
MINUTES
Faculty Senate Executive Committee
Monday, August 30, 2004 3:30 pm
K-State Union, Room 204

Present: Adams, R. Clark, Cox, Gehrt, Fairchild, Griffin, Herald, Hosni, Johnston, Jurich, Knapp, Rolley, Ross, Schultz, Schumm, Smith, Spears, Zabel

Absent: Prince, Spikes, Stockham

Visitors: Phil Anderson, Alfred Cochran

- I. President Spears called the meeting to order at 3:30 p.m.
- II. Senator Adams corrected the minutes of the August 9, 2004 meeting so that the Faculty Affairs committee report should be changed as follows: “Provost Coffman had requested that Faculty Affairs discuss the policy, but the request arrived so late in the year that the committee ran out of time to consider the policy prior to the provost’s departure.” The minutes were approved as corrected.
- III. Announcements
President Spears discussed the 1st day of class drop policy. She has sent forward a report to Student Leadership and Senator Fairchild for Academic Affairs to review. About 40 sections initiated a drop of students after the 1st day of class which affected about 100 students. Approximately 80% of the drops were in closed classes. Arts & Sciences used the policy the most. Business Administration used it as well. She has discussed taking this up with student leadership. Faculty members want to tighten the language on contacting the instructor to require actual approval from the instructor for missing the class.
- IV. Honor System Annual Report - Phil Anderson, Honor System Director
Phil Anderson summarized the annual report. There were two large cases—one with 45 students and the other with 70 students involved. These two cases took a significant amount of effort. A significant change is the addition of the Graduate School to the honor system. Helene Marcoux had contact with about 4000 individuals about the Honor System. There were 231 students involved in 89 cases. Senator Rolley mentioned the growing interest in how technology is involved in the Honor System and the faculty concerns in this area. Phil Anderson also discussed that students tend to be more technologically savvy than faculty in general. Of particular concern is the cell phone with pictures, text messaging, etc. In addition palm pilots are also an issue. Faculty can require students to turn off digital devices. The typical college student will admit to some kind of cheating about 75% of the time. Since the graduate school is now part of the system there were six cases and all of them involved plagiarism. Senator Ross commented that we have not a clue on the sophistication of the power of digital devices. The Provost makes the ultimate decision on dismissal based on the council’s recommendation. This will be on the Faculty Senate agenda for September.
- V. Reports from Standing Committees

- A. Academic Affairs Committee - Fred Fairchild
Senator Fairchild reported that they will not have their first meeting until next Tuesday.
- B. Faculty Affairs Committee - Roger Adams
Senator Adams reported that they will not have their first meeting until next week.
- C. Faculty Senate Committee on University Planning - Walter Schumm
Senator Schumm reported that they are not meeting until Thursday.
- D. Faculty Senate Committee on Technology - Tweed Ross
Senator Ross announced that high-tech classrooms and how to manage new spam filter will be the topics covered at their next meeting.

VI. Discussion Items

A. Compensation Task Force

The Leadership Council discussed re-configuring the Compensation Task Force. This task force was a new strategy that involved the deans, department heads and faculty. It was effective in general but there was some overlap with other committee efforts. Leadership Council recommends that we retain the Salary enhancement sub-committee as the Task Force and return the tuition waiver and awards subcommittees back to the Faculty Affairs committee. Leadership discussed this with President's Staff and they agreed to this approach. The Faculty Affairs committee would need to decide if this will go back to Faculty Salaries and Fringe Benefits Subcommittee or if another model will be used. Past-president Zabel discussed that the Faculty Salaries and Fringe Benefits subcommittee would compile the salary data but not recommend any solutions in their report.

B. Faculty Targeted Salary Enhancements

President Spears distributed a summary of the Faculty Targeted Salary Enhancements. The salary increase tables exclude merit increases and promotion. President Spears requested guidance on the distribution of data. She suggested sending the entire report to the Compensation Task Force for their review and use for future action. Past-president Zabel suggested posting the three pages of the data to the Faculty Senate web site.

C. Faculty Morale Survey

The 1994 Report on Faculty Morale and Satisfaction survey was posted on the Faculty Senate web page earlier this month. President Spears mentioned that a large percentage of faculty supported tuition waivers during this survey. Tuition waivers were discussed with the President's staff. We agreed that each of the president's staff members and Faculty Senate Council of Presidents need to come to agreement on this issue with a united voice to the Regents. Senator Ross discussed that the administration pointed out that tuition waivers would have to be funded and would take from some source of money through reallocation. Senator Schultz mentioned that there was no incentive to encourage his dependents to come to K-State. President Spears and others do not see this issue as a zero sum game but rather will continue to fight for alternative solutions. Senator Fairchild stated that it needs to be system-wide plan to make this happen.

President Spears will refer the 1994 and 2004 surveys to Faculty Affairs for further review and action.

D. Ombudsperson

President Spears announced that Judy Woellhof, Assistant Director for Classification and

Employment, Human Resources, has agreed to serve as the unclassified professional ombudsperson. Senator Zabel moved for approval of the appointment. The motion was seconded and passed.

E. General Grievance Board

President Spears announced that the board was revised to include 60 people last semester. We have 14 members going off the committee plus we need to expand the board to 60 people. This is a 3-year team. She distributed a random sample listing and requested that senators make recommendations for membership from these lists prior to leaving the meeting today. The Board members will be selected from these recommendations.

F. Other

Senator Hosni asked about how Faculty Senate will prioritize our issues, particularly in working with the new provost. President Spears suggested that the Faculty Senate Leadership Council discuss issues then subsequently discuss at the Executive Committee. Senator Hosni suggested then taking this to the Faculty Senate as a whole. It was agreed that Spears would compile the list of issues, distribute to the caucuses then ask their representative to bring those back to the Executive Committee for discussion.

VII. Old Business - none

VIII. New Business - none

IX. For the Good of the University

Senator Adams suggested that the two new deans be invited to address Faculty Senate. Senator Hosni asked if there would be value to that from the dean's perspective. Senator Knapp suggested that they be invited next semester. President Spears will visit with each dean and ask for their preference.

X. Adjournment

Senator Jurich moved to adjourn the meeting. The motion was seconded and passed. The meeting was adjourned at 4:50 p.m.

SUMMARY BY RANK (FY 2005)

Number(Percent) of Those Eligible Within Each Rank

	Targeted*	Equity**	Other***
Full	89 (20%)	94 (20%)	56 (12%)
Associate	84 (23%)	100 (28%)	31 (9%)
Assistant	30 (11%)	79 (28%)	25 (9%)
Total Funds	\$548,004	\$479,078	\$309,365

* **High Performance, Faculty Retention**

** **Equity Adjustments Within Departments**

*** **Market Adjustments**