

## MINUTES

**Kansas State University Faculty Senate Meeting  
May 9, 2000 3:30 p.m. Big 12 Room, K-State Union**

**Present:** D. Anderson, P. Anderson, Baker, Bockus, Brigham, Burton, Chenoweth, Clegg, Cochran, Devault, Dodd, Exdell, Fenton, Fenwick, Finnegan, S. Flores, Frieman, Gehrt, Geiser, Glasgow, Gray, Haddock, Higgins, Holden, Hopper, Hosni, Jardine, Johnson, Jurich, Kassebaum, Kirkham, Klopfenstein, Koelliker, Legg, Lenkner, Lynch, Maatta, Martin, McClaskey, McCulloh, McGee, Michie, Minton, Molt, Montelone, Mortensen, Mosier, Nafziger, Newhouse, Olsen, Oukrop, Pence, Pesci, Peterson, Prince, Quirin, Rahman, Ransom, Reddi, Reeck, Rintoul, Ross, Roush, Salsberry, Schapaugh, Scheidt, Schellhardt, Schmidt, Schumm, Selfridge, Sherow, Sheu, Shultis, Simon, Smith, Spears, Stewart, Verschelden, Weiss, S. White, Williams, Wissman, Worcester, Yagerline, Youngman, Zabel, Zivanovic

**Absent:** Atkinson, Boger, Canter, Devlin, Ewanow, Fjell, R. Flores, Foster, Fraser, Gatewood, Herald, Heublein, Jones, Krstic, Liang, Mathews, Ossar, Ramaswamy, Simons, Swanson, Takemoto, Taylor, W. White

**Proxies:** Bradshaw, Donnelly, Gormely, Keller

- I. President Buddy Gray called the meeting to order at 3:40 p.m. following an orientation for new senators, a reception, and recognition of retiring Senators.
- II. It was moved and seconded to approve the minutes of the April 11, 2000 meeting. Motion passed.
- III. Announcements - Gray
  - A. Pamela Schodder, Parliamentarian, is taking a final exam today, but has agreed to serve again next year.
  - B. Leadership-Administration Meeting.

Grievance procedures. The Provost agreed to sign revisions to Appendix G of the Faculty Handbook concerning Grievance procedures approved at the April FS meeting, with the exception of reimbursement of grievant expenses. Gray believes the Provost is open to further discussion and hopes that Faculty Affairs will continue discussion in the fall.

Several senators asked about possible Senate action in response to the Provost's decision and procedural issues. Senator Nafziger suggested that an informal resolution could be offered. Senator Dodd asked for a straw poll on the following:

“Whereas the grievance procedure is a serious matter, not to be undertaken frivolously or before other means to rectify issues have been exhausted;

and whereas the recent changes to the [former] General Faculty Grievance Board should streamline the proceedings and limit the duration of those grievance hearings which do go forward;

and whereas a basic principle of fairness would call for the University to help bear the financial costs of ensuring that the University community is treated equitably and in accordance with University procedures;

and whereas this body voted with overwhelming support for all the changes to the GFGB;

therefore, please be it straw polled to show support for further discussion between Senate leadership and the Provost concerning this matter of reasonable reimbursement for attorney fees, with the hope that the Provost will reconsider his response."

Sen. Reeck asked for specifics of the Provost's objections. Gray said the Provost believes a requirement that the university pay grievants' expenses could commit the University to unforeseen expenses and he is reluctant to make such a commitment on behalf of his successors. The Provost also hopes to keep the process from being too litigious. He would prefer less formal, legal involvement.

Asked about whether a cap on grievant expenses could be established, Gray said FS had rejected that suggestion, but it is possible to reconsider it. Sen. Hosni asked for clarification of the issue for new senators, and Gray provided some background. Other senators asked for clarification of "reasonable fees". Sen. Legg noted that Hearing Panels may only recommend reimbursement of expenses, and it is doubtful they would do so in cases they considered without merit.

Sen. Frieman noted that the reason for the Senate's procedural rules is to avoid hasty decisions. He said that discussion of this issue will continue regardless of a straw poll, and he asked that if a straw poll is taken that only old (current) senators vote. Because it is only a straw poll, Legg urged both old and new senators to vote.

Gray asked for a straw poll on Dodd's resolution, which passed.

**Affirmative Action Task Force Report.** Gray reported that the response from Administration to this report was unsatisfactory and that Leadership plans to continue the discussion. He believes there are several Task Force recommendations Administration could implement and others that could be sent to FS for consideration. Chuck Reagan, Assistant to the President, has said he will prepare a written response to the report. Reagan has particular concerns about recommendations that the Affirmative Action Office deal with low level harassment that does not meet legal standards of discrimination. Frieman, Chair of the AA Task Force, noted that the Task Force recommendation was not that AAO deal with low level harassment, but that the university find a way to deal with it. Gray said FS Leadership will pursue this recommendation.

**Salary enhancements.** Gray mentioned that the equity and compression salary adjustments with justifications should be coming to the Provost's Office. He hopes that the Provost's

staff will consider and reject those that do not follow the established guidelines. Jane Rowlett will examine the compression adjustments and Ruth Dyer will examine adjustments for gender and minority inequities.

- B. BOR Meeting. There will be a BOR meeting next week, where faculty input in evaluations of Presidents will be considered.
- C. Elections to Senate Standing Committees. Elections to committees are underway.
- D. Professors of the Week. Gray thanked college causes that have nominated Professors of the Week.
- E. Salaries of Unclassified Professionals. One meeting of unclassified professionals has already occurred and another will take place on Thursday concerning the 2.5% merit salary increase. Gray believes Administration and the BOR are beginning to address the discrepancy between increases for faculty and unclassified professionals and library faculty. He invited everyone to a Thursday meeting on this issue at 1:30 in the Big 12 Room.
- F. Developing Scholars Program. Sen. Rahman provided an update on the program to improve retention and graduation rates of under-represented groups. She offered a rationale for the program and stressed the importance of faculty involvement. The program will begin next fall with 25 students and at least 25 faculty as well as part-time academic and administrative co-directors.
- G. Other. Vice Provost Unger has asked that the Faculty Senate be informed that *Yahoo Magazine* has rated K-State the 33rd "most wired." university. K-State accomplished this due to strong faculty effort.

#### IV. Reports from Standing Committees

##### A. Academic Affairs Committee - John Selfridge

##### 1. Course and Curriculum Changes

##### a. Undergraduate Education

- 1. Selfridge moved approval of Undergraduate Course and Curriculum Changes approved by the College of Engineering, March 3, 2000.

##### ADD:

CIS 450 Computer Architecture and Organization  
CIS 501 Software Architecture and Design  
CIS 575 Introduction to Algorithm Analysis

##### CHANGES:

CIS 200 Fundamentals of Software Design and Implementation  
CIS 300 Data and Program Structures  
CIS 301 Logical Foundations of Programming  
CIS 520 Operating Systems I  
CIS 540 Software Engineering Project I  
CIS 560 Database System Concepts  
CIS 570 Introduction to Formal Language Theory

**DROP:**

CIS 306 Operating Systems Laboratory  
CIS 350 Computer Architecture and Organization  
CIS 407 Assembler Language Programming  
CIS 500 Analysis of Algorithms and Data Structure

**CURRICULUM CHANGES:**

CS Curriculum Changes--Bachelor of Science in Computer Science  
IS Curriculum Changes--Bachelor of Science in Information Systems

**CHANGES:**

ME 574 Interdisciplinary Industrial Design Projects I  
ME 575 Interdisciplinary Industrial Design Projects II

**CURRICULUM CHANGES:**

MNE Curriculum Changes--Bachelor of Science in Mechanical Engineering  
MNE Curriculum (w/Nuclear Engineering Option) Changes--  
Bachelor of Science in Mechanical Engineering w/Nuclear Engineering Option

Motion passed.

2. Selfridge moved approval of Undergraduate Course and Curriculum Changes approved by the College of Agriculture, March 8, 2000.

**ADD:**

AGCOM 210 Communicating in the Agricultural Industry  
HORT 275 Concepts of Horticultural Design  
HORT 510 Horticultural Design  
HORT 545 Computer Applications in Horticultural Design  
HORT 580 Advanced Horticultural Design

**CHANGE:**

HORT 508 Landscape Maintenance

**DROP:**

HORT 450 Horticultural Design  
HORT 451 Horticultural Design Studio

**CURRICULUM PROPOSALS:**

Grain Science and Industry  
Change to the Bakery Science and Management Cereal Chemistry Option

Motion Passed.

3. Selfridge moved approval of Approve Undergraduate Course and Curriculum Changes approved by the College of Human Ecology, March 10, 2000.

**CURRICULUM PROPOSALS:**

School of Family and Consumer Economics  
B.S. in Family Studies and Human Services

School of Family Study and Human Services

Curriculum: Dual degree: Family Studies and Human Services and  
Social Work

B.S. in Family Studies and Human Services

B.S. in Social Work

School of Family Studies and Human Services

**CHANGE:**

HRIMD 560 Management in Dietetics

**CURRICULUM CHANGES:**

Department of Human Nutrition

Curriculum: Nutritional Sciences (pre-medicine)

B.S. in Human Nutrition

Motion passed.

4. Selfridge moved approval of Undergraduate Course and Curriculum Changes approved by the College of Architecture, Planning and Design, March 16, 2000.

**CURRICULUM CHANGE:**

Drop ARCH 680 Development Analysis as a required course

Change minimum number of professional support electives from 19 to 22 hours; also change the minimum number of credit hours taken in architectural history/theory from 6 to 9 hours

Motion passed.

5. Selfridge moved approval of Undergraduate Course and Curriculum Changes approved by the College of Technology and Aviation, March 28, 2000.

**ADD:**

PPIL 341 Introduction to Meteorology

**DROP:**

COT 139 Emergency Medical Technician

Motion passed.

6. Selfridge moved approval of Undergraduate Course and Curriculum Changes approved by the College of Business Administration, March 28, 2000.

**CHANGE:**  
**MKTIB 547 International Business**

**Department Name Change:**  
**From Department of Marketing and International Business to Department of Marketing**

**CURRICULUM CHANGE:**  
**Add two new classes to the Major Field Electives for bachelors degree in Marketing:**  
**MKTIB 630 & MKTIB 635**

**Motion passed.**

**b. Graduate Education**

- 1. Selfridge moved approval of Graduate Course & Curriculum Changes approved by Graduate Council March 7, 2000.**

**CHANGE:**  
**ART 825 Seminar in Art**  
**EDCEP 817 Statistical Methods in Education**  
**MANGT 830 Applied Managerial Computing**

**DROP:**  
**MANGT 661 Logistics and Service Operations Management**  
**PLPTH 860 Host Plant Resistance to Disease**

**NEW:**  
**EDADL 838 Qualitative Research in Education**  
**EDADL 845 Leadership for Diverse Populations**  
**EDEL/EDSEC 700 Introduction to Bilingual/ESL Education**  
**EDEL/EDSEC 714 Reading and the Bilingual/ESL Child**  
**EDEL/EDSEC 730 ESL/Dual Language Methods**  
**EDEL/EDSEC 731 ESL/Dual Language Linguistics**  
**EDEL/EDSEC 742 ESL/Dual Language Assessment**  
**EDEL/EDSEC 745 ESL/Dual Language Practicum**  
**MANGT 662 Supply Chain Management**

**Motion passed.**

- 2. Selfridge moved approval of Graduate Course & Curriculum Changes approved by Graduate Council April 4, 2000.**

**CHANGE:**  
**CIS 605 Programming Languages**  
**CIS 606 Translator Design I**  
**CIS 620 Operating System Practices**  
**CIS 625 Parallel Programming**  
**CIS 635 Introduction to Computer-Based Knowledge Systems**

CIS 636 Introduction to Computer Graphics  
CIS 638 Multimedia Systems  
CIS 644 Object Oriented Design and Development  
CIS 645 Software Development Environments  
CIS 710 Computer Simulation Experiments  
CIS 730 Principles of Artificial Intelligence  
CIS 750 Advanced Computer Architecture Experiments  
CIS 764 Database Design  
CIS 775 Analysis of Algorithms  
CIS 801 Translator Design II  
MKTIB 844 Advanced International Marketing  
MNE 800 MNE Graduate Seminar/Research Paper

**DROP:**

CIS 600 Microcomputer Software  
CIS 630 AI Programming Techniques  
CIS 707 Fundamentals of Algebraic Semantics

Motion passed.

3. Selfridge moved approval of Graduate Course & Curriculum Change approved by the College of Veterinary Medicine February 18, 2000.

**ADD:**

CS 737 Companion Bird and Exotic Animal Medicine

**DROP:**

DMP 780 Avian Diseases

**CURRICULUM CHANGE:**

Move CS 723 from 4th year to 2nd year curriculum  
University of Nebraska--Great Plains Veterinary Educational Center  
(GPVEC)  
Core Food Animal Rotation

Motion passed.

**c. General Education**

1. Selfridge moved approval of courses for general education approved at the April 20, 2000 General Education Task Force vote.

BUS 315 Supervisory Management  
COT 150 Humanities through the Arts  
ELET 105 Basic Electronics  
CHM 111 General Chemistry Laboratory  
CHM 351 General Organic Chemistry Laboratory  
SOCWK 510 Social Welfare as a Social Institution  
GEOG 620 Geography of Latin America

GEOG 650 Geography of Former Soviet Lands  
ENGL 230 Humanities: Classical Cultures

Motion passed.

2. Graduation Lists

Selfridge moved approval of additions to the following Graduation Lists.

May 1995

Timothy B. Schultz, Arts & Sciences, BA-Radio Television

December 1999

Carol A. Kriebs, Arts & Sciences, BS-Geography

Spring 1999

Daniel Edward Toedter, Bachelor of Science in Airway Science,  
Professional Pilot, AWSPP, U1

Motion passed.

3. Report of the Task Force on Distance Learning.

Selfridge moved that FS receive the Task Force Report.

Motion passed.

4. Renewal of Interim Policy on approval, Routing and Notification

Selfridge moved renewal of this policy for another year.

After brief discussion, motion passed.

B. Faculty Affairs - Bradley Fenwick

1. Faculty/Unclassified Employee Dependent Tuition Waiver Program. Sen. Johnson provided a rationale and explanation of an attached draft proposal for tuition waivers. He hopes to get this on the BOR agenda and possibly to the Legislature. He expects that the plan will be revised before acceptance.

Fenwick moved to accept the proposal as a working document. Several senators commented and asked questions about wording of the proposal, the history of similar proposals in the past, programs at other Big 12 universities, pros and cons of a presenting a joint proposal with classified staff, and support from Administration.

**ATTACHMENT 1**

Motion passed.

2. Sections D3 - D8 Privileges, Benefits, Responsibilities (**ATTACHMENT 2**). Fenwick noted minor editing changes (i.e. substitution of "professionals" for "staff" and "employees" in D6 and deletion of "violation" following "demonstrates" in D8) to the proposed changes to the attached sections of the Faculty Handbook. He moved that that Sections D3 - D8 be added to the Faculty Handbook.



Senator Frieman commented that the sections seem to constitute three distinct parts. D3, D4, and D5 are a set of principles, D6 and D7 list specific behaviors, and D8 refers to sanctions and discipline. He said that D8 seems vague and does not spell out how people can resolve disputes short of a grievance procedure. He suggested the need for ways to mediate disputes.

Fenwick agreed that a mediation process should be a critical step and hoped that it will be addressed next year.

Legg said that Sections D3 - D5 extend privileges of academic freedom beyond the present constituency to all unclassified professionals. Additional views and concerns about the meaning of academic freedom and freedom of speech and their relevance for non-academic personnel were expressed by Senators Reeck, Rahman, Dodd, Anderson, and Spears. Frieman moved to send Sections D3 - D8 back to Faculty Affairs where they could consider this discussion. His motion to send the proposed sections back to committee failed.

Dodd offered the following amendment to Section D5: Delete the last part of Section D5--"academic freedom as described in Appendix C. Such principles should be extended to all members of the university community as appropriate." In place of the deletion, add "open discourse."

Motion was seconded.

Senators Legg, Exdell, Spears, Fenwick, Rahman, Hosni, Prince, and Anderson spoke on the proposed amendment. Jurich called the question, which was seconded.

Motion to amend Section D5 failed.

Jurich then called for the question on the main motion. His motion was seconded and passed.

Main motion to adopt Sections D3 - D8 passed.

Fenwick commented on the exemplary work of the FA committee this year and conveyed his appreciation.

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

1. Information Commons Task Force - The final meeting of this group is coming soon and there is a draft of their report at the following web site:  
<http://www.lib.ksu.edu/infocommons>.
2. Scholarship Funding - Concerns and comments about the new policy have been sent to VP Krause. Senators Verschelden, Williams, and Lynch and others will meet next week with Hellebust, Coffman, Krause, and Bosco to discuss this further.
3. Equestrian Team - FSCOUP has been considering the Athletic Dept. decision to add an equestrian team as an intercollegiate women's sport. Mary Molt, senator and member

of the Intercollegiate Athletic Council, will take comments and questions on this decision.

4. Sen. McClaskey distributed handouts and reported on the 5-year Capital Improvement Plan and the University Master Plan. Data are currently being gathered and in August she will return to FS, and will as meet with Students, Alumni, and Staff, to provide an update. Hosni asked about plans to convert Mid-Campus Drive to one-way traffic between the Union and Fairchild. McClaskey confirmed that this will happen and that many other transportation and parking issues will be discussed in the planning process. Verschelden thanked FSCOUP members and commended Jason Heinrich, SGA President, for his participation.

D. Faculty Senate Committee on Technology - Daryl Youngman

1. Youngman reported there is working draft of a new ksu.edu web design. He mentioned a proposed linkage with ksu.org and ksu.com.
2. A Digital Library Task Force is being formed, and interested persons should contact Dee Takemoto.
3. A draft of an e-mail security policy is being refined.

V. Old Business - None

VI. New Business - None

VII. For the Good of the University

- A. Johnson reported that a new web design page should be up by July 1.
- B. Rahman recognized Sen. Eric Maatta for being awarded Commerce Bank University Distinguished Graduate Faculty Award and Sen. Susan Gormely for her award as Outstanding University Advisor.
- C. Jurich thanked President Gray for his work on behalf of FS.
- D. Presentation of year end report. Gray thanked all 85 senators for their contributions, saying they were a very active, committed group. He noted that FS has maintained dialogue with the Administration regarding shared governance. He believes the Administration is committed to shared governance, and that is due in large part to his very good predecessors. Gray referred to his written report, which highlights several major FS accomplishments of the past year (ATTACHMENT 3). He thanked Kristi Harper, Secretary to the Senate, for her hard work on our behalf.

Rahman thanked Gray for providing wonderful leadership and a clear vision during the past year. Ransom presented Gray a plaque in appreciation, which was followed by a sustained, standing ovation by the Senate.

Sen. Finnegan moved adjournment.

Faculty Senate for 1999-2000 was adjourned at 5:45 p.m.

IX. Call to order of the 2000-2001 Faculty Senate - President Mickey Ransom called the meeting to order at 5:46 p.m.

X. Election of officers

A. Election of President-Elect

Ransom mentioned two nominations for President-Elect, Cia Verschelden and John Johnson, and asked if there were any additional nominations from the floor. Hearing none, he asked for formal nominating speeches.

Sen Lynch formally nominated Sen. Verschelden, referring to her accomplishments as detailed on her attached vitae, her record of leadership, and her personal attributes. Sen. Anderson seconded the nomination.

Sen. Finnegan formally nominated Sen. Johnson, referring to his service to the university detailed in his attached vitae, his leadership, especially in Faculty Senate, and his work ethic. Sen. Youngman seconded the nomination.

Ransom declared nominations closed and invited each nominee to speak. Verschelden and Johnson each spoke of their qualifications for the Presidency of FS. Ballots were distributed to senators, a vote was taken, ballots were collected and counted.

Gray announced that Cia Verschelden was elected President-Elect.

B. Election of Secretary. Someone moved that Bob Zabel be reelected Secretary by acclamation. Motion was seconded and passed.

XI. Finnegan moved adjournment, and several seconded the motion.

Motion passed by acclamation and meeting adjourned at 6:12 p.m.

**---DRAFT---**

**Kansas State University  
Faculty/Unclassified Employee  
Dependent Tuition Waiver Program**

Introduction

One of the most persistent problems facing Kansas State University over the past twenty years has been low salary. A critical component of the salary issue is frequent staff turnover and extra costs associated with recruitment of new employees. The problem is perhaps most evident in faculty positions where new assistant professors are paid more than associate or full professors due to competitive conditions at hiring. A tuition waiver program is one way to entice faculty to stay at K-State with a very small if any real output of money.

Eligibility

Dependent children and spouses of Kansas State University faculty and unclassified staff who have completed at least 5 years of service are entitled to use the tuition waiver. Dependent children are defined as (a) all legally dependent children of eligible faculty or unclassified staff, and (b) such children who have eligible faculty or unclassified staff as their legal guardians. The tuition waiver can only be used while a staff member is under contract with the University. For the University to take full advantage of this proposal employees who are currently employed are included in this plan.

Tuition Benefits

Tuition credits are earned at the rate of 12 hours per year for full time employees and 6 hours for part time employees. A maximum of 240 credit hours can be earned by full time employees and 120 credit hours by part time employees. Credits are accrued from the date of employment. In the event of death or permanent disability of the employee, dependents are entitled to the total credits allowed per earner under the plan. Current employees would be granted credits for years of service at the same rate as new employees accumulate credits. This waiver is for tuition only. All other fees, except those which an employee may already have, by nature of their employment at the University, are the responsibility of the employee or her/his spouse or dependents. The proposed rate would allow the faculty member to accrue approximately eight semester hours for a ten year period or roughly four years tuition for one family member.

### Use of Waiver

The tuition waiver applies only to undergraduate courses. The tuition waiver can only be used after an employee has completed at least 5 years of service to the University. After this period of investment, employees are free to use the credits at whatever rate they choose up to the number they have accumulated. If they use all accumulated credits but have not reached their maximum number, they can continue to use credits at the rate of 12 a year or accumulate additional credits up to the maximum number. Current employees may use credits the same way as new employees.

### Conclusion

We believe that implementation of this proposal will benefit, Kansas State University, the State of Kansas and the employees of KSU. This proposal creates a more competitive benefits package. For faculty already at Kansas State University, or those soon to be tenured, the proposal provides real incentives to stay and earn credits for future use by family members. The proposal provides a mechanism for the State to keep faculty during the peak of their productive years. Perhaps equally of value to the University, the proposal provides an incentive for the children of faculty members, which surveys have shown to be very outstanding students, to remain in Kansas and at Kansas State University.

## Section D

### “Privileges, Benefits, Responsibilities”

#### Proposed New Subsection D3

A fundamental premise of academic life is the inviolable dignity of the individual. Respect for others is essential to the pursuit of the common missions of higher education. Discrimination, harassment, or other conduct that diminishes the worth of any individual person is incompatible with the fundamental values of the University.

Every person, regardless of race, color, creed, national origin, gender, sexual orientation, age or disability, shall be treated with respect and dignity (see Appendix J). No person shall be subject to sexual, racial, or similar harassment or abuse, either of physical, verbal, or psychological nature. No one shall be denied equitable consideration for access to employment, to professional advancement, or to the programs, services, activities, and privileges of the University.

#### Proposed New Subsection D4

The University is committed to upholding the intellectual freedoms of teaching, expression, research, and debate. All members of the University community have a responsibility to exemplify and support these freedoms in the interest of reasoned inquiry, both on and off campus. At Kansas State University, the atmosphere of academic freedom, commitment to academic inquiry, and respect for the academic rights of others shall not be abridged.

#### Proposed New Subsection D5

All members of the university community have the right and responsibility to participate in university governance at all levels and in diverse forms. This requires an honest and robust exchange of ideas and opinions. Interfering in any fashion with the right of others to properly voice their opinions during the formulation of new policies, or to express their views regarding established policies or their application, is a violation of the principles of academic freedom as described in Appendix C. Such principles should be extended to all members of the university community as appropriate.

#### Proposed New Subsection D6

Faculty and unclassified professionals can expect to participate in the activities of their respective units and to receive an equitable distribution of the unit's resources, administrative support, and assigned responsibilities. The allowed exceptions to this policy include the following: dismissal for cause under the provisions of Appendix M; probationary faculty or unclassified professionals whose contracts have not been renewed; and retired employees.

### **Proposed New Subsection D7**

**Except in extraordinary circumstances, faculty may not be administratively or physically removed from their respective units, with the exception of these circumstances: unit reorganization under the principles outlined in Appendix N; financial exigency under the conditions delineated in Appendix B; resolution of harassment concerns addressed in Appendix J; and agreement by all parties involved, including the faculty to be reassigned and the faculty and administration of both units.**

**Tenure is granted within the University, but is made operational at the unit level. In cases involving the voluntary reassignment of tenured faculty, the agreement must also include a written determination as to whether or not the operational aspects of tenure are also reassigned.**

### **Proposed New Section D8**

**Individuals within the university who fail to observe the principles and standards of behavior outlined in Sections D3-D7 will be subject to disciplinary action. Sanctions for violation of these policies must be based on fairness to the individual and must be founded on clear and convincing evidence that demonstrates such violation, while at the same time upholding the principles of academic freedom and due process. Such evidence must include detailed written findings of fact as well as adequate opportunity for all parties involved to provide written responses prior to any decision as provided by the appeals and grievance procedures (see Section C and Appendix G).**

## ATTACHMENT 3

### Kansas State University Faculty Senate End-of-Year Report 1999-2000 May 9, 2000

**M. Buddy Gray, President**

**Shared governance is a process more than a series of finite tasks.** This year's Faculty Senate, an extremely active and engaged body of faculty and unclassified professionals, has worked on numerous issues. Most, if not all, had beginnings before this academic year, and most, if not all, will continue to be faculty projects in the coming years. The university itself is a living, changing organism, and Senate's role is to participate in the life of the university, especially to ensure that every institutional change has integrity from an academic perspective.

**Faculty Senate's work is a collective effort of eighty-five individuals.** Before describing some of the most important issues Senate has faced this year, I want to express appreciation to all 85 members of Senate for dedication to shared governance. The work of senate goes on at many levels—in committees, in subcommittees, in discussions between senators and constituents, in caucuses, in interactions between senators and administrators, and elsewhere. Much of it never comes to the floor of Senate. Some is relatively invisible, but it all adds up to making faculty's side of shared governance effective.

**Standing committee chairs and Senate officers are deeply engaged leaders.** Special thanks are due to the four chairs who carry much of the burden of the day-to-day business of Senate: Brad Fenwick, Faculty Affairs; Dee Takemoto, FSCOT; John Selfridge, Academic Affairs; and Cla Verschelden, FSCOUP. Secretary Bob Zabel, Past-President Talat Rahman, and President-Elect Mickey Ransom worked beyond the call of duty to ensure that Senate's business was carried out credibly and effectively.

#### Some Activities and Occurrences of this Year

**Maintaining a faculty voice in shared governance is one of the most intangible yet most important of Senate's roles.** Almost daily, instances arise in which there is no written mandate that Faculty Senate take a role, yet where it is clear that faculty voice *should* be heard. These include issues related to planning, to curricular change, to innovations in information technology, to faculty and staff rights and responsibilities, to the university's relationship with the non-academic community and many others. These issues are resolved in many ways, one of the most important of which is in the monthly meetings between Faculty Senate Leadership Council and the President, Provost and President's Staff.

**Faculty salaries have been a constant among Senate's concerns this year.** The Faculty Salary and Fringe Benefits Committee under the chairmanship of John Johnson, presented an excellent report, documenting KSU's low faculty compensation in comparison to those of comparable institutions and discussing the problems associated with this. The report allowed us to be concrete when discussing salary concerns. The Board of Regents was committed to raising faculty salaries in the university system, and faculty leaders and university administrators had laid groundwork in previous years. The state legislature granted a 5.9% salary enhancement in a year when other state institutions endured financial hard times. Leadership Council and other senators worked intensively with the administration to devise a fair and open plan for distributing a significant proportion of this enhancement to address issues of salary inequity and salary compression. If this is to make any real difference, it must be a part of a multi-year plan to raise KSU faculty salaries to the level of peers. Only when data are collected will we know whether the 5.9% made any progress on closing the gap between KSU and peers, but best predictions are that the change was insignificant.



**Unclassified professionals lost ground with regard to salaries.** For the second year in a row, the legislature chose to distinguish between "faculty engaged in teaching, research, and service" and other professionals vital to the academic mission of the university, including library faculty. The legislature allocated only a 2.5% raise to the latter group, worsening their salary compression and inequities and making problems of retention more severe. This situation drives a wedge between two groups working for the same goals. Senators representing unclassified professionals, supported by Faculty Senate leadership, sought explanations and urged the administration to take steps to prevent this pattern from continuing. KSU administrators promised that they will make a strong case to the regents and elected officials. This will include a collection of data on which to base a concrete case for salary enhancement. There is convincing evidence that the Board of Regents is committed to addressing the issue constructively. Nevertheless, the future is uncertain; enhancement of unclassified professionals' salaries remains a challenge..

**KSU made progress on equity with regard to gender and minority status, but more is to be done.** KSU, working in parallel with other Regents Universities (but taking a definite leadership role) implemented a statistically based campus-wide study to determine the extent to which salary inequities can be attributed to individuals' gender or ethnic status. Campus-wide, cases were identified, and among faculty, many are being addressed. (Among unclassified professionals, these problems have not been addressed systematically. This is related to the legislative allocations discussed above and remains an imperative for the future.) A second, important phase of the process is in progress. Focus in this phase is on professional status in general rather than on salaries, and qualitative rather than quantitative data is being collected. This work must carry into future years until it is absolutely clear that every inequity based on gender or ethnicity has been erased.

**Senate maintained an active role in information technology issues.** Realizing the transforming role of IT in academic life, Senate Leadership in 1998-99 established an ad-hoc Senate Committee on Technology. This year, through a constitutional change, Senate (and the faculty as a whole) transformed the ad-hoc committee into a standing committee, FSCOT. It has been extremely active in issues such as data security policy, e-mail privacy, classroom technology, and e-commerce. It is clear that faculty voice in these issues is vital, for changes will occur with or without faculty inclusion. The work of FSCOT has only begun.

**Senate significantly revised the university's grievance policy.** Culminating a multi-year effort, the Faculty Affairs Committee led Senate in a thoroughgoing revision of the faculty and unclassified grievance policy. Goals included simplifying the process and making it fairer. New provisions have been inserted into the Faculty Handbook. This is overall a major accomplishment, however, on one issue, the Senate and the Provost failed to come to agreement. The Provost vetoed a Senate-approved measure designed to enable grievants to receive from the university reimbursement for expenses related to the grievance process. It remains to be seen whether a compromise can be reached on this issue.

**Senate was active in long-range and strategic university planning.** In multiple ways, Senate provided faculty perspectives to the University Strategic Planning Committee, which had begun its work in the previous year. Senate received the committee's report in November. A smaller committee of faculty and administrators will assess the university's situation regarding the report and recommend year-by-year emphases. Other planning issues such as transportation and parking; a proposed "information commons" in the library; and campus building and development remain active points of discussion, with FSCOUP taking the active lead.

**Constitutional changes make Senate's work more viable.** Senate brought before the general faculty not only the constitutional amendment designed to create the standing committee, FSCOT, but also other constitutional changes, including the establishment of the Leadership Council as an official body. This council, which consists of the Senate President, President-Elect, Past President, Secretary, and the four standing committee chairs, is officially charged to serve as "a liaison between the faculty and the University's Administration."

**A new initiative will establish a means of electronically processing and archiving course and curriculum changes.** At the initiative of Academic Affairs, a task force is devising a process to simplify curricular changes, while keeping an accessible permanent record of all changes. Academic Affairs Committee carries an enormous monthly workload, and this should eventually enable it to accomplish its tasks more efficiently. This effort will carry over into next year.

**The "Developing Scholars Program" is designed to increase the retention and graduation rate of students from underrepresented groups.** Building on a Senate initiative begun last year, a committee is ready to put into place in Fall 2000 a new program in which faculty work individually with students of ethnic groups which have had difficulty succeeding academically. Other universities that have used this model have significantly improved such students' chances of academic success.

**A task force report on Affirmative Action aims at improvement.** In April, Senate received the report of a task force which had been at work for nearly a year. The report recommends changes designed to eliminate real or perceived obstacles to resolution of problems of harassment and discrimination, including those that may not violate federal law. This effort will carry over into next year. In a related matter, a committee is assessing search and hiring procedures at KSU and if it finds that not all searches adhere to professional and legal standards, its report will provide the basis for recommendations for improvement.

**Communication with KSU Foundation improved.** President and CEO of the KSU Foundation, Gary Hellebust, and members of Leadership Council discussed ways of improving communication between the Foundation and the Faculty. Hellebust made a presentation to Faculty Senate, and both parties are committed to exchange of perspectives.

**Senate is working to establish an intensive writing initiative.** Several years ago, Faculty Senate and the administration committed to establishing an intensive writing experience for KSU undergraduates. Little has been done. This year, Leadership Council and FSCOUP took steps to put this initiative back on track. This is more a promise for the future than an achievement of this year. Watch for future developments.

**Library enhancement and research goals remain senate agendas.** At the end of last year, in May 1999, Senate passed two resolutions, one which committed KSU to strive for Carnegie I Research status and one which endorsed the objective of having our library gain admission to the Association of Research Libraries. In the fall, President Wefald committed himself to raising a \$10 million endowment for the library, and substantial progress was realized over the course of the year. Through the efforts of faculty and the office of the Vice Provost for Research, external research funding continues to rise. Senate will continue to monitor these processes and to push for achievement of these goals, designed to enhance the academic standing of the institution.

**Faculty senate presidents represented faculty perspectives at the Board of Regents.** President Gray this year chaired the Council of Faculty Senate Presidents, which convenes monthly in conjunction with the Regents' meeting and reports to the Regents. Academic year 1999-2000 was eventful, because it was the first in which Senate Bill 345 was in effect. This bill reorganized the governance of higher education in Kansas. Not only does the Board have governing authority over the six Regents Universities, it also now has coordination authority over the state's community colleges, technical schools, technical colleges, and Washburn University. There are 37 institutions all together. Members of COFSP brought numerous issues before the Board, including strategic planning; faculty salaries; the status of unclassified professionals; tuition and budget issues; policies for hiring university presidents and/or chancellors. Among the Regents' universities and Washburn (whose University Council Chair became a member of COFSP this year) KSU is known as having an active Senate and strong shared governance.