

MINUTES
Kansas State University Faculty Senate Meeting
May 10, 2005 3:30 p.m. Big 12 Room, K-State Union

Present: Ackerman, Adams, Alloway, Arck, Baker, Behnke, Blythe, Brigham, Burns, Chang, G. Clark, R. Clark, Clegg, Collins, Cox, Devore, Eckels, Eiselein, Fairchild, Fick, Fritz, Gehrt, Gormely, Grauer, Greene, Guzek, Gwinner, Hamilton, Haub, Hedrick, Herald, Higgins, Hoag, Hohenbary, Holcombe, Johnston, Jurich, Knapp, Lee, Lehew, Leitnaker, Lovely, Maatta, Maes, Marr, Martin, McHaney, Michie, Moore, Nafziger, Nagaraja, Prince, Ransom, Rietcheck, Roozeboom, Ross, Sachs, Schultz, Schumm, Shubert, Simon, Smith, Spears, Spikes, Spooner, Stadlander, Stewart, Stockham, Trussell, Turtle, Warner, Willbrant, Verschelden, and Yahnke

Absent: Anderson, Bhadriraju, Brockway, Cauble, DeLuccie, Dodd, Dhuyvetter, Dryden, Fallin, Jackson, Jones, Lynch, Nichols, Oberst, Pacey, Rahman, Reeck, Rys, Shultis, Staggenborg, Stokes, Takemoto, Thompson, Turnley, Zabel

Proxies: Bontrager, Erickson, Rintoul, Rolley, Wilkie

Parliamentarian: Jerry Frieman

Visitors: Al Cochran and Sara Kearns

2:30 p.m. New Faculty Senator Orientation
President Jackie Spears and President-Elect Tom Herald facilitated the orientation for new senators.

3:00 p.m. Reception for Faculty Senators & Presentation of certificates to retiring senators

3:30 p.m. Faculty Senate Meeting

I. President Jackie Spears called the meeting to order at 3:45 p.m.

II. The minutes of the April 12, 2005 meeting were approved.

III. Reports from Standing Committees

A. Academic Affairs Committee - Fred Fairchild

1. Course and Curriculum Changes

a. Undergraduate Education

1. Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Human Ecology on March 9, 2005:

Department of Apparel, Textiles, and Interior Design

CHANGE:

ID 310. Construction Methods and Materials for Interior Design

DROP:

ID 215. Interior Design Graphics

Curriculum changes to Bachelor of Science in Interior Design. See white sheets for details.

Motion carried.

2. Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Education on March 29, 2005:

Elementary Education

CHANGE:

EDEL 220

TO: EDEL 200

EDEL 300 Principles of Elementary Education

TO: EDEL 310 Foundations of Education

ADD:
EDEL 230 Early Field Experience

Curriculum changes to the Bachelor of Science in Elementary Education. See white sheets for details.

Secondary Education

CHANGE:
EDSEC 102 TO: EDSEC 200
EDCIP 310 TO: EDSEC 310

ADD:
EDSEC 230

Curriculum changes to the Bachelor of Science in Secondary Education. See white sheets for details.

Proposal to add EDSEC 220 for every secondary discipline (with the exception of Agricultural Education) consistent with the document "Proposed Changes in Secondary Education, March 3, 2005) and Eliminate the "Restricted Elective" in the Social Science section of General Education. See white sheets for rationale and further details.

Motion carried.

3. Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Business Administration March 30, 2005:

Department of Management

CHANGE:
MANGT 522
MANGT 595
MANGT 596

NAME CHANGE:
FROM: ~~Operations Management Emphasis~~ TO: Operations & Supply Chain Management Emphasis

Curriculum changes to the Operations & Supply Chain Management Emphasis. See white sheets for details.

Motion carried.

4. Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Engineering April 6, 2005:

Computing and Information Sciences

CHANGE:
CIS 102
CIS 103
CIS 104
FROM: CIS 492 TO: CIS 415

ADD:
CIS 497

Curriculum changes to:
Bachelor of Science in Information Systems *
Bachelor of Science in Computer Science *
*See pages 5-9 of white sheets for details.

Mechanical & Nuclear Engineering

CHANGE:

ME 573

ME 574

Motion carried.

b. Graduate Education

1. Senator Fairchild moved to approve graduate course and curriculum changes approved by Graduate Council April 5, 2005:

CHANGE:

AGRON 835 Nutrient Sources

AGRON 900 Micrometeorology

CHM 657 Inorganic Techniques

PLPTH 730 Plant Nematology

PLPTH 835 Plant Virology

PLPTH 840 Plant Pathogenic Bacteria

PLPTH 845 Plant Pathogenic Fungi

PLPTH 915 Chromosome and Genome Analysis

ADD:

AGRON 640 Cropping Systems

CHM 777 Practical NMR Spectroscopy

GEOG 660 Geography of East Asia/China

SPCH 742 Relational Communication

Motion carried.

c. General Education

1. Senator Fairchild moved to approve GERON 315 and DAS 333 for UGE status and change of GEOG 440 TO: GEOG 340 as approved by the UGE Council on March 11, 2005.

Motion carried.

2. Senator Fairchild moved to approve the additions to graduation lists.

a. August 2003

Cathy Evans, Arts and Sciences, BS in Social Science

December 2004

Jeanne Sue Falk, Graduate School, Master of Science

Motion carried.

3. Senator Fairchild introduced Senator Alice Trussell as the 2005-2006 Chair of Academics Affairs.

B. Faculty Affairs Committee - Roger Adams

1. Senator Adams reported that the committee unanimously approved the request from the Department of Clinical Sciences for a new clinical track faculty designation and will forward it to the Executive Committee.
2. Senator Adams announced that Policy C22.2 of the University Handbook on English language competencies will be on the next agenda.
3. Senator Adams reported that Policy C23.1 of the University Handbook regarding salary paid during summer employment will be discussed further next fall for study abroad courses.
4. Senator Adams announced that the Professorial Award Program proposed by the Salaries and Benefits Committee will also be discussed next fall.
5. He announced that the committee is recommending work to develop a fully searchable University Handbook rather than the current version, which is searchable only by section, and improved indexing for the print version.
6. He introduced Senator Frank Spikes as the 2005-2006 Chair of Faculty Affairs.

C. Faculty Senate Committee on University Planning - Walter Schumm
Senator Schumm noted that progress has been made on a dependent tuition assistance program, although it has not yet been passed by the Board of Regents. He thanked President Spears for her leadership on this program. The committee has yet to name a chair for 2005-2006.

- D. Faculty Senate Committee on Technology - Tweed Ross
1. Senator Ross reported that we will continue to be required to change passwords once each semester but it will change to 8 characters to include a number, an alpha character and a special character.
 2. He announced that K-State has maxed out on our bandwidth for portions of each day but that it will be resolved as of July 1, 2005.
 3. He announced that on-line grading will be available as a test case this fall and fully implemented by the 2006 fall semester.
 4. He stated that the committee has looked at electronic portfolios.
 5. Senator Ross reported that the committee referred back to the originator the selection of hand-held electronic teaching devices.
 6. He announced that the committee has not yet named a chair for 2005-2006.

IV. Announcements

A. Faculty Senate Leadership Council - **Attachment 1**

President Spears reviewed Attachment 1. She announced that she expects the Board of Regents to pass the policy allowing universities to create dependent tuition programs. Since it is too late for K-State to include in the tuition plan submitted to the Board of Regents for the 2005-2006 academic year, the university administration has developed an alternate plan to utilize other funds to support this program for 2005-2006, and Vice President Rawson has developed a draft implementation plan to provide three hours of tuition assistance for spouses and dependents of full-time employees.

President Spears discussed that the Targeted Excellence process now has a strong Faculty Senate involvement and changes have been made in the Phase 2 document to ensure on-going monitoring of this program.

B. Kansas Board of Regents Meeting - **Attachment 1**

President Spears discussed continued discussion surrounding concurrent enrollment.

C. Report from Student Senate

Senator Moore, new Student Senate Chair, reported that the last meeting of the semester has occurred and they passed a commendation for Senator Phil Anderson who is retiring and who has been a long-standing advisor to Student Senate. He invited senators to attend a Student Senate meeting. He reported that Student Senators are looking forward to working with Faculty Senate on joint issues.

D. Other

1. President Spears discussed a new position of Director, Office of Assessment, under the Provost. Assessment has loomed as a major issue for K-State so the Provost has decided to search for a new director to serve part-time. She was contacted for an opinion on holding an expedited search in order to have a person in place by the fall semester. Leadership agreed that the position should be filled as quickly as possible.

V. Old Business - none

VI. New Business - none

VII. For the Good of the University

President Spears briefly discussed her annual report, **Attachment 2**. She focused on the "Future Concerns" section of her report. She suggested that perhaps we need to consider priorities of issues and narrow down our committee structure to better focus on the important issues, as it is becoming more and more difficult to find faculty to serve on various committees because of the high demands on faculty time.

VIII. Adjournment of 2004-2005 Faculty Senate

Senator Nafziger moved to adjourn the meeting, the motion was seconded by Senator Knapp. Motion carried. Meeting was adjourned at 4:18 p.m.

- IX. President Tom Herald called the meeting to order of the 2005-2006 Faculty Senate at 4:20 p.m.
- X. Election of President-Elect
Senator Spikes nominated Senator Roger Adams as President-Elect of Faculty Senate. Senator Verschelden moved for a unanimous ballot. Senator Ransom seconded the nominated. Motion carried.
- XI. Election of Faculty Senate Secretary
Senator Fairchild nominated Senator Jennifer Gehrt as Secretary of Faculty Senate. Senator Verschelden moved for a unanimous ballot. Senator Stewart seconded the motion. Motion carried.
- XII. Adjournment
The meeting was adjourned at 4:26 p.m.

ATTACHMENT 1
Board of Regents Report
April 20-21, 2005
(Selected Items of Interest)

BOR Fiscal Affairs and Audit Committee

Unanimously approved the enabling legislation for the tuition enhancement program. There was considerable discussion against such a policy, however. Some of the Regents fear that such a policy is ill-timed with regard to the current fiscal climate and that the program will grow to the point that it is a political liability. Despite this opposition, the policy will now go to the Board of Regents for approval. It should be on the May 2005 agenda.

SCOPS/COPS

Made minor modifications to the wording regarding faculty credentials for the concurrent enrollment policy, adding the requirement of a bachelor's degree in the assigned field (accepting fields of endorsement for Secondary Education as equivalent to a bachelor's degree in the assigned field). The proposed policy was not adopted unanimously, however. The policy goes forward to the BOR Academic Affairs Committee. The Faculty Senate Council of Presidents has been asked to submit its position on requiring higher standards for faculty credentials.

BOR: Items Passed Under Consent Agenda

Approved 8 certificate and degree programs proposed by the community colleges as well as a Master of Fine Arts in creative Writing at the University of Kansas

BOR: Items Considered Under Discussion Agenda

Adopted a four-tier model for Performance Agreement Finding: Compliance Level 2: 100% funding, (2) Compliance Level 1: 80% funding or 60% funding, and (4) Compliance Level 0: no funding. Discussed elements of the Postsecondary Database Project. Received a report from Dr. Clay Blair on the Research and Development Enhancement Corporation. Most of the discussion focused on the process by which available funds were linked to Regents' institutions' needs during the past legislative session.

Faculty Senate Leadership Council

Targeted Excellence

President Spears participated as an ex-officio member of the Targeted Excellence Review Panel convened to review final proposals submitted as part of the Targeted Excellence Program. Faculty Senate Leadership Council also drafted rewording to the Phase II document in the Targeted Excellence Program to ensure more direct involvement of representatives from Faculty Senate in that process. Those changes are currently being discussed with the Provost and will be integrated into the process before the call for proposals for the Fall 2005 competition.

Breakfast with the BOR

The BOR were on campus Tuesday, April 19 for its biennial visit. They had a breakfast meeting with members from the Faculty Senate Executive Committee. Items discussed as part of that meeting included: (1) a review of steps taken by Faculty Senate to deal with ongoing salary concerns, (2) the need for the enabling legislation for the tuition assistance program, and (3) the concurrent enrollment policy.

Honor System

Legislation will be coming forward with regard to the Honor System. It seems likely that three documents will be forthcoming: (1) revision of Article X of the Constitution to resolve problems with disparate documents, (2) renaming/revision to the Bylaws as "Investigation and Adjudication Procedures", and (3) revision of Article II of the Constitution to require that violations resulting in the imposition of academic sanctions be reported to the Honor System. Items 1 and 2 are related and offer a strategy for dealing with the problems that emerged last summer. Item 3 is important to members of the Honor Council and needs to be considered seriously, but as a proposed change can be considered separately from the other changes.

ATTACHMENT 2
Annual Report to Faculty Senate
Jacqueline D. Spears, President 2004-05

First, I would like to thank you for the opportunity to serve as Faculty Senate President this past year. It has been a very rewarding experience for me. I would also thank the chairpersons of the standing committees as well as each of you for your service to the university. Shared governance would not be possible without the commitment that each of you has made to your caucuses as well as to the Faculty Senate as a whole. What follows is a brief summary of the issues/activities undertaken this past year as well as some thoughts about the future.

Academic Affairs

This committee handles the bulk of Faculty Senate business in approving course and curriculum changes as well as additions to the graduation lists. Minor modifications were made to the Standard Class Meeting Times, at the recommendation of the Committee on Academic Policies and Procedures. A five-year Academic Calendar was approved and sent forward to the Board of Regents and a set of general operating guidelines were adopted for use by the Calendar Committee in drafting future calendars. Modifications were made to the UGE Program, allowing students to complete one upper division UGE course as part of the UGE Program. Members of the Academic Affairs committee worked with the university-wide assessment effort and participated in extensive discussions regarding the integration of course pre-requisites in the new LASER system. Finally, Academic Affairs committee members have been considering the recommendations of an ad hoc committee formed to modify the constitution and by-laws for the Honor System.

Discussions with regard to the integration of course pre-requisites into the LASER system, continued development of the assessment program, and revision of Honor System documents will continue next year. In addition, it is likely that Academic Affairs will be taking up a series of recommendations made with regard to a university-wide Honors Program (a priority for student leaders this past year) as well as a new undergraduate general education program.

Faculty Affairs

This committee dealt with four issues: (1) a review of the selection process for the University Distinguished Professors (UDPs), (2) proposed changes to the chronic low achievement policy, (3) the process used to review proposals submitted to the Targeted Excellence Program, and (4) recommendations from the Faculty Salary and Fringe Benefits Committee from the Faculty Compensation Taskforce. Joint meetings with the Provost and UDPs explored issues related to diversity of the academic disciplines reflected in the selection process. The Provost agreed to involve outside scholars in the review of applications. Proposed changes to the chronic low achievement policy designed to eliminate different interpretations of a faculty members' "overall" performance were rejected by the committee. The current policy remains in force. As the Targeted Excellence process unfolded this year, it was discovered that the review panel used to evaluate the preliminary proposals did not consist primarily of faculty members, as specified in Phase 2 of the Targeted Excellence document. Moreover, the process itself did not include communication with Faculty Senate when changes were made. Modifications to the process have now been made and a representative of the Faculty Senate Leadership Council will be involved throughout the process. Finally, the salary increases associated with promotions was increased in an effort to reduce salary compressions for future associate professors and professors.

Discussions with regard to faculty compensation will continue next year. Concepts being discussed are the creation of a rank above full professor or the introduction of professorial performance awards, both of which would be designed to reduce the effects of salary compression on current full professors. Other issues expected to be addressed yet this year or early next year are: (1) modification of the University Handbook policy on assessment of spoken English skills for new faculty members and graduate teaching assistants, (2) minor modifications to the grievance procedures designed to eliminate duplication of documents, (3) the proposal for a non-tenure clinical track for faculty members in the College of Veterinary Medicine, and (4) the development of guidelines for faculty salaries for study abroad programs.

Committee on Technology

The following issues were considered this year: (1) movement of TEVALs to on-line administration for those professors who prefer that format, (2) movement to a central e-mail system with heightened SPAM filtering, (3) need for increased care of high-tech classrooms, (4) status of university portal project, (5) potential use of electronic devices in support of academic dishonesty, (6) concerns with non-secure communication venues (e-mail) for transmitting information on student grades, (7) the introduction of grade submission through K-State On-Line, (8) techniques for assisting faculty members in developing better on-line courses, (9) the proliferation of classroom response systems, (10) the possible acquisition of an automated process to flag incidents of plagiarism in student work, (11) university policy on data

stewardship, and (12) the adoption of an e-portfolio system for the university as a whole. A White Paper on the use of electronic devices to support academic dishonesty is available at the Faculty Senate website. A resolution regarding the University Portal Project was not advanced beyond the Executive Committee.

The university portal will undoubtedly remain a concern next year. Items (6) through (12) will also remain on this committee's agenda.

Committee on University Planning

The following issues were considered this year: (1) distribution of \$2500 salary enhancements across colleges and academic ranks, (2) review of the faculty morale survey, (3) proposals for changes in the health insurance system, (4) Board of Regents' discussions surrounding deferred maintenance on campus, (5) changes being made in the Office of International Programs, (6) the need to integrate the university's strategic themes, Provosts' priorities, and Board of Regents Performance Agreements. It is likely that this committee will continue to monitor these issues next year.

Collaboration with Classified Senate/Student Senate

Efforts were made to collaborate more directly with Classified Senate and Student Senate. All three governance groups (Faculty Senate, Classified Senate and Student Senate) developed shared recommendations on the use of City-University funds for infrastructure developments on and around the campus. Faculty Senate leaders worked with Student Senate leaders in a review of the drop policy and the development of an on-line faculty evaluation program. The former issue was resolved with a recommendation that the Provost rename the policy an "Attendance Policy" and work with departments and student affairs offices to disseminate information on the policy more widely. With regard to the on-line faculty evaluation program, Student Senate leaders have moved forward independently. Projects undertaken with the leadership of Classified Senate included the introduction of a non-formal educational program on money management for classified staff and the sponsorship of legislative forums both prior to and during the Kansas Legislative Session. Both were successful and may be continued next year.

Kansas Board of Regents

Much of the year has been focused on: (1) budget concerns, (2) concurrent enrollment policy for college-level courses taught on high-school campuses, and (3) enabling legislation allowing the development of campus-based tuition assistance programs. Given the conservative position taken by the legislature with regard to increasing taxes, the resolution of the FY 2006 budget was relatively good. Faculty will receive a 2.5% salary increase, introduced incrementally as 1.25% in the first six months and the second 1.25% added in January, as well as a 1% salary increase as part of SB 345. Tuition increases will be held to less than 10%. The concurrent enrollment policy is still being discussed. Of issue is whether the courses taught on high-school campuses are college level. Given the increased use of these courses, the concern is that students arrive unprepared to take the advanced courses for which they are eligible. It looks very likely that the Regents' will approve a campus-based tuition assistance program. We are prepared to implement such a policy as early as Fall 2005.

Loss of Colleagues

With sadness we note the loss of two faculty senators this year. We lost Senator Len Bloomquist, an active contributor to the work of Faculty Senate through FSCOT, in February. We lost Senator Jim DuBois, a long-time faculty senator and contributor to work on faculty affairs, in April. Both will be missed.

Future Concerns

There remains a strong commitment to shared governance on the part of central administration. So in many respects, the challenges to Faculty Senate are more internal than external. First, there are growing problems in recruiting faculty for leadership positions, either as Faculty Senate officers or committee chairs. Second, there are growing problems in recruiting faculty for university-wide committees, despite complaints from some faculty members that there needs to be a greater faculty voice in decisions at all levels. Third, the seemingly ubiquitous character of problems such as salary compression argue for the need for faculty governance to become more proactive, rather than simply reactive in its dealings with central administration. Fourth, many of the challenges we now face are more amenable to solutions reached by consensus than by critical analysis. Discussions need to focus on compromises that respect diversity rather than competitions among arguments drawn from single perspectives. Last, legislators and parents alike are beginning to view higher education as a private, rather than public good. That changes the willingness of the legislature to invest tax dollars in university budgets and the aggressiveness with which parents communicate their dissatisfaction with faculty members' treatment of their young people. It is important that faculty members understand the changed social environment in which universities now function.