

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

Present: D. Anderson, P. Anderson, Bradshaw, Brigham, Clegg, Cochran, Devault, Ewanow, Exdell, R. Flores, S. Flores, Fraser, Gehrt, Geiser, Glasgow, Gormely, Gray, Haddock, Herald, Heublein, Higgins, Holden, Hopper, Hosni, Johnson, Jurich, Karim, Keller, Kirkham, Legg, Lynch, Maatta, Mathews, McCulloh, McGee, Michie, Minton, Montelone, Mortensen, Nafziger, Olsen, Oukrop, Owens-Wilson, Pesci, Peterson, Prince, Ramaswamy, Ransom, Reddi, Reeck, Scheidt, Schellhardt, Schmidt, Selfridge, Sheu, Shultis, Simons, Smith, Spears, Takemoto, Verschelden, Weiss, S. White, W. White, Yagerline, Youngman, Zabel

Absent: Burton, Chenoweth, Donnelly, Finnegan, Fjell, Krstic, Lenkner, Liang, Mosier, Newhouse, Ross, Schumm, Sherow, Stewart, Worcester

Proxies: Atkinson, Bockus, Molt, Rintoul, Williams

Visitors: Mordean Taylor-Archer, Sharon Morrow, Jewel Harris, Ron Downey, Robert Kruh

- I. Following photographs for the K-State Yearbook, President Mickey Ransom called the meeting to order at 3:40.
- II. It was moved and seconded to approve the Minutes of the August 22, 2000 meeting. Motion passed.
- III. Announcements. Ransom proposed changing the order of business to have his announcements follow reports IV., V., and VI.
- IV. General Grievance Board Report - Prakash Krishnaswami was unavailable today and will be asked to report at the October meeting.
- V. Ombudsperson Report - Leland Warren reported on his activity last year as one of two Ombudspersons (Carol Klopfenstein, now retired, was the other). Warren handled 20 cases, which was up slightly from the previous year. He estimated that together he and Carol handled about 45 cases. The categories of problems for his 20 cases were as follows:

annual evaluations	4
tenure/promotion	6
other disputes between faculty and supervisors	8
faculty-student disputes	1
faculty misconduct	1

Eight of the cases required two or more meetings with involved faculty, at least one meeting with a supervisor, as well as telephone and E-mail communications. Four required relatively little effort, but the other 16 required considerable attention. More complex cases involved 40-50 hours.

Warren noted that no grievances have yet been filed in any of his cases, and all but three have been resolved.

Ransom thanked Drs. Warren and Klopfenstein for their dedication to this very difficult job.

V. Ron Downey and Robert Kruh presentation regarding the upcoming North Central Accreditation - Kruh described preparation for the NCA site visit in October 2001. They are now working on the university's self-study, which addresses five criteria:

- the legal, constitutional authority of the university to exist
- adequacy of resources
- mission
- sustainability of mission
- accountability/integrity

Kruh said there will be lots of information about the process on the web site and they invite public comment. He emphasized that North Central Accreditation is very important for the status of the school, student access to financial aid, and will help the university improve programs.

Downey said the early start of the process is due to its complexity. He mentioned the issue of assessment, which focuses on what faculty do to assess student learning. There will be a new web site on assessment and program review.

Sen. Ramaswamy asked if previous program reviews would dovetail with North Central. Downey mentioned that most documents, such as college and department mission statements and assessment plans already exist.

Sen. Verschelden asked if names of the Steering Committee are on the web site. Downey said they are.

Ransom thanked Bob and Ron for the report.

VI. Diversity Counts Program - Mordean Taylor-Archer, Chair of the President's Commission on Multicultural Affairs, and Sharon Morrow, Director of University Publications reported on the Diversity Counts Campaign. Taylor-Archer mentioned that work on this program began a year ago at the suggestion of President Wefald and the central administration. Members of the Commission include Jewel Harris, Ata Karim, Terry King, Cheryl May, Sharon Morrow, Carol Oukrop, Bridgeid Steir, and Tracey Fraser. Last spring the Commission met with FS Leadership Council to provide information and to ask for support for the campaign.

Morrow outlined components of the Diversity Counts, including a posters (several of which she showed), and advertisements in the *Collegian*, *In-View*, and on KSDB.

Taylor-Archer said the goal is to make diversity more visible and asked for volunteers to participate in ads and profiles on diversity.

Sen. Maatta asked how posters could be obtained. Taylor-Archer said they will be distributed to departments and around campus. Sen. Gray asked about customizing posters for departments, and Taylor-Archer said that customized posters can be ordered. Verschelden commended the Commission on its work.

Sen Montelone mentioned that 15% of men are color blind and may have trouble with the colors on some of the posters.

VII. Announcements - Mickey Ransom

- A. The Faculty Senate Leadership Council will have its regular monthly meeting with the President's Staff on September 14.
- B. The Faculty Senate Leadership Council will meet with the Council of Deans on September 18 to discuss the role of Faculty Senate in shared governance.
- C. Mickey Ransom will be attending the Kansas Board of Regents meetings at Fort Hays State University on September 20 and 21.
- D. Affirmative Action Task Force Report - Mickey Ransom has met with Jerry Frieman, Chair of the Affirmative Action Task Force, to discuss developing a response or plan of action following our receipt of the Administration's response to the task force report. Jerry indicated that the task force preferred not to be given responsibility for drafting a response to the response from Administration. Instead, Jerry and other members of the Task Force will work with the Faculty Senate Leadership Council and the Faculty Affairs Committee to resolve points of disagreement between the task force's recommendations and the Administration's response. Buddy Gray has agreed to take a lead role on behalf of the Leadership Council in working with Jerry on this issue.
- E. Nearly all appointments to the University Committees have been completed. There are still two openings for the Ombudspersons, but these are very close to being filled.
- F. Mickey Ransom would like to give details about an upcoming Appendix M appeal of a tenured Associate Professor, Steve Wiest, in the Department of Horticulture, Forestry, and Recreation Resources who has been dismissed from the university. Dr. Wiest was given notice for his dismissal for cause under Section C31.5, Chronic Low Achievement, of the Faculty Handbook in June 1999. He was dismissed in June 2000. Ransom received a letter on August 13 from Dr. Wiest requesting a hearing for the review of his dismissal. The procedure for the review of the dismissal of a tenured faculty member is in Appendix M of the Faculty Handbook. We have been following Appendix M during this process. Ransom designated a panel of 13 tenured Associate Professors and Professors, selected at

random, on August 24. This panel included at least one faculty member from each college, except for the College of Agriculture, and including KSU Libraries, Extension, and the College of Technology and Aviation at Salina. Ransom then met with Dr. Wiest and the Administration on August 28 to select the six-person Hearing Committee and one alternate. Ransom convened the Hearing Committee and the alternate on September 1. They selected a Chair, who is a non-voting member of the Hearing Committee. A prehearing conference will be held on September 14 for the purpose of specifying lists of witnesses and documents and for selecting the date, time, and place of the Hearing. Appendix M has specific limitations on when the hearing can start. It is likely to start sometime between October 2 and 24. According to Appendix M, the hearing will be open unless Dr. Wiest requests that it be closed. The Hearing Committee has asked Dr. Wiest to state whether he wants an open or closed hearing at the prehearing conference. The membership of the Hearing Committee will not be announced until it is known whether the hearing will be open or closed. The Hearing Committee has been receiving legal advice from attorneys with the Board of Regents and the University of Kansas.

VIII. Reports from Standing Committees

- A. Academic Affairs Committee - Tom Herald had no action items.
- B. Faculty Affairs - Jim Legg had no action items. He mentioned that FA is trying to have minutes taken and placed on the FS web site. There will be an action item at the October meeting regarding Appendix G of the Faculty Handbook.
- C. Faculty Senate Committee on University Planning - John Johnson had no action items. He mentioned that Vice President Rawson will meet with FSCOUP next week concerning the budget callbacks and the budgeting process. Also, FSCOUP has sent a letter to each dean regarding the role of College Committees on Planning which encourages them to be active on an independent basis.
- D. Faculty Senate Committee on Technology - Dee Takemoto had no action items. She mentioned there will be a discussion board regarding the technology classrooms on the FS web site.

IX. Old Business

- A. Resolution regarding Budget Callbacks **ATTACHMENT 1**

Senator McCulloh presented the resolution with changes from the earlier version. He mentioned callbacks made last June to the FY 2001 budget, some of which were passed on to departments and may affect permanent budget reallocations. The callbacks have had a significant impact on funds available for GTA positions and OOE. McCulloh moved to adopt the resolution as distributed in the agenda. Motion was seconded.

Sen. Cochran moved to amend the main motion by accepting all of the changes in the document distributed today. Motion was seconded.

Sen. Shultis asked for clarification of the changes. McCulloh said there is a difference in the final paragraph. The final clause of the original was changed from, "and the Senate's profound dismay at the manner in which the decisions for the present series of funding recalls were made and implemented" to "that the Senate is profoundly concerned at the manner in which the decisions for the present series of funding recalls were made and implemented". Also, an additional clause has been added: "and that the Senate desires to work with the administration to form a plan for restoring the recalls in base funds as soon as possible."

Several senators spoke in support of the motion and urged an active Leadership and FSCOUP role. Sen. Johnson said FSCOUP will be talking with VP Rawson about involvement in future planning and will likely push for restoration of recalled funds.

Amendment passed.

Sen. Gray commented on progress with the administration on the callback issue. He said the Provost had met with the A & S caucus, offering an explanation and apology for the callback procedures. Gray said faculty raised concerns about the permanency of cuts to OOE. He urged FS to go on record in support of the motion and stated that Leadership Council will take the vote seriously.

Sen. Michie mentioned that the Legislature has mandated GTA benefits, which she supports, but callbacks have made it more difficult to provide these. She related the callback procedures to policies on scholarship funding made by the administration last year.

Sen. Ramaswamy said the budgetary planning issue fits well with President Wefald's statement of the importance of a team approach in his State of the University address.

Sen. Jurich expressed concern that recalls, especially when they occur after programmatic decisions have been made, can back faculty into corners. In a fiscal bind, departments may be forced to find external funding to meet commitments. Sen. Krstic referred to a historical pattern of callbacks. When resources, like OOE, are reduced, faculty are forced to find their own support. Sen. Smith asked about the response of the administration. Sen. Cochran said the A & S caucus met with Dean Nicholls and then Provost Coffman. Both were forthcoming in explaining reasons for the callbacks and apologized for their impact. Coffman asked for ways of improving communication on budget issues. Ransom and Johnson said that FSCOUP and Leadership are actively addressing this issue.

Gwen Owens-Wilson asked if she had missed previous information on the callback issue as this resolution was "Old Business". Legg said that FS had passed a straw poll in June to seek more information, and this resolution reflects the feeling that there was insufficient information at that time.

Motion passed unanimously.

Ransom said these discussions will be taken to Thursday's meeting with the President's staff.

X. New Business - None

XI. For the Good of the University

- A. Sen. Hosni, who is on the City of Manhattan Transit Committee, said a consultant has concluded that the city does need a transportation system and wants to survey citizens. Hosni urged faculty to examine the survey on the FS web site and comment on it by next Tuesday. Johnson mentioned that FSCOUP will have a related report on this from the Campus Development Committee.
- B. Sen. Phil Anderson reported that the Student Senate has called on the Manhattan City Commission to have mandatory rental inspections.
- C. Jurich inquired about the source of the payback dollars for the past basketball coach. Ransom said he will ask administration for that information.
- D. Sen. Gormely announced the American Red Cross Blood Drive coming to campus during the week of October 2-6, 2000:

Union, K, S, and U Ballrooms daily from 10:30 to 4:30
Monday through Wednesday at the Rec Complex from 4:00 to 9:00 p.m.
Thursday at Putnam Hall Basement from 1:00 to 7:00 p.m.

Registration for an appointment to donate will take place September 25, 26 and 27, 2000, at the Union and various locations around campus.

The Red Cross in this region has been dangerously short of blood products for emergencies during the summer and remains so. Faculty are urged to donate blood during this drive and to remind students in their classes to donate.

- E. Sen. Peterson asked for support of student to require rental inspections, since this affects everyone who rents property in the community.

XII. It was moved and seconded to adjourn.

Motion passed. Meeting adjourned at 5:05 p.m.

ATTACHMENT 1

A RESOLUTION REGARDING THE RECENTLY ANNOUNCED FUNDING RECALLS FROM FY 2001 BUDGETS

Whereas, the faculty and administration of Kansas State University have prided themselves in the past on their commitment to long-range planning and shared governance; and

Whereas, most of the items in the list of funding recalls were foreseeable and are in fact annually recurring or even permanent, commitments; and

Whereas, these recalls have significant financial impact on academic units throughout the University; and

Whereas, the decision to implement these recalls, most of which represent reallocation of base funds, was made without any consultation with the Faculty Senate or Senate Leadership or any public discussion; and

Whereas, these permanent reallocations to meet foreseeable commitments were presented as if in response to a crisis at a special meeting of the Council of Academic Deans; and

Whereas, this series of undebated budget recalls follows upon last year's decision, made without any consultation with faculty, to change the funding of several classes of University scholarships;

Therefore, be it resolved that the President of the Faculty Senate convey to the Provost the Senate's concern about the administration's lack of consultation with the faculty before instituting recalls at a time that severely limited units' possible responses; that the Senate is ready to assist the administration in responding to true crises; that the Senate is committed to working with the administration to develop plans to meet the needs of the various units of the University, including the reallocation of funds; that the Senate is profoundly concerned at the manner in which the decisions for the present series of funding recalls were made and implemented; and that the Senate desires to work with the administration to form a plan for restoring the recalls on base funds as soon as possible.

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