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### Fort Hays State University Faculty Senate Minutes, November 4, 2003

FHSU Faculty Senate

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Fort Hays State University Faculty Senate  
Minutes for Regular Meeting on Tuesday, November 4th, 2003

**1. Approval of Minutes of Prior Meeting**

1a. October 4, 2003 minutes (see Attachment A) and sign-in roster (see Attachment B)

Changes to October 4, 2003 minutes:

- Senator Stark noted that Eric Gillock as alternate senator represented his department.

October 4, 2003 minutes and roster approved.

**2. Announcement and Information Items (no action required)**

2a. Information from the Kansas Board of Regents: Carol Patrick

- The Council of Faculty Senate Presidents has been looking into several initiatives:
- A seven-campus faculty morale survey has been discussed. There is concern amongst the faculty and the board of regents regarding faculty moral. The objective is the implementation of a uniformed instrument for every campus. The applicability of other instruments will be investigated as potential selections, and an instrument should be available by December or early spring semester. Most likely the survey instrument will be delivered via email and the results complied by a faculty member at Emporia State. Confidentiality will be assured for all faculty members who participate. As a separate effort, FHSU is using 3<sup>rd</sup> party to gauge the various aspects of the climate on campus, including faculty morale.
- There has been a discussion related to the manner that administrators are evaluated at all regents colleges and universities. The council has been compiling all the various ways that administrators are evaluated across the campuses to gain a broader scope related to this topic. Currently FHSU is the only regents school that does not have a mandated evaluation procedure for administrators that involves faculty and is a part of stated university policy.
- The issue of concurrent enrollment is under scrutiny and of interest for every campus.
- A response to the Wiegles Amendment was discussed and states that every campus should have a policy regarding the teaching of pedophilia and other sexually offensive materials in the classroom. A sub-committee was created to address this issue and has two FHSU faculty senate members and two chief administrative officers serving on it. Provost Gould indicated that the sub-committee would meet prior to the next Board of Regents meeting.
- The yearly breakfast with the Regents took place and the issue of faculty retention strategies was discussed. The Regents is interested in receiving various tuition waver models for faculty spouses, as well as other employee incentives to retain faculty during lean budget years. Faculty are encouraged to share any ideas they have with President Patrick.
- The board has volunteered to meet with faculty without administrators present to improve the flow of information between faculty and the Board of Regents.
- The council suggested an alternative manner that the board may consider interacting with the FHSU community. It was proposed that board members either individually or in a 2-3 member group, sit in on classes, meet with faculty or be guest lecturers. The Regents were very open to this approach.
- Considering that the Regents are responsible for the evaluation of campus CEO's, several council members asked that faculty participate in that process. The faculty would contribute only a certain percentage towards the evaluation, and the Regents noted that this proposal would be seriously considered.

2b. Report from the President's Cabinet

- The Human Resources and Financial Services components of the Sunguard system will be operational in approximately 16 months.
- In regards to Student Information Services, it was concluded that Sunguard would not provide adequate functionality and therefore FHSU will develop this component separately. This will most likely delay the availability of this component beyond 16 months.

2c. General Education Committee for International Studies: Carol Patrick

- On October 2, 2003, the General Education Committee acted to appoint an ad hoc committee to consider the International Studies component of the General Education program:
  - Its charge: to consider the nature of the need for International Studies courses, to recommend ways those needs could be better met by the General Education program, and to recommend the means for implementing any recommended changes.
  - Its membership: two members appointed by the chair of the General Education Committee from the membership of the committee; two members appointed by the Faculty Senate; one member appointed by the chair of the Department of English; one member appointed by the chair of the Department of Geosciences; one member appointed by the chair of the Department of History; and one member appointed by the chair of the Department of Political Science and Justice Studies.
  - Deadline; report to the General Education committee on February 5, 2004.
- Volunteers for Faculty senate appointees to the committee were taken.

2d. Share Online Resource Engine – Carol Patrick

- Dennis King's report will be presented at the next Faculty Senate meeting.

2e. Faculty Survey of Student Engagement: Carol Patrick

- FSEE – Faculty student equivalent of NSSE, is designed to measure faculty perceptions of how often their students engage in different activities, the importance faculty place on different areas of learning and development, the nature and frequency of faculty/student interactions, and how faculty members organize class time. Overall, it is a method of measuring faculty expectations for student engagement in educational practices known to be empirically linked to learning. FSSE would be a web-based survey that would most likely be sent to a representative random sample of the faculty. The fee for this survey would be paid for by the provost's office. The intention of this survey as a catalyst for discussion related to teaching and student learning.
- The Provost and Assistant Provost requested feedback from the Faculty Senate regarding the Senate's level of endorsement of this survey.
- Provost Gould stated that the survey was successfully pilot tested in Spring 2003, with more than 14,000 faculty members at 143 colleges and universities participating. It is designed to correlate faculty perceptions of student engagement to student behaviors and perceptions. This will provide FHSU with a means of noting areas of strength and those that need improvement.
- Because no action could be taken during the announcements portion of the Faculty Senate meeting, President Patrick suggested straw poll vote be taken to provide Provost Gould with an idea of the Faculty Senate's level of endorsement.

- Senator Buffington suggested that the sampling would better reflect the impressions of faculty if it were delivered to the entire faculty population. This suggestion was endorsed with no dissent.
- The results of the straw poll vote indicated that the Faculty Senate endorses the survey.

### 3. Reports from Committees

#### 3a. Academic Affairs: Senator Miles

- **Recommendation 104\_006:** Approval of GSCI 330 (See attachment C for course title and description) The recommendation was unanimously approved.
- **Recommendation 104\_007:** Approval of ECFI 205 (See attachment C for course title and description) The recommendation was approved with one abstention.

#### 3b. Student Affairs: Robert Howell

- The "Think Green" campus clean-up activity went well. Both students and faculty participated, and Senator Howell noted the general cleanliness of the campus grounds.

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

- Although there was no quorum at the last meeting, a number of topics were discussed.
- Next meeting scheduled in 10 days.

#### 3d. By-Laws and Standing Rules: Carol Patrick

- The committee addressed the issue of the need for two candidates in the election of each Faculty Senate officer, or whether having only one candidate is acceptable.
- The current schedule of having a July Faculty Senate meeting was discussed.

#### 3e. Marketing and Strategic Academic Partnerships: Richard Lisichenko

- The committee analyzed the contract between FHSU and Turkey. The committee's review of the contract generated several questions for discussion with the administration.
- It was decided that a meeting with President Hammond, Provost Gould, and Cindy Elliot to discuss these questions would be beneficial.
- President Patrick noted that the committee is in the process of determining its objectives.
- Senator Drabkin who is on the committee expressed the committee's view that they are not the proper group to be reviewing contracts. Also, it was felt that the committee should be brought in sooner rather than later when decisions concerning international agreements are planned.
- Provost Gould clarified the process through which international agreements are processed, and volunteered to assist the committee towards defining its objectives.
- Senator Squires requested that the International Committee to be informed whenever an International partnership/activity is in place.

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

- The committee continues to meet every two weeks.
- The issue of whether to use a published student ratings form or create a new one is still under debate.
- The committee members were each asked to determine what 10 essential items on the proposed form are most important. The Delphi Technique will be utilized in this process. Next, the committee will search for an existing form that focuses on these items.

#### 3g. Ad hoc Good Teaching Practices Committee: Carol Patrick

- A substantial amount of valuable data has been collected, and the committee is in the process of compiling the results in a report format.

3h. Executive Committee: Carol Patrick

- **Resolution 104\_008:**
  - The Faculty Senate hereby establishes an ad hoc committee to issue recommendations regarding faculty retention. Members of the committee will be appointed by the Faculty Senate President, and will include at least one AAUP-appointed representative. It is requested that the committee present its recommendations to the Faculty Senate by March 1, 2004.
- The resolution was unanimously approved.
- The resolution focuses on the issue of faculty retention and methods of reducing the number of good faculty members who leave FHSU. The committee would be tasked with searching the literature base to learn what other institutions have done, possibly survey former faculty and look into ways of improving faculty morale. President Patrick sent out an email message requesting if any faculty would like to serve on the proposed committee. In one day fifteen responded and by the next day the number was in the twenties.
- Senator Trout suggested that it would be advantageous if the members of the Faculty Senate could brainstorm on possible solutions during regular meeting time. Also, Senator Trout noted the possibility of conducting a campus forum on faculty retention.
- Next month the Executive Committee is planning a forum entitled "Vision of the University." This objective of this forum is to share ideas and foster discussions related to the vision, marketing and growth of the university. Vice President Goodlett is in the process of putting together this forum.
- Vice President Goodlett noted that the outcome of this forum or the topics that will ultimately be addressed is not totally clear. The objective is to allow people the chance to discuss issues they feel are relevant to the direction and well being of the university.
- Senator Drabkin suggested that it would most likely take more than one forum to make this truly successful.
- Because various faculty members are busy during times that forums are presented, the suggestion of providing a synopsis of each forum be posted on faculty email.
- President Patrick noted that providing a digital sound copy of the forum discussions is an option.
- Senator Buffington suggested that posting discussion threads via the Internet might be a good way of proceeding.
- President Hammond had recently had a meeting with the College of Arts and Sciences, and asked that the four following topics be explored by the faculty and provide suggestions:
  - 1 – University growth strategy beyond 2005: Do we want to continue double-digit growth or not? This was referred to UAC for discussion.
  - 2 – The issue of soft money generated by the Virtual College: It cannot be used to hire new tenure faculty members and other permanent employees. How should it be used to improve the university? This was referred to UAC and AAUP for discussion.
  - 3- The "Access Us" program in Southwestern Kansas. The program is designed to provide teachers with their content area hours. Teachers need 30 credit hours in their content areas not all have them. Is this something FHSU should address, and how? This was referred to UAC for discussion.
  - 4- Should we continue with our current policy of staffing international college courses? This was referred to the Marketing and Strategic Academic Partnerships Committee for discussion.
- There is a one-year OOE rollover for faculty senate that comes to \$1,200. It has been proposed that a digital recorder and a timer to time Faculty Senate speakers should be purchased. Senators are encouraged to provide any suggestions towards beneficial purchases.

4. Reports From Liaisons

4a. Instructional Technology Policy Advisory Committee: Gavin Buffington

- The committee explored the following topic:
  - The deployment of possible wireless LAN on campus. The possibility of providing this service in certain academic buildings or areas was explored
  - Discussion on going cellular: Should we replace the current wired phone system with a cellular system? The issue of the current unreliability of cell phones is an issue.
  - The development of Student Information Services developed in-house: As noted by President Patrick, this service would take some additional time to develop.
  - The committee felt that faculty and others who will be using this software should have input in its development.
  - The issue of how faculty could gain access to central laboratory computers that are running software are running evaluation software was discussed.

4b. International Programming Team: Dosse Toulaboe

- No report. The committee is scheduled to meet the following week.

4c. Virtual College Advisory Committee: Sue Symns

- Senator Symns and Cindy Elliot are in the process of designating items to address.

4d. Classified Senate: Tom Martin

- No report.

4e. AQUIP and Institutional Effectiveness Committee: Provost Gould

- Survey 50% of those who responded to the recent online survey felt they had adequate knowledge about AQUIP, and the rest did not.
- To assist faculty in learning more about the principles and functionality of AQUIP, campus conversations will be established regarding the nine criteria of AQUIP.

4f. Report from AAUP liaison: Douglas Drabkin

- No report

4g. Student Government: Robert Howell

- President Hammond had a general discussion with the student government on campus issues.

4h. General Education: Martha Holmes

- No report

4i. Faculty and Staff Development Committee: Sandra Thies

- No report

4j. Library Committee: Douglas Drabkin

- No report

4k. Graduate Council: Steve Trout

- Several faculty members were accepted as graduate faculty, and only one faculty member's petition was denied.
- Two student representatives were chosen and will serve in that capacity for the remainder of the academic year.

4l. Research Environment Task Force: Carol Patrick

- The task force has been meeting bi-monthly, and has approved a goals statement.
- The goals statement reflects the qualities of a research environment the task force would like to have at FHSU.



- A survey is being created and will be distributed to measure faculty research and scholarship perceptions and attitudes. The AQUIP matrix is being set up to measure each goal. It should be out shortly and will be online.

#### 4m. Faculty Research Association

- The Faculty Research Association met 2 weeks ago. At that meeting, Chris Crawford and Greg Farley provided excellent presentations on their research.
- President Patrick will most likely be next speaker during February meeting.
- The newsletter is scheduled to be completed before Thanksgiving.
- A Mini-colloquium on 85<sup>th</sup> anniversary of the Armistice that concluded of World War One on November 11<sup>th</sup> at 3:00 in the Forsyth Library. Sandra Reddish, Bob Rook and Steve Trout will present that day. This event is co-sponsored by the Forsyth Library.
- Dr. David Bergeron will deliver his presentation titled "Shakespeare in the Closet" in the Moss-Thorns Gallery at 7:00 on November 13<sup>th</sup> at 7:00.

### 5. Old Business

### 6. New Business

- Senator Patrick raised the question of whether the Faculty Senate would like to re-examine how we distribute midterm grades at FHSU.
- Senator Howell stated that he serves on the Academic Affairs Committee with Patty Griffin, and this topic has been brought up previously. Any comments on this matter can be sent to Patty Griffin.
- Provost Gould stated that the faculty are the experts in this matter, and can therefore explore the option to modify the current approach to midterms.
- Senator Neil made the motion: To defer the issue of midterm grades to the Academic Affairs Committee, and explore whether we should have them. If so, which format should they come in?
- The motion was seconded by Senator Buffington, and approved with one abstention.
- Provost Gould stated that he would be happy to meet with the Marketing and Strategic Academic Partnerships Committee to provide direction regarding the objectives of that committee. Also, the Provost wanted the Faculty Senate to note the 1996 Resolution for Staff Evaluation. Regarding faculty awards, the Council of Deans will begin the selection process next semester. Faculty representation is important in this process, and each college will designate a representative.

### 7. Adjournment of Regular Faculty Senate Meeting

- The motion to adjourn was made by Senator Buffington and seconded by Senator Trout. The meeting was adjourned at 4:57.