses.

7. Faculty & Staff Development -- No report

I. The meeting was adjourned at 5:05 p.m.

Respectfully submitted,

Jean A. Gleichsner
Secretary