FACULTY SENATE MINUTES
February 23, 2015

The Pittsburg State University Faculty Senate met at 3:00 p.m. on Monday, February 23, 2015 in S102 of the Kansas Technology Center with Julie Dainty, President, presiding.

Past Minutes
The minutes for January 26, 2015 were approved.

Announcements

Provost and Vice President of Academic Affairs – Dr. Lynette Olson
Dr. Lynette Olson announced that the proposed changes to Modern Language majors were approved unanimously by COCAO upon 2nd reading. These majors will be on the BOR consent agenda for March. Dr. Olson, Nora Hatton, several faculty and chairs attended the Association of American College and University meeting in Kansas City recently. Dr. Olson believes PSU was well represented and she will have more to share about this at a later time.

Dr. Dainty then introduced Nora Hatton as PSU’s new Director of Assessment to assist in better comprehension of the Collegiate Learning Assessment Report. Ms. Hatton advised she was asked to report on the Collegiate Learning Assessment Report from 2013-14 adding that the HLC assurance agreement scores would not be comparable over time as items have shifted the way being scored over time. Critical Thinking Task Force, Board of Regents and HLC all agree we will do this. Ms. Hatton presented data using a PowerPoint (see attached).

Dr. Grant Moss asked how the assessment accounted for age, to which Ms. Hatton replied it does not, but does breakdown by demographic factors of age, gender, and that most should be considered traditional age seniors. Josh Letner asked if it could be broken down by major. We learned it can, but is not presently. Results are using small sample sizes currently and not being used as a means to test individual assessment. Also, next year there will be more random samples. In closing Ms. Hatton shared that she wishes to be helpful and invites any inquiries for assistance.

PSU/KNEA – Dr. Harry Humphries, President
Dr. Humphries announced that out of 246 faculty members, approximately 126 morale surveys were returned. He broke down the percent of return by college as A&S 57.89, COB 2.63, COE 13.16, and COT 26.32 and cited that 22.31% of those who responded are looking for employment elsewhere. After distributing copies of qualitative and quantitative summaries, Dr. Humphries announced that the results of the survey would be available online for tenure earning faculty. Consensus was that respondents felt chairs were doing a pretty good job, and the overall sense was the further away from the administrator the lesser feeling of support.

Also included in Dr. Humphries report; sent a response to the Governors report that PSU/KNEA does support all students in response to recent remarks by the governor regarding sexual identity and also supported Kansas Public Employee Relations Board (PERB) which ruled in favor of faculty intellectual properties. After opening up for questions or comments, there were none.

Student Senate Remarks – Dylan McCollar
Mr. McCollar advised currently going over fees and will have funds for whiteboards in Heckert Wells and Yates and lighting all over campus. Also, committee is finalizing decision on outstanding faculty awards for this year.

Unclassified Senate Remarks – Dr. Cathy Lee Arcuino
Not present.

Classified Senate Remarks – Barbara Circle
Not present.

Breathe Easy – Tobacco Free Campus – Dr. Jim Triplett
An addition to the agenda, Dr. Triplett shared a PowerPoint on the development and roll-out of a tobacco-free campus. (See attached) After reviewing the history of the policy, the initiative, workgroup charges, the timeline, and
actual approved policy as of November 3, 2014 the group was advised that more information could be found on-line at http://www.plittstate.edu/tobacco/. Early survey results reflect about a 72% approval from faculty, staff and students. Interestingly he shared that while there are 1400 campuses nationwide that are smoke-free and over 900 tobacco free PSU is the first university in Kansas to go tobacco free. Challenges such as tailgate parties during football games and other individual push back are expected. During the soft-rollout he asked that everyone be respectful and make others aware of the policy by sharing cards that he distributed or are available in the Student Health Center.

Marketing is on-going and working on boundaries clarification to ‘all university property’ which includes parking lots and streets that adjoin PSU property. Thus, this makes streets aligning with PSU property tobacco-free. Outreach to specific groups is also planned, (i.e. international students, construction contractors, etc.). This policy does not impact PSU hiring or employee reviews. Committee is asking for on-going feedback.

Faculty Senate President – Dr. Julie Dainty

Dr. Dainty announced that a multi-year non-tenure earning hiring contract passed, up to 3 year contract will be reviewed again in 2019. Other announcements included a new password policy which requires a password change every 6 months and initial password change must be done by midnight on March 25th. Also, Dr. Scott would welcome feedback on first spring Convocation. Dr. Dainty has sense that legislators have shifted focus to fiscal year 2016 and 2017.

Committee Reports

Undergraduate Curriculum subcommittee – Janice Jewett, Chair

Dr. Jewett announced the only curriculum item was a course revision from ACIS department which the committee approved and was unanimously approved by the senate.

Departmental Academic Honors – Rion Huffman, Chair

Mr. Huffman advised that committee had met, all proposals were sent back to Registrar’s Office for further processing and everything is on track.

Honors College – Kristin Maceli

Dr. Maceli shared with Dr. Dainty in advance of the meeting to announce that the committee reviewed over 60 applications, that the top 48 were invited to campus for interviews and the top 36 were offered a scholarship. The deadline is February 28 to accept or decline.

Student Faculty Committee – Shannon Nicklaus, Chair

Dr. Dainty advised that she was aware that the committee was meeting to discuss the academic dishonesty policy.

Faculty Affairs Committee – Susan Schreiner, Chair

There is still funding available per Ms. Schreiner.

Constitution Committee – Ananda Jayawardhana, Chair

Dr. Jayawardhana advised that there were two options for revisions to the constitution being discussed and he has been asked to wait until the March meeting to provide any additional detail.

Budget Committee – Rebecca Butler, Chair

Dr. Butler shared that committee is working on the charge, has received data from business office, and is hiring a student to perform data entry.

Unfinished Business

None.
New Business

COACHE Satisfaction Survey was briefly presented as a survey option for faculty (see link on agenda). Serves a purpose for KNEA possibly for bargaining, but doesn’t provide anything for strategic planning. KSU has used and Dr. Dainty has a copy of report and can share link. Emporia is using a survey like we formerly have used here.

Dr. Tim Bailey asked about the cost. Dr. Olson replied there would be a 3 year commitment and could be as much as $30,000. Dr. Carol Werhan motioned to further explore the option of moving forward with COACHE and the motion was seconded by Dr. Hazel Coltharp. The question was asked where the funding would come from to pay for this and Dr. Olson advised it is included in the Strategic Plan within Goal 1 that would allow us to implement such a survey and it does flow into the budget process. Dr. Olson could commit to the investment, but would need faculty support to make a decision.

Dr. Darren Botello-Samson spoke of comparison data, external validity and longitudinal data and the ability to utilize GUS versus an outside source. Dr. Olson responded that the intent would be to get a sense of scope and perspective from faculty on campus and would need to take action to make worthwhile. Such a survey provides an opportunity to address strategies identified in survey. Dr. Olson has spoken with her staff about changes, recognizing weaknesses and an approach to address. The intent remains to look for an instrument that will provide meaningful results.

Dr. Grant Moss asked if there were other survey options to consider. Dr. Dainty answered that there were none others being used in Kansas presently. Bob Kehle asked if PSU still has identified ‘peers’, stating he does not seeing KSU or KU as peers. Dr. Olson advised that 2 years ago Regents asked all colleges to identify peers and PSU did put forward a list. Mr. Kehle suggested it would be worth investigating if our ‘peers’ use this and did it work for them. Dr. Olson and Dr. Jan Smith agreed she could reach out to obtain this information.

Dr. Carol Werhan motioned to postpone any vote to her earlier motion until March meeting and more information was gathered. The motioned was approved unanimously.

Open Forum

Bob Kehle announced the 41st Annual Jazz Festival would be held March 6th at the Memorial Auditorium.

Susan Schreiner reminded the group of the recent passing of Earl Young, a long term employee of Axe library. A memorial ceremony is planned for March 23rd at 3:00 p.m. at the library.

Meeting Adjourned

Announced the next meeting will be held in S102. Motion to adjourn was approved at 4:12 p.m.

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*Jim Clanton substituted for Bob Kehle at the November meeting. Christina Cook substituted for Carol Werhan at the December meeting. Janice Jewett, UGCC Chair attended the October, November, December, January & February meeting. Casie Hermansson attended the December meeting. Mark Johnson, Gen Ed Chair, and Jorge Leon, Axe Library, attended the January meeting. Josie Mai substituted for Li-Lin Tseng at the February meeting.*
A BRIEF OVERVIEW OF CLA+ RESULTS
2013-14

Nora Hatton
Director of Assessment
"General Education is the study of humans in their global setting. The general education curriculum, therefore, acts as the heart of a university education by developing the capacities that typify the educated person and providing a basis for life-long learning and intellectual, ethical, and aesthetic fulfillment. General education examines the world around us and fosters an understanding of our interactions with the world and our place in the universe. General education celebrates the creative capacities of humankind and helps to preserve and transmit to future generations the values, knowledge, wisdom, and sense of history that are our common heritage.

The overall purpose of the General Education program is to provide an environment in which students can acquire the basic knowledge and skills common to educated people in our global society. To do this, the program provides instruction in certain basic disciplines ranging from the arts to science and technology. But it does more. It stimulates critical thinking and encourages decision-making free from prejudice or insularity. It develops the ability to communicate effectively via a variety of means. The program promotes ethical and aesthetic growth. It cultivates an appreciation of different cultures and the rights of others. In short, the foundation provided by General Education helps Pittsburg State University graduates lead satisfying lives and function responsibly in a complex and ever-changing world. And above all, the program provides a basis for future growth."

Per the HLC Assurance Agreement, quoting from the University catalog.
Indicator 2: Seniors’ Value-added Performance on the Collegiate Learning Assessment (CLA)

The CLA is a national, standardized test of college students’ skills in analyzing and evaluating information, solving problems, and writing effectively. During this 90-minute online test, students read information about a realistic situation, make decisions supported by appropriate information, and write cohesive arguments, justifying their positions with information. A current University task force is focused on how to assess and improve critical thinking skills, and the CLA will serve as an important measure of our success. PSU will track a value-added indicator for the CLA total score expressed as a percentage of seniors’ actual CLA score to their expected performance. This score takes into account how close the average PSU senior score is to what would be expected, given entering academic ability and the average PSU freshman score. To ensure that PSU seniors continue to achieve at or above their expected CLA scores, the University formed three task forces - writing, mathematics (quantitative reasoning) and critical thinking, to improve performance on those skills. As these recommendations of the groups are implemented into the curriculum, it is expected that they will positively affect CLA scores.

Per the KBOR Performance Agreement.
The Assessment of Critical Thinking at PSU

Since the 2008-09 academic year, PSU has used the Collegiate Learning Assessment (CLA) to assess students’ performances in critical thinking and writing. On this online, constructed-response test, students have 90 minutes to complete one of two possible tasks, the Performance Task or the Analytic Writing Task (see Table 1). For the Performance Task, students respond to open-ended questions about a hypothetical situation; they use a Document Library of various sources of information to create their responses. In the Analytic Writing Task, students are asked to make or critique an argument. Scores on the sub-scales (Performance Measured column in Table 1) became available in 2011. During the 2013-14 academic year, CLA+, a revised version of the CLA, was introduced. The CLA+ continues to assess critical thinking and writing, but now adds the assessment of scientific and quantitative reasoning and critical reading and evaluation.

Per the PSU Critical Thinking Task Force Report.
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<td>N/A</td>
<td>N/A</td>
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</tr>
<tr>
<td>Seniors</td>
<td>1156</td>
<td>1054</td>
<td>1249</td>
<td>55</td>
<td>0.7</td>
</tr>
<tr>
<td><strong>ENTERING ACADEMIC ABILITY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Freshmen</td>
<td>1019</td>
<td>910</td>
<td>1110</td>
<td>49</td>
<td>--</td>
</tr>
<tr>
<td>Sophomores</td>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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</tr>
<tr>
<td>Juniors</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Seniors</td>
<td>1071</td>
<td>950</td>
<td>1190</td>
<td>54</td>
<td>--</td>
</tr>
</tbody>
</table>

Pittsburg State University has a senior Total CLA+ score of 1135 and percentile rank of 51. The corresponding Mastery Level for this score is Proficient.
Distribution of CLA+ Scores, by Mastery Level

FRESHMEN

SENIORS
Performance Task: Distribution of Subscores (in percentages)

FRESHMEN

ANALYSIS & PROBLEM SOLVING

WRITING EFFECTIVENESS

WRITING MECHANICS

SENIORS

NOTE: The Performance Task subscore categories are scored on a scale of 1 through 6.
Additional data to be shared with Faculty Senate General Education Committee:

- Value-added benchmarks
- Sub-score benchmarks (by category)
HISTORY OF TOBACCO POLICY INITIATIVE

- Student Referendum Spring 2012 - 77% approval to be a Tobacco Free Campus environment.
- October 2012 - President Steve Scott appointment of Tobacco Policy Task Force Co-Chairs - Rita Girth and Jim Triplett
- May 2013 - Task Force Recommendation for Tobacco Free Campus - 72% approval from survey
- June 2013-Feb. 2014 - KMEA negotiations approval of Tobacco Policy contract language
- March 2014 - Development of Tobacco Policy Work Group

TOBACCO POLICY WORK GROUP

Chairs:
- Establish an implementation plan timeline
- Investigate and institute a recommendation on the use of cessation products on campus not approved by the FDA (i.e., e-cigarettes)
- Create and implement an overall education/communication plan for the new policy
- Foster resources to provide cessation support
- Develop a compliance/enforcement process for the tobacco policy
- Adopt a periodic sustainability process reviewing the activities in place and the strategies related to the compliance of the policy post implementation

Time Line:
- Soft Implementation: January 1, 2015
- Final Implementation: July 1, 2015

TOBACCO POLICY WORK GROUP

Fourth Sub Committees
- Contractual/Event - Connie Anticeski/ Tim Ameszheiw/ Jim Triplett
- Communication/Education - Chris Kelly/ Jillian Nerson
- Compliance/Enforcement - Michelle Sexton/ Mike McCraken
- Cessation/Prevention - Rita Girth/ JT Knell
**NEW TOBACCO POLICY**

- Approved by President's Council on Nov. 3rd, 2014 - MR.BUSK-E communicated to Campus community

Pittsburgh State University strives to provide a safe, healthy, and respectful working and learning environment for its faculty, staff, students, visitors, and contractors. To support this commitment, Pittsburgh State University will provide a tobacco-free environment. Tobacco use is prohibited in or on any university-owned, operated or leased property including vehicles.

<table>
<thead>
<tr>
<th>Tobacco</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tobacco is defined as all tobacco-derived or containing products, including but not limited to, cigarettes, (cigars, bidi, kretek), electronic cigarettes, cigars, and cigarettes, hookahs, e-cigarettes, pipes, and oral tobacco products (i.e., pouches, snuff, chewing tobacco), Including any product intended to mimic tobacco products or tobacco flavoring. This policy will also include any newly devised tobacco or nicotine delivery product, which is recognized as cessation devices by the FDA.</td>
<td></td>
</tr>
</tbody>
</table>

**TOBACCO FREE CONTRACT LANGUAGE**

It is recommended that the language below be included in all contracts that your department, group, or area deals with that require vendors, contractors, guests, students, etc. to be present on campus:

- Pittsburgh State University (PSU) is a tobacco-free campus, as such the use or sale of tobacco products on PSU property is prohibited. This policy applies to all individuals. In addition to cigarettes, this policy applies to smokeless tobacco, clove cigarettes and e-cigarettes. The policy covers, but is not limited to, buildings, university grounds, parking areas, walkways, recreational and sporting facilities. Failure to abide by University policy may result in contract termination.

**TOBACCO COMMUNICATION TIMELINE THROUGH JAN. 1, 2014**

- November 13 - Website sent to Tobacco Free executive committee for review
- November 14 - Initial signage estimate (location & costs) presented to committee
- November 15 - Website sent to committee members for final review
- November 19 - Website published. Media release about website released. www.pittstate.edu/tobaccofree
- November 19 - 20 - Great Gorilla Smoke Out activities
- December 1 - Tobacco-Free story placed in Electronic Alumni Newsletter (signage plans/soft launch date)
- December 15 - January 12 - Signage installed throughout campus. Ash Can receptacles removed from campus
CESSION AND STRESS MANAGEMENT RESOURCES

BREATHE EASY TOBACCO LOGO

DID YOU KNOW?

FAQ'S

- Why go tobacco free?
  - Pittsburg State is dedicated to providing its students with a safe and healthy academic environment. Tobacco use negatively affects the entire community and compromises Pittsburg State's efforts in this area.
- Where did this initiative start?
  - Pittsburg State students voted overwhelmingly in the spring of 2012 to move to a tobacco free campus. University administration honored these wishes by forming a tobacco task force to further explore the possibility of a tobacco free campus. This task force, after nearly a year of study and comprehensive review, offered a final recommendation to the Presidents Council which formally adopted it in the spring of 2013.
- Are other universities adopting tobacco policies?
  - Yes, nearly 1,400 campuses throughout the nation are now 100% smoke free. Of these, 105 are 100% tobacco free.
FAQ'S

- Are students really at risk?
  - College is a critical time in young adult development during which many
    lifetime habits are formed. In 2014, the Surgeon General reported that
    more than 3.2 million youth and young adults became regular smokers each
    year. Almost 80% of these smokers smoke their first cigarette by age 18.
    More than 60,000 middle school students and 3 million high school
    students smoke cigarettes.

- Why not allow people to smoke outdoors? Is there really a health risk?
  - Yes, there really is a health risk. The Surgeon General has found there is
    no safe level of secondhand smoke. In fact, 7 of the 15 deadliest
    cigarette-related deaths are caused by secondhand smoke exposure.

- What does having a Tobacco Free policy mean?
  - Pittsburgh State's Tobacco Free policy means that no tobacco use will be
    allowed on the Pittsburgh State campus, operated and/or leased property.
    This university.

FAQ'S

- Can I use tobacco in my personal vehicle while on campus?
  - No. Not if it is parked on property owned, operated or leased
    by the university.

- Is abstaining from tobacco a condition of employment at
  Pittsburgh State University?
  - The Tobacco Free policy for tobacco use is not allowed on campus.

- Don't have the right to use tobacco? Does Pittsburgh State have
  the right to tell me I can't use tobacco products on campus property?
  - Tobacco is legal for adults to purchase and consume. The
    Tobacco Free policy does not prohibit you from using tobacco; it merely
    establishes where you can use tobacco. In this case, it is not allowed on
    property owned or leased by Pittsburgh State University.

FAQ'S

- What about e-cigarettes? Can I use these since they're not technically
  tobacco?
  - E-cigarettes, vapor sticks, hookah sticks and any other form of
    electronic nicotine delivery system are not permitted. There is
    insufficient evidence that these devices are safe for smokers and users.

- Is the public allowed to use tobacco products at tailgates, sporting
  events and special events that occur on the Pittsburgh State University
  campus?
  - Tobacco use is prohibited on university owned, operated and
    leased property. Pittsburgh State recognized that it may take
    time for our community to adjust to the new policy. We
    appreciate the support of our campus and encourage campus
    leaders to step forward in a respectful and meaningful way to
    champion this effort. By posting awareness, you will help ensure
    that future generations of Golden will enjoy a healthy and safe
    campus environment.

FAQ'S

- What will the university do about people leaving the campus or going
  across the street to neighboring properties to smoke?
  - While the Tobacco Free policy only applies to university owned,
    operated or leased properties, we ask that students, faculty,
    staff, volunteers, visitors and vendors help maintain a positive
    relationship with our neighbors and respect property outside
    our campus. Leaving campus to use tobacco or smoke does not
    help anyone else to be healthy. The policy does not prevent
    you from going off campus to smoke. Property owners have the
    right to enforce their tobacco policies. Pittsburgh State will
    actively monitor the impact on our neighbors as the Tobacco Free
    policy is implemented.

- How will Pittsburgh State enforce the Tobacco Free policy?
  - Pittsburgh State views a Tobacco Free campus as a shared
    responsibility of all of those in the campus community, tobacco
    users and non-users alike. Welfare to the campus will be
    informed of the Tobacco policy and thanked for their
    cooperation. University employees and students will be
    encouraged to talk about the policy in a positive and respectful
    manner.
FAQ'S

• How will the university handle employees who do not want to stop the use of tobacco products?
  - Faculty, staff and students are not required to stop using tobacco products; however, they will not be permitted to use tobacco products on any university property. Just as they have done with regulations that prohibit smoking indoors, individuals will need to find ways to manage their nicotine intake in a manner that does not involve using tobacco products on campus.

• What should I do if I see someone using tobacco products on campus?
  - Pittsburg State takes pride in the respectful manner in which its students, faculty and staff treat one another. This same level of courtesy will be extended to tobacco users in regards to this policy. Anyone who observes a possible violation may courteously, compassionately and respectfully inform the individual of Pittsburg State's Tobacco Free policy.

FAQ'S

• How will people know that tobacco use is prohibited?
  - Signage bearing the message "Tobacco Free Campus" will be posted at major university vehicular, pedestrian and building entrances. This signage will help communicate the expectations of the policy which will include all university property.

QUESTIONS?

www.pittstate.edu/tobaccofree