

Minutes
Kansas State University Faculty Senate Meeting
August 19, 1997 3:30 p.m. Little Theater, K-State Union

Present: D. Anderson, P. Anderson, Atkinson, Barkley, Briggs, Brigham, Campbell, Charney, Clegg, Delker, Devlin, Dodd, Dubois, Dyer, Farmer, Fenton, Fenwick, Feyerharm, Gray, Grunewald, Guikema, Hamilton, Hassan, Holden, Jones, Kassebaum, Keiser, Klopfenstein, Koelliker, Krstic, Laughlin, Legg, Martin, Mathews, McClaskey, McCulloh, McMurphy, McNamara, Miller, Ossar, Ottenheimer, Oukrop, Peak, Raub, Reeck, Reeves, Royse, Schapaugh, Schroeder, Shultis, Taylor-Archer, White, Wissman, Zabel, Zschoche

Absent: Aramouni, Baker, Behnke, Benson, Bissey, Conrow, Deger, Dougan, Elkins, Foster, Fritz, Hagmann, Higgins, Hightower, Jardine, J. Johnson, N. Johnson, Pence, Rahman, Riemann, Ross, Ross-Murray, Stewart, Woodward, D. Wright, K. Wright

Proxies: Fjell, Lamond, Michie, Smith

- I. President James Legg called the meeting to order.
- II. The minutes of the June 10, 1997 Faculty Senate meeting were approved as circulated.
- III. Announcements

The State of the University meeting is Sept. 11 at 3 p.m. in Forum Hall.

The Library Funding Task Force will present a report by October 15.

Nominees are needed for the City/University Projects Advisory Board.

Suggestions are invited for Ombudsperson.

Faculty Senate home page includes, under "Proposed Policies" the Regents' document on Intellectual Property preceded by a letter from a member of COCAO giving the sense of changes that are presently contemplated.

Minimum standards documents have been returned to some departments. The problem in some cases is still about "overall." The Provost and President Legg met to discuss this problem. As a result, Provost Coffman wrote a letter clarifying his position (see Attachment 1). He is concerned about an extreme lack of performance or no performance in an area of assignment that requires some corrective action no matter how well other duties are performed. President Legg would like people with worries to send them to help construct case studies to see how our rules would work in such cases. He constructed one such case study (see Attachment 2) and discussed it with the Provost. Senator Fenwick asked any group with concerns regarding

C31.5ff. to forward them to Faculty Affairs Committee. He added that he is concerned as a senator that if we define by example, the examples must be part of the document.

IV. The rules were suspended to permit Senator Ruth Dyer, Chair of the General Faculty Grievance Board, to report on last year's activities. Three grievances, all regarding tenure and promotion, were filed in the fall and carried over until spring. One grievant withdrew the complaint, the other two cases were heard. The panel in all three cases decided to establish supplementary procedures for the hearing. For this reason Senator Dyer recommended that the Faculty Affairs Committee should look at the procedures by which hearings are conducted. A specific example would be that if a witness were to be called by both sides, all testimony should be taken at once rather than recalling the witness. She concluded by highly commending those faculty who put in major time and effort on behalf of their fellow faculty members.

V. Standing Committee Reports

A. Academic Affairs – Don Fenton

Academic Affairs had no business for action at this time.

B. Faculty Affairs – Brad Fenwick

1. The draft of the Regents' Intellectual Property Policy is available to all faculty. Senator Fenwick suggested that everyone might have something to lose by the current draft and encouraged faculty to respond to the Provost and the Faculty Affairs Committee as soon as possible.
2. A sub-committee is developing a draft on the role of the Ombudsperson.
3. A sub-committee is working on procedures for the General Faculty Grievance Board.
4. The Faculty Salary and Fringe Benefits Committee is beginning its work. Senator Fenwick would like suggestions regarding a special focus the committee might take this year.
5. Senator Fenwick is continuing to get comments on the minimum standards issue.
6. Every three years Faculty Senate does a census to determine the number of senators representing each unit. Last year, General Administration representatives noticed that their unit would gain three senators due to the growth of the unit. Last spring, they proposed limiting the number of senators the unit would have. That proposal was returned to committee where a very different proposal was produced. Many individuals currently classified as General Administration are, in fact, budgeted in, and more closely tied to, a different unit. The current proposal would include these people in the units where they actually work.

Senator Fenwick moved to approve a revision to Section A of the Faculty Senate Constitution. Senator Ottenheimer seconded the motion. (**Attachment A of the Agenda**)

Senator Dubois inquired whether there had been a study of the impact of the proposed changes on units. Senator Fenwick said that the estimate is that General Administration unit would lose three senators, the effect on other units would depend on their proximity to the twenty-five FTE cut-off.

Senator Clegg counted four hundred ninety-six people in the unit last spring and believes that one hundred ninety-five people should be moved. This is head count, because FTE numbers are extremely hard to get with our present personnel software.

Senator Hamilton pointed out that some individuals in the General Administration unit teach and some do research, yet what is disguised here is the growth of the General Administration group. Senator Fenwick agreed that the number of faculty has decreased over the last ten to fifteen years while the number of non-faculty unclassified personnel is growing. Senator Dubois asked how much Senate actions affect this group. Senator Dawn Anderson responded by stating that everything in the Faculty Handbook except tenure applies to non-faculty unclassified personnel.

Senator Matthews moved to amend the proposed changes to read "faculty member(s) and or unclassified staff member(s)" instead of "unclassified staff member(s)" or "unclassified personnel" in Section A. Senator Dodd seconded.

After some discussion of the feasibility of renaming the Faculty Senate and of the mission of the body, senators were reminded that the motion deals only with representation. The motion to amend failed.

Senator Dubois moved to divide the motion by separating the concept described in sections 1 a. and 4 from the rest of the document. Senator Matthews seconded. The motion to amend was defeated.

Senator Fenwick's motion was passed in its original form except for a friendly amendment to change "staff" to "personnel."

Any changes to the Faculty Senate Constitution must be approved by the faculty. Therefore, this document will be distributed to the faculty about two week ahead of a general faculty meeting, probably to be held in conjunction with the State of the University address.

C. Faculty Senate Committee on University Planning – Vladimir Krstic

The committee has no new business. The group is trying to set up and agenda of issues and would appreciate input from the faculty.

VI. There was no old business.

VII. There was no other new business.

VIII. For the Good of the University

Senator Reeck asked when the Honors Code proposal would probably return for further consideration by the Senate. Senator Fenton indicated that it was still being discussed.

IX. The meeting was adjourned at 4:55 p.m.

**Office of the Provost**

106 Anderson Hall
Manhattan, Kansas 66506-0113
913-532-6224
FAX: 913-532-6507

August 14, 1997

Dr. Jim Legg
President
KSU Faculty Senate
Fairchild Hall
CAMPUS

Dear Dr. Legg:

I appreciate the productive discussion we had regarding clarification of issues related to the definition of "overall" pertaining to C31.5-8.

First, it should be clear that my concerns do not pertain to "weaknesses" that may be balanced by strengths, in which "weakness" might correspond with below average. I am concerned about severe, serious lack, even absence of performance in a major area of work -- for example producing no evidence of research productivity with significant time allotted to it, or in teaching, not showing up for class, or teaching incorrect and out-of-date information and so forth.

A department must determine how they will deal with this by some means other than simply allowing acceptable performance in another area to make up for it. Many already have. This might include reassignment of time, or remedial development activity, or both. If the problem is as severe as described above and cannot be resolved, it should trigger C31.5.

Only the department head and dean, with faculty input about individual situations, are in a position to make judgements effectively.

The provost's job is to make sure that departments have a means of dealing with it and that the issues are not being avoided.

I hope this clarifies the issue we discussed. Thanks again for bringing them to my attention.

Best personal regards.

Yours truly,

A handwritten signature in cursive script that reads "Jim Coffman".

James R. Coffman
Provost

lc

cc: President Jon Wefald
Council of Deans

CASE STUDIES ON MINIMUM STANDARDS PROBLEMS

The Teacher

Professor T was tenured 18 years ago and is a full professor. About ten years ago, her department began to change from a pure teaching and research department into one that is active in research. The present department rules allow for a certain range in commitments, but require some effort in both research and teaching. Professor T says that research is not what she was hired, tenured, and promoted for and she's not going to try to start now. In the past, she has been assigned the minimum effort in research each year. She has gotten an unsatisfactory rating in research each year because she does nothing, and this has led to a long string of less than average raises.

Because she teaches many classes very competently, the department would like to establish minimum standards that would allow her teaching to compensate for her lack of research, so that the present situation can be continued. The Provost requires that if she does nothing in research when she has been assigned some research commitment that she should be classed as not meeting minimum standards, get a 0% raise, and that some remedial action must be taken.

The department rules require her to have some responsibilities for research and she refuses to even pretend that she is interested in learning how to modern research in her field. Should she receive a string of evaluations that she fails to meet minimum standards resulting in eventual dismissal? If not, what should be the resolution?

Variation A:

The department rules do not set any minimums in required commitments, but the department head says that allowing anyone to have a pure teaching and service assignment would set a bad example for the young faculty and refuses to make such an assignment. What then should be the resolution? Should the department head's rating suffer for his handling of the situation?



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HANDOUT
8/19/97

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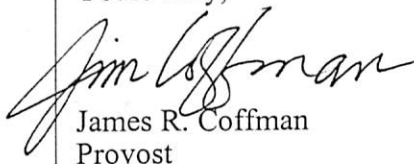
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