

MINUTES
Faculty Senate Executive Committee
Monday, April 30, 2012 3:30 pm
Union room 213

Present: Anderson, Bennett, Bloodgood, Cauble, Clark, Fritch, Hornsby, Hughey, Keen, Kellett, King, Knopp, Moser, Rintoul, Sump, and Van Horn

Absent: Schooley and Vontz

Proxies: Clark, Condia, and Young

Guests: Kelli Cox

1. Call to Order

President-elect Bloodgood called the meeting to order at 3:32 p.m.

2. Approval of the March 28, 2012 executive committee minutes

Senator Hornsby moved to approve the minutes for the March 28, 2012 Faculty Senate Executive Committee (FSEC) meeting. No additions or corrections were offered. Motion carried.

3. Announcements

- Faculty Senate (FS) standing committee results are due in the Faculty Senate office April 30
- Faculty Senate elections for President Elect and Secretary will take place May 8
- Special Session of Faculty Senate regarding faculty salaries: Monday, May 14, 2012, 3-5 pm, Hemisphere room, Hale Library

President-elect Bloodgood shared that the goal is to have as many faculty and unclassified professionals as possible in attendance to show unity. Discussion clarified that FS is the entity calling the special meeting, that salaries are critical to the success of the 2025 vision, and that the goal is to have a positive and constructive meeting. Senator Keen stated that President Schulz mentioned at the Open Forum that he was planning to bring something forward at the end of summer regarding faculty salaries. The special session is to look at ways to achieve the benchmarks presented in the proposal. The comment was offered that we want to avoid infighting which would divert attention from the real issues. The faculty salaries report is available on the Office of Planning and Analysis website. The suggestion was made to include the link in a campus-wide message sent to faculty and unclassified staff about the meeting. Resources for faculty and unclassified salaries could come from three areas: the state, tuition, and private donations. We need to encourage that all three resources are utilized. There is frustration that administration has not made faculty and unclassified salaries a priority. Raises at KSU appear to be a convenience when they should be part of the operational budget of the university. It is the administration's job to find the resources. Most major top 50 research institutions use tuition and donations for salaries.

4. New Business

- A. Benchmarks for Special Session of Faculty Senate regarding faculty salaries. Guest: Kelli Cox
- President Elect Bloodgood requested comments about the benchmark proposal. Kelli Cox distributed data regarding the 21 land grant institutions that are in the top 50 research institutions. She explained that FSLC determined to look at this set of institutions as well as student/faculty ratios. She explained where KSU is to the mean/median. The data is not discipline specific and not all faculty are counted as instructional. A huge exodus due to terminations, resignations, and retirements has not been experienced at KSU; however, there has been some increase in the last years. An APLU salary comparison was included in the

data. Information for land grant institutions has been requested but has not yet been received. This information is what is sent to the Vice President for Administration and Finance and the President to show what is needed to cover the deficit in salaries. There is potential to look at in-state tuition as a source of revenue. Senator Kellett voiced a concern that we can reach the top 50 by making a very limited number of programs “wealthy” and inquired about how to be aware that this might be forthcoming. Using median rather than average salaries is a safeguard. Senator Hughey stated that we need to watch carefully for unintended consequences. A key question is whether we can retain current good faculty and/or acquire others. Senator Anderson stated that he is not so concerned with making the salary that faculty at Georgia make; what matters is that his salary has not changed in five years. Senator Keen commented that administration numbers have increased while faculty and unclassified numbers have decreased. Compiling information regarding the number of failed searches will be difficult. Fort Hays State has given salary increases the last three years when no one else did. Wichita State salary levels are consistently \$20,000 higher than KSU. Senator Fullmer inquired about how Athletics could be supportive to this cause. Athletes pay tuition; however, Athletics no longer gets any subsidy from the University. Senator Keen asked about whether the discussion could involve compensation which might be easier to achieve. Senator Rintoul moved to include a presentation regarding the benchmark proposal on the FS agenda for the May 8, 2012 meeting. The motion was seconded and carried.

B. Approve John Currie and Coach Weber to visit May 8 FS meeting

Senator Hughey moved to invite John Currie and Coach Weber to visit the May 8, 2012 FS meeting. Senator Keen voiced concern regarding the full agenda. Motion seconded and carried.

5. Report from Standing Committees and Student Senate (3:50 – 4:55 p.m.)

A. Faculty Affairs Committee – Judy Hughey/Kaleen Knopp

- Revisions to UH Section C – **Attachment 1**
- Revisions to UH Section D – **Attachment 2**
- Revisions to UH Section F – **Attachment 3**

Senator Hughey reported that several discussions with Provost Mason regarding how to address K-State Salina and K-State Olathe in the UH have occurred. The legal names of both will be used with a short paragraph on each with a “hereinafter known as K-State Salina and K-State Olathe” statement. Recently an inconsistency in UH Section C, 190 and 191, was identified. These were not revised at the same time as Appendix G. Since Appendix G is the most current revision and the revised Section C will be voted on soon, she felt comfortable with authorizing OGC to delete C190 and 191. Hotlinks to Appendix G will be implemented into the revised section. The revised Section C will not have the numbering system changed until all sections have been reviewed. The parts of Section B regarding evaluations were moved to Section C. Information regarding annual evaluations was compiled in one area as was information for five year evaluations. This was done to promote consistency. Representatives of the Provost’s Office support a sequential numbering system. Section C170 has caused issues for administrators. The Office of General Counsel re-wrote this section; however, it still needs tweaking to address special 12-month faculty. Clinical faculty language was added.

Section D, Privileges, Benefits, Responsibilities. This section predominantly contains hotlinks to appendices or the KSU Policy and Procedures Manual. The Professional Conduct Policy has been integrated into Sections C and D. The guiding principle was to reduce and include a hotlink. No change of policy was made.

Section F is lengthy. Major changes were necessary, primarily because some material was archaic. Old language was cleaned up and updated language used. A hot link to CAPP was inserted. Discussion with the Registrar's Office regarding the Retake Policy and how to calculate the score when a course is retaken have occurred. There is nothing in the UH regarding withdrawing from the university. The policy speaks only to dropping courses. Hotlinks were used in this instance. Discussion regarding F45 and F64, pertaining to dropping and adding courses and changing colleges, ensued. Senator Bennett moved to put Sections C and D on the May 8, 2012 FS agenda and to route Section F to CAPP. Motion carried.

B. Academic Affairs Committee – Andrew Bennett

- Items for Faculty Senate consent agenda (Pages 2-7) (Supplemental information in **Attachment 4**)

Senator Bennett moved to place the consent agenda on the May 8, 2012 FS agenda. Motion carried.

- Items for Faculty Senate discussion agenda (Page 8) (Supplemental information in **Attachment 5**)

Senator Bennett moved to place the discussion agenda on the May 8, 2012 FS agenda. Motion carried.

C. Faculty Senate Committee on Technology – Dave Rintoul

Senator Rintoul reported that the resolution regarding textbook reported was sent forward. A meeting was held to discuss E-mail provider and next steps. The E-portfolio recommendations have not gone anywhere.

D. Faculty Senate Committee on University Planning – Bob Condia

Senator Fullmer reported that Ayers Saint Gross will be on campus May 3, 2012 for further work on the master plan.

E. Student Senate – Eli Schooley

No report.

6. For the Good of the University

Senator Gehrt brought information regarding withdrawing money from retirement funds. If someone wants to withdraw their money, they have to go through a particular website to initiate the process. There is a concern about confidentiality. Please contact Senator Gehrt in Human Resources for additional information.

President-elect Bloodgood extended appreciation to those senators who will be transitioning off FS.

7. Adjournment at 5:24 p.m.

Next meeting: Monday, May 21, 2012; 3:30 p.m., Union room 213

ACADEMIC AFFAIRS

Proposed items for consent agenda:

1. Approve to place the following undergraduate and graduate course and curriculum changes and graduation list additions on the May Faculty Senate consent agenda (see attachment 3 for details):

UNDERGRADUATE

College of Human Ecology (approved 3-13-12)

CURRICULUM CHANGE:

Department of Apparel, Textiles, and Interior Design

Changes to the Bachelor of Science:

Change Professional Studies from 68-74 credit hours to 71-74 credit hours by adding a 3 credit hour required course (MKTG 450) to the specialization in Apparel Marketing; change unrestricted electives from 7-15 hours to 7-12 hours.

College of Agriculture (approved 3-15-12)

COURSE ADDITIONS:

General Agriculture

Add:

GENAG 210 Human and Cultural Diversity in the Food and Agricultural Sciences. K-State 8: Human Diversity within the U.S. and Historical Perspectives.

Department of Communications and Agricultural Education

Add:

AGCOM 210 Ag Layout and Print Techniques. K-State 8: Aesthetic Experience, Interpretive Understanding

AGCOM 425 Undergraduate Research in Agricultural Communications. K-State 8: Empirical and Quantitative Reasoning

CURRICULUM CHANGES:

Department of Agricultural Economics

Changes to the BS in Agriculture: Agricultural Economics – Specialty Option: Pre-Vet.

Department of Biological and Agricultural Engineering

Changes to the BS in Agricultural Technology Management. See approval sheets for rationale.

Department of Grain Science & Industry

Changes to the BS in Bakery Science and Management – Cereal Chemistry Option. See approval sheets for rationale and impact.

Changes to the BS in Milling Science and Management – Cereal Chemistry Option. See approval sheets for rationale and impact.

College of Business Administration (approved March 28, 2012)

COURSE ADDITION:

Department of General Business

CURRICULUM CHANGE:

Changes to the Certificate in International Business

Rationale:

The CBA has seen a very large increase of international students at the undergraduate level over the last few years, from approximately 80 in fall 2007 to more than 300 in fall 2011. Many of these students have expressed an interest in the CIB. Most of the international students in the college are pursuing English as their second language and therefore it is unreasonable to expect them to pursue a third language.

Mr. Jim Lewis, K-State international student recruitment coordinator, has shared with student services representatives that prospective international students have an interest in pursuing academic options with an international emphasize, such as a major, minor or certificate program. Therefore, changing the CIB requirements to make it more feasible for international students to complete it may serve as a recruitment tool for the CBA and K-State.

Competing business schools such as the School of Business at KU has amended their international certificate to make it more feasible for international students to complete it.

Impact: The changes to the Certificate in International Business will have a slight impact on the demand for courses in the following departments: Communication, English, English Language Program, Geography, History, Music, Political Science, Sociology, Anthropology, and Theatre. All departments have been notified.

College of Arts and Sciences (approved February 2 and April 5, 2012)

COURSE CHANGES:

Geography

Add:

GEOG 506 Geography of South Asia; K-State 8: Social Science and Global Issues and Perspectives.

Journalism and Mass Communications

Changes to:

MC 331 – Digital Photography for Mass Media

MC 411 – Yearbook Editing and Management

MC 456 – Advertising Techniques

MC 466 – Law of Mass Communication

MC 480 – Public Relations Techniques

Women's Studies

Add:

WOMST 305 – Advanced Fundamentals of Women's Studies; K-State 8: Human Diversity within the US; Ethical Reasoning and Responsibility.

WOMST 405 Resistance and Movements for Social Change; K-State 8: Global Issues and Perspectives Historical Perspectives

WOMST 510 Research Methods and Methodology in Women's Studies

CURRICULUM CHANGES:

Art

Changes to the BA in Art

RATIONALE: We would like the BA in ART to be distinct from the BFA and allow it to include a broader art training. Currently the art component of the BA is the same as a BFA except it does not include the last two courses of the BFA degree. This will allow a more unique set of courses chosen by the BA student and allow them to take advantage of the wider array of courses that the university offers.

Communication Studies, Theatre and Dance

Communication Studies Minor

Proposal to allow non-K-State graduates to complete this minor.

Natural Resources and Environmental Sciences (NRES) Secondary Major:

Adding GENAG 670 to curriculum.

RATIONALE: The nine members of the Board of Directors for the NRES program evaluated GENAG 670 and found that at least 50% of the course content dealt with natural resources or the environmental sciences. They therefore approved addition of the class to the NRES curriculum by unanimous vote on 24 January 2012.

College of Engineering (approved April 5, 2012)

COURSE CHANGES:

Computing and Information Sciences

Changes:

CIS 111 Introduction to Computer Programming

CIS 200 Programming Fundamentals

CURRICULUM CHANGES:

Computing and Information Sciences

Information Systems Curriculum and Computer Science Curriculum

Drop:

- DEN 325 (1 Credit)
- Unrestricted Elective (2 Credits)

Total Dropped Credits: 3

Add:

- Communication Elective (3 Credits)

Total Added Credits: 3

Add the Following Note: The Communications Elective must be chosen from:

- COMM 326 Small Group Discussion Methods
- COMM 322 Interpersonal Communication
- MANGT 420 Management Concepts
- THTRE 261 Fundamentals of Acting
- THTRE 265 Fundamentals of Improvisation

Rationale: While the majority of our students have jobs and internships before graduation, thus having some experience in professional settings, and derive some benefit from DEN325, consistent feedback from alumni, current students, and organizations hiring our graduates indicates that more

developed interpersonal skills, both in interacting on small teams and individuals, would enhance our students' value to their future employers. We therefore feel the need to increase our students' confidence and abilities when interacting with others, particularly in group/professional settings with non-engineers. In addition, we plan to incorporate other personal and professional development topics in other courses in our curricula, particularly in CIS 115 Introduction to Computing Science.

We note the existing curriculum requires public speaking (COMM 105 or COMM 106), for one to many interactions, and written communication (ENGL 516), which includes formal writing, email, and research. It is lacking, however, in small group skills or experience in reading and reacting to interpersonal interactions while maintaining a clear focus on the purpose of the interaction. We anticipate most students will take COMM 322, COMM 326, or MANGT 420 to satisfy the revised requirement, but THTRE 261 and THTRE 265 both offer more innovative options for developing interpersonal skills and increasing confidence. The heads of these departments have indicated they feel these classes would adequately address our needs.

Effective: Fall 2012

Impact: We have been in contact with the Department of Communication Studies, Theatre, and Dance, and the Department of Management. Both have indicated that they are equipped to handle the additional load.

Department of Electrical and Computer Engineering

Changes to the Electrical Curriculum and Computer Engineering Curriculum:

Add C prerequisite requirement

Rationale:

- Add a C-prerequisite policy

In previous years, the College of Engineering required C grades or better in prerequisite courses before a student could enroll in a subsequent course. This policy was dropped in 2002 due in part to difficulties in enforcement (although it remained on the books with respect to the Calculus sequence). With recent improvements in the student information system (ISIS), efficient enforcement is now practical, opening the option of re-introducing a C-policy.

While the College of Engineering currently has not settled on a uniform college-wide re-introduction of a C-policy, several departments now have C policies in their individual curriculums. Some departments require that students must earn C grades to graduate (C-graduation policy), while other engineering departments at K-State and peer schools require that students earn C's in prerequisite courses (C-prerequisite policy).

Following extensive discussions, the ECE department voted to re-introduce a C-policy into the EE and CMPEN curricula. Moreover, it was determined that nearly all courses which could be prerequisites are offered each semester, so that the C-graduation type policy used by some departments is not the best option for our students. The ECE department faculty believes that the more rigorous C-prerequisite policy in the Notes section of the curriculum change below is in the best interest of our students' learning and preparation for their careers.

Impact (i.e. if this impacts another unit): The following units could see an increase in retakes as a result of this policy: CHM, PHYS, MATH, STAT, CIS, DEN, ENGL, ME

Effective Date: Fall 2012

College of Technology & Aviation (K-State Salina) (approved on April 6, 2012)

COURSE DELETION:

Aviation

PHYS 342 Aviation Meteorology

COURSE ADDITIONS:

Arts, Sciences, and Business

COT 499 Advanced Problems in Arts, Sciences, and Business

Engineering Technology

CMST 317 C# Programming; K-State 8: Empirical and Quantitative Reasoning

CURRICULUM CHANGES:

Engineering Technology

Changes to the Associate of Technology in Engineering Technology, Web Development Technology Option

RATIONALE: Changes to the arrangement of courses in the curriculum guide will make the format consistent with the AETA-CP and AETA-DM options. The change to the programming language elective list reflects the addition of a new course. The change to the Mathematics requirements is to prevent transfer students who have already passed a higher math class from being required to take the lower-level MATH 100, College Algebra.

IMPACT: This will have minimal impact on the Department of Arts, Sciences, and Business mainly by keeping students who are more advanced in math out of College Algebra, where they shouldn't be anyway.

EFFECTIVE DATE: Fall 2012

Changes to the Associate of Technology in Engineering Technology, Digital Media Technology Option

RATIONALE: Changes to the list of course electives are needed to eliminate courses that are no longer being taught and to add newer courses. The change to the Mathematics requirement is to prevent transfer students who have already passed a higher math class from being required to take the lower-level MATH 100, College Algebra.

IMPACT: This will have minimal impact on the Department of Arts, Sciences, and Business mainly by keeping students who are more advanced in math out of College Algebra, where they shouldn't be anyway.

EFFECTIVE DATE: Fall 2012

Changes to the BS in Engineering Technology, Computer Systems Technology Option

RATIONALE: Changes to the list of course electives are needed to eliminate courses that are no longer being taught and to add newer courses. The change to the Mathematics requirement is to prevent transfer students who have already passed a higher math class from being required to take the lower-level MATH 100, College Algebra.

IMPACT: This will have minimal impact on the Department of Arts, Sciences, and Business mainly by keeping students who are more advanced in math out of College Algebra, where they shouldn't be anyway.

EFFECTIVE DATE: Fall 2012

Changes to the Associate of Technology in Engineering Technology, Computer Systems
Technology Option

RATIONALE: Changes to the list of course electives are needed to eliminate courses that are no longer being taught and to add newer courses. The change to the Mathematics requirement is to prevent transfer students who have already passed a higher math class from being required to take the lower-level MATH 100, College Algebra.

IMPACT: This will have minimal impact on the Department of Arts, Sciences, and Business mainly by keeping students who are more advanced in math out of College Algebra, where they shouldn't be anyway.

EFFECTIVE DATE: Fall 2012

GRADUATE (approved by the Graduate Council on March 6 and April 3, 2012)

COURSE ADDITIONS

College of Arts & Sciences

GEOG 712 Internet GIS & Distributed Geographic Information Services

MATH 635 Dynamics, Chaos, and Fractals

MATH 843 Advanced Probability I

MATH 844 Advanced Probability II

MUSIC 605 Lower String Pedagogy

STAT 843 Statistical Inference

STAT 905 High-Dimensional Data and Statistical Learning

STAT 907 Bayesian Statistical Inference

College of Veterinary Medicine

CS 793 Surgical Skills

CS 882 Advanced Small Animal Endocrinology

AP 896 Introduction to Responsible Conduct of Biomedical Research

COURSE CHANGES

College of Arts & Sciences

GEOG 605 Remote Sensing of the Environment

GEOG 740 Fluvial Geomorphology (Add K-State 8 tag of Natural and Physical Sciences)

MC 505 Supervision of School Publications

STAT 842 Probability for Statistical Inference

WOMST 610 Capstone Seminar in Women's Studies

CURRICULUM CHANGES

College of Education

Changes to the Online Course Design Graduate Certificate

GRADUATION LIST ADDITIONS:

December 2011

Heather Tidd, BS in Elementary Education, College of Education (grade change upheld graduation)

Philip T. Webb, Master of Arts, Graduate School (technical error)

DISCUSSION AGENDA ACADEMIC AFFAIRS

Proposed items for discussion agenda:

1. Approve to place the following new minor and new graduate certificate program on the May Faculty Senate discussion agenda (see attachment 4 for details):

College of Business Administration

Add:

New Minor in Entrepreneurship

Graduate School

Add:

Graduate Certificate in Applied Mathematics