

MINUTES

Kansas State University Faculty Senate Meeting
May 14, 1996 3:30p K-State Union Big 8 Room

Present: Abbott, Anderson, Aramouni, Baker, Balk, Barkely, Benson, Biere, Bissey, Brigham, Charney, Clegg, Conrow, Deger, Dukas, Dyer, Elkins, Erpelding, Exdell, Fenton, Fingland, Fjell, Foster, Fritz, Gallagher, Glasgow, Hagmann, Harbstreit, Hamilton, Havlin, Higgins, Hoag, Jardine, Johnson, Jones, Kassebaum, Klabunde, Kuhlman, Lamond, Laughlin, LeBoeuf, Legg, Madsen, Maes, Martin, Mathews, May, McCulloh, McMurphy, McNamara, Michie, Miller, Mohr, Mosier, Moxley, Nafziger, Niehoff, Ottenheimer, Oukrop, Pallett, Pierzynski, Poresky, Rahman, Ransom, Reeck, Ross-Murray, Royse, Schoning, Schroeder, Shultis, Smit, Smith, Stewart, Taylor-Archer, Twiss, Verschelden, White, Woodward, Wright

Proxies: Buchholz, Hassan, Homolka

Absent: Briggs

Guests: Jim Coffman, Ron Downey, Charles Reagan

- I. The minutes of the April 9, 1996, meeting were approved as circulated.
- II. Senator Pierzynski provided background information on Faculty Affairs Committee discussions of questions regarding faculty evaluation, then introduced Provost Coffman.

Provost Coffman outlined important points from an exchange of letters between Senator Pierzynski, writing on behalf of the Faculty Affairs Committee, and himself.

Faculty Affairs expressed concern about the amount of time that would be required for the new evaluation process, but the Provost indicated that the only new work would be the establishment of minimum standards within the departments.

The Provost discussed the move from group ranking of an individual's performance to individualized expectations evaluation as being in line with earlier Senate discussions that opposed explicit rank ordering of faculty. He sees optimizing the potential of each individual through the setting of goals and objectives and evaluations and rewards as part of an overall plan of resource allocation.

The committee asked about the connection between individualized evaluations and chronic underachiever status. The Provost stated that a person could fail to meet his/her goals, but would be termed a chronic underachiever only if he/she dropped below the established minimums for the department.

The committee's letter suggested that the Provost might have "over interpreted" the intent of Faculty Handbook section C31.5. The Provost sees this as going back to goals and objectives and resource allocation. He said he hadn't met anyone yet who disagrees that unsatisfactory performance is a matter of wasted resources.

The Provost pointed out that allocation of time and effort varies widely from department to department. A department funded almost totally from the instructional budget would have different priorities from one supported in part by the Experiment Stations. The departments should develop plans for helping the underachievers, perhaps by reallocation of the person's time.

The Faculty Handbook provides safeguards for faculty in the case of possible abuse in the setting of an individual's standards, a matter of concern to some faculty.

The committee also wondered whether the system would be flexible, should new opportunities arise. The Provost stated that mid-course corrections should always be possible.

Following his statement, Provost Coffman opened the floor to questions.

Senator Rahman suggested that if the real issue is resource allocation, it might be better to deal with it within the present system rather than change to the proposed system. The Provost reiterated that viewing the process of goals and expectations setting is an important part of resource allocation because the best match of talent and commitment is the best allocation.

Senator Michie asked whether the use of individualized evaluations would eventually still entail going back to group norms for purposes of merit salary distribution. Provost Coffman stated that there would not have to be a spread in salary adjustments.

Senator Legg thought at first that it sounded like "overall" was being reinterpreted and wondered whether all guidelines are to be voted on by the faculty in the unit. The Provost repeated his opposition to permitting unsatisfactory performance in one "essential" area to be averaged out by other areas, but wants the units to decide how low is acceptable in any one section.

Senator Smit sees the change in evaluations as a response to the call from the Regents to get rid of "dead wood." While she does not want to protect "dead wood," she also does not want to abrogate tenure, a system too valuable to the university and the state to be set aside.

Senator Martin suggested that a person who was average in all categories may be wasting more money than a person outstanding in two and deficient in one. Several other senators backed her assertion.

Senator Kuhlman reminded the senators that each department establishes the criteria and their application according to C 31.5, so this is all in the hands of the faculty.

Provost Coffman concluded with the request that non-performance in an area "central to the mission of the department," not be averaged out.

III. Announcements

- A. The Faculty Senate meeting schedule for 1996-7 was distributed with the provision that rooms may have to be changed due to the Union renovation.
- B. President Havlin and the Senate thanked Pam Bernardo for her excellent work as Faculty Senate Secretary since December.
- C. He remarked that the new senators were present following an orientation program prior to this meeting.
- D. The Board of Regents is expected to propose a 3.5% tuition increase for FY 1998. They are still looking at various budget scenarios for the next two fiscal years ('98, '99).
- E. The Intellectual Property Agreement has been drawn up with the appropriate material from the "Federal Register" attached to explain the document. It is being distributed for information only at this time.
- F. President Havlin believes the Conflict of Interest and Conflict of Time documents will be available at the next meeting.
- G. All faculty are encouraged to read the Provost's report to the Regents regarding Vision 2020. It is on his home page.
- H. Editorial changes have been made to the Faculty Salary and Fringe Benefits report and the Executive Summary of it. They too, are posted on the web.

IV. Standing Committee Reports

A. Academic Affairs - John Johnson

1. Senator Johnson moved approval of Course and Curriculum Changes (599 & below) from the colleges listed below. The motion was seconded and passed.
 - A. Course and Curriculum Changes (599 and below) approved by the Salina College of Technology, February 22, 1996.
 - B. Course and Curriculum Changes (599 and below) approved by the College of Engineering, February 23, 1996.
 - C. Course and Curriculum Changes (599 and below) approved by the College of Education, March 19, 1996.
 - D. Course and Curriculum Changes (599 and below) approved by the College of Business Administration, March 20, 1996.
 - E. Course and Curriculum Changes (599 and below) approved by the College of Architecture, Planning and Design, March 21, 1996.
 - F. Course and Curriculum Changes (599 and below) (with the exception of Nutrition and Exercise Sciences, pgs. 198-199, K-State Undergraduate Catalog 94-96) approved by the College of Human Ecology, April 5, 1996.
2. Senator Johnson moved approval of courses approved by the General Education Implementation Task Force March 18, 1996, and April 1, 1996. Senator Biere seconded the motion and noted the editorial error that AGECE 210 should be AGECE 120. Motion passed.

March 18, 1996

GEOL 506 Geology and Environment

April 1, 1996

DAS 100 Freshman Seminar

AGECE 120 Principles of Agricultural Economics and Agribusiness

AGECE 420 Commodity Futures Marketing

AGECE 610 Current Agriculture & Natural Resource Policy Issues

PLPTH 300 Microbes, Plants, and the Human Perspective

AMETH 160 Introduction to American Ethnic Studies

Senator Balk reported on the current status of General Education. To date, 133 courses have been approved and sent to Academic Affairs for action. Materials on preparing general education program proposals were sent to academic units February 26, 1996. Two programs at the college level have reached the green sheet stage. A web page has been created on general education at K-State. In addition a task force is working on assessment of general education. Members are: Allan P. Goodman, Department of Architectural Engineering and Construction Science; Karen Schmidt, Department of Animal Science and Industry; David Smit, Department of English; John Steffen, Department of Counseling and Educational Psychology; David Balk, School of Family Studies and Human Services; Jennifer Higerd, undergraduate in Political Science and Modern Languages, former chair of Student Senate's Academic Affairs Committee; Sarah Sporing, undergraduate in Food Science, student representative to Course and Curriculum Committee in College of Human Ecology; and Bill Pallett, Director of Assessment Program in the Office of Educational Advancement.

3. Senator Johnson moved approval of courses approved by the Graduate Council on Oct. 3, 1995, March 5, 1996, and April 2, 1996. The motion was seconded and passed.

New

EECE 643 Computer Engineering Design Laboratory

FN 691 Senior Project

IMSE 883 Discrete Optimization

THTRE 630 Topics in Theatre

THTRE 799 Projects in Theatre

Change

CIS	897	Seminar in Computer Science
EECE	541	Design of Digital Systems I
EECE	631	Microcomputer Systems Design
FN	701	Sensory Analysis of Foods
FN	781	Food Research Techniques

4. Curriculum Change for International Trade Studies Program approved by the Graduate Council on Feb. 6, 1996.

5. Graduate Course approved by the Graduate Council on March 5, 1996.

New

ME 610 Finite Element and Finite Difference Applications in Mechanical Engineering

6. Graduate Curriculum approved by the Graduate Council on March 5, 1996.

Combined BS/MS degree in Architectural Engineering

7. Graduate Courses approved by the Graduate Council on April 2, 1996.

New

CE	723	Designing with Geosynthetics
EDADL	825	Strategic Leadership in Education
ENGL	805	Practicum in Teaching University Expository Writing
IMSE	810	Industrial Logistics Engineering
POLSC	612	The Judicial Process

Change

EDCEP	715	Principles of Assessment
ARE	640	Building Mechanical Systems
ARE	740	Environmental Control Systems in Buildings
ARE	742	Communications and Energy Management Systems Design
CE	775	Traffic Engineering I
CE	822	Shear Strength and Slope Stability of Soils
CE	828	Advanced Soil Mechanics
CNS	643	Building Systems Installation and Commissioning
CNS	650	Construction Safety
CNS	738	Mechanical and Electrical Estimating
EECE	660	Communication Systems I
EECE	661	Communication Systems II
IMSE	605	Advanced Industrial Management

Drop

CE 724 Advanced Soil Testing for Engineering Purposes

8. The following courses are Graduate Courses (approved by Graduate Council - October 3, 1995) approved at the Faculty Senate Meeting of January 9, 1996. They are listed for informational purposes only.

New

ART	608	Special Studies in Art
ART	628	Foreign Studies in Art History
ART	630	Foreign Studies in Studio Art
GERON	620	Problems in Gerontology
SOCIO	738	Inter-American Migration
THTRE	786	Israeli Theatre

Change

FN	601	Food Science Internship
LAR	720	Public Lands and Natural Resources Law
POLSC	618	Urban Politics
POLSC	620	Problems in Gerontology
POLSC	737	Inter-American Migration
STAT	717	Categorical Data Analysis
STAT	745	Graphical Methods, Smoothing, and Regression Analysis

Drop

ENTOM	651	Internship in Crop Protection
ENTOM	652	Crop Protection Seminar
STAT	746	Graphical Methods for Data Analysis

9. The Colleges of Human Ecology and Agriculture independently submitted two courses that are cross-listed and were to have the same course number (FN 603 Food Science Internship and ASI 603 Food Science Internship). Course and curriculum changes approved by the College of Human Ecology, March 10, 1995, listed their course as FN 601, Food Science Internship, and the College of Agriculture, October 19, 1995, listed their course as ASI 603, Food Science Internship. FN 601 was approved and adopted by Graduate Council on October 3, 1995, and approved by Faculty Senate on January 9, 1996. ASI 603 was approved as ASI 601 by Graduate Council on March 5, 1996, and approved by Faculty Senate on April 9, 1996. On the agenda for its April 2, 1996 meeting, Graduate Council lists **For information only:..**. and since Animal Sciences already has a course ASI 601, which should remain, both courses have now been changed to 603." I would like for the minutes of Faculty Senate to reflect this change.
10. Regarding the agreement between K-State and the Manhattan Area Technical College, the committee has no reason to oppose the memorandum of understanding at present, but acknowledges that problems could arise. In addition, he has met with Paul Isaac and Kay Burger of the Graduate School about problems with the prompt approval of graduate courses.

B. Faculty Affairs - Gary Pierzynski

1. Senator Pierzynski expressed his gratitude to outgoing committee members for their fine cooperation and work this year.
2. He moved approval of changes in the Faculty Senate Constitution which would permit student representatives to vote on standing committees. The motion was seconded. There was discussion of the wording, specifically whether "ex officio" was appropriate and needed. Eventually the motion was passed in the original form.

The proposed change will now be considered by the Faculty at the next General Faculty meeting.

C. FSCOUP - Mickey Ransom

1. FSCOUP is monitoring the reorganization effort in the College of Architecture, Planning, and Design, a change that could have a minor affect on Human Ecology. They are also looking at plans in the Center for Aging and the Galichia Institute for Gerontology and Family Studies.
2. Senator Ransom moved that the Senate accept the report of FSCOUP which summarized faculty input into the Vision 2020 consideration. His motion was seconded. Several senators praised the report and expressed their wish that this report had been sent to the Regents instead of the Provost's. President Havlin reported that the Board staff knows of this report and the faculty's work. The motion was passed.

V. Old Business

There was a return to discussion of faculty evaluation. Senator McCulloh indicated that at present each unit has the right to define its procedures and weighing, but he sees the Provost taking away that right in the proposed change. Senator Poresky believes the Provost's proposal is inconsistent with the spirit and letter of C 31.5 as passed by the Senate.

Senator Conrow moved that the Faculty Affairs Committee should continue working to clarify C31.5. Her motion was seconded and passed.

VI. New Business

Senator Warren White, chair of the task force dealing with the Regents' Initiative on Curriculum and Instruction, presented their recommendation for information only. Their proposals for an intensive writing initiative, an instructional technology initiative, and an enhancement of student proficiency initiative have been sent to the Provost, who will forward them in shortened form to the Regents as part of his report. Some concern was voiced that the writing initiative would add yet another overlay and related logistical problems to the curriculum.

VII. For the Good of the University

- A. President Havlin recognized Senator Nancy Twiss for her stellar accomplishments in motivating and guiding K-State students in their quest for scholarships. This year alone, students have won four Goldwater, one Truman, and one Marshall scholarship. She received a standing ovation.
- B. President Havlin encouraged senators to read the Faculty Senate President's report and expressed his appreciation especially to Senators Ransom and Pierzynski for their advice and assistance.
- C. President-elect Balk presented Secretary Miller a plaque for her service and President Havlin a plaque and a framed, signed memento for his service this year as Senate President.

VIII. The 1995-96 Faculty Senate adjourned for the last time at 5:02p.

MINUTES
First Meeting of the 1996-97 Faculty Senate
Tuesday, May 14, 1996 5:02 p Big-8 Room, K-State Union

- I. President Balk called the meeting to order.
- II. The only agenda item was the election of officers.
 - A. Senator Hamilton nominated James Legg as President-elect and outlined his contributions to the university and his profession. Senator Hagmann seconded the nomination. Senator Legg was elected by acclamation.
 - B. Senator Michie nominated Carol Miller as Secretary. Senator Rahman seconded the nomination. Senator Miller was elected.
- III. The meeting adjourned at 5:20p.