

MINUTES
Kansas State University Faculty Senate Meeting
November 10, 1998 3:30 p.m. Big 12 Room, K-State Union

Present: D. Anderson, P. Anderson, Baker, Behnke, Canter, Charney, Clark, Clegg, Conrow, Consolvo, Cushman, Delker, Dubois, Exdell, Fenton, Fenwick, Finnegan, Flores, Foster, Geiser, Glasgow, Gray, Grunewald, Hamilton, Holden, Johnson, C. Jones, Kassebaum, Keiser, Kirkham, Koelliker, Krstic, Legg, Liang, Mathews, Michie, Miller, Mosier, Ossar, Ottenheimer, Oukrop, Pence, Rahman, Ransom, Salsberry, Schapaugh, Schroeder, Shultis, Schmidt, Stein, Stewart, Swanson, Takemoto, Taylor-Archer, Verschelden, White, Wissman, Youngman, Zabel

Absent: Aramouni, Barkley, Briggs, Deluccie, Devault, Devlin, Dodd, Fjell, Hagmann, Higgins, Hightower, Jardine, J. Jones, Lehman, Lynch, Mann, Martin, McClaskey, McCulloh, Raub, Rush, Weiss, Williams

Proxies: Atkinson, Hosni

Visitors: Phyllis Nolan, Jim Coffman, Beth Unger

I. President Rahman called the meeting to order.

II. Minutes of the October 13, 1998 meeting were approved.

III. Announcements

A. There are three visitors to Faculty Senate today: Phyllis Nolan, ex-BOR member, Provost Jim Coffman, and Vice Provost Elizabeth Unger.

B. The Board of Regents will continue to pay attention to faculty comments on the proposed Intellectual Property Policy until the 18th of this month. Previous input has had an impact upon the policy. A committee is being formed at K.S.U. (aka K-State) to write the University policy.

C. Faculty Senate Leadership has been meeting with Administration concerning the serious issue of harassment of faculty by a Department Head. Questions were raised about the role of Faculty Senate in grievance procedures, the effectiveness of the Administration in dealing with harassment, the role of the University Attorney in Affirmative Action matters, and the procedures of Affirmative Action. One role for Faculty Senate that has become clear is that of overseer of the policies in the Faculty Handbook. Faculty must be diligent in seeing that the policies are being followed and whether the policies continue to meet faculty needs. A special faculty committee will be appointed to look into the issues raised above and Faculty Senate Leadership continues to work with the Administration in an effort to ensure that faculty rights are protected and important faculty issues are given prompt attention. One other issue that is currently being discussed is funding for the Library. Several options are currently being explored.

D. The committee dealing with the rewording of the GTA communication survey forms has met and will report to Faculty Senate in December.

E. A K.S.U. proposal to do a workshop on its guidelines and procedures concerning tenure, promotion, annual reviews, and minimal acceptable performance standards has been accepted by the American Association of Higher Education (AAHE). Provost Coffman, President Rahman, and Senator Fenwick will lead the discussion at the workshop to be held at the next AAHE meeting in January 1999.

IV. Special Reports

A. Phyllis Nolan, ex-BOR chair and member

Taking as her focus the topic, "How do faculty best communicate with the Board of Regents?", Phyllis Nolan first pointed out that the BOR recognize Faculty Senates of the Regents' Institutions as the voice of the faculty and was especially complimentary about K.S.U.'s faculty governance. She pointed out that K.S.U. has taken the lead in several issues and served the State well. Phyllis also pointed out that the Regents listen to individual faculty members and encouraged faculty to continue to voice their concerns and opinions directly with the Regents.

Four priorities of the Board of Regents were then discussed:

1. The highest priority has been given to enhancement of faculty salaries. The Board has proposed two years of 7.6% increase with a third year to bring Kansas average faculty salaries to par with peer institutions. Currently, the average faculty salary at K.S.U, \$48000, is \$5000 less per year than the average salary at peer institutions. The BOR is concerned to present the case for enhancing salaries before the legislature in terms of enlightened self-interest and not simply one of whining. It is important for legislators to realize the benefits of equity in salaries especially in the face of the criticism that the average Kansan earns less than the average faculty member. A document has been prepared that shows the economic contribution that higher education makes to Kansas but faculty should also become involved at the legislative level. They should communicate to the legislators faculty achievements and the need for salary enhancement to ensure that the State continues to benefit and does not lose its highly productive faculty.

2. In the restructuring of the governance of higher education, the BOR has agreed to the establishment of a coordinating council that would function to coordinate the various facets of higher education in the State without reducing the power of the Board. Several proposals have been forwarded with the essential elements being that the functions of the coordinating council include responsibility for: spelling out the missions of the various segments of higher education, affiliations and mergers, off-campus coordination, student financial aid, a statewide student information center, articulation and transfer between institutions, and the creation of a five year master plan for higher education. This master plan would involve planning for the work force, economic development, and the capacity and quality of higher education in Kansas.

3. The policy on Intellectual Property has been revised in the light of faculty input and will soon be put into place.

4. The Vision 2020 statement has been very useful in structuring an umbrella for change. K.S.U. took a strong leadership role here and set a standard for the other Regents' institutions. At their November meeting, the BOR will have updates on Vision 2020.

The Faculty Senate recognized Phyllis Nolan for her leadership in the Board of Regents and her outstanding work in furthering the best interests of higher education in Kansas.

B. The report on the Leadership Institute was postponed to the December meeting.

V. Standing Committee Reports

A. Academic Affairs -- Jim Dubois

1. Course and Curriculum Changes:

a. It was moved and seconded to approve the Undergraduate Course and Curriculum Changes approved by the College of Education September 22, 1998.

The motion passed.

b. It was moved and seconded to approve the following Graduate Course and Curriculum changes approved by Graduate Council October 6, 1998:

NEW

ART 601	Graphic Design History/Theory/Criticism
BIOCH 815	Nuclear Magnetic Resonance (NMR) Spectroscopy of Macromolecules
ECON 815	Economic Analysis for Business
ECON 947	Economics of Regulation
ECON 981	International Trade Theory and Policy
MANGT 825	Advanced Business Law

The motion passed.

2. It was moved and seconded to approve the additions to the May 1998 and August 1998 graduation lists.

The motion passed.

B. Faculty Affairs -- Brad Fenwick

1. It was moved and seconded to approve the recommended revisions of the Faculty Handbook policies on Sabbatical Leave, Sections E1 - E8 (Attachment 1).

The motion passed.

2. It was moved and seconded to approve the recommended revisions of the Faculty Handbook, Sections B120 - B126. During discussion, which included comments by

Provost Coffman who had been yielded the floor by Senator Michie, it was moved and seconded to lay the question on the table. The motion to Lay on the Table passed.

3. It was moved and seconded to approve the recommended revisions of the Faculty Handbook , Section B94. During discussion, Provost Coffman moved to amend the motion to read as follows: Service as Faculty Senate President, President-Elect, Immediate Past-President, Secretary, and Chair of Faculty Senate permanent committees shall be considered as part of the members' assigned responsibility during the term of appointment. Service in leadership roles in the Faculty Senate is time consuming and must be recognized as such in the departmental role and reward process. As a practical matter, serving as President requires at least 30% time, while serving as Chair of a Standing Committee is at least 25%, Secretary 20%, President-elect and Past President 15%. Members of a standing committee may spend 10% or more of their time in that role, depending on the agenda in a given year. Thus, while the Dean and Departmental Administrator will not evaluate performance in Faculty Senate work, they shall ensure that service as Faculty Senate Leadership shall be given appropriate consideration in decisions affecting teaching and department assignments, annual merit salary adjustment, and promotion. Credit shall also be given for service on University taskforces and Faculty Senate semi-permanent subcommittees which develop extensive reports such as Salaries and Fringe Benefits and the Morale and Satisfaction Committees. The amendment was adopted.

The motion to accept the revisions was then passed.

C. Faculty Senate Committee on University Planning - Vladimir Krstic
There was no business.

VI. Old Business
None

VII. New Business
None

VIII. For the Good of the University

Vice Provost Elizabeth Unger discussed several items concerning informational technology at the University. She began with a brief description of the state of the domain names at the University. There are six domain names (such as ksu.edu, k-state.edu, etc.) in use at present. K-state.edu was bought specifically for a problem in one college and has been aliased for over a year for the WWW and receiving email messages. The VPAST plans to continue aliasing the domain names and thereby allowing any faculty member to continue to use either ksu.edu or k-state.edu. VPAST Unger also pointed out that for security reasons every student and faculty member will have to change their passwords before the end of the year. She also mentioned that there are presently a number of faculty who do not have an email address with an .edu extension. They will be asked to get one or be assigned one. Finally, she spoke about the University getting a Novell site license and that those LANs on campus that covered by the license will get support from CNS to deal with any Y2K problems they may have. VPAST Unger would welcome any faculty input concerning informational technology.

IX. The meeting adjourned at 6:03 p.m.