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Fort Hays State University Faculty Senate Minutes, May 6, 2003

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Fort Hays State University Faculty Senate
Minutes for Regular Meeting of Tuesday, May 6, 2003
(3:30pm, Memorial Union, Pioneer Lounge)

The meeting was called to order by **President John Heinrichs** at 3:35 PM
A quorum was present

President Heinrichs asked to move items 2e, 2f, and 3i before item 2a. There were no objections to the change of agenda.

1. Approval of Minutes of Prior Meeting

1a. April 7, 2003 minutes (see Attachment A) and sign-in roster (see Attachment B)
It was moved to approve the minutes by **Senator Buffington, Senator Jordan** seconded the motion.
The minutes and sign in roster were approved.

1b. April 18, 2003 minutes (see Attachment C) and sign-in roster (see Attachment D)
It was moved to approve the minutes by **Senator Buffington, Senator Jordan** seconded the motion.
The minutes and sing-in were approved.

2. Announcements and Information Items (no action required)

2a. Information from the Kansas Board of Regents

- Tuition plans for the Regents' Universities

A vote on the tuition plans for the regents' universities will be discussed in June. The highest change will be for Pittsburgh State (21%) while Fort Hays State University will only raise tuition 9%.

Part of the plan presented includes the Employee tuition waiver program.

- Definition of a major

There was a plan brought up to define a major as at least 24 hours in a program. The item was removed after discussion that the hours were too low. Because of this, it will be left up to the institutions to decide what a major is.

2b. Report from the President's Cabinet

- Course renumbering

President Heinrichs stated this was an initiative to help streamline the course numbering on campus to distinguish between graduate level only and undergraduate level only courses. The previous 500/700 courses will now be renumbered in the 600 range.

- Faculty/staff spouse/dependent tuition waiver benefit plan

This went to the Regents as part of the Tuition plan. The plan will be effective Fall 2005 if approved. This is the first plan of its kind in the State of Kansas. Other institutions have asked for a copy as they are trying to implement it at their universities.

Senator Mahon asked why VC and Summer courses were excluded. **President Hammond** stated that this was so that extra resources were not used to tax the system and to encourage attendance at FHSU.

2c. Status of Regents' Faculty of the Year awards

FHSU was the first institution in the state to submit a plan for approval. **President Heinrichs** will find out at the next Board of Regents meeting if it has been approved. Because of the delay by other institutions, it is unsure as to whether or not an award will be given.

2d. Faculty Research Association

Senator Trout outlined what the association was about and how the association could help members in their research goals. A letter of invitation was handed out faculty senators. Senators were encouraged to pass the information along to their departments. The first meeting will be held in June.

2e. Announcements by **Daron Jamison**, SGA President –

Daron made two announcements:

- **Dr. John Heinrichs** provides outstanding leadership to the University, Faculty, and students and presented him with the Student Body President's Award of Appreciation.
- In regards to the Regents Outstanding Faculty Award, the Student Government Association made a contribution of \$500 check to each of the two faculty members who receive the award next year.

President Heinrichs thanked the SGA for the contribution.

2f. Comments by SGA representatives regarding online syllabi-

SGA President Daron Jamison expressed the SGA concerns over online syllabi

- Concern over intellectual property stolen – An alternative would be to put it on Student Web Services to protect the syllabi being available to anyone.
- Concern that students would consider the syllabi a contract – Faculty should put a disclaimer on their syllabi to let the student know that the syllabi could change at any time.
 - o Allowing students to access the syllabi, students can plan ahead and decide which courses they need. It could also be very valuable to advisors in allowing them to see what the course is about in making course selection
- Students taking courses that are "easy" – Syllabi are already available to students, and President Jamison did say that he did not consider it a major problem even though he did admit that it does happen.
 - o Students need to know the workload expected in the course so they can balance their work/academic life.
- SGA hopes that faculty place all of their syllabi online for both Virtual College and on campus courses.

2f-1. **Dr. Hintz** spoke to the Faculty Senate expressing his concerns of losing a faculty member in the Modern Languages department. Because of the workload being spread out among too few faculty someone else is the acting chair of the department. A consensus of the Modern Languages department is that in the Fall 2004 it would be preferred that the University do a search for a new and permanent chair for the Modern Languages department.

2g. Status of Faculty Senate website: database of old Senate resolutions

President Heinrichs thanked **Megan Leitner** for help with organizing and entering information in the Senate database. This allows senators to quickly go back and find past resolutions.

2h. End-of-year reception at Commerce Bank (May 9 after the Spring Faculty Meeting, spouses are invited)

3. Reports from Committees

3a. Academic Affairs: **Martha Holmes**

Did not meet, no report

3b. Student Affairs: **Rich Lisichenko**

Did not meet, no report

3c. University Affairs: **David Goodlett**

Resolution 103_022:

The Faculty Senate would like to raise concerns about the process and results of the recent mandatory phone training for some FHSU staff. Our concerns are threefold: 1) there appears to have been a negative effect on the morale of the staff involved, with simplistic and binding information given to intelligent and experienced staff being degrading, demeaning and patronizing; 2) the result of the training, a "uniform" answering of calls, is stilted, cold, and impersonal; and 3) the cost of a 3 1/2 hour workshop in personnel hours, speaker fees, refreshments, and subsequent \$500 reward fees given at the Spring Fling, is exorbitant for the outcomes created, particularly in the current budget climate.

The resolution was withdrawn.

3d. By-Laws and Standing Rules: **Neil Patrick**

No report

3e. Marketing and Strategic Academic Partnerships: **Steve Trout**

Handed out the summary of contractual agreements the university has with other organizations.

3f. Ad hoc Teaching Evaluation Committee: **Carol Patrick**

Finished compiling results of survey. The issues needed to be discussed and the research has been done, and the committee will complete the work in the early Fall.

3g. Ad hoc Virtual College Governance Framework Committee: **Ray Johnson**

The report has been submitted. There were concerns among the Executive Committee and a revised report is forthcoming.

3h. Ad hoc Good Teaching Practices Committee: **Sondra Schwetman**

The three subcommittees have forwarded information to Dr. Paul Adams and a draft will be compiled for next month.

3i. Executive Committee: **John Heinrichs**

Resolution 103_023:

Whereas faculty research and scholarship are vital to the success of any academic institution, and whereas Fort Hays State University has undertaken a long-term initiative to improve the environment for research and scholarship, the Faculty Senate fully supports the formation of the Fort Hays State University Faculty Research Association and encourages faculty to join and actively participate in that organization.

The motion was passed unanimously.

Resolution 103_024 (First Reading):

The Fort Hays State University Faculty Senate urges that any full time faculty member who teaches courses offered through the Virtual College carry a base course load no larger than that of other full time faculty members. Moreover, research and service expectations for future full time faculty should be the same as those that typically apply to current full time faculty members.

Senator Trout gave a brief history of what led to this resolution. The history was sent out via e-mail to all faculty members.

Senator Trout stated that the resolution is not brought to undermine contracts with other organizations, nor is it to discourage the hiring of people to teach these courses. However, the concern is the amount of course the faculty member is required to teach:

- Concern over faculty exploitation – each faculty member will be expected to teach 360 students per semester.
- Concern over quality – with this many students what would be the quality of the courses taught? How will the credibility of the University be looked at by other institutions?
- Danger of allowing the 5/5 6/6 teaching load becoming standard for all faculty members – who will protect new employees? Faculty Senate should be concerned about protecting all faculty members now and in the future.

Senator Howell suggested that the new faculty be hired from the temporary group and that rules be set up to ensure that they do not think they are permanent positions. He also expressed concern about how many hours it actually takes to run a VC course.

Senator Mahon advocated that VC courses should not exceed 20 students. He pointed out that his SIAS courses are better because of his teaching assistant. Senator Mahon said there is a great difference between the traditional Virtual College course and SIAS courses and that a differentiation should be made between the two.

President Hammond handed out the original memorandum that prompted the resolution.

President Hammond stated that the institutional objective of the VC is to make it self-sufficient and take the base amount of money that goes to the Virtual College into the normal University base. Therefore the Virtual College needs to be run like a for profit business. Because of the number of students enrolled in our contract school, and to keep local tuition low, a model needed to be developed to fill these teaching positions. The Lecturer position was suggested, but was withdrawn after feedback from Faculty Senate. After feedback from departments who are actually teaching SIAS (and other) courses, the current solution was proposed. President Hammond pointed out that the 60/20/20 breakdown is just a guideline and is not something that everyone has to follow. There are currently many departments/faculty who do not and should not follow the 60/20/20 plan. In determining how the teaching load should be divided, it was decided that teaching in the SIAS et al. environment is different than teaching a typical Virtual College course. It was determined that SIAS courses are “easier” than teaching a normal course or even a Virtual College course. Because of these considerations President Hammond created four models for departments to follow (or combinations thereof). President Hammond pointed out that this is a very flexible plan to benefit everyone.

In response to Senator Trout's concerns President Hammond stated:

- Funds will only come out of an International Fund, and not campus or VC funding so there is no danger of a 5/5 6/6 becoming a norm.

- Quality control rests with faculty and that is why the decision on how to run these courses is left to the department to decide.
- In regards to exploitation, President Hammond does not believe this will happen as SIAS courses have significant involvement of teaching assistants on location.

Senator Goodlet asked several "fact finding" questions:

In the first model – can a department hire someone at a normal 4/4 load to teach in the International Option?

President Hammond said no as it is now, but the policy could be changed as long as others did the same research that he did.

Are program chairs aware that they do have four options to choose from now and in the future? Is there any pressure placed on the chair to choose one option over the other?

President Hammond said he really would rather have permanent faculty involved than adjunct faculty in other online universities.

Senator Buffington asked if this was a short term or long term plan. "Is there a longer term intention to build the core tenured faculty to staff these positions?"

President Hammond said they have not made that decision at this time. The intention is to build the VC faculty staff to the numbers that exist currently on campus. He does not see the Virtual College as something that will run the University.

President Hammond said that the growth of the Virtual College is the main reason tuition on campus is so low.

Senator Siegrist wondered if his position would be competing with someone who is making more money but has a lower degree?

President Hammond said that departments may go up to \$40k per faculty member but many may not go up that high. In some cases it may be very hard to find qualified faculty for that amount.

President Hammond also stated it will be dependent on the department to decide how much research the faculty member will have.

President Heinrichs followed up by asking what the terminal degree will be to teach. **President Hammond** said it will be up to the department to make that determination.

Senator Mahon shared a concern among the international universities in which they wondered if the students (in China) were getting the same knowledge as students at FHSU.

SGA President Jamison asked if there was a problem with FHSU expecting terminal degree faculty (PhD) on campus, and not expecting that for the VC courses.

Senator Shaffer suggested because of the workload that the graduate student pay be increased.

Could the fact that these positions are not tenure tracked cause problems later on?

President Hammond said that close to 90% of the positions on campus are tenure tracked. He expressed concern that in regards to VC that he hopes the continuity and quality will follow.

President Heinrichs asked what the selection process for these positions would be.

President Hammond said he hoped these faculty positions for next year would not be emergency hires.

Senator Trout said he is still not convinced on the amount of work required for VC courses. In his estimation, quality distance education should not be pushed off on Teaching Assistants as there should be significant involvement from the instructor of record.

The lecturer position was not discussed in Faculty Senate as a position tied into the Virtual College and so the faculty has not been able to respond.

Senator Jordan said that the 5/5 6/6 loads will work in some instances, but not all. In some cases it is more work. So a 4/4 model may be better.

Again, **President Hammond** said based on his experience and research that the SIAS courses are not as difficult to teach as a normal course.

Dr. Keith Campbell said in his opinion the SIAS courses are much different than a normal Virtual College course. As long as the International Virtual College model is guaranteed not to be applied to on campus faculty then he believes the model is good.

President Hammond said that the International Virtual College model will not be implemented for regular Virtual College or on campus courses.

4. Reports From Liaisons

4a. General Education: Martha Holmes

Have met and are discussing a resolution to be brought to the next meeting.

4b. Institutional Effectiveness Committee: Stephen Schleicher

Meeting will be this week.

4c. Library Committee: Senator Rice

One and five year goals were discussed:

Improve the browser search engine interface

Simplify the periodical holdings

How to best respond to the increase in International and distance programs

4d. Graduate Council: Steve Trout

No report

4e. Student Government: Robert Howell

Debated on online syllabi.

4f. Virtual College Advisory Committee: Glen McNeil

No Report

4g. International Programming Team: Dosse Toulaboe

Committee is still looking at program review and ways to make the university attractive to international students.

4h. Instructional Technology Policy Advisory Committee: Gavin Buffington

No Report

4i. AQIP: Robert Scott

Schools outside NCA are wishing to join AQIP

Kansas Board of Regents are beginning to look at AQIP something to be implemented at all the Regents institutions

4j. Report from AAUP liaison: **Rich Huguen**

Summarized the report from the Fact Finders study. E-mail was sent out to all faculty that summarized these findings.

4k. Faculty and Staff Development Committee: **Chris Crawford**

Senator Mahon read several proposals for funds and recommended funding many of them.

4l. Classified Senate: **Tom Martin**

Annual meeting was held with Representative Lee and how the budget stands.

5. Old Business

6. New Business

7. Adjournment of Regular Faculty Senate Meeting

Senator Mahon moved to adjourn the meeting, **Senator Jordan** seconded the motion. The meeting was adjourned at 5:30 PM