

Faculty Senate Minutes  
Monday, April 24, 2017  
Clinton Hall 126, 3:30PM-5:00PM

**Senators Present:**

**Senators Absent:**

**Summary of Action:**

1. Accepted the report from the Court of Academic Appeals.
2. Accepted the report from the Faculty Affairs Committee
3. Accepted the report from the Faculty Support Committee
4. Accepted the report from the Rules Committee
5. Accepted the report from the University Admissions and Exceptions Committee
6. Accepted the report from the Undergraduate Research Committee
7. Accepted the report from the University Tenure and Promotion Committee
8. Accepted the University Promotion Guidelines for Teaching Faculty

**I. Call to Order** – Meeting called to order at 3:30PM by President Yildirim

**II. Informal Statements and Proposals** – None

**III. Approval of Minutes**

1. Minutes of the April 10, 2017 meeting were approved as corrected.

**IV. President's Report**

1. **Provost's Evaluation Survey** – The survey is almost ready to be distributed. Senators still have time to provide feedback. The survey should be distributed before next Monday (May 1<sup>st</sup>)
2. **Weapons Policy Training** will take place April 26<sup>th</sup> and 28<sup>th</sup>. Everyone is encouraged to attend. Training sessions are being recorded and will be available on my WSU.
3. **Weapons Policy Update-Boiler Plate Syllabus** – Syllabus language is needed regarding the Weapons Policy. President Yildirim noted that it is important to have a statement in place before the beginning of the summer semester. Senator Castro will resend the statement she crafted. Senior Associate Vice President Muma will add the statement to the HLC syllabus template.
4. **Planning for Ombudsperson Training** – President Yildirim said he is hopeful that Ombudsperson Training will take place during the Fall 2017 semester.

Currently, in the process of identifying someone to carry out the training and determining the cost. The previous training was well attended by faculty and staff.

5. **The Shared Governance Statement** – The statement is sitting with the President’s Executive Team (PET). President Yildirim noted that the statement contains language which allows for the president of the faculty senate to have a reduced teaching load, and the USS and UP senate presidents to have an appropriate release. As the document has not yet been approved, some USS and UP members were not able to run.
6. **New WSU Student Fee Structure** – The Budget Committee is discussing a new fee structure. At this point the fee structure is per credit hour. The plan is to move to a model where it is not a function of a credit hour. It may be that students would pay a fixed fee – over a certain number of credit hours. President Yildirim would like faculty feedback on this issue.  
Several members of the senate had questions including:  
**Question (Q)** – Is the campus smoke free July 1<sup>st</sup>? Is someone letting people

weapon under your control all of the time. What are the implications of this? Not clear on the answer to this question.

**Q:** In order to have temporary adequate we have to purchase these metal detectors. **R:** President Yildirim stated otherwise you would have to hire security people to run the event.

**Comment:** It was suggested that faculty have a telephone number that we could c

- i. **Q:** Are the higher level of achievement determined by departments? **R:** Yes, it is important that all the departments define the role of the teaching faculty.
- ii. **Comment:** We are trying to get rid of the class system, and would just like to that we have two tracks within a track so we need to be mindful that we don't create a class system.
- iii. **Q:** Is how this advancement works being considered and will it be modeled similar to the tenure and promotion structure for faculty? **R:** Yes.
- iv. **Comment:** I noticed in the criteria for promotion, there is the teaching excellence part, but there is also a service component. There is a problem if service is not in someone's appointment letter. **R:** The responsibility is defined within their department role statement.
- v. Several members of the senate commented that service was not part of the role statement for all teaching faculty, it varied by college and department. Some senators were concerned that teaching faculty might feel pressured to take on service, in which case their teaching might suffer. President-elect Shaw asked whether it was better to be specific to protect people or vague to protect people? After a lengthy discussion, Senator Castro made a motion to amend the document: every time the word service is used we put in the caveat "as defined in the role statement." **Motion was accepted**
- vi. There was general consensus that being vague was a better alternative and that it was incumbent upon departments to make the determination. The members of the senate then voted on the  
  - . **Motion was accepted.**
- vii. President Yildirim stated that the committee will discuss how we start the process and guidelines for colleges and departments. According to President Yildirim, the Provost thinks that longer term contracts, for teaching faculty, are feasible. This could happen after a certain length of experience at the university or after a promotion. **Q:** Will this tie into a mandatory time period? **R:** President Yildirim stated that there would not be a mandatory time period, but every 6 years teaching faculty could ask for promotion.
- viii. The committee also proposed using an index for promotion and incentive salary increments. One other recommendation to President Bardo was that a committee be formed to study faculty compensation, and benchmarks with respect to peer institutions and set 10-year faculty compensation goals, similar to the compensation model used by KSU. Kansas State University Faculty Compensation Model.

2. **Teaching Evaluation Policy – 1<sup>st</sup> reading** - President Yildirim Bayram shared the following background: questions have been raised regarding the SPTEs, they have not been revisited for some time, and in some instances the SPTEs were perceived as taking the largest share of teaching evaluations. President Yildirim shared the

- i. **Q:** Language to this effect is in the T&P guidelines. **R:** This policy is for the university level. If there is something that is not in line with this, then

there should be discussion. President Yildirim provided an example where the SPTEs and feedback were given to the Dean's office, prior to being given to the faculty member. The Teaching Evaluation Policy states that faculty has access to SPTE and feedback before anyone else.

- ii. **Comment:** The faculty member has the right to keep and include any information in tenure and promotion.
- iii. President Yildirim asked if this is applicable for adjuncts.
- iv. **Comment:** In a department where classes are small the students need to be able to give anonymous feedback, whoever administers the SPTEs should also be typing up the feedback. **Clarification Q:** Does exit interview mean the student's exit interview? **R:** Yes.
- v. **Comment:** The minimum requirement is one evaluation a year.
- vi. **Comment:** What is missing is the quantifiable outcome, it would be nice if that was included. President Yildirim asked the senat 0 0.24 162 556.8 cm BT 50 0

of the aforementioned comments/ideas/concerns were from the Teaching Evaluation Policy Committee).

- iv. **Comment:** If we revise anything it would be nice to have it tailored closer to the course goals.
- v. **Comment:** I worry about the conflict of interest of incentivizing students to complete the form and worry about it on-line because of low response rate. **R:** In the business college, it is on the honor system and the reward given is additional points.
- vi. **Q:** What is the scientific proof? **R:** It is reliable and valid - it provides similar results. A lively, but brief discussion regarding whether the tool or any survey is scientific ensued.
- vii. **Comment:** Do the evaluation and then the grades could be submitted to the system, taking it out of the professors' hands.
- viii. **Comment:** Suggest giving it as a part of a participation grade.
- ix. **Comment:** SPTEs fluctuate more wildly than the IDEA. What do some of the comments on the SPTEs mean – for example: “comes across as teacher and person.”
- x. **Q:** Has the committee looked at other instruments? **R:** A couple of reports are available, and you can check how IDEA has changed.
- xi. **Q:** Do we want to short or long?
- xii. **Q:** Do we want to compare just to ourselves or do we want to compare to other institutions.
- xiii. **Q:** If we can make it so that students do it online, would we like to think about doing something at mid-term so changes to the rest of the course can be made?
- xiv. **Comment:** Would like to see more movement into the evaluation of the teaching process rather than the individual who is teaching. It would be highly beneficial to all of us if we were focusing on the teaching process.
- xv. **Comment:** Sometimes it is not just the process, but the human factor and process combined together.
- xvi. **Comment:** I think something we need to think about is are we training people to interpret the results correctly.
- xvii. **Comment:** We should have an ad hoc committee to look into it and investigate the design of the SPTE

4. **YMCA Q&A Session** – Dr. Teri Hall, Vice President for Student Affairs -  
Cancelled

**VIII. As May Arise** – Senator Moore-Jansen noted that Qualtrics ca 0 0 0 50 0 0Tm /TTa /TTa /TT0 0Tm