

MINUTES  
Provost's Council  
February 18, 2014

The Academic Council met on Tuesday, February 18 at 8:30 am in the Smoky Hill Room of the Memorial Union.

Members present: Mark Bannister, Jeff Briggs, Tim Crowley, Eric Deyo, Paul Faber, Dennis King, Shala Mills, Rob Scott and Chris Crawford, Chair

1. Negotiations – Todd Powell

Todd indicated these are the issues that are up for negotiations with AAUP. Salary is always an issue. The next most pressing issue is the post tenure review policy has to be in place. In conjunction or separately, we need to also have a low performance policy. The Non Tenure Track article is another issue that needs to be incorporated in the flexibility of the workload and the clarifying the lecturer pathway. Whether the one-time bonus is going away or permanent is still uncertain. Todd is thinking about starting all over with the AAUP-FHSU agreement. A lot of the MOA was based on PSU's agreement in 1999 and may not be relevant to us now because of the changes in faculty load, old policies, student demographics, etc. Todd feels the Social media policy is not negotiable since it is a management prerogative and we have processes in place for grievances. Dr. Faber raised the issue about merit recommendations made by the chair can be changed by the dean or provost needs to be cleaned up as well. Todd also mentioned there are three articles in the MOA that are different from the Regents Policies and Procedures Manual. These need to be revised to reflect the Regents policies.

Chris and Tony Gabel will work on post tenure and low performance on the Monday of spring break for the whole day. Everyone was invited to also attend the brainstorming session.

2. Need for a Reception after Graduate and Undergraduate Commencement Ceremonies?

The Council agreed there didn't seem to be much participation the last couple of years at either ceremony and to cancel the reception for 2014. Students want to leave right away to attend their own celebrations and if they want a photo with a particular faculty member, they usually find that person on their own. If there is an outcry from faculty or students for the reception, the Commencement Committee can revisit the idea for 2015.

3. Adjunct Faculty Invited to Commencement for both fall and spring.

The Council agreed to invite both the fall and spring adjunct faculty to both ceremonies.

4. Tilford Conference

Dr. Melissa Hunsicker-Walburn is looking for someone to be the FHSU coordinator for the Tilford Conference. She will be assuming the duties of the Interim Chair of the Department of Informatics and will not be able to devote time to this task. Chris indicated he needs names pretty quickly. Dr. Faber indicated they would find someone in the Department of Sociology and Social Work to take over the Tilford duties. The name of Kate McGonigal was suggested. Dr. Faber will check with the department.

Kent Steward is looking for names of faculty who have done some type of scholarly activity for a public relations piece. Each college provides names of individuals and the type of research/scholarly activity they are participating in. Cindy Cline will forward the information to Kent.

#### 5. Proposed Revision to Misconduct in Research Policy

The current policy has not been changed for many years and seemed to have been written more for faculty than students. It was suggested adding provisions to notify chairs and dean of the misconduct. The policy was approved with changes. Dr. Crowley was asked to make the changes and send to Chris. Chris will share with Dr. Hammond.

#### 6. John Heinrichs Undergraduate Research Mentor Award Proposal

This is a proposal from the Undergraduate Research Committee to recognize research and felt it was fitting to name it after John Heinrichs. We have also named the research activities day after Dr. Heinrichs. The suggestion to name the award after John, was discussed with his wife, Maureen, and she was not opposed to it. It was suggested modifying the procedures to simplify the nomination process. Perhaps model the process after the one used for faculty awards. It was suggested providing monetary support for the research project not the individual. The Council agreed to provide OOE for the award and the funding of \$500 will be provided from the Provost. Dr. Crowley will rework the document for this spring so we can make an award this year. It was suggested to award it posthumously to Dr. Heinrichs, have his wife accept the award and provide the Department of Geosciences the OOE. Dr. Crowley was asked to meet with the committee, and to make a recommendation to him. He will forward the recommendation to the Provost.

#### 7. ACCESS US and NWKTC

This program was created by the Regents to offer face-to-face programming in southwest Kansas. FHSU, Emporia and KSU were included in the initiative, although FHSU is the only one that has offered courses in the area. Two enduring ACCESS US programs that have been successful are Technology Leadership and Social Work. The Department of Agriculture is currently looking to offer an Agri-Business degree in southwest Kansas. Most community colleges offer some type of agricultural courses and there are courses that can transfer for a degree. We are looking at offering it as an ITV site from Hays. There is a scholarship of \$400 for students who want to enroll in this program. FHSU has been charged with ACCESS US and Chris would like to implement various programs to make it a success.

The Regents have made a change in concurrent partnerships that is being aligned with HLC. Instructors at Northwest Kansas Technical College (NWKTC) must have 18 credits in the content area or a Bachelor's Degree with 24 credits in the content area. Dr. Ed Mills, the President at NWKTC reached out to Chris Crawford about offering graduate credit to their instructors. Chris, Rob Scott and Dennis King will be traveling to Goodland to discuss possible course offerings through FHSU.

It is in the early stages but Chris is working on offering a degree in Rural Studies as an interdisciplinary program from FHSU.

#### 8. Retention Conference – February 24

Chris reminded everyone of the conference being held on Monday. A faculty member and the chair from each department is required to attend the conference all day. He is not interested in piece meal attendance. Faculty attending should seek alternative classroom assignments for students and maybe cancellation of classes.

#### 9. Chadron State and Pittsburg State Collaboration

Dennis is speaking with representatives from both universities on Friday to talk about having a two-day OER conference on the FHSU campus this fall. There is a lot of interest in OERs on campus and we hope to deploy the project in September. Chris indicated he would talk to John Ross in the Library about

providing textbooks for the OER project. Adam Holden is hoping to have almost the entire department using OER for courses except the four that are required for accreditation.

#### 10. Strategic Agenda for Kansas Higher Education

Chris highlighted various statistics and data in the report. Key findings show the population distributions, potential careers and job opportunities in Kansas, level of college degrees, etc. It is very interesting data. This should be shared with chairs and faculty. Chris feels this report will guide Board policy.

#### 11. Summer School

Dr. Hammond has indicated he has no problem with an increased offering of on campus classes as long as they are full. If you can fill a class, then offer it. This makes a difference for department chairs. They can teach an on campus course instead of off-campus courses. What about residential life? They do not allow students on campus during the summer. If we have the enrollments on campus, they may entertain the idea but we need a large number of students to do that. Dr. Faber is interested in investigating the idea of a full semester in the summer as part of an academic year instead of what we currently are doing. The deans agreed that general education may be viable for the summer but other than that there will not be that many students attending summer courses on campus. There has been talk of SNU bringing students to campus during the summer and ESL course offerings for next year. The Council reiterated their displeasure with the 5-day summer work schedule. There seems to be no one who is happy about the change. Many faculty and staff expressed they would have appreciated the opportunity to provide input before a decision was made.

Meeting adjourned at 10:35 am.