

MINUTES

Faculty Senate

April 11, 1995

3:30 p.m. Big 8 Room -- K-State Union

Members present: Anderson, Aramouni, Baker, Balk, Behnke, Charney, Conrow, Dukas, Erpelding, Exdell, Fenton, Fingland, Foster, Frieman, Glasgow, Hasssan, Havlin, Higgins, Hummels, Jardine, Johnson, Kassebaum, Klopfenstein, Kolonosky, Kuhlman, Lamond, Laurie, Law, Legg, Madsen, Maes, May, McCulloh, Miller, Mohr, Molt, Mosier, Moxley, Nafziger, Niehoff, Ott, Ottenheimer, Oukrop Pallett, Pence, Pierzynski, Poresky, Royse, Shultis, Taylor-Archer, Twiss, Verschelden

Proxies: Pallett for Maes, Frieman for Michie, Havlin for Ransom

- I. President Kuhlman called the meeting to order at 3:34 PM.
- II. Senator Law moved and a chorus of senators seconded acceptance of the minutes for March 14, 1995. Senators Hassan, Charney, and Conrow noted they had been present for the March 14th meeting. Senator Baker requested that the minutes include the Provost's response to his question: [Senator Baker: How can faculty assess the worth of input if it knows only output? Provost Coffman: That's a good question.] The motion to accept the minutes as corrected passed with a voice vote.
- III. Announcements
  1. President Kuhlman drew Faculty Senate's attention to the announcements in the minutes for the Executive Committee meeting of March 27, 1995.
  2. Senator Havlin announced he had met with Kathleen Sibelius and with Sheila Frohm regarding health care issues and the health insurance package available to KSU from BC/BS. He said both Sibelius and Frohm indicated they were impressed with the Faculty Senate report on premium costs and benefits obtained, including the comparisons with peers. Lieutenant Governor Frohm has fired the previous Benefits Administrator, assisted in revamping the Health Care Commission, and initiated an internal audit regarding health care costs. BC/BS has not been made part of the process of data gathering. Senator Havlin is convinced positive results will occur and believes a request for proposals (RFP) to be released in May 1995 will lead to gains, including enhanced competitiveness in the bidding process. Senator Pence asked if there were any ways for faculty to have input. Senator Havlin answered faculty could write Sheila Frohm or members of the Health Care Commission.
  3. President Kuhlman reminded Faculty Senators that persons interested in running for President Elect and for Secretary of Faculty Senate need to notify Sandra Wood in the Faculty Senate Office of their intentions, plus include a brief CV.
  4. President Kuhlman asked Faculty Senate if he could conduct a straw poll on a proposal to the Union Governing Board to serve 3.2% beer in the Union, and a proposal to rename the K-State Union "Kansas State University Student Union." The straw poll count for the beer proposal was 19 for and 11 against; the Union name proposal had 11 in favor, 5 opposed, and 25 who didn't care. Senators indicated that they had not had time to consider the proposals, expressed concern that straw poll numbers might be interpreted as official action, and wanted the minutes to emphasize that the straw poll was being used solely for information purposes. Senator Law noted that the minutes should indicate neither proposal was discussed. Senator Glasgow remarked that the Senators didn't consider the issues to be very important. President Kuhlman said he would report results only for informational purposes and that the straw poll was conducted without discussion and without knowledge of details.

5. The Board of Regents wishes to get students' perceptions of their education. President Kuhlman supported the idea, particularly as it had been decoupled from the other issues surrounding faculty evaluation. When the BOR discovered the immense data gathering that such an undertaking demands, the decision was to empanel a small group of experts and reconsider what to do to obtain students' perceptions. President Kuhlman is unsure if the BOR knows of the data KSU gathers from graduating seniors.

6. KSU provided a list of 26 faculty names for Dr. D. J. Guzzetta, Jones Distinguished University Professor at Emporia State University, who is conducting a special project on the real and perceived role of teaching in evaluations and rewards. The 26 faculty on the list were: Penne Ainsworth, Mary Albrecht, Neil Anderson, Dave Andrus, Patty Annis, Kathy Banks, Steve Benton, Ken Brooks, Jan Chomicki, David Delker, Elizabeth Dodd, Jennifer Edwards, Stan Elsea, Allen Featherstone, Rebecca Gould, Dave Gustafson, Kathy Holen, Steve Kiefer, Jim Koelliker, Susan Kraft, David Laurie, John Lowe, Candy Russell, Guy Satin-Jean, Mary Ellen Sutton, and Labarbara Wigfall. Nine names will be selected from the 26 submitted which will reflect a balance from the the colleges and faculty ranks.

7. President Kuhlman discussed four State Legislature items:

(a) One paper reports the BOR budget cannot be touched now, whereas another paper says the budget could be changed in the wrap up session. President Kuhlman said clarification was proving elusive. (b) The lottery's future looks dim. If not renewed, KSU will face major budget cuts in about two years.

(c) Some travel expenses will be affected by allowing direct billing for lodging at certain hotel chains.

(d) There is fine tuning going on regarding retirement benefits.

#### IV. Standing Committees

##### A. Academic Affairs

1. Senator Law moved and Senator Shultis seconded course and curriculum changes approved by the College of Engineering on February 17, 1995. The motion passed.

2. Senator Law moved and Senator Verschelden seconded course and curriculum changes approved by the College of Education on February 28, 1995. The motion passed.

3. Senator Law moved and Senator Verschelden seconded course and curriculum changes approved by the College of Business Administration on March 16, 1995. The motion passed.

##### B. Faculty Affairs

1. Senator Pierzynski reported for Senator Dubois. He said new procedures for requesting sabbatical leave had been given to deans and department heads. He noted that minor problems had been noted with the evaluation procedure for deans: not all envelopes were being signed. There will be several items on the May agenda: procedures for hiring at the Associate and Full Professor levels; policy on administrators returning to a faculty line; and editorial changes to the Faculty Handbook.

2. Senator Pierzynski has accepted the position of Chair for the Task Force on Disengaged Faculty. The Task Force is looking at four issues: defining disengaged faculty, bolstering provision of faculty renewal and

development, clarifying the department head's role in faculty evaluation, and providing new incentives for faculty at the Full Professor rank. The Task Force expects to make a report in early summer, 1995.

3. Some discussion ensued on the deans' evaluation procedures. Some non-tenured professors feel reluctant to make critical comments.

Senator Pence: There is concern over why procedures require identifying names when turning in the material. Why is there a need to know who turned in the evaluation of the dean? There seems a lack of trust on who will get this information and if names will be attached. Some faculty are concerned over recriminations. Low turnout seems a result of the procedures.

Senator Pierzynski: There has to a method of accountability to attest results are reliable.

Senator Baker: Why not keep the list somewhere and not show the names to the Dean? This way confidentiality will be preserved.

Senator Poresky: The list should be destroyed once the evaluation is completed. It is a matter of ethics.

President Kuhlman: The central issues are accountability and trust.

C. FSCOUP

1. Senator Maes was not present. No one else from FSCOUP gave a report.

V. Old Business

None

VI. New Business

None

VII. For the Good of the University

Senator Moxley reminded Senators of three upcoming lectures:

April 12: Calvin Trilling

April 12: M. Scott Momaday

April 13: William Raspberry

VIII. The meeting adjourned at 4:05 PM.