

MINUTES

Kansas State University Faculty Senate
September 13, 1994 3:30 p.m. Big 8 Room -- K-State Union

Members present: Anderson, Aslin, Balk, Behnke, Biere, Charney, Chastain, Conrow, Dubois, Dyer, Exdell, Fenton, Finland, Foster, Frieman, Gallagher, Glasgow, Gowdy, Harbstreit, Hassan, Havlin, Higgins, Homolka, Hummels, Jardine, Johnson, Kassebaum, Klopfenstein, Kolonosky, Kuhlman, Laurie, Law, Legg, Madsen, Maes, Marr, Martin, McCulloh, McVey, Michie, C. Miller, J. Miller, Mohr, Molt, Moxley, Murphy, Nafziger, Niehoff, Ott, Ottenheimer, Oukrop, Pallett, Pierzynski, Poresky, Ransom, Reeck, Royse, Schoning, Taylor-Archer, Twiss, Verschelden, Wilson

Proxies: Foster for May, Gowdy for Erpelding, Jardin for Buchholz

- I. President Kuhlman called the meeting to order at 3:27 PM. He introduced Jack Sills, the Director of the K-State Union. The Union had provided hors d'oeuvres and beverages prior to the meeting. Mr. Sills discussed services the Union provides, and indicated the Union may not advertise off-campus. A packet mailed to all faculty identified the many services the Union provides. Mr. Sills introduced supervisors of the many Union departments, noted that the Board of Regents (BOR) had approved the Union enhancement, and invited all Senators to a tour of the Union after the Senate meeting. President Kuhlman thanked the Union staff for their efforts in presenting the Union services and the facilities tour to Senators.
- II. Senator Marr moved and Senator Hummels seconded approval of the minutes for the August 16 meeting. The motion passed unanimously by voice vote.
- III. Announcements
 - A. President Kuhlman presented Mary Rakowsky a plaque for her 15 years of dedicated service to Faculty Senate. The Senators gave her a standing ovation.
 - B. President Kuhlman noted that the Faculty Handbook will be available on disk from the Provost's Office and on Unicorn. Senator Legg indicated that means were currently available to download the handbook to a personal computer.
 - C. Senators Verschelden and Anderson serve on the committee concerned with parking. Senator Verschelden asked for input regarding parking complaints and noted that since she does not drive she may not be aware of issues that others notice when trying to find a place to park. President Kuhlman asked that constructive ideas on the parking issues be sent to Senators Verschelden or to Senator Anderson. Due to construction on the library and on the art museum, there will be an initial loss of 115 parking spaces, but then a return of 109 spaces shortly thereafter. Routing changes will go into effect in the next few weeks. Senator Verschelden noted that the 14th Street entrance to the campus will be closed for a year once construction on the art museum begins.
 - D. President Wefald will deliver the State of the University address on September 28 in the K-State Forum at 3:00 PM. Provost Coffman will be there as well to answer questions and address university issues. A representative from the City Commission on Economic Development will also be present.
 - E. President Kuhlman discussed the meeting between Faculty Senate leadership and BOR Chair Frank Sabatini. Kuhlman noted that the tone of the meeting was excellent. He thought Steve Jordan's leadership as Executive Director of the BOR deserved credit for this change, as well as Mr. Sabatini's approach and style. Without doubt meetings between the BOR and faculty have markedly improved in the past two years.

President Kuhlman noted the following items from the meeting with Mr. Sabatini:

1. The BOR Chair indicated in his opening statement that the BOR was an advocate of higher education and should be concentrating on policy issues, not focusing on micromanagement. Some issues are dictated by law as BOR matters (e.g. parking fees), but BOR staff have been instructed to go through the procedures manuals to eliminate routine matters that do not concern general policy matters except those items required by law.

2. A PR staff person will be included in the 1996 budget request. This is the earliest that the position can be requested due to the budgeting process. This person would coordinate a BOR initiative aimed at emphasizing the positives of the Regents' system. The funding would be shared in a joint agreement between all Regents institutions.
3. Mr. Sabatini reported on a recent retreat of university presidents with BOR members and staff. Three items were identified as issues for the year: (1) defining the mission of the BOR, (2) governance -- the interaction between the BOR, community colleges, and Vo-Tech schools, and (3) Communications -- hiring of a PR person and the use of a Technology Task Force chaired by Regent Karen Krepps.
4. Dennis Kuhlman brought up the issue of faculty evaluation. Mr. Sabatini indicated that the underlying question which must be addressed is, "What procedures are used to get rid of chronic underachievers?". This question is not about how faculty are evaluated, but rather the question is "If a faculty member is a low achiever for many years receiving no pay raises and not fulfilling his/her responsibilities and is clearly hiding behind tenure choosing not to leave, what procedures are/should be used to remove that person?". Faculty Senate leadership emphasized to Mr. Sabatini there is no present system for rewarding outstanding efforts and attention should be paid to disseminating clear information about what excellent faculty do.

In the discussion which followed this announcement, President Kuhlman noted that addressing the question of procedures focused on removing chronic underachievers is something for Faculty Affairs to consider. There also seems less BOR concern over chronic underachievers and more pressure from legislators contacted by constituents upset over incidents relayed to them by students about some faculty. There is much for the Regents system and the universities to gain by telling the state of Kansas about achieving faculty. The numbers of chronic underachievers seem so few that it is a poor use of time to spend on a very small problem. Senator Reeck: "What is the BOR sense of the extent of chronic under-achievement?" President Kuhlman: "The problem seems more lack of knowledge of what faculty do." Senator Law: "The BOR considers the extent of chronic underachievement to be low." Senator Rahman: "What is the definition of chronic underachievement? Perhaps the big concern is that faculty have tenure." President Kuhlman: "There still seems to be wide misunderstanding of tenure in the legislature and among the citizens of Kansas." Senator Michie: "Ted Ayres wrote a good paper for the BOR about tenure. This is more an issue with the general public than with the BOR." Senator Nafziger: "What about the document from John Hibert distributed over the summer. It is worrisome to think the document may become codified. This interpretation of the meaning of 0-1% raises is misplaced. How could these figures not result given the zero sum game of faculty raises and the low amounts of money provided for merit increase?" President Kuhlman: "The document from Heibert has not been voted on. It is up for discussion in September by Faculty Senate Presidents and by the BOR in October.

5. Mr. Sabatini indicated that there is concern among the BOR whether information being taught is relevant to students' needs. The process being used to determine what is needed -- and whether those needs are being met by Regents institutions -- will probably be addressed in the future. Senator Michie mentioned that a recent analysis of CCNY indicated its prestige had plummeted over the past 25 years since it began to design its curriculum according to what students wanted to study. Senator Michie noted that one sign of this lost prestige is that employers no longer consider CCNY graduates serious job candidates.
- F. Senator Murphy is working on a BOR committee to develop a uniform policy on conflict of interest for the Regents. The committee is gathering policies from other states. Currently the committee is looking at conflict of interest policies developed by Virginia Tech. The intent is to finish writing BOR policy this year, and probably leave it to each university to develop its own means of complying. Senator Dubois noted that Faculty Affairs is waiting until BOR completes this work before taking up questions of patents and copyrights.
 - G. Lynn Ewanow, Assistant Dean of the College of Architecture and Design, will represent Faculty Senate

on the Union Renovation Project for the next three years. Weekly meetings fill the slate for the committee for this semester.

H. University President Wefald has requested ideas for projects to submit for use of annexation revenues.

IV. Reports from Standing Committees

A. Academic Affairs

1. Senator Law noted there were some changes in the graduation list: Add to the May 1994 list: Jeffrey T. Fickel. Add to the July 1994 list: Elizabeth A. Barg, Tara E. Eubanks, Williams J. Ida, Jeannie L. Skalsky, Mollie Craft, Camron Erway, Kelli L. Jacobs, Kimberly K. Budd, Dani R. Johnston, Janet M. Seitz, Lynn W. Seyler, Daniel McFarlin, Troy William Bortz, Amy J. Crawford, Ryan B. Dixon, Christi K. Huls, Thomas J. Krusenklous, Christine R. Magathan, Kurt T. Mantonya, Michelle S. Ryan, Sherry H. Sperman, Scott T. Wyckoff. Remove from the July 1994 list: Zhigang Zhang.

B. Faculty Affairs

1. Senator Dubois said the committee had held two good meetings. Two-thirds of the committee is new. Faculty Affairs had received a report from the Faculty Satisfaction and Morale Subcommittee. If the report as received is accepted, it will be on the Senate agenda for October. Senator Dubois noted that agenda items and issues for Faculty Affairs are mentioned in the Executive Committee minutes for August 29th.

C. FSCOUP

1. Senator Maes noted that three-fourths of the FSCOUP membership is new. In response to an inquiry from Provost Coffman, FSCOUP is in process of providing operational clarification of the Faculty Senate charge to FSCOUP. President Kuhlman noted that Senator Klabunde is liaison between University Strategic Planning Committee and FSCOUP.

V. Ye Olde Business -- There was no old business.

VI. New Business

- A. Senator Havlin mentioned a workshop offered by the College of Agriculture and open to the university community will be held September 30 in the Little Theater. The workshop starts at 8:45 AM and lasts until 4:15 PM, with time for lunch from 11:45 and 1:45. The focus of the workshop is mentoring in higher education. Presenters include C. Stephen Scheneman from the College of Agriculture, Marie A. Wunsch, Vice Chancellor for Academic Affairs at the University of Wisconsin at Madison, and Dan W. Wheeler, faculty member from the University of Nebraska at Lincoln. Topics to be covered include "The Present Challenges and Opportunities of Mentoring in Higher Education," "An Overview and New Directions for Faculty Mentoring," "Mentoring of Faculty across their Careerspan," and "The Development of Comprehensive and Effective Faculty Mentoring Program(s)." Senator Havlin noted he was seeking Faculty Senate co-sponsorship for the workshop. Senator Havlin moved and Senator Behnke seconded a motion for Faculty Senate co-sponsorship of the workshop. Senator Oukrop asked for clarification of the sense of sponsorship. Senator Havlin noted that no monetary support was requested, and that USDA dollars cover the total cost for the workshop. Senator Michie said she hesitated to point out what was a procedural problem regarding the motion but that Faculty Senate was being asked to step outside of established procedures to consider this motion. It had not been placed on the agenda for the meeting. Without signatures of five faculty it could not be treated as a resolution. President Kuhlman said the motion was a motion of support, not a resolution. While it was on President Kuhlman's working copy of the day's agenda, the mentoring workshop had not been placed on the agenda distributed prior to the meeting. Senator Legg requested a ruling from the Chair on whether being mentioned in Executive Committee minutes permitted an item to be conducted as

business at the Faculty Senate meeting. President Kuhlman said the workshop was discussed at the Executive Committee, and Senator Havlin had indicated his intention to request Faculty Senate co-sponsorship. There had been no objections from any Executive Committee member. There had been no time to formalize a resolution, and the motion on the floor was a motion of support, not a resolution, and had been entered as an item of new business. Senator Dubois expressed concern over liberality in suspending Faculty Senate procedures. Senator Frieman indicated as a Committee of the Whole the Senate could show its support for the workshop without breaking established Senate rules. Senator Nafziger noted that in previous years Faculty Senates had convened as a Committee of the Whole to handle such issues. Senator Legg noted that there are precedents for the good of the university to get the Faculty Senate President to write a letter of support. Senator Gallagher agreed with Senator Legg's interpretation. Senator Havlin said he would gladly withdraw the motion under the circumstances.

VII. For the Good of the University

- A. President Kuhlman will write a letter of support, indicating Faculty Senate co-sponsorship, for the Mentoring in Higher Education workshop.
- B. Senator Moxley noted that Leon Lederman will present the first Convocation Lecture on September 16th at 10:30 AM in McCain.
- C. Senator Royse noted the Center for Research Libraries (CRL) will pay a site visit to KSU on September 30, 1994, in Union Room 213. The KSU Libraries system is reassessing its membership in CRL (which costs \$25,000 annually). KU is doing a similar reassessment. The site visit gives faculty, students, a library staff the opportunity to see what CRL has to offer, how CRL is responding to new technologies, and to have concerns addressed and questions answered about CRL benefits. Senator Royse said faculty input is desired because the decision regarding CRL membership is important for KSU and for the KSU Libraries.
- D. Senator Anderson announces Racial/Ethnic Harmony Week will be October 2 through October 8. Ron Takaki will present a lecture on October 3 at 7:30 PM in Forum Hall. Call 2-6436 for luncheon reservations for Racial/Ethnic Harmony Week.
- E. Senator Poresky drew attention to Announcement H in the Executive Committee minutes about the Family and Medical Leave Policy. Senator Verschelden asked how the mixup had happened. President Kuhlman indicated that the minutes from Faculty Senate make clear that Faculty Senate amended the definition of family by expanding the idea of a household. However, this amended version of the policy was not used in a handout stating the policy and attached to the minutes. He said the matter was a moot point since the BOR would not accept the amended version. Senator Michie said we need to make clear that by going beyond the Kansas statutes in this matter we had not proposed anything that was not allowed. We had simply accepted the statute and then gone beyond it.

VIII. Adjournment - Senator Marr moved to adjourn. Someone else said second. The meeting ended at 4:32 PM.