

MINUTES
Kansas State University Faculty Senate Meeting
May 12, 1998 3:30 p.m. Big 12 Room, K-State Union

Present: D. Anderson, P. Anderson, Baker, Barkley, Behnke, Benson, Brigham, Canter, Charney, Clegg, Conrow, Consolvo, Cushman, Deger, Dodd, Dubois, Dyer, Eckert, Exdell, Farmer, Fenton, Fenwick, Finnegan, Fjell, Flores, Foster, Fritz, Geiser, Glasgow, Gray, Grunewald, Hagmann, Hassan, Higgins, Hightower, Holden, Jardine, Johnson, Kassebaum, Keiser, Klopfenstein, Koelliker, Legg, Lehman, Liang, Lynch, Mann, Mathews, J. McCulloh, K. McCulloh, Michie, Miller, Ossar, Ottenheimer, Oukrop, Pence, Rahman, Ransom, Raub, Reeck, Salsberry, Schapaugh, Schroeder, Shultis, Smith, Stewart, Swanson, Takemoto, Taylor-Archer, Weiss, White, Wissman, D. Wright, Zabel, Zschoche

Proxies: Atkinson, Lamond

Absent: Aramouni, Bissey, Briggs, Clark, Dawes, Delker, Deluccie, Devault, Devlin, Feyerharm, Guikema, Hamilton, Hosni, C. Jones, J. Jones, Kirkham, Krstic, Laughlin, Martin, McClaskey, McMurphy, McNamara, Mosier, Peak, Reeves, Ross, Royse, Rush, Schmidt, Stein, Verschelden, Woodward, K. Wright, Zajac

Guests: Mark Weiss, Rhett Trujillo, Joyce Yagerline

- I. President Legg called the meeting to order.
- II. Minutes of the April 28, 1998 meeting were approved.
- III. Announcements
 - A. President Legg welcomed the new faculty senators who would be guests as we concluded this term's work.
 - B. He has been following two bills in the Legislature.
 1. Unclassified staff who moved from KPERs to the Regents' retirement system will, according to Senate bill 11, as amended by the House, receive KPERs benefits based on their last year's salary, provided they retire prior to 2004. President Legg does not know what happens if someone in this category retires later.
 2. The Legislature did nothing about subsidized health insurance for GRAs/GTAs. This leaves the Insurance Commissioner's finding valid. That finding was that GTAs who work at least 750 hours per academic

year are eligible for .5 support of health insurance. The University received no money from the Legislature for this, although it will cost about \$425-450 each for the student and for the university. We do not know what Kansas State University will do this coming year.

- C. The University will be receiving equipment money, both from a one time allocation by the Legislature and from the new fee where students' \$1 per credit hour fee is matched by \$2 from the state. These funds will be divided into three pools: 25% will be used for central infrastructure expenditures, 50% will go to the colleges based on enrollment and level of equipment intensity, and 25% will be available for crisis needs within the University. The Administration will consult with the student body leadership and solicits advice from faculty as well.

IV. Standing Committee Reports

A. Academic Affairs -- Don Fenton

1. Course and Curriculum Changes

a. Senator Fenton moved approval of Undergraduate Course and Curriculum Changes (599 & below)

- 1) approved by the College of Engineering February 27, 1998,
- 2) approved by the College of Human Ecology March 13, 1998,
- 3) of a new course, CS736 Pleasure Horse Medicine, approved by the College of Veterinary Medicine February 20, 1996 and by the College's Curriculum Committee February 16, 1998,
- 4) of the course POLSC 100 State and Local Government Simulation approved by the College of Arts and Sciences April 16, 1998. The motion was seconded and passed.

b. He moved approval of Graduate Course and Curriculum Changes approved by Graduate Council April 7, 1998. The motion was seconded and passed.

- c. He moved approval of a course for General Education which was approved by the General Education Task Force March 19, 1998. The motion was seconded and passed.

ASI 330 The Horse in American Culture

d. He moved approval of three additions to the December 1997 graduation list. The motion was seconded and passed.

e. He moved approval of a resolution recommending the creation of a fall break. Senator Klopfenstein seconded the motion.

Senator Fenton pointed out that the proposal would leave the beginning date of the semester and the final examination period unchanged, yet would still meet the Regents' mandate of 75 instructional days per semester.

Senator Benson argued that a Friday holiday would be better than Monday because evening classes do not meet on Friday, because there are fewer classes on Friday than Monday, and because many students might begin their break the previous Thursday, but probably would be back for Monday classes. Students in attendance indicated they thought other students would be amenable to changing the break to Friday.

Senator Oukrop moved to amend the resolution to change the holiday from Monday to Friday. Senator Benson seconded the motion. The amendment was approved.

Ensuing discussion centered on several points. Senator Charney displayed a flyer from the first Collegian of the semester which encouraged students to think of breaks. He argued that too much instructional time is already taken for Open House, campus lectures and the like. Students should instead think in terms of taking full advantage of instructional opportunities. Senator Raub asked for data showing that a break would help the faculty and students. Senator Phil Anderson was concerned that the proposal would restrict MWF classes to 44 sessions, while TU classes met 31 times. Suggestions were offered to equalize that inequity by eliminating the Labor Day holiday or the Wednesday of Thanksgiving week.

Rhett Trujillo, chair of the Student Senate Academic Affairs Committee, explained that students had come to Student Senate complaining of burnout from the demands of class work, extracurricular activities and jobs, so the committee looked at a number of issues in the attempt to establish a longer fall break after mid-terms. He anticipated that students would use the time to slow down, to assess where they are, perhaps use it as a recreational break. Senator Johnson added that it would help freshmen by giving them a chance to go home for a visit during their first semester. In response to a question, they indicated that their research shows only KSU and Nebraska among Big 12 schools will be without a fall break or a pre-exam study day.

Faculty suggested that a mid-semester review session might be more productive for students. In response to concerns about the time required by extracurricular activities and work, Senator Zschoche reminded students that school is their primary job for the present. Other activities should be secondary to their studies.

The amended motion failed.

- f. Mark Weiss, chair of the University Library Committee, reported on the status of the Library. He reported at the March Senate meeting that the Library Task Force had recommended that \$1.5 million in new funding be added to the base budget for FY 98, outlining three funding sources: 1% of all University OOE (\$328,000), \$500,000 from the Foundation, and \$750,000 from a \$2 / credit hour privilege fee paid by students. In reality, the University provided 1/2% of OOE by internal reallocation, the Legislature added 1/2%, the Foundation will provide about \$150,000 this fiscal year with money beginning to flow about January 1999, and the Student Senate did not approve a \$0.75/ credit hour privilege fee. The Library will receive about 32% of the Task Force recommendations. When the President and the Provost met with the Library Committee last week they stated that additional funds from the tuition increase will not go to the Library. Professor Weiss anticipates that there will be about a

\$150,000 shortfall this year. Serial cuts were not made in timely fashion and there are added expenses for the electronic resources being introduced. He stressed that there will need to be a great deal of leadership from the Faculty Senate and the Administration in resolving the funding problem.

Professor Weiss also provided information regarding UnCover usage requested at his earlier visit. He indicated that UnCover filled 106 orders in February at a cost of \$1342, that usage climbed to 123 orders and \$1742 in March, with April demand of 245 orders at a cost of \$3450 for 34 users. The average article retrieved in April was 10 pages and the average cost was \$13.85 per article. These figures lead to the assumption that usage and costs will increase a lot. It currently costs about \$30 to get an article by Inter-Library Loan, while UnCover articles are capped at \$25 per article. He will recommend that limit be increased to \$30.

- g. Senator Jim Dubois reported on the Task Force on Distance Learning. The committee, under the leadership of Professor Dan Bernardo, will continue its work during the summer and hopes to have a draft report in the early fall. Although this is a burden for nine month faculty, Senator Dubois and others are willing to meet because technology is changing so rapidly and will impact all phases of learning in the University. Through distance learning students may be able to get a degree without setting foot on campus. Moreover, the fiscal implications demand an agreed upon plan which could define the nature of the University in the next decades. Senators urged the committee to be aware of plans being developed by individual departments.

B. Faculty Affairs Committee -- Brad Fenwick

Senator Fenwick reported that the Committee is still working on a modification of section D "Faculty Rights and Responsibilities". Questions regarding the start time of salary increases for nine month faculty with summer contracts are also being discussed.

1. Senator Fenwick moved the approval of changes to Faculty Handbook section C82.1 and the deletion of C101 relating to "versatility" as a requirement for promotion and tenure. Senator Dodd seconded the motion. He explained that the versatility section is in conflict with the policy of having the unit determine guidelines and standards for promotion and tenure. Senator Michie suggested striking "and the versatility" in line three of C82.1. The amendment was accepted by the mover and seconder. The amended motion was passed. **Attachment 1**
2. He moved approval of proposed amendments to Faculty Handbook section C31.8 b) regarding "minimum-acceptable levels of productivity". Senator Ottenheimer seconded the motion.

Senator Fenwick explained that the proposal is intended to make departmental plans more acceptable by having faculty participation in determining when a faculty member's performance can be judged below the minimum.

Senator Conrow objected to the proposal as too vague and argued that departments should simply describe "the process". She offered a substitute motion. Her motion was seconded by Senator Zschoche. A friendly amendment to change line three to read "in one or more instances fails overall to meet the minimum acceptable level". The change was accepted. The motion to substitute this amended motion was passed without dissent.

The motion to amend C31.8 with the substitute motion was also passed without dissent. **Attachment 2**

3. The Committee has been working with the Provost on a modification to Faculty Handbook section B 124 regarding appointment and evaluation of college level administrators. The Provost has asked that it not be voted on now, but Senator Fenwick wanted to introduce it now to facilitate debate in June. The Committee began with a very different document than this in attempting to introduce campus wide upward assessment of administrators, but has compromised in the hope of at least beginning such evaluations. A similar program is already in effect for evaluating department heads in Arts and Sciences and Human Ecology. Senator

Gray commented that Faculty Senate approved the existence of department chairs as well as heads several years ago and this document should reflect that option. The proposal will be discussed more fully at the June meeting.

4. Senator Fenwick thanked the Faculty Affairs Committee members, calling it the best group he has ever dealt with. The committee has handled difficult issues on many fronts with style and professionalism.
5. Senator Jan Wissman, chair of the Appeal and Grievance Procedures Task Force, reported on the group's activities. They have interviewed faculty who have served on grievance boards and as ombudspersons for information regarding avoiding grievances, on suggestions for Handbook revisions, and for recommendations for changes in hearings procedures. They hope to have a report ready this week for President Legg and Provost Coffman. The report will be posted on the Web page.

C. Faculty Senate Committee on University Planning -- Linda Brigham

FSCOUP members laid out next year's tasks at its last meeting.

V. There was no old business.

VI. There was no new business.

VII. For the Good of the University

A. President Legg has revived the custom of preparing a report to the Senate on activities for the year. **Attachment 3**

B. Senator Benson asked that the Senate take up the question of absenteeism on the first Thursday and Friday of classes in the spring semester. This year students paid fees by mail, then many did not appear in class until after the Martin Luther King holiday, causing inconvenience for those students who did return on time.

C. Senator Michie asked for a vote of thanks for President Legg. She has long had a great deal of respect for him, but it has grown significantly over the past year because of the way he has handled difficult issues forthrightly, forcefully, and in our best interest. Her comments were underscored by enthusiastic applause.

Senator Rahman also thanked the committee chairs and secretary for their service.

VIII. The final meeting of the 1997-98 Faculty Senate adjourned at 5:15 p.m.

MINUTES
First Meeting of the 1998-99 Faculty Senate
May 12, 1998 Big 12 Room, K-State Union

- I. President Rahman called the meeting to order.
- II. Announcements

President Rahman gave the following statement:

Today Jim Legg has revived an old custom in which the outgoing Faculty Senate President summarizes the activities of the past year. It is only appropriate that I put forth in front of you some of the directions I see the Senate pursuing in the coming academic year.

Yes, I do have a set of agendas, or even better put, together we have a set of agendas. After all, those of you who were here at this time last year remember the passionate appeal made by Senator Krstic in which he called on the senate to become more pro-active and more strongly engaged in shared governance. Others who spoke on the day echoed very similar sentiments. I am delighted that under Jim Legg's leadership we have already gone a long way in re-establishing shared governance at Kansas State University. Credit goes both to our higher administrators and the faculty senate leadership in making this a relatively painless process. Our standing committees have also been very active and pro-active this year. And as I look back at the past year, I am impressed by the manner in which our collective leadership has operated. We worked as a team and we got a lot done. In the coming year we look forward to institutionalizing shared governance, proactive faculty governance, and collective faculty senate leadership at Kansas State University.

There are several other pressing issues that I believe the 1998-99 Faculty Senate needs to address. There is the on-going nation-wide debate on the place of Higher Education in the post cold war era. With the fall of the Berlin wall and the demise of the Soviet Union the very paradigm on which funding for research and education was based has changed. The phenomenal advancement of information technology has brought upon us new models for transmitting knowledge. Whether we accept the changes that are being thrust upon us, or whether we participate in deciding the manner in which we will change in an ever-changing world, is a decision we have to make together. I believe these are questions of tremendous consequences for academia as we know it in the United States. I also believe that the present debate on higher education gives us the opportunity to take academia to even higher standards. But to do so we need to act now.

We have been discussing for the past several years about the scholarship of teaching. It is heartening to see our central administration engaged in various initiatives that reward and promote good teaching. Together with research and teaching, service to the department, the profession, and the institution constitute the job description for a faculty member. The proper functioning of the university relies heavily on dedicated service provided by its faculty. Service, however, is seldom rewarded in the manner that it deserves. We need to establish that there is also the scholarship of service and that it needs to be encouraged, recognized, and rewarded.

Since I have been talking about the work load of our faculty, I hasten to add that our senate is not just for the university faculty. A large contingent of senators represent our unclassified staff. It has troubled me that in several places we are ambiguous about the role of the unclassified staff. We need to be more inclusive. Perhaps we should change our name to Faculty and Unclassified Staff Senate to be more reflective of its constituency. And even more importantly we should find ways to bring to the senate floor issues that concern the unclassified staff. Perhaps this could be done through a sub-committee within Faculty Affairs. I look forward to your input on the matter.

You will note from Jim Legg's summary of the year's activity that there are still some outstanding issues that the coming senate will attempt to bring to a conclusion. Some of these issues have been rather sensitive and have required us to reaffirm our commitment to fairness, equal opportunity, and affirmative actionprinciples to which this University is committed. We hope the exposure and the experience of the past year will guide us to establish principles that further insure fairness and justice to all at this university.

In closing, let me assert that the above are some of my thoughts. To be successful I need your input, your cooperation, and your involvement. And you and I need the input from all of our faculty and unclassified staff to be successful. I look forward to working with all of you.

III. Election of Officers

- A. Senator Michie nominated Marion "Buddy" Gray for President-Elect. She praised his strong background in academics, his record of service to the University, his work with students, his role as an advocate for faculty, and his goal of reestablishing "an atmosphere where faculty are respected, not just supervised". Senator Shultis seconded the nomination. Senator Oukrop called for a unanimous ballot. It was cast.
- B. Senator Phil Anderson nominated Martin Ottenheimer for Secretary. Senator Dodd seconded the nomination. Senator Michie called for a unanimous ballot. It was cast.

IV. The meeting adjourned at 5:25 p.m.

“Versatility” as a University Requirement for Promotion and Tenure

Relevant Background:

C82.1 The Probationary Period. Prior to being considered for tenure at Kansas State University, a faculty member is annually appointed during an extended probationary period to assess the candidate’s ability to contribute to the expertise and the versatility expected of the University’s faculty.

C101 Versatility. A primary purpose of the probationary period is the opportunity it affords candidates to demonstrate versatility and the University to evaluate it. Versatility should be exhibited by the ability to function well across major areas of work (e.g. teaching, research and other creative endeavors, service and extension) as well as in a variety of setting with one or more areas.

C31.1 Criteria, standards, and guidelines. It is not possible at the University or college levels to establish detailed criteria and standards for annual merit salary adjustments, reappointments, promotion, and tenure. It is the provost’s responsibility to ensure that the faculty of each academic department or unit, in consultations with the department head or unit director and the dean develop and periodically review the criteria, standard, and guidelines. (see A30: Equal Employment Opportunity)

C31.3 The criteria, standards, and guidelines must be consistent with the University’s and college’s expectations for the department or unit. They clarify department priorities while providing for significant variance in the responsibilities and assignments of individual faculty members.

C32.1 Diversity of faculty responsibilities. The responsibilities of the University faculty include teaching, research and other creative endeavor, extension, directed service, and non-directed service. (See C1-C6.) The emphasis given to these responsibilities varies among the colleges and departments of the University and may well vary from individual to individual within a department.

Analysis:

Current policy makes it clear that the conditions (criteria, standards, and guidelines) related to being granted tenure/promotion are a departmental responsibility (C31.1) and that differences in the responsibilities and assignments of individual faculty are appropriate (C31.3). These seemingly are in conflict with the University level requirement of “versatility” as established by C82.1 and C101.

Proposed Amendments:

C82.1 The Probationary Period. Prior to being considered for tenure at Kansas State University, a faculty member is annually appointed during an extended probationary period to assess the candidate’s ability to contribute to the expertise expected of the University’s faculty *as defined by their unit’s criteria, standards, and guidelines* (See C31.1 - C31.3).

~~**C101 Versatility.** A primary purpose of the probationary period is the opportunity it affords candidates to demonstrate versatility and the University to evaluate it. Versatility should be exhibited by the ability to function well across major areas of work (e.g. teaching, research and other creative endeavors, service and extension) as well as in a variety of setting with one or more areas.~~

Justification:

Expertise and versatility, to the extent that they are required and important for promotion and tenure, are by current policy defined at the department level as stated in the departmental criteria, standards, and guidelines. The current C82.1 and C101 impose a "University Level" requirement of versatility on faculty whose departmental criteria, standards, and guidelines may not have the same requirement. Furthermore, faculty whose assignments are determined at the departmental level and may be heavily weighted in one area (see C32.1) may not be afforded an adequate opportunity to develop and demonstrate "versatility" as defined in C101.

DETERMINING THE THRESHOLD OF “MINIMUM-ACCEPTABLE LEVELS OF PRODUCTIVITY”

Proposed Amendments:

C31.8 To help clarify the relationship between annual evaluations for merit, salary, and promotion and evaluations that could lead to C31.5, the following recommendations are made:

a) When annual evaluations are stated in terms of "expectations," then the categories should include at least the following: "exceeded expectations," "met expectations," "fallen below expectations but has met minimum-acceptable levels of productivity," and "fallen below minimum-acceptable levels of productivity," with the "minimum-acceptable levels of productivity" referring to the minimum standards called for in C31.5.

b) The department's or unit's guidelines for "minimum-acceptable levels of productivity" should ~~explicitly state the point at which~~ *clearly explain how the department or unit will determine when a tenured faculty member's low performance in one or more instances fails overall to meet the minimum acceptable level, a determination which will begin the process of deciding on a finding of chronic low achievement. "Overall" will reflect the common and dictionary meaning of "comprehensive." This determination may be based on any of the following, or a combination thereof, but should be stated clearly to avoid ex post facto judgments:*

1. A certain percentage of total responsibilities
2. Number of areas of responsibility
3. Weaknesses not balanced by strengths
4. Predetermined agreements with the faculty member about the relative importance of different areas of responsibility.

PRESIDENT'S REPORT TO THE 1997-1998 FACULTY SENATE
May 12, 1998

I've been asked to revive a custom that has lapsed for some years, the President's report on the happenings of the year. I will attempt to keep this brief, but in retrospect we have had an event-filled year.

The first action we took was, together with Provost Coffman, the establishment of a Library Task Force. That task force developed a report on the present status together with goals for future funding. A new charge for the University Library Committee was developed. Although the task force's immediate goal for increased funding has not yet been met, notable improvements have occurred. One per cent of the university's OOE budget is being directed to the library, resulting in about a ten per cent increase in the library's OOE budget. In addition, the KSU Foundation has developed an innovative plan to direct a small percentage of every new endowment to the library. If we declare our efforts a success and stop, they will have been wasted. If we continue to press for adequate funding for the library, the funding mechanisms in place together with possible other revenue sources may raise the library to a level of adequacy it has never reached during my thirty years at KSU.

Some people have said that this was the year of the task force. During the course of the year, the provost and we have set up task forces on Distance Education, Appeals and Grievance Procedures, the future Structure of Research and Graduate Education, and to develop Program Review Procedures for KSU. In addition the Strategic Planning Committee was reformed with a FSCOUP member. Some of these have already finished their work while others continue to work. In each case, I believe that questions important to the future of the university are being answered in the spirit of shared governance.

At the state level, working with other Faculty Senates, we can also claim some positive accomplishments. The proposed Regents' Intellectual Property Policy that was made public a year ago was withdrawn from consideration; and a much-improved proposed policy has been drawn up with a timetable for adoption that will allow faculty members to have their reactions made known and considered. A multi-year plan to raise faculty salary averages to those of our peer institutions has been adopted by the Regents' budget committee. Neither would have happened without effective input from our Faculty Senates.

We amended our constitution to recognize that we are the only elected representatives of faculty and other unclassified employees. After my experience of the enumeration process, I believe that we may yet need another technical amendment to bring our constitution and our practices into absolute agreement.

I hope each of the three standing committees will submit a report on their activities; so I will only note some of the actions we have taken at their recommendation. I believe we continued to give careful consideration to academic matters. Of particular note was the adoption of an academic honor code whose content was worked out by cooperation between Student and Faculty Senates. I believe this year was the busiest for FSCOUP since that committee was established. With respect to faculty, we revised our policy prohibiting Racial and/or Ethnic Harassment. I believe that next year's senate should consider whether other changes in our affirmative action procedures should be adopted.

Unfortunately, many of the important happenings of the year were not items we legislated. In the College of Human Ecology, we were made aware of an attempted reorganization that was not following the Faculty Handbook procedures. Both Faculty Affairs and FSCOUP participated in getting the process reset to a planning process. There are still matters to be settled, but it now appears that Foods and Nutrition's future will be based on the decisions of that department's faculty.

In the College of Veterinary Medicine, we learned of an unfortunate situation in which a faculty member had many of his faculty privileges administratively removed. When Senate Leadership documented how many privileges had been removed, the Administration moved to restore most of them. The unfortunate death of the faculty member interrupted the process, but we are assured that his research program will not be brought to an abrupt halt and that his graduate student will have an opportunity to finish his education at KSU.

A hiring freeze was announced by the Provost without prior consultation with the Senate. FSCOUP immediately asked for an explanation of the necessity for the freeze and why the freeze was unilaterally announced. FSCOUP reported that although there may have been good reasons for the freeze, the Provost agreed that the procedures of imposing it were incorrect and therefore the freeze was replaced with a requirement that any hiring had to be thoroughly justified.

We were asked by faculty to participate in solving other problems of procedure. Fortunately many of these were solved without requiring any senate discussion or action. In that regard, we must recognize the excellent work of our ombudspersons who in many instances have helped resolve difficult issues this year.

Finally, let me say something that I have said before this year. Our tradition of shared governance requires the active participation of our faculty senate and its committees. Only if we, the faculty, become lazy and don't vigorously play our part will we experience a university governed without faculty input.

Jim Legg

March 19, 1998

Dr. Donald Fenton, Chair
Faculty Senate, Academic Affairs
c/o Department of Mechanical and
Nuclear Engineering
Rathbone Hall 302
CAMPUS

Dear Don,

The proposed course CS 300, The Horse in American Culture, was approved by the General Education Implementation Task Force for general education credit on April 7, 1997. The course has not been approved by Faculty Senate.

However, Faculty Senate has approved an identical course, ASI 330, The Horse in American Culture. The General Education Implementation Task Force has approved this course for general education credit on March 19, 1998.

Cordially,



Hermann J. Donnert, Chair
General Education Implementation Task Force

cc. Dr. James Coffman, Provost
Dr. Larry Erpe^lding, College of Agriculture
Mr. Donald Foster, Registrar

**MARION W. GRAY
CURRICULUM VITAE**

Professor of History and Women's Studies
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EDUCATION:

Ph.D., University of Wisconsin, 1971
Attended Georg August Universität, Germany, 1967-69
M.A., University of Wisconsin, 1966
B.A., Texas Christian University, 1964

EMPLOYMENT:

Kansas State University, 1969-present
Visiting Faculty Member, Justus Liebig Universität, Giessen, Germany, 1974-75

ADMINISTRATIVE EXPERIENCE:

Acting Head, Department of History, Spring and Summer 1989; Assistant Head: Summers 1991-1994;
Acting Chair: Fall 1996

EXTERNAL RESEARCH GRANTS AND AFFILIATIONS:

Werner Reimers Foundation, Bad Homburg, Germany, for a conference which I will co-direct Sept. 1998
Max-Planck-Arbeitsgruppe Ostelbische Gutsherrschaft, Potsdam, Guest Scholar, 1995, 1996
Institute for Advanced Study, Indiana University, Visiting Scholar, Fall 1993; Jan.-Feb. 1995.
Max-Planck-Institut für Geschichte, Göttingen, Summer 1990
Europäische Akademie, Berlin, Conference Grant, 1990
Fulbright Senior Research Grant, Munich and Göttingen, 1984-85
Max-Planck-Institut für Geschichte Göttingen, Summer 1982
Research Grant, National Endowment for the Humanities, 1973-74
Fulbright-Hays Grant for Dissertation Research in Germany, 1967-68; 1968-69

TEACHING AWARD:

William L. Stamey Teaching Award for outstanding teaching in the College of Arts and Sciences, 1992

PUBLICATIONS:

Books:

Prussia in Transition: Society and Politics under the Stein Reform Ministry of 1808. Philadelphia: American Philosophical Society, 1986.
Productive Men, Reproductive Women: The Agrarian Household and the Emergence of Separate Spheres in the German Enlightenment. New York and Oxford: Berghahn Books, Forthcoming Feb. 1999.

Articles in Refereed Journals and Chapters in Books: 6 refereed journal articles; 4 book chapters; 7 other journal articles and published conference proceedings; 25 book reviews.

Presentations: 19 conference & invited professional presentations in last 10 years; numerous presentations to civic groups, schools, etc.

PROFESSIONAL SERVICE AT KANSAS STATE UNIVERSITY:

History Department:

Director of Undergraduate Studies, Dept of History, KSU, 1976-84
Undergraduate Advising Committee, since 1969 (except when on leave)
European Field Graduate Examination Committee, since 1980
Director, District History Day, 1983-1991; 1998
History Day Committee Member 1991-1997
Undergraduate Curriculum Committee, several terms, including chair.
Graduate Admissions and Awards Committee, several terms.
Department Personnel Committee, several terms (elected)
Eisenhower Chair on War and Peace Committee, 1976-77
Liaison between History Department and College of Education, 1979-91
Departmental search committees (several searches)

Women's Studies Faculty:

Search Committee for Director of program, 1978-79
Curriculum Committee, various terms
Credentials Committee, various terms
Grants Committee, various terms
Search Committee for Director, 1992-93, 1995-96, chair 1998
Committee to Establish Graduate Certificate 1994-96
Faculty Search Committees, several searches.
Personnel Evaluation Committee (elected) 1997-98

College of Arts and Sciences:

Marshall Scholarship Committee, since 1989
Elie Wiesel Essay Committee, 1996-present
NEH Summer Faculty Grant Committee, several terms, including 1997-98
Course and Curriculum Committee, 1990-92; Chair 1992-94.
Museum and Archive Internship Committee 1989
Advising Committee, Social Science and Humanities Interdisciplinary Majors, 1997-98

University:

International Activities Council, since 1992; Chair since 1994
Chair, Taskforce on Faculty Grants and Exchanges 1992-93
Selection Committee KSU-Germany Exchange Program 1997-98
Study Abroad Committee 1997-98
Lou Douglas Lectures on Society and Politics since 1989
President's Commission on the Status of Women, 1988-1993
Chair, Subcommittee on Dual Careers in Higher Education, 1991-93
President's Commission on Multicultural Affairs, 1990-1993
Subcommittee on Curriculum 1992-1994
Faculty Senate, 1989-1993; 1995-present
Committee on Faculty Salaries and Fringe Benefits, 1990-91
Faculty Affairs Committee, 1991-1993
"Course Information Program" Committee, 1997-98
Search Committee for Social Studies Education faculty 1987
Search Committee for Director of KSU Union Bookstore 1989
Search Committee for Associate Dean of Graduate School 1994
Task Force on Structure of Research and Graduate Education 1998

Task Force on Distance Learning

Betsy Bergen	Family Studies/ Human Serv. 309 Justin 2-1477 bergen@ humecc.ksu.edu	Les Kinsler	Salina Engg. Tech 176 Tech Center 785-827-2853 kinsmo@ mail.sal.ksu.edu
Dan Bernardo	Ag Economics 342 Waters 2-4493 dbernar@ agecon.ksu.edu	Robert Reeves	Foods & Nutrition 211 Justin 2-0151 rdreeves@ksu.edu
Rob Caffey	Continuing Education 51 College Court 2-2507 caffey@ksu.edu	Ann Stalheim Smith	Biology 102 Ackert 2-6781 stalheim@ksu.edu
Jim Dubois	Interior Architecture 108F Seaton 2-2477 jdubois@ksu.edu	Dave Stewart	Continuing Education 102 College Court 2-5635 adstwr@ksu.edu
Don Foster	Registrars Office 118 Anderson 2-6254 foster@ksu.edu	Virg Wallentine	Computing & Information Sci 234 Nichols 2-6350 virg@ksu.edu
Ross Hightower	Management 213 Calvin 2-4356 rth@ksu.edu	Bob Zabel	Special Education 307 Bluemont 2-5843 h2oski@ksu.edu
Dave Hillier	Information Systems KSU Foundation Cntr 2-7843 deh@ksu.edu	John Lankford	Provost's Office (Support Staff) 215 Anderson 2-4797 jlastro@ksu.edu
Doug King	Continuing Education 125 College Court 2-5854 ourvee@ksu.edu		