

**MINUTES**  
**Kansas State University Faculty Senate Meeting**  
**June 8, 1999 3:30 p.m. Little Theater, K-State Union**

Present: Barnard, Baker, Bockus, Boger, Chenoweth, Devlin, Fenwick, Finnegan, R. Flores, S. Flores, Foster, Frieman, Glasgow, Gormely, Gray, Herald, Holden, Johnson, Jurich, Kirkham, Koelliker, Legg, Lynch, McClaskey, McCulloh, Michie, Mortensen, Nafziger, Olsen, Oukrop, Pence, Peterson, Rahman, Ransom, Rintoul, Schmidt, Takemoto, Taylor, White, Williams, Wissman, Youngman, Zabel

Proxies: Martin, Swanson

Absent: Anderson, Canter, Chen, Clegg, Devault, Dodd, Donnelly, Exdell, Fenton, Fjell, Fraser, Gatewood, Geiser, Heinrich, Higgins, Hoag, Hosni, Jardine, Jones, Kassebaum, Keller, Klopfenstein, Liang, Lutz, Molt, Mosier, Ossar, Ottenheimer, Reeck, Ross, Salsberry, Schapaugh, Selfridge, Sheu, Shultis, Simons, Stewart, Weiss, Worcester, Zajac, Zivanovic

Visitors: Nikki Isemann

- I. President Gray called the meeting to order.
- II. It was moved and seconded to approve the Minutes, May 11, 1999. Motion passed.
- III. Announcements
  - A. Gray introduced Elizabeth (Nikki) Isemann who will serve as parliamentarian for the Senate. She is associated with the National Association of Parliamentarians, has taught Parliamentary Procedure and Parliamentary Law at Truman State University and has wide experience serving as a parliamentarian.
  - B. Gray announced that Provost Coffman is recovering very well from his hip surgery and is now at home. The Senate sent flowers and Senators were encouraged to contribute to the flower fund after the meeting.
  - C. BOR meeting, 5/19 - 20. Gray reported the following seven matters involving Senate leadership:
    1. Senate Bill 345 will require the complete reorganization of governance of higher education in Kansas. Community colleges and universities will be governed by a reconstituted BOR beginning July 1. Gray voiced reasons for optimism regarding this change, but noted that there are also uncertainties about how it will work.
    2. Funding prospects
      - a. Associated with reorganization the legislature recommended \$21 million of new state funding next year to go to community colleges and university salaries. The legislature must formally allocate these funds each year, but the state currently seems committed.
      - b. The State Budget Director has predicted only a 2% growth in the Kansas economy over each of the next two years, which could result in a \$6 million shortfall that would have to come from somewhere.

3. The BOR is continuing to press for faculty raises and is recommending an 8.5% raise next year (and the following year). This is in addition to the additional transition money tied to reorganization.

4. The BOR approved the recommendation of a \$1 per student credit hour fee to go to libraries, with the recommendation that the legislature match this.

5. BOR recommended a 3.5% increase in OOE for next year. On our campus we have commitment that 1% of that would go to the library. Of course, the 3.5% may not be allocated. The BOR does appear committed to improving both faculty salaries and library funding., largely due to cooperative work of Faculty Senate leadership and administration at KSU.

6. The BOR gave approval to KSU to seek external funding to construct the Food Safety Facility.

7. A KSU committee has been appointed by Gray and Provost Coffman to examine gender equity on campus. In addition to salaries, the committee will examine opportunities for advancement, working facilities, etc. Talat Rahman, past Faculty Senate President, deserves much credit for this effort that could have developed into a statewide plan of action (see ATTACHMENT 1 - letter from Rahman).

#### IV. Reports of Standing Committees

##### A. Academic Affairs Committee-Mickey Ransom

##### 1. Course and Curriculum Changes

##### a. Undergraduate Education

1. It was moved and seconded to approve Undergraduate Course and Curriculum Changes approved by the College of Human Ecology April 2, 1999 with a minor change for FN 400 which adds prerequisites of FN 132 "or ASI 318 and consent of instructor." Motion passed.

2. It was moved and seconded to approve Undergraduate Course and Curriculum Changes approved by the Salina College of Technology and Aviation April 29, 1999 involving the BS degree in Airway Science - Professional Pilot program. A minor change from 9 to 8 hours in the Computer Core was added. Motion passed.

3. It was moved and seconded to approve Undergraduate Course and Curriculum Changes approved by the College of Human Ecology May 10, 1999 (green sheeted April 30th; white sheeted May 10). Motion passed.

4. It was moved and seconded to approve Undergraduate Course and Curriculum Changes approved by the College of Engineering May 7, 1999. Motion passed.

##### b. Graduate Education

1. It was moved and seconded to approve Graduate Course and Curriculum Changes approved by the Graduate Council April 6, 1999 (inadvertently left off the last agenda).

## **CHANGE**

IMSE 643 Industrial Simulation

2. It was moved and seconded to approve Graduate Course and Curriculum Changes approved by the Graduate Council May 4, 1999.

## **CHANGES**

MANGT 810 Operations Management and Analysis

MANGT 820 Behavioral Management Theory

## **NEW**

PSYCH 808 Applied Research

PSYCH 840 Proseminar in Occupational Psychology

PSYCH 841 Seminar in Occupational Health Behaviors

PSYCH 842 Practicum in Occupational Health Psychology

Motion passed.

3. It was moved and seconded to approve proposal for a Graduate Certificate in Business Administration Program. Motion passed.

2. It was moved and seconded to approve changes to the revised Approval, Routing, and Notification Policy as a provisional policy for one year. Following some discussion of the nature of these changes, the motion passed.

### **B. Faculty Affairs Committee - Brad Fenwick**

Senator Fenwick reported no legislative business, but highlighted some of the possible business for the upcoming year, including finishing the Appeals and Grievance Procedures, functioning of the Affirmative Action Office, considering whether the Faculty Senate President-Elect need be a seated senator, determining the form of a standing committee for nominating committees and task forces, and defining a quorum for Faculty Senate. Other suggestions concern consideration of a 3-year, as opposed to annual, faculty evaluation system, holding the legislature accountable for past commitments for faculty salaries, reporting administrative and faculty salaries, and laying the groundwork for possible faculty unions. Fenwick invited input from senators on these and other relevant topics.

Senator Rahman suggested looking at changes to Appendix D - Rights and Responsibilities of faculty and maternal leave policies. Senator Michie mentioned the Faculty Senate has written a paternal leave policy which was sent to the BOR, but the State of Kansas adopted a state-wide policy. Senator Jurich urged Faculty Affairs to look at the KSU policy again.

### **C. Faculty Senate Committee on University Planning - Cia Verschelden**

Senator Verschelden reported that FSCOUP had a brain-storming session on May 20 where ways of achieving ARL status for the library and Carnegie I status for the university were discussed.

In addition, she reported that the Provost has been asked to discontinue the Industrial Engineering Technology program at KSU-Salina due to absence of faculty or students involved.

Senator Jurich encouraged the committee to attempt to be proactive on issues involved in BOR reorganization that affect KSU.

- VI. Old Business - none
- VII. New Business - none
- VIII. For the Good of the University

President Gray reported that he has sent a letter to all faculty requesting suggestions for nominations of faculty to a variety of committees. Gray mentioned that the Executive Committee is considering cancellation of the August meetings, but will communicate over the summer if meetings become necessary. He also mentioned that the September meeting will include orientation for both new and old senators regarding the operation and role of the Faculty Senate.

- IX. Adjournment

It was moved and seconded that the meeting be adjourned. Motion passed a 4:20 p.m.

**KSTATE****Kansas State University**

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May 17, 1999

Regent William R. Docking  
Chairperson  
Kansas Board of Regents  
P.O. Box 928  
Arkansas City, KS 67005-0928

Dear Regent Docking:

In the final days of my term as Faculty Senate President at Kansas State University, I would like to bring to your attention a subject that I have been discussing with a group of representative colleagues, which impacts all regents institutions. This is the issue of gender-based inequities in salaries and related matters. The ad hoc committee with which I have been working includes: Dr. Jacqueline Spears (Director, Women's Studies Program), Dr. Karen Gast (Chair, President's Commission on the Status of Women), Dawn Anderson (Associate Director, Affirmative Action Office), and Gretchen Holden (Director, Education and Personal Development). As you are aware, this issue is currently the subject of scrutiny in a number of institutions. Most publicized in recent times is the report from MIT, a copy of which I am including with this letter. A recent task force report on the climate for women at Kansas State University found patterns in practices and attitudes that affect women faculty adversely in their professional pursuits, similar to those brought to light in the MIT report. The questions that naturally come to mind are: what reliable methods can be used to document the existence of such inequities? What measures can be taken to address any such inequity?

In this regard we take heart from the recommendation of the House Budget Committee, of the Kansas Legislature, that the Board of Regents study this matter in greater depth and report back to the year 2000 legislature. We have no doubt that such studies will be carried out at all regents institutions, but we would like to bring to your attention a few concerns that we have about such studies, since the results of such surveys often depend on the questions that are asked and the types of methods used. As you can see from the attached paper by Dr. R. Downey, the results are also dependent upon the statistical methods that are used. Furthermore, surveys indicate that the question of inequity extends beyond just the differentials in salaries for men and women: relevant additional related issues include resource allocations, number of years to promotion, etc. An important aspect of the MIT report is that it did not rely totally on statistical methods. It also incorporated anecdotal and factual examples. We have found this aspect to be important as it isolates individual cases and suggests modes by which inequities can be addressed. We also consider it important that the majority of the committee that generated the MIT study was composed of senior women faculty members.

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I have discussed some of the issues that I have raised here with President Wefald, Provost Coffman and their associates, and Faculty Senate leadership at a meeting on May 13, 1999. We have agreed to pursue the case of gender-based inequities at a more formal level at Kansas State University by adding Vice President Krause, Associate Provost Downey, who is also Director of Planning and Analysis, and Dr. Ruth Dyer, Assistant to the Provost to the list of persons cited above.

The purpose of this letter is to request your help in establishing such a representative group for the proposed study of gender-based salary inequities at each of the Regents institution. In other words, we are requesting that each Regents institution establish a committee, majority of whom are senior faculty women, to study gender-based inequities by using similar methods of analysis, using experiential and anecdotal evidence. While it is important that we address this issue at Kansas State University it will be all the more powerful if we could take a more or less uniform approach regents-wide. We will all benefit a good deal from sharing our resources, ideas and analytical tools to be used for representatives study at each institution. Such a systematic study would also be useful for the Legislature in understanding the roots of some of the problems related to the subtle and unconscious acts which trigger inequities by differences in gender. I am confident that with our combined effort, Kansas will move forward in a relatively short time in achievement gender equity in employment.

It has been a pleasure for me to work with all of you. I have been mightily impressed with the dedication and hard work by Regents and the Board staff. Though I will not be coming to the BOR meetings, I will remain committed to pursuing our joint goals in furthering the cause of higher education in Kansas.

Looking forward to hearing from you on the above subject,

Sincerely,



Talat S. Rahman  
President, Faculty Senate  
Professor of Physics

cc: Members, Board of Regents  
President Wefald  
Provost Coffman