



McCartney Hall 204 3:30-4:30.

MINUTES

1. Call to order, Darrell Hamlin
2. Approval of minutes, motion by J. Tincknell, second by C. Gnizak
3. Membership update and treasurer's report, Charlie Gnizak
 - \$24, 216.39 (11/30/2016)
 - Explained the difference between membership levels, fee structures and voting privileges
 - 36 Members, 35 Entrants/ 71; 4 Assoc Members
4. Negotiations update, Darrell Hamlin for Tony Gabel
 - With recent changes, items for negotiations are under review.
 - PTR language will continue to be reviewed/ revised by faculty involved in current PTR process as previously agreed by both negotiating teams.
 - Salary increases remain an item on the negotiations agenda.
 - Requests for AAUP seat on the committee reviewing e-Portfolio options has been approved.
 - When the University team said they wanted to "step back" from the original list of negotiable items, the AAUP team proposed that this would be a good time for administration to fully study the items proposed previously. The AAUP team continues to challenge any change proposed without study and without evidenced-based need (a study/survey of faculty was discussed).
5. Faculty Senate news, Janett Naylor-Tincknell
 - Gary Brinker stepped down as senator.
 - A senator brought up looking at response rates on T-vals.
 - The Provost openly recognized that response rates are notoriously inaccurate, and although a FS senator said that it was essentially an unfair practice to use these in the tenure process, the Provost avoided answering that core concern.
 - Provost seemed focused on expanding student access to the surveys and has no interest in going back to paper evals that, when used previously at FHSU, yielded much better response rates.
 - Provost has said that the low-response rates exist because the surveys are not properly incentivized.
 - General comments about T-vals included 1) Other universities withhold grades until T-vals are completed, 2) previous incentives have existed on this campus (reference to Jake Glover's work to offer drawings/prizes), and 3) suggestions that removing student

evaluations from the tenure and merit process might be warranted, based on the fact that they are not reliable, and the response rate is chronically low.

- Another suggestion was a return to the previous practice of allowing faculty to include a self-reflection component into each course evaluation data.
- Faculty Workload Taskforce Report has been submitted to the Provost and may be available to faculty in the new year.
- FS will be contacting Andrew Feldstein regarding policies and payments for course development and faculty course designers to address inconsistencies.

6. Transitions for the University, Darrell Hamlin

- Carl Miller and Darrell Hamlin met with Mike Barnett during his first week as acting president and requested a seat on the Tenure and Budget Committee that he is forming; M. Barnett agreed.
- Two major searches were halted.
- Interim President will be announced Dec. 14 at the KBOR meeting in Topeka.
- Several members voiced preference to avoid using a national search committee for the new president.
- Jim Barrett rescinded his resignation and will be staying at FHSU for an additional year.
- Recent *Hays Post* article released the redacted Faculty Senate survey and included an interview with G. Brinker. Related discussions focused on public relations and how faculty can work to heal the university and community relations.
- Some faculty remain concerned that the redacted survey still includes identifiers.
- Docking has lost grants from companies.

7. AAUP workshops at FHSU, Darrell Hamlin

- Planning to have a national AAUP speaker in March 2017

8. Other business

- Ad hoc Committee to Review/Revise the FHSU-AAUP Chapter Constitution & By-laws
 - Executive Board Appointments to that committee: Keith Campbell, Helen Miles, & Janett Tincknell
- Chapter Website work continues, with Jason Harper & Ron Rolf
 - Jason has been working through the development guidelines suggested by the national AAUP, and Ron reported today (Dec. 13) that next semester he will be working with Jason.
- Darrell Hamlin proposed a thank you to the administration team from the chapter for the mid-year salary adjustment.
 - Approved
- Rotating chapter meetings to be on different days each month
 - General discussion agreed that no change would be made at this time.

9. Next meeting: Tuesday, Feb. 14, MC 204, 3:30-4:30 (Meetings will continue to be held the second Tuesday of each month during the spring semester.)

10. Meeting adjourned at 4:50 p.m. J. Sauer moved to adjourn, 2nd by J. Tincknell.