

MINUTES
Kansas State University Faculty Senate
October 11, 1994 3:30 p.m. Big 8 Room -- K-State Union

Members present: Anderson, Aramouni, Aslin, Baker, Balk, Behnke, Biere, Carrel, Charney, Chastain, Conrow, Dubois, Dukas, Dyer, Erpelding, Exdell, Fingland, Frieman, Gallagher, Glasgow, Gowdy, Harbstreit, Hamilton, Hassan, Higgins, Hummels, Jardine, Johnson, Jones, Kassebaum, Klabunde, Kolonosky, Kuhlman, Lamond, Laurie, Legg, Maes, Marr, Martin, May McCulloh, McVey, Michie, Miller C., Miller J., Mohr, Molt, Moxley, Murphy, Nafziger, Niehoff, Ott, Ottenheimer, Pallett, Pence, Pierzynski, Poresky, Rahman, Reeck, Royse, Schoning, Shultis, Swanson, Taylor-Archer, Twiss, Verschelden, Wheeler

Proxies: May for Foster, Michie for Oukrop, Pallett for Moeller

- I. President Dennis Kuhlman called the meeting to order at 3:30 PM.**
- II. Senator Aslin moved acceptance of the minutes of the previous Faculty Senate meeting, and Senator Marr seconded the motion. The motion passed unanimously on a voice vote.**
- III. President Kuhlman introduced Rich Seidler to discuss the proposed 1/2 cent city sales tax and answer Senators' questions. Mr. Seidler mentioned that Manhattan is one of five finalists for the Cessna plant. Other finalists have placed sales tax provisions on the ballot.**
 - Q: Why a sales rather than property tax?**
 - A: It would take a 14 mill increase in property taxes to raise the same amount of money to be raised in the proposed sales tax. Arguments raised on both sides that property taxes and sales taxes are regressive. Increasing property taxes seemed more burdensome.**

Senator Dukas noted that the sales tax provision amounted to a transfer of wealth from KSU students to Manhattan property owners, and that this proposal is thereby unfair to students.
 - A: The proposal contains issues of interest for students, primarily more jobs.**
 - Q: Is the sales tax proposed by competing cities larger or smaller than the Manhattan provision?**
 - A: The proposed sales tax in Independence is larger, while other cities are proposing comparable sales tax increases. Four million dollars of the proposed Manhattan sales tax are pledged to Cessna.**
 - Q: How will Cessna affect KSU?**
 - A: There will be a link with KSU Engineering, and Cessna will bring in many jobs.**
 - Q: The use of funds keeps changing and is seemingly fluid. Is this just a slush fund?**
 - A: The proposed use of funds for Cessna and for a position in the President's Office at KSU has not changed since the initial funding recommendations. The remainder of the funds must remain fluid to respond to opportunities. The City Commission will control the funds. The Mayor's Task Force recommended creation of a board to advise the City Commission on expenditures.**
 - Q: How will seed capital work?**
 - A: Seidler envisions leveraging with the KTECH money because pledged matching funds will help increase the total dollar amount.**
 - Q: Can we be assured the firms attracted to Manhattan will not leave once the sales tax revenues run out?**
 - A: There are no guarantees. If the firms which come remain for even a ten year period, Manhattan will gain.**
 - Q: Why is Cessna interested in moving from Wichita, where it has been for so long?**
 - A: Their interest in moving has something to do with quality schools and the desire to acquire a skilled, non-union labor force.**

President Kuhlman noted that a summary will be provided of answers to commonly asked questions about the sales tax proposal.

III. Announcements

- A. The Faculty Senate Parliamentarian for this year is Paul Friedrichs. Paul is a junior in Agricultural Economics, a student senate member, spent last summer in Budapest, is past chair of the Kansas Future Farmers of America, and is aiming for a career goal in International Development.**
- B. Regular meetings will be held with the leadership of SGA this year. Our first meeting was helpful in understanding student concerns with faculty evaluation as well as giving faculty a chance to explain the evaluation process. Student Senate has established a task force to explore development of a teaching rating system that would assist students in the selection of instructors for classes.**

- C. On behalf on Faculty Senate, a card signed by members of Executive Committee and a squishy pig was sent to Jeff Peterson (who is working on a graduate degree in swine nutrition) wishing him a speedy recovery.
- D. On behalf of Faculty Senate, the names of James Jones, Alan Brightman, and John Pence were forwarded to Helen Cooper, Mayor of Manhattan for her consideration for appointment to the University Excellence Advisory Board.
- E. The Union Planning Committee and the University Faculty Staff Suggestion committee have openings. If anyone is interested in serving on these, please contact the Faculty Senate office.
- F. Senator Bob Dole and Representative Pat Roberts along with representatives of the Kansas Board of Regents and Legislature will be on campus Friday, October 14 for the 4 p.m. dedication of Throckmorton Hall.
- G. Development of a remote parking - shuttle transportation system and a campus user friendly bicycle system were the two items forwarded to President Wefald for proposal development under the University Excellence Fund.
- H. President Kuhlman reminded senators that proxies are required at least 24 hours in advance of the Faculty Senate meeting. He noted making this announcement to those in attendance was akin to preaching to the choir.
- I. He encouraged senators to read the announcements provided in the minutes of the Executive Committee meeting. He won't repeat announcements made at that meeting.
- J. Jeff Peterson, KSU Student Body President who is hospitalized in Wichita, sent a thank you note to Faculty Senate. The note read, "Thank you very much for thinking of me while I am in Wichita. I truly appreciate it. You are what makes K-State such a special place to be. I can't wait to be back in Manhattan. I'll see you soon. Thanks again. Sincerely, Jeff Peterson"
- K. The new secretary for Faculty Senate is Sandra Wood. Sandra comes highly qualified from positions in the College of Education and Cooperative Extension.
- L. Item G in the Executive Committee minutes should be point 5 under item F.
- M. Senator Hamilton asked if there is a plan for bringing Washburn University into the Regents system this year. President Kuhlman said not this year, but at some point the Regents will again press for the inclusion of Washburn. It is the Regents' position that the inclusion of Washburn will be good for the higher education system in Kansas.
- N. President Kuhlman noted that a recent article in the Mercury covering a debate between Slattery and Graves included Slattery's comment about faculty dead wood on campuses. At the appropriate time President Kuhlman will invite Rep. Slattery to campus to learn more about the faculty evaluation process at KSU. Kuhlman sent copies of the Mercury article to all other Faculty Senate Presidents Kuhlman noted that the issue of chronic low achievers is not going to disappear. The chair of the Board of Regents (BOR) noted that procedures at KSU did not indicate what is to be done with competent faculty who consistently perform below acceptable standards.
- O. Senator Dubois brought up Announcement E in the Executive Committee minutes. [The announcement presents the proposed mission statement for the BOR]. He said he was troubled by the stated goal of efficiency as the primary Regents goal for higher education. President Kuhlman said that if not for faculty and students present at the BOR meeting it would have been very unlikely for any mention of educational quality in this mission statement. Faculty Senate Presidents did not see the proposal prior to the BOR meeting, but students had obtained a copy. New procedures should insure more timely communication with Faculty Senate Presidents. President Kuhlman said the position of the Faculty Senate Presidents is that the BOR should address policies, not manage campus problems.

IV. Reports from Standing Committees

A. Academic Affairs

1. Senator Law moved and Senator Erpelding seconded approval of courses approved by the Graduate Council on September 6, 1994. The motion passed unanimously by voice vote.

B. Faculty Affairs

1. Senator Dubois moved and Senator Michie seconded acceptance of the Faculty Morale and Satisfaction Report. Senator Dubois singled out faculty who had worked on the report: Cheri L. Becker, Brenda Fergen, Harry D. Knostman, Cynthia S. McCahon, Brian P. Niehoff, Janice C. Swanson, and James R. Underwood. He noted changes in the layout of the report had increased its readability. Faculty Affairs Committee had discussed the report at length, expressing concern over underutilization of the report. He challenged Faculty Senate and KSU Administration to identify how the report can be used, and asked Senators to take the report back to colleges and departments for discussion. Senator Dubois said Faculty Affairs will re-visit this issue about use of the report in April, 1995.
2. Senator Knostman solicited questions for what to include in the report and introduced Brenda Fergen from Institutional Research and Analysis. Senator Nafziger asked if KSU can obtain other institutions' data on faculty morale and satisfaction and make comparisons with those findings. We could ask similar questions if we knew what other places were asking. Brenda Fergen said KSU had received a request from Emporia for the KSU questionnaire. Senator Hamilton expressed concern over the trend in the most recent reports for faculty to be leaning away from research and creative endeavors. If such is the case, he said, it will create difficulties in attracting and keeping bright young scholars to the KSU faculty. Hamilton also asked if finer analyses could be conducted on these data. Senator Reek asked if we could get a higher response rate in order to promote more useful comparisons between colleges. The current numbers of respondents indicate that in some cases a handful of individuals have been used to develop the profile for a college. We need to increase the response rate to increase the validity of the results. Brenda Fergen noted that some faculty have expressed concern over confidentiality of their responses. Others are concerned the report is not used and thus is a waste of time to fill out. Senator Nafziger said that the Chronicle of Higher Education annually polls doctoral granting institutions and wondered if KSU could adopt questions used in the Chronicle survey to build in a means of comparison. Senator Frieman said the concern over use of the report led him to question what prompted the start of the report in the 1980s. Senator Poresky asked why the questionnaire is not sent to all faculty rather than a sample. Senator Legg advised including items dealing with use of supplemental funding for the good of the university; such a focus would increase the response rate if persons saw a chance to influence outcomes was present.
3. The motion to accept the Faculty Morale and Satisfaction Report passed unanimously by a voice vote. Senator Dubois noted that Faculty Affairs will hold a meeting on the Salina campus on Tuesday, October 18.

C. FSCOUP

1. Senator Maes said FSCOUP members are educating themselves about fiscal and planning processes at the university. They have invited Provost Coffman and Vice-President Rawson to discuss these topics with FSCOUP.

V. Old Business

- A. President Kuhlman led a discussion of the response proposed by the Council of Faculty Senate Presidents to the recommendations from Regent John Hiebert about faculty evaluations in the Kansas Regents system. The Council developed this response with the intent of presenting it as a unified statement. All items in the response have been extensively debated. In brief, the thesis of the Council of Faculty Senate Presidents is that the BOR should make policy decisions and leave implementation to the local campuses.

- B. The strategy regarding the proposed response is to obtain approval from each Faculty Senate in the Regents system, with no amendments or editing. Any editing or amendments would require returning to the Council for discussion and thereby miss presentation at the November BOR meeting. Whatever response is sent, must be in the hands of BOR staff by the end of October. Additional concerns can be addressed in a cover letter of transmittal.
- C. Senator Michie moved and Senator Nafziger seconded that Faculty Senate give approval to the document as it now stands, with concerns noted in a cover letter.
- D. President Kuhlman noted that lined out items identified the items the Council disagrees with. The explanations are given in the right hand column. Senator Legg asked if Item IX should really read "0 to 1%" rather than "0 and 1%". Senator Conrow asked if a three-tier system of ratings had been discussed in meetings. President Kuhlman said the difficulties of a system using "Excellent -- Average -- Poor" had been discussed. Someone asked why the term "rating" rather than the term "evaluation" was being used in the document. President Kuhlman noted that the BOR uses these terms interchangeably, and noted that BOR staff seem interested in norm-referenced data.
- E. Senator Murphy called the question, and Senator Laurie seconded. The motion to end discussion carried unanimously.
- F. The motion to approve the response as it now stands, with concerns noted in a cover letter passed unanimously.
- G. Senator Michie suggested that the cover letter indicate Item IX be dropped altogether. Such data should not be gathered because they are useless.

VI. New Business - None.

VII. For the Good of the University

- A. Senator McCulloh pointed out it would be wise to spell Regent Hiebert's name correctly. It was spelled one way in the agenda for the meeting and another way in the response to BOR.
- B. Senator Law alluded to the KSU victory in football over KU at Lawrence and the subsequent tearing down of the goalpost by KSU fans. He said that for years we lost but had done so with dignity. It is too bad we can't win with dignity. He encouraged our fans to behave.
- C. Senator Moxley mentioned that the next Convocation speaker is Carl Djerassi who will be speaking October 18 at 10:30 AM in McCain on "Birth Control in the Year 2001."
- D. Senator Verschelden, who was having a good hair day, asked what had happened to the photograph of Faculty Senate supposedly to be taken at the meeting. President Kuhlman noted that a mixup had led to postponing the photo until the November meeting.
- E. President Kuhlman introduced two students from Interior Design in the College of Human Ecology who were seeking Faculty Senate participation in a questionnaire about Interior Design. President Kuhlman urged senators to remain and complete the survey for the students. The questionnaire was permitted on the basis of determining the level of faculty knowledge of programs outside their level of expertise, not to set a precedent for student surveys of Faculty Senate.

VIII. Adjournment - Senator Dubois moved and Senator Law seconded adjournment. The meeting ended at 4:53 PM, another case of President Kuhlman pushing the envelope.