

Minutes
Kansas State University Faculty Senate Meeting
December 9, 1997 3:30 p.m. Big 12 Room, K-State Union

Present: P. Anderson, Barkley, Behnke, Bissey, Briggs, Brigham, Campbell, Charney, Clegg, Conrow, Dawes, Deger, Dodd, Dubois, Dyer, Farmer, Fenton, Gray, Grunewald, Hamilton, Hassan, Hightower, Holden, Jardine, N. Johnson, Kassebaum, Klopfenstein, Koelliker, Krstic, Legg, Martin, Mathews, McNamara, Michie, Miller, Ossar, Ottenheimer, Oukrop, Peak, Pence, Rahman, Reeck, Ross, Ross-Murray, Royse, Schapaugh, Schroeder, Shultis, Taylor-Archer, White, Woodward, D. Wright, Zschoche

Proxies: Atkinson, Riemann, Smith

Absent: D. Anderson, Aramouni, Baker, Benson, Delker, Devlin, Dougan, Fenwick, Feyerharm, Fjell, Foster, Fritz, Guikema, Hagmann, Higgins, J. Johnson, Jones, Keiser, Lamond, Laughlin, McClaskey, McCulloh, McMurphy, Raub, Reeves, Stewart, Wissman, K. Wright, Zabel

- I. President Legg called the meeting to order.
- II. Minutes of the November 11, 1997, meeting were approved as distributed.
- III. Announcements

Most of the important announcements are in the Executive Committee minutes.

- A. Legg has received calls apologizing for the scheduling of the Hayter forum on campus planning. Interested senators should discuss with their exec.comm. representatives whether we should ask Dr. Hayter to make a presentation at the next senate meeting.
- B. The Regents' representatives met with the Governor and the Budget Director to discuss the Regents' budget request. The impression was that the 5% merit raise for faculty requested by the Regents was in some difficulty. An ad hoc committee was appointed, including Legg, that recommended that 4% be for the normal merit increase and an additional 1% be put into a merit pool to be divided among the top 20% of the faculty for superior teaching, service, or research.
- C. Leadership meetings the last 3 months have been lively. One result is that the leadership and the administration agreed to a meeting with the Council of Deans on January 9, 1998. The hope is to contribute to improved communications between faculty and administration at the deans' level.

- D. At the most recent leadership meeting, we agreed to form another task force. Representatives from AAC, FAC, and FSCOUP will consider the multiple ramifications of distance education. Each committee is affected, so these representatives should meet together prior to expanding the group to include some deans and administrators. Questions to be considered include staffing, assurance of quality, allocation of resources, among other things.

IV. Standing Committee Reports

A. Academic Affairs Committee – Don Fenton

1. a. Senator Fenton moved approval of Undergraduate Curriculum Changes (599 & below) approved by the College of Arts and Sciences October 9, 1997 with the exception of the last sentence on p. 39 -- "The General Education Program Proposal and Catalog Description reflect the College of Arts & Sciences response to UGE as well as the College of Education."-- and the last 2 pages of the packet "Kansas State University Department of Music General Education Program Proposal" and "General Undergraduate Catalog Description." These items were deleted because the department will be following the College of Arts and Sciences approved General Education Program. Motion was seconded and passed.
- b. Senator Fenton moved approval of Course and Curriculum Changes (599 & below) approved by the Salina College of Technology and Aviation October 30, 1997. Motion was seconded and passed.
- c. Senator Fenton moved approval of Undergraduate Course and Curriculum Changes (599 & below) approved by the College of Engineering October 31, 1997. Motion was seconded and passed.
2. Senator Fenton moved approval of a course approved for General Education at the Oct. 16, 1997 General Education Task Force Meeting and November 6, 1997 General Education Task Force Meeting and courses approved for General Education at the Nov. 6, 1997 General Education Task Force Meeting. Motion was seconded and passed.

BIOL 198	Principles of Biology
HIST 583	France 1400-1750
BIOL 330	Public Health Biology
BIOL 402	Eugenics
3. Senator Fenton moved to approve the addition of a student to the previous list of Summer 1997 graduates. Motion was seconded and passed.

4. The proposal on academic honesty has been posted on the web and is accessible through the faculty senate page. It is currently tabled, pending approval by Student Senate. Senator Fenton urged faculty to study the proposal and forward concerns and recommendations to members of Academic Affairs. They will probably be looking at the issue in January or February.

B. Faculty Affairs Committee – Michael McNamara

Senator McNamara reported on current activities of the committee. They are reviewing information from the Board of Regents anent the proposed policy on racial and ethnic harassment. They are sorting out apparent conflicts in the Faculty Handbook regarding the effect of academic leave on the tenure clock. Departmental documents with respect of C31.5-8 are still coming in and will be studied. Faculty Affairs is continuing to work with the proposed amendment D.3 to the Faculty Handbook which deals with disenfranchisement of faculty members. The committee would prefer that it be left on the table while more input is gathered and the proposal is reshaped.

C. Faculty Senate Committee on University Planning – Vladimir Krstic

1. Senator Krstic announced that the hiring freeze does not exist at the moment. Individual units will, however, have internal flexibility regarding expenditures and may choose not to fill vacant lines this year. At present, FSCOUP has nothing to deal with, but intends to be involved in the planning process should a similar issue arise in the future.
2. Discussions in the College of Human Ecology are continuing. A facilitator will be named by December 15 to work with faculty in Foods and Nutrition and the college administration. Written proposals about the future of the department will be discussed and voted on by February 15, with a decision reached by March 1, 1998. At the leadership meeting, faculty stressed to the Provost the importance of openness for reinforcing trust. The ballots should be counted by the facilitator and the results, separated from the names of faculty, should be forwarded to the Dean and made available to the faculty. FSCOUP will continue to monitor the process.
3. The Provost has re-instituted the Strategic Planning Committee. Overlap between FSCOUP and SPC exists by design, with FSCOUP bringing information to the Senate floor. Senator Krstic cited distance learning as a particular example.
4. Next semester, capital planning on campus will be particularly important. FSCOUP will observe and participate as needed.

IV. There was no old business. No one moved to remove amendment D.3 from the table, therefore it died.

V. New Business

Senator Ross moved approval of a resolution, signed by more than five faculty members. (**Attachment 1-- see Dec. 9, 1997 Faculty Senate agenda**). Senator McMurphy seconded. Senator Ross explained that the resolution was written as a counterpoint to the proposed D.3. When D.3 was not removed from the table, this resolution became moot.

Senator McNamara agreed that the proposal is counter to D.3 and that grievances among faculty are legitimate concerns of the university. He found problems with the resolution, for instance "disruptive" is not defined and might intrude on freedom of speech, and suggested that this issue might appropriately belong to the Appeals and Grievances Task Force.

Senator McMurphy explained that her department had met regarding D.3. Their intention was not to impede free speech, but rather to help determine guidelines for the faculty and administration to follow in dealing with disruptive faculty.

Senator Hamilton opposed D.3 earlier and still would. He believes the amendment is focused on matters of principle, which he opposes. Although faculty can become disruptive at times, we need to work together well and effectively. This ability should, he added, be considered at the time of hiring and of granting tenure. We can not permit *de facto* or *de jure* revocation of tenure on this basis. He foresees that the proposed remedy could lead to mob rule.

Senator Rahman was also concerned about the terms "disruptive" and "censured". She pointed out that Martin Luther King, Jr., and Susan B. Anthony were "disruptive" types. She explained that the Faculty Handbook permits administrators to dismiss tenured faculty members for cause. She believes that the resolution is an attempt to justify a prior action by faculty who did not have cause for dismissing the faculty member. While faculty are always free to bring petitions to Faculty Senate, she continued, it is the Senate's responsibility to resist this one.

Senator Reeck advocated that the discussion be kept in the abstract. The proposal must be evaluated on its merits or lack thereof, not the specific case at hand, he said.

Senator Taylor-Archer asked Senator Ross whether, since the resolution was in response to the tabled amendment D.3, he would consider withdrawing the motion until Faculty Affairs has a chance to consider it.

Senator Ross asked senators to be aware that 1) the resolution has nothing to do with tenure, and 2) that, contrary to implications that this is a tool for the administration, the "unit", i.e. the faculty, would initiate action. Having clarified that, he agreed to withdraw his motion. Senator McMurphy also agreed.

Senator Dodd thanked them for withdrawing the motion. She added that she assumed the language was not offered with the intent of bullying dissidents, but she did fear that this kind of language could permit bigoted and racist actions.

VI. For the Good of the University

- A. Senator Wright reported that his colleagues in Human Ecology were requesting easier access to minutes, perhaps through a list serve. Not all faculty have access to search engines, he explained. President Legg expressed optimism that that could be accomplished. The Faculty Affairs Committee had requested a web search engine for the Faculty Handbook and one now exists.
- B. Senator Krstic referred to his remarks at the Senate meeting last May where he was critical of the reactive nature of many of Senate's actions. He is stepping down from his position as chair of FSCOUP at the end of the semester to take sabbatical leave. Having chaired FSCOUP this semester, he has a deeper understanding of the problems facing the committee and the university. He believes much has been accomplished at the Senate Leadership - Administration meetings this semester and hopes FSCOUP will soon have time to take a proactive stance on issues.
- C. Senator Reeck formally congratulated Jonathan Winkler, our most recent Rhodes scholar. Mr. Winkler, a triple major in English, Mathematics, and Physics, won the award last week.
- D. Senator Reeck would like for Senate to ask the administration to send someone to discuss the university's action and stance on the widening of Anderson Avenue. He specified that he would like to know more about the process by which the university has officially endorsed this project. He would also be interested in knowing our colleagues' attitudes and opinions, for instance with respect to safety. President Legg will follow up on his request.

VIII. The meeting adjourned at 4:25 p.m.