

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

Present: Adams, Anderson, Arck, Baker, Blythe, Bontrager, Brigham, Cauble, Clark G., Clark R., Clegg, Collins, Cox, DeLuccie, Eckels, Erickson, Fairchild, Fallin, Fick, Frieman, Gehrt, Gormely, Grauer, Greene, Hedrick, Herald, Hohenbary, Holcombe, Hosni, Johnston, Jurich, Lee, Lynch, Marr, McHaney, Michie, Nafziger, Nichols, Prince, Rahman, Ransom, Reynolds, Ross, Rys, Sachs, Schumm, Shubert, Shultis, Simon, Smith, Spears, Spikes, Spooner, Stewart, Trussell, Turnley, Wilkie, Yahnke, and Zabel

Absent: Ackerman, Bhadriraju, Brockway, Chang, Dhuyvetter, Dryden, Fritz, Jackson, Jones, Lehew, Nagaraja, Reeck, Rietcheck, Schultz, Stokes, Takemoto, Thompson, and Urkevich

Proxies: Behnke, Griffin, Gwinner, Hamilton, Knapp, Maatta, Maes, Rintoul, Rolley, Roozeboom, Stadlander, Stockham, Turtle, Warner, and Willbrant

Visitors: Al Cochran and Eileen Laux

I. President Jackie Spears called the meeting to order at 3:35 p.m.

II. The minutes of the March 8, 2005 meeting were approved.

Senator Adams paid tribute to Senator Jim Dubois for his many contributions to Faculty Senate and to the university. Senator Dubois passed away on April 10. See **Attachment 5**.

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 Business Administration February 2, 2005:

Department of Management

Major modification of entry requirements

Requirements for major in management information systems. See white sheets for details.

Motion carried.

2. Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Human Ecology February 7, 2005:

Department of Apparel, Textiles, and Interior Design

CHANGE:

AT 430. History of Apparel Fashion: Renaissance to Present

Curriculum changes to the Bachelor of Science in Apparel and Textiles. See white sheets for details.

Department of Human Nutrition

ADD:

HN 120. Introduction to Athletic Training.

HN 121. Introduction to Athletic Training Lab.

Curriculum changes to the Bachelor of Science in Athletic Training. See white sheets for details.

Motion carried.

3. Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Arts and Sciences February 10, 2005:

Department of Chemistry
DROP CHM 195

Department of Geography
CHANGE:
GEOG 460. ~~Future Worlds~~ TO:GEOG 460. Human Dimensions of Global Change.

Department of Modern Languages
ADD:
CHINE 501. Chinese V
CHINE 502. Chinese VI
CZECH 100. Czech for Travelers
ITAL 100. Italian for Travelers

Department of Speech Communication, Theatre and Dance
ADD:
SPCH 542. Relational Communication

Motion carried.

- 4.Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Agriculture February 17, 2005:

Agronomy
CHANGE:
AGRON 375. Soil Fertility. (3) I. TO:AGRON 375. Soil Fertility. (3) II.
AGRON 385. Soil Fertility Laboratory (2) I. TO:AGRON 385. Soil Fertility Laboratory (2) II.
AGRON 405. Internship in Agronomy (1-3) I TO:AGRON 405. Internship in Agronomy (0-3) I, S.*
AGRON 415. Soils Judging. (1) I. TO:AGRON 415. Soils Judging. (0 or 1) I, II.*
AGRON 515. Soil Genesis and Classification. (3) II*

DROP:
AGRON 520. Grain Production.*

Curriculum changes to Soil and Environmental Science Option:
Communications/Social Sciences/Humanities/Economics*

Curriculum changes to Business & Industry and Consulting & Production Options
Biological and Physical Sciences*

Entomology
CHANGE:
ENTOM 305 Livestock Entomology TO:ENTOM 305 Animal Health Entomology*
ENTOM 306 Livestock Entomology Lab TO:ENTOM 306 Animal Health Entomology Lab*

Grain Science and Industry
Curriculum changes to:
Bakery Science and Management, Production Management Option*
Bakery Science and Management, Cereal Chemistry Option*
Feed Science and Management*
Milling Science and Management, Management Option*
Milling Science and Management, Operations Option*
Milling Science and Management, Chemistry Option*
*See white sheets for further details.

Motion carried.

5. Senator Fairchild moved to approve undergraduate course and curriculum changes approved by the College of Education February 22, 2005:

Curriculum, Instruction, and Policy Studies (EDCIP)

CHANGE:

EDCIP 310 TO: EDSEC 310
EDCIP 455 TO: EDSEC 455
EDCIP 455 TO: EDEL 455 Teaching Diverse Learners

DROP:

EDCIP 502

Educational Computing and Technology (EDETC)

CHANGE:

EDETC 318 TO: DED 318

DROP:

EDETC 502

Motion carried.

b. Graduate Education

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

CHANGE

From EDCIP courses:

EDCI 730 (EDCIP 730) Education of the Disadvantaged
EDCI 731 (EDCIP 731) ESL/Dual Language Linguistics
EDCI 733 (EDCIP 733) Curriculum Materials for Ethnic Diversity
EDCI 735 (EDCIP 735) Curriculum Materials for Nonsexist Teaching
EDCI 740 (EDCIP 740) Curriculum Materials for Dual Language Learners
EDCI 755 (EDCIP 750) Multicultural Issues in Teaching
EDCI 775 (EDCIP 775) Readings in Curriculum and Instruction
EDCI 786 (EDCIP 786) Topics in Curriculum and Instruction
EDCI 795 (EDCIP 795) Problems in Curriculum and Instruction
EDCI 803 (EDCIP 803) Curriculum Development
EDCI 832 (EDCIP 832) The Role, Organization, and Function of Community Colleges
EDCI 879 (EDCIP 879) The Community College Curriculum and Instructional Services
EDCI 882 (EDCIP 882) Teaching and Learning Models
EDCI 886 (EDCIP 886) Seminar in Curriculum and Instruction
EDCI 898 (EDCIP 898) Master's Report
EDCI 899 (EDCIP 899) Master's Thesis
EDCI 910 (EDCIP 910) Multicultural Curriculum Programming
EDCI 943 (EDCIP 943) Principles of College Teaching
EDCI 986 (EDCIP 986) Advanced Seminar in Curriculum and Instruction
EDCI 991 (EDCIP 991) Internship in Curriculum and Instruction
EDCI 999 (EDCIP 999) Doctoral Research in Curriculum and Instruction

From EDETC courses:

EDCI 718 (EDETC 718) Learning Technologies
EDCI 723 (EDETC 723) Computer Applications in Subject Areas
EDCI 763 (EDETC 763) Instructional Design
EDCI 863 (EDETC 863) Interactive Systems Design
EDCI 865 (EDETC 864) Hypermedia for Teachers
EDCI 887 (EDETC 887) Proseminar I: Educational Computing, Design, and Distance Education
EDCI 888 (EDETC 888) Proseminar II: Technology Change, Research, and Theory
EDCI 889 (EDETC 890) Cognitive Issues in Educational Computing

From EDEL courses:

EDCI 717 (EDEL 717) Corrective Reading Instruction
 EDCI 620 (EDEL 720) Foreign Language Methods of Elementary School
 EDCI 749 (EDEL 739) Environmental Education
 EDCI 750 (EDEL 750) Contemporary Issues in Instructional Technology
 EDCI 756 (EDEL 755) Tradebooks across the Curriculum
 EDCI 758 (EDEL 758) Reading/ Writing Connections
 EDCI 760 (EDEL 760) Teachers as Researchers
 EDCI 768 (EDEL 768) Enhancing Instruction Through Technology
 EDCI 779 (EDEL 779) Primary School Education
 EDCI 780 (EDEL 780) Kindergarten Education
 EDCI 814 (EDEL 814) Understanding and Teaching Reading
 EDCI 816 (EDEL 816) Approaches to Reading Instruction
 EDCI 820 (EDEL 820) Contemporary Issues in Language Arts
 EDCI 821 (EDEL 821) Advanced Methods in the Teaching of K-12 Mathematics
 EDCI 822 (EDEL 822) Contemporary Issues in Social Studies
 EDCI 825 (EDEL 825) Creative Language Expression
 EDCI 834 (EDEL 834) Improving Science Teaching
 EDCI 840 (EDEL 840) Assessment in Reading/Language Arts
 EDCI 841 (EDEL 841) Individualized Reading and Writing Instruction
 EDCI 845 (EDEL 845) Advanced Reading Instruction
 EDCI 846 (EDEL 846) Diagnosis and Treatment of Reading Disabilities
 EDCI 847 (EDEL 847) Clinical Practicum in Reading
 EDCI 848 (EDEL 848) Organization and Administration of Reading Program
 EDCI 851 (EDEL 851) Research and Practice in Classroom Technology
 EDCI 858 (EDEL 858) Classroom Technology Project/Portfolio
 EDCI 972 (EDEL 972) Advanced Study of the Reading Process
From EDSEC courses:
 EDCI 701 (EDSEC 701) Administration and Supervision of Career and Technical Education
 EDCI 704 (EDSEC 704) Extension Organization and Programs
 EDCI 706 (EDSEC 706) Principles of Teaching Adults in Extension
 EDCI 713 (EDSEC 713) Occupational Analysis
 EDCI 721 (EDSEC 720) Study Skills Instruction
 EDCI 732 (EDSEC 732) Practicum in Career and Technical Education
 EDCI 737 (EDSEC 735) Practicum in Business and Office Occupations
 EDCI 739 (EDSEC 739) Coordination of Cooperative Career and Technical Education
 EDCI 770 (EDSEC 770) Methods for Second Language Acquisition/Learning
 EDCI 776 (EDSEC 776) Teaching in Middle Schools
 EDCI 810 (EDSEC 810) Professional Development for Beginning Family and Consumer Sciences Teachers
 EDCI 824 (EDSEC 822) Young Farmer and Adult Farmer Education in Agriculture
 EDCI 830 (EDSEC 834) Contemporary Issues in Family and Consumer Sciences Education
 EDCI 849 (EDSEC 849) Directed Professional Development/Secondary
 EDCI 850 (EDSEC 840) Curriculum Development in Agriculture I
 EDCI 852 (EDSEC 842) Curriculum Development in Agriculture II
 EDCI 844 (EDSEC 844) Curriculum Development in Family and Consumer Sciences
 EDCI 855 (EDSEC 845) Field Studies in Agricultural Education
 EDCI 874 (EDSEC 874) The Mathematics Curriculum
 EDCI 876 (EDSEC 876) The Social Studies Curriculum
 EDCI 878 (EDSEC 878) The Language Arts Curriculum
 EDCI 929 (EDSEC 929) Supervision in Career and Technical Education
 EDCI 940 (EDSEC 940) Organization and Administration of Career and Technical Education
 EDCEP 725 (EDCIP 725) The Teacher and Child Abuse
 EDCEP 737 (EDCIP 737) Drug Abuse Education
 EDCEP 833 (EDCIP 833) Creativity in Education
 MANGT 570 (670) Systems Design
 MANGT 656 Systems Analysis
 MANGT 686 Systems Administration

DROP

EDCIP 611 Educational Sociology
EDCIP 706 Aerospace Education Workshop
EDCIP 721 Economic Education Workshop
EDCIP 808 Curriculum in the Inner City
EDCIP 908 Instructional Theory
EDCIP 944 Current Issues in College Teaching
EDCIP 990 Internship in College Teaching
EDETC 762 Instructional Television
EDETC 765 Computer Networking in Schools
EDETC 766 Multimedia for Teachers
EDETC 920 Design and Evaluation of Educational Software
EDSEC 737 Practicum in Family and Consumer Sciences-Related Occupations
EDSEC 740 Advising Youth Organizations
EDSEC 809 The Athletic Directorship
EDSEC 864 Assessment in Family and Consumer Sciences Education
EDSEC 910 Occupational Experience Supervision
EDEL 775 Readings in Elementary Education
EDSEC 775 Readings in Secondary Education
EDEL 786 Topics in Elementary Education
EDETC 786 Topics in Educational Computing
EDSEC 786 Topics in Secondary Education
EDEL 795 Problems in Elementary Education
EDETC 795 Problems in Educational Computing
EDSEC 795 Problems in Secondary Education
EDEL 886 Seminars in Elementary Education
EDETC 886 Seminars in Educational Computing
EDSEC 886 Seminars in Secondary Education
EDEL 898 Master's Report
EDETC 898 Master's Report
EDSEC 898 Master's Report
EDEL 899 Master's Research
EDETC 899 Master's Research
EDSEC 899 Master's Research
EDEL 986 Advanced Seminars in Elementary Education
EDETC 986 Advanced Seminars in Educational Computing
EDSEC 986 Advanced Seminars in Secondary Education
EDEL 991 Internship in Elementary Education
EDSEC 991 Internship in Secondary Education
EDEL 999 Research in Elementary Education
EDSEC 999 Research in Secondary Education
EDSEC 700 Introduction to Bilingual/ESL Education
EDSEC 714 Reading and the Bilingual Child
EDSEC 750 Contemporary Curriculum and Technology Connections
EDSEC 760 Teachers as Researchers
EDSEC 768 Enhancing Instruction Through Technology
EDSEC 851 Research and Practice in Classroom Technology
EDSEC 858 Classroom Technology Project/Portfolio
EDACE 704 Extension Organization and Programs
EDACE 706 Principles of Teaching Adults in Extension
EDACE 713 Occupational Analysis
EDACE 791 Career Education
EDSEC 791 Career Education
EDACE 811 Consumer Education
EDSEC 811 Consumer Education
EDACE 914 Technical Education
EDSEC 914 Technical Education
EDSEC 741 German Culture in Second-Language Learning

ADD

GENBA 675 International Business Experience

PREFIX CHANGES

EDCIP to EDCI 720, 742, 745, 746, 831, 890, 907

EDETC to EDCI 764

EDEL to EDCI 700, 714, 817, 835

EDSEC to EDCI 705, 715, 734, 736, 823, 873, 877

Motion carried.

c. General Education - none

2. Approve graduation list and additions to graduation lists.

Senator Fairchild moved for approval of graduation lists.

a. August 2004

Lisa Dianne Woody, Arts and Sciences, BS in Social Science

December 2004

Sara L. Jahansouz – Arts and Sciences, BS in Life Sciences

Derek Chiarelli, Arts and Sciences, BA in Social Science

Shanta R. Bailey, Arts and Sciences, BS in Psychology

Brandon Lloyd Noone, Arts and Sciences, Bachelor of Fine Arts, Graphic Design

Scott Nason, Arts and Sciences, Bachelor of Fine Arts, Graphic Design

Karen L. Stevenson, Arts and Sciences, BS in Social Science

Motion carried.

b. Senator Fairchild moved to approve a posthumous degree for Christopher Nathan Shipley. Chris was working toward a BS in Agriculture with a major in Animal Sciences and Industry. He was scheduled to graduate in May 2005 and was in good academic standing with the university and college at the time of his death in the fall of 2001. Motion carried.

3. Proposed change to Academic Calendar Committee – **Attachment 1**

Senator Simon moved to remove the proposed changes to the University Calendar Committee Policy from the table. The motion was seconded by Senator Hosni. Motion carried. President Spears discussed the dates of the 2004-2005 academic year. (See **Attachment 6**) She stated that the Board of Regents policy requires that the fall and spring semester be a minimum of 75 days, excluding semester examinations. The summer semester runs for 12 weeks, with many courses running from one through 6 weeks long. Senator Simon moved to amend the proposed operating guidelines to change “7. 1) Fall semester begins in August on the 15th Monday following the last day of the spring semester;” and to strike 7. 14). The motion was seconded. Senator Spooner asked about the possibility of the summer semester ever ending less than ten days before the start of the fall semester. Senator Trussell pointed out that if the summer semester ends later, it would push back the start of the fall semester. Senator Cauble asked why the summer semester is set by the deans. President Spears said she discussed this issue with Dean White and sensed a reluctance to move the control of the summer semester over to the university calendar committee. Senator Spooner pointed out that since the summer semester is now moved out of the control of the Division of Continuing Education to the colleges’ control, it should now also come under the university calendar committee. President Spears stated that our university calendar has been approved through summer 2010 by the Board of Regents. Senator Rahman asked if any one had looked at what date was the earliest possible date that the fall semester might begin in the future. President Spears replied that she had not done so. President Spears suggested that a committee might be set up to debate all of the options if that is desired. Senator Hosni stated that he understands that the committee has looked at all of the issues and came up with the recommendations as listed in the proposed policy. Senator Hosni called the question. The motion was seconded. Motion carried. The motion to amend the policy was defeated. The main motion to adopt the University Calendar Committee Policies and

Procedures was then voted on. Motion carried. President Spears then asked about an interest in setting up a committee for further review. There was no interest.

Senator Fairchild reported that Academic Affairs will soon be working on proposed changes to the Honor Policy Constitution and Bylaws.

B. Faculty Affairs Committee - Roger Adams

1. Compensation Task Force recommendation – **Attachment 2**

Senator Adams moved for adoption of the proposed change in the promotion-related salary increase policy C132 of the University Handbook. Senator Ransom asked about how compression for Professors has been addressed in the proposal. Senator Brigham stated the committee reviewed data that shows that professors are the rank that is the farthest behind in salary compared to other ranks. This proposed change is a start to the process of correcting the disparity and the committee is also looking at other methods to improve current professor salaries. Senator Jurich pointed out that full professors will be adversely affected by this change. Senator Spooner discussed that for many years we had no fixed dollars for any promotion in rank. These same arguments were raised at the time that the original promotion-related salary increases were proposed and we need to look forward even though we cannot redress past problems. The committee has worked quite hard to address other suggestions for improving current professor standing. Senator Turnley pointed out the increase in promotion comes from all other faculty raise money. He would rather see a more equitable across the board plan rather than one group paying for the increases of others. Senator Zabel reported that the Salary Task Force is considering several proposals, not just this one. No one proposal solves the problem, but the proposals collectively will positively impact most faculty. This is just one element of a multi-faceted approach to solve our faculty salary problems. Senator Hosni pointed out that these increased promotion raises could help eventually raise everyone's salary. Senator Jurich said he will vote for this proposed change, but he feels treated unfairly by the system because he has been giving up for 17 years a little bit of salary increases for others. We keep saying that it will raise everyone salaries, but it actually comes on the backs of the professors. Senator Ransom agreed with Senator Jurich on many of his points and he has not seen what Senator Hosni has said will happen. He believes the increases are too large and are unfair. Senator Rahman stated that the Salary Task Force proposals should not be done piecemealed but rather should come to Faculty Senate as a complete package. Senator Wilkie commented that new faculty are hired at considerably higher salaries and those who are enticed away from K-State generally are offered much more than a few thousand dollars, so she did not believe that the proposal would help with retention. Senator Spooner stated that this proposal is one of the Task Force proposals that Faculty Senate controls; other proposals take administrative approval. Senator Brigham said that we can control this one piece of the salary problem and asked senators to look at ten years from now and do the right thing for the future. Senator Shubert reported that the amount of money that we have for salary increases for next fiscal year is \$2.4 million for a 1.75% increase. The cost of the proposed promotion increase is estimated at \$114,000. Senator Schumm said he will vote for the change but stated that the faculty salary enhancement plan was used in his college last year strictly for retention rather than to deal with compression issues. Senator Rahman stated that when she was president, the morale was down because of compression. She would like to see what is going to be done for compression before she votes on the policy. Senator Hedrick asked why the proposed increases were bumped so high. Senator Spikes said that he is willing to give up some salary increase in order to help his younger colleagues. Senator Cauble suggested that we could build years of service into the merit system, but we have not chosen to do that for various reasons. As the ombudsperson she realizes this is a major issue on the campus.

Motion carried.

Senator Adams reported that Dr. Dyer has asked the committee to look at study abroad. They are also looking at a request for a new clinical track faculty rank for the College of Veterinary Medicine. Senator Jurich asked if the new clinical track would be tenure track or not. Senator Adams stated that the request is for non-tenure track.

C. Faculty Senate Committee on University Planning - Walter Schumm – nothing to report.

D. Faculty Senate Committee on Technology - Tweed Ross

Senator Ross reported on several areas that the committee is looking at.

1. Developing a system of electronic portfolio that the university would widely support.
2. Looking at an electronic system where faculty would be able to forward student's work to a plagiarism checker then report findings back to the faculty.
3. Determining the specifications for a learning environment for hand held electronic teaching devices.

4. They had a report on electronic dissertation and thesis that will be submitted in an electronic format in the fall of 2006 and no longer submitted to the Graduate School in paper form.

IV. Announcements

A. Faculty Senate Leadership Council - **Attachments 3**

President Spears discussed the attachment.

B. Kansas Board of Regents Meeting – **Attachment 4**

President Spears discussed the attachment. The most sobering event at the meeting was the presentation on the TABOR (Tax-Payer Bill of Rights) amendments in other states.

C. Report from Student Senate

Senator Reynolds reported out of tuition centered enhancements \$54,000 was used for the WIN portal, \$48,000 was allocated to the sports club, \$45,000 was given to academic competition teams, and approximately \$190,000 was allocated for classroom improvements.

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D Other

The Board of Regents will be on campus next week and the Faculty Senate Executive Committee will meet with them for a breakfast on Tuesday, April 19. The Faculty Retirement Ceremony is also April 19 at 4:00 in the Alumni Center. Caucus chairs should turn in election results to Candace Ortega as soon as possible. President Spears announced that Jennifer Gehrt has agreed to run for Secretary for next year but no one has stepped forward to run for Faculty Senate President. If interested, submit a one-page vitae to Candace by the end of April. We will be looking for a person to serve as faculty university ombudsperson for the next three years to replace Senator Cauble.

V. Old Business - none

VI. New Business - none

VII. For the Good of the University

Senator Rahman requested an update on the library funding. She also requested that there be faculty involvement in proposals that go forward for competitive funding when only a small number of proposals will be considered from one university.

Senator Spikes requested that President Spears write Ed Rice thanking Facilities staff for their excellent work in preparing the university for Open House.

Senator Clark suggested that a representative from Graduate Student Council be requested to attend Faculty Senate.

Senator Jurich requested that the president of Faculty Senate congratulate the senior women basketball players for their success on the court and in academics.

President Spears encouraged faculty members to consider all that we do in the eyes of the students' parents and the legislature.

VIII. The meeting was adjourned at 5:00 p.m.

ATTACHMENT 1

Proposed Changes to Academic Calendar Policy

Background

The Board of Regents requires that each Regents University have on file a 3-year Academic Calendar adhering to the minimum number of class days as well as state holidays. On October 14, 2003, Faculty Senate adopted a policy establishing an Academic Calendar Committee and a process by which the academic calendar would be developed and approved. At present the Board of Regents has approved the K-State Academic Calendar through Summer 2010.

Proposed Change

Item 7, a list of general operating guidelines to be used by the Academic Calendar Committee and Faculty Senate, is to be added to the current Academic Calendar Policy.

Rationale

In adopting the policy regarding the Academic Calendar, members of Faculty Senate were adamant that faculty have significant input and final approval of the Academic Calendar sent forward to the Provost and then to the Board of Regents. Discussions on the floor of Faculty Senate last spring, as well as discussions within the committee appointed to develop the Academic Calendar, suggest that a considerable amount of time is often spent in discussing broad parameters that have, in fact, remained relatively stable over the past. Members of the Calendar Committee have proposed that the Academic Calendar policy include a list of these assumptions. Elements of the proposed calendars that conform to these assumptions would not require any extended discussion by either the Calendar Committee or Faculty Senate, allowing discussion to focus on those elements of the proposed calendar that may be new.

As part of the Academic Calendar Policy, these general operating guidelines can be revisited periodically by members of the Academic Calendar Committee as well as by members of Faculty Senate.

University Calendar Committee
Policies and Procedures

Approved by Faculty Senate October 14, 2003

1. The University Calendar Committee shall consist of the University Registrar (non-voting) as chairperson, three representatives of Faculty Senate appointed by the Faculty Senate President, and two students appointed by the President of the Student Body.
2. The University Calendar Committee shall maintain effective communication with the university community throughout its deliberations to insure sufficient input into the consideration process.
3. The University Calendar Committee shall make recommendations to the Faculty Senate Executive Committee not later than February 15. Faculty Senate shall then consider such recommendations for approval.
4. The President of Faculty Senate shall forward the recommendations of the Faculty Senate to the Provost for approval, copied to the President of the Student Body and the University Registrar, not later than May 15.
5. The Provost shall then send the calendar to the Board of Regents for final approval, whereupon it shall be distributed to the university community in a timely fashion by the University Registrar.
6. This process is applicable for calendar year 2005-2006 and thereafter. The current set of calendars, approved and on file with the Kansas Board of Regents, was revised in June 2002 and extends through academic year 2006-2007. While the Board of Regents is open, at any time, to modifications of previously submitted calendars, standard practice is for each Regents' institution to submit a single set of calendar projections once every five years.
7. *The following are the general operating guidelines that will be used in developing the Academic Calendar:*
 - 1) *Fall semester begins in August on a Monday, 10 days following the last class day (i.e., a Friday) of the Summer Semester;*
 - 2) *Labor Day, the first Monday in September, is a University holiday;*
 - 3) *The first Monday in October is designated as Fall Break, and is a student holiday;*
 - 4) *The traditional Thanksgiving Day (i.e., the fourth Thursday in November) is a University holiday. The Wednesday immediately prior to Thanksgiving is a student holiday. The Friday immediately following Thanksgiving is a University holiday.*
 - 5) *The fall semester is 75 class days in length (to include 14 Mondays, 16 Tuesdays, 15 Wednesdays, 15 Thursdays, and 15 Fridays), and the last day of classes is a Friday;*
 - 6) *The fall semester commencement exercises are on the last class day, a Friday and the Saturday immediately following;*
 - 7) *There are five final exam days in the fall semester beginning on the Monday following the last class day (i.e., the Friday prior), and concluding on the following Friday of the same week;*
 - 8) *The fall semester ends prior to the traditional Christmas Day holiday and the spring semester begins in January on the Thursday immediately prior to the Martin Luther King, Jr. holiday, which is the third Monday in January;*
 - 9) *The Martin Luther King, Jr. holiday is the third Monday in January and is a University holiday;*
 - 10) *Spring break, a student holiday, is five week days, beginning on the third Monday in March and concluding on the following Friday of the same week;*
 - 11) *The spring semester is 76 class days in length (to include 14 Mondays, 15 Tuesdays, 15 Wednesdays, 16 Thursdays, and 16 Fridays), and the last day of classes is a Friday;*
 - 12) *There are five final exam days in the spring semester beginning on the Monday following the last class day (i.e., the Friday prior), and concluding on the following Friday of the same week;*
 - 13) *The spring semester commencement exercises are on the last day of the final exam period, a Friday and the Saturday immediately following; and*
 - 14) *The first day of the summer semester is either 10 or 11 days (contingent upon where the Memorial Day holiday [a university holiday] falls on the calendar) following the last day of final exams (a Friday) for the spring semester.*

ATTACHMENT 2

C132 Promotion-related salary increases. Promotion in academic rank is recognition by the university community of substantial achievement which deserves reward. Promotion related increases in salary will be awarded at the university level and are in addition to merit salary increase based on yearly evaluations. Salary increases for promotion to associate professor and full professor will be a minimum of ~~5%~~ 8% and ~~7.5%~~ 11%, respectively, of the average salary of all university faculty members for the year preceding promotion. Funds for these increases are to be from the unclassified salary adjustment pool for faculty members and academic administrators. In years when no salary adjustment pool exists, the funds will come from the same segment of the base budget and will be repaid from the next readjustment pool. (FSM 4- 9-91; POD 6-6-91)

Rationale: It is believed that changes in these percentages will help alleviate retention of faculty and allow K-State to be more competitive with our peers. “Research indicates that the greatest risks are concentrated in the assistant and associate ranks; a larger bump there would contribute to offsetting such risks.” In addition, “these percentages would place K-State first among peer institutions in terms of promotion-based pay increases (currently, the University of Nebraska is first, last year at \$4000/associate and \$6000/full). This is a ‘first’ that we can easily achieve as a component of our general efforts to raise faculty salaries.”¹

Cost: “The relative increased cost to the University is quite low. An 8% increase, based on last year’s salary data, would cost an additional \$1776 per promotion. An 11% increase upon promotion to full [professor] would cost an additional \$2072 per person. The average number of promotions per year, based on the years 1997-2004, is 35 to associate and 25 to full [professor]. Thus, the likely total annual increase for this initiative would be about \$114,000 (this is, of course, a base increase). Since these monies come from the salary pool, this measure does not require the development of new funding sources.”²

¹ Memo of December 6, 2004, to Jackie Spears from Faculty Salaries Task Force.

² Ibid.

ATTACHMENT 3
Faculty Senate Leadership Council Report
April 2005
(Selected Items of Interest)

Current Status of FY06 Budget

The Senate-House conference committee reached a compromise on the appropriations bill. Elements of that compromise include: (1) no base budget reduction for FY 2006, (2) an average full-year salary increase of 1.875% (1.25% for the first six months and an additional 1.25% for the last six months), (3) an average full-year salary increase of 1.0% for faculty members as part of SB 345, and (4) legislative funding of the 27th pay period. Although the details include some self-funding initially, the long-term intent is continued commitment to the block grant approach to funding the universities. At this stage, central administration expects to request a 9.9% increase in resident tuition and fees. This outcome is considerably better than we once thought possible. Please make an effort to thank our local legislators (Roger Reitz, Sydney Carlin, and Tom Hawk) as well as Sue Peterson.

Honor System

Progress is being made by the Ad Hoc Committee. Proposed constitutional changes will be referred to Academic Affairs in two weeks. Recommended changes in procedure will follow shortly thereafter.

Targeted Excellence Process

A memo outlining the concerns regarding the review process of the preliminary proposals raised by members of the Faculty Affairs Committee, Faculty Senate Leadership Council, and by faculty senators at the March 2005 Faculty Senate Meeting was sent to Provost Nellis. Provost Nellis has responded, expressing his continued commitment to shared governance, his regret that the intended process was not followed, and his plans for communicating that regret to those who had written preliminary proposals that were not invited back for full proposals. In addition, he is working with members of the Faculty Senate Leadership Council to revise the process to ensure greater faculty involvement.

A review panel consisting of 8 KSU faculty members and 5 faculty members from outside KSU is being convened to consider the 11 full proposals submitted for the Targeted Excellence program. Members of this panel have received copies of the 11 full proposals as well as 3 written reviews each of these full proposals solicited from faculty members outside of the university who are knowledgeable in each respective field. The review panel is meeting the week of April 11. President Spears will be attending this meeting as an observer.

The Faculty Senate Leadership Council is working with Assistant Provost Cochran to develop revised procedures to the review process for the Targeted Excellence Program.

Statement of Substantial Interests

The Legislature has amended the Open Records bill to require that all faculty members whose salary at the University is \$50,000 or greater file a Statement of Substantial Interest with the state. The first of such statements will be due April 30, 2006. Jane Rowlett's office is currently working on the procedures for complying with this requirement.

ATTACHMENT 4
Board of Regents Report
March 16-17, 2005
(Selected Items of Interest)

SCOCAO/COCAO

No new items.

SCOPS/COPS

Continued discussion of the Concurrent Enrollment Policy. Adopted some procedural and minor wording changes proposed by the Board staff. There was a lively discussion of the credentials of teachers/faculty who would be allowed to teach concurrent enrollment classes. In general, community college representatives favor the current system, which allows each institution granting the college credit to determine the credentials of those teaching the courses. The response from the universities is mixed, with some favoring the credentials proposed by the Council of Faculty Senate Presidents and others agreed with the community college representatives. The policy will be discussed one more time at the April BOR meeting, at which time a final vote will be taken. The policy will then be considered by the Academic Affairs standing committee of the Board of Regents.

BOR: Items Passed Under Consent Agenda

Approved MS in Health Care Administration awarded by Bellevue University (Bellevue, NE), B. A. in Music at Pittsburg State University, and Ph.D. in Health Policy and Management at the University of Kansas Medical Center.

BOR: Items Considered Under Discussion Agenda

Received a legislative update. Most of the discussion focused on the budget. The Senate had essentially passed the Governor's recommended budget. The House, however, had recommended a budget that made considerable cuts in the appropriation to higher education in order to fund K-12. The House budget eliminated the 2.5% salary increase but retained the 1% increase as part of SB345. The House also recommended transferring \$14.1 million of fee fund monies (savings from the 2.5% pay increase that was not approved through the state appropriations) to the state general fund. This has the overall effect of taxing other university sources of revenue, such as tuition, in order to fund K-12.

Dr. William B. Neaves, President and CEO of the Stowers Institute for Medical Research, made a presentation endorsing somatic cell nuclear transfer (SCNT) as an ethical approach to dealing with diseases and injuries. The presentation differentiated between the types of cells used in SCNT, which are cells harvested from the individual at risk and then exposed to the special chemical environment inside an egg, allowing the cells to lose the special characteristics of the body cell and multiply into a few dozen stem cells that can then be developed into the needed specialized cell type. The process does not enable cloning of human beings.

The Board heard a report from Carol Hedges, a policy analyst, regarding the long-term impact of TABOR (Tax-Payer Bill of Rights) amendments. In general, the limitations imposed on such amendments have the effect of reducing the state's ability to respond to increased needs and/or populations. In states that have enacted these amendments, such as Colorado, the government's ability to provide even the basic services such as clean water has been compromised, leaving the responsibility to local governments that have even fewer resources.

ATTACHMENT 5

Whether you know it or not, Jim Dubois was your friend. He was a friend to all faculty at Kansas State University because he firmly believed in shared faculty governance. But beyond that philosophical belief, he was a very active participant in faculty governance.

Jim was just re-elected to a fifth term to Faculty Senate. In his many years of service to the University through Faculty Senate, Jim had his hands on so many of the documents that passed through this body and into our *University Handbook*. Our grievance procedures, chronic low achievement policy, university calendar, mediation policy and many others all stand as documentary evidence of Jim's devotion to his duties as a Senator. If you were ever part of the discussions on the floor of Senate or a member of the particular committee where any of these documents were being discussed, then you know first-hand how passionate Jim was about doing what was *right* for all faculty.

I had the pleasure of serving with Jim on Faculty Affairs for the last two years. I know that I'm speaking for the other committee members when I say that we will miss him and cherish the memories we have of serving with him. You may also not know that Jim was a seemingly tireless faculty advocate for those who called on him for assistance with grievance resolution and Faculty Affairs frequently sought Jim's insights as we tinkered with the grievance documents to assure their fairness and efficacy.

We've lost a valued colleague, a dear friend, and a great Faculty Senator. But Jim Dubois' contributions to the betterment of K-State faculty will continue long after all of us have retired. Although a moment of silence is probably appropriate today, I think Jim would much rather prefer for us to have a spirited and productive debate about that issue in his memory.

ATTACHMENT 6

Notes on Academic Calendar

1. BOR Policy requires that Fall/Spring Semesters be a minimum of 75 days, excluding semester examinations.
2. To accommodate faculty requests, Summer Semester consists of 1 week sessions, 2 week sessions, 3 week sessions, 4 week sessions, 6 week sessions, and 8 week sessions. In order to accommodate these options, the official Summer Session must be a total of 12 weeks. Faculty do not, in general, teach two six-week sessions.
3. The academic calendar must accommodate three intersessions: January, May, and August. These intersessions sometimes overlap the semesters and are not shown on the calendar.

2005

January							February							March						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1			1	2	3	4	5			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28						27	28	29	30	31		
30	31																			
April							May							June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2	1	2	3	4	5	6	7				1	2	3	4
3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11
10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18
17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25
24	25	26	27	28	29	30	29	30	31					26	27	28	29	30		
July							August							September						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2		1	2	3	4	5	6					1	2	3
3	4	5	6	7	8	9	7	8	9	10	11	12	13	4	5	6	7	8	9	10
10	11	12	13	14	15	16	14	15	16	17	18	19	20	11	12	13	14	15	16	17
17	18	19	20	21	22	23	21	22	23	24	25	26	27	18	19	20	21	22	23	24
24	25	26	27	28	29	30	28	29	30	31				25	26	27	28	29	30	
31																				
October							November							December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1			1	2	3	4	5					1	2	3
2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
30	31																			

- ☐ SPRING SESSION
- SUMMER SESSION
- △ FALL SEMESTER