

3-27-1973

Fort Hays State University Faculty Senate Minutes, March 27, 1973

FHSU Faculty Senate

Follow this and additional works at: https://scholars.fhsu.edu/sen_all

Recommended Citation

FHSU Faculty Senate, "Fort Hays State University Faculty Senate Minutes, March 27, 1973" (1973). *Faculty Senate*. 618.
https://scholars.fhsu.edu/sen_all/618

This Minutes is brought to you for free and open access by FHSU Scholars Repository. It has been accepted for inclusion in Faculty Senate by an authorized administrator of FHSU Scholars Repository.

TO: Faculty

FROM: Pat Drinan, Secretary, Faculty Senate

Minutes of Fort Hays State Faculty Senate meeting of March 27, 1973, at 3:30 p.m. in the Smoky Hill Room of the Memorial Union.

- I. Roll Call. Members absent: Dr. Joel Moss, Dr. Edith Dobbs, Miss Kathleen Kuchar, Mrs. Alice McFarland, Mrs. Leona Pfeifer, Dr. Samuel Hamilton, Dr. Eugene Flehart, Mr. Ruff Gentry, Mr. Myrl Walker, Mr. Robert Crissman, Mr. Vernon Fall, Mrs. Nancy Popp, Mr. Cade Suran, Mr. Gary Tobias, Dr. Jimmy Rice.
- II. Announcements by Chairman Miller
 - A. Administrative Council heard our recommendation on Intersession. Dr. Tomanek will bring the matter to the attention of COCAO.
 - B. ROTC will probably not be offered next year, because of failure of response of Department of Defense at the present time.
 - C. Dr. Miller reported discussions of the advising process that focused about encouraging students to carry heavier loads.
 1. Dr. Robinson asked if students could be "forced" to take two more hours.
 2. Dr. Staven asked why the \$3.25 per hour for the fieldhouse had to be listed separately in student tuition statements.
 - D. Chairman introduced Dennis Schamber, Chairman of Student Senate
 1. Mr. Schamber announced that Tom Funke had been appointed as Student Senate liaison to Faculty Senate.
 2. Mr. Schamber described recruitment projects undertaken by Student Senate.
 - a. Trip to Shawnee Mission's schools.
 - b. Anticipated projects for Furlough weekend
 - c. Lack of cooperation perceived in Wichita area
 - d. Radio spots
 - e. Informal student trips to home high schools
 - f. Buying leader subscriptions for key high schools
 - g. Window stickers for cars
 - h. Student lobbying efforts at legislature
 3. Mr. Dan Rupp moved that Faculty Senate commend the Student Senate for its efforts. Seconded. Dr. Slechta moved to amend by stating "impressive" efforts. Seconded. Amendment carries. Motion carries.
- III. Committee reports
 - A. Dr. Smith for Academic Affairs had nothing to report.
 - B. Dr. Heather for College Affairs reported the Affirmative Action proposal. Dr. Miller indicated that Affirmative Action would be handled later on the agenda.
 - C. Dr. Witten for Bylaws committee reported proposed Bylaws revision.
 1. Dr. Frerer asked which changes were made. Dr. Witten said that the major changes were due to reorganization of the College with elimination of divisions. Representation will be by department only with no administrator higher than department chairman eligible.
 2. Dr. Robinson asked if administrative personnel lower than chairmen would be allowed? Dr. Witten replied that the intent was that representation would be from teaching faculty associated with departments.
 3. Dr. Slechta asked if the words of the Bylaws allowed departmental representatives chosen from outside departmental faculty. Discussion. Dr. Witten indicated that intent was that departmental representative had to be a member of the department.
 4. Dr. Witten discussed changes in choosing alternates. Dr. Forsythe asked if going on leave forced a member of Senate to give up his academic

duties. Discussion. Dr. Miller moved that Article III, Section 3, C. 2) be changed to read: "In the event a member cannot fulfill his duties because of leave of absence or other reasons, his place shall be filled..." Seconded. Dr. Frerer moved to amend by inserting "or other extended absence from campus" in place of "or other reasons." Seconded. Discussion. Dr. Forsythe asked about sabbaticals and their effect on academic duties. Dr. Parish said that sabbatical gives choice to individual for exercising campus duties. Amendment carries. Motion carries.

5. Dr. Witten discussed changes in supplying continuity of executive with a Vice Chairman who would be Chairman-elect. Miss Veed asked if this was retroactive. Dr. Frerer moved that it be inserted that provision for continuity be implemented next election. Dr. Slechta said there was no need for motion because it is implicit in revision of Bylaws. Motion withdrawn. Dr. Robinson asked why we could not have a chairman for two years. Discussion. Dr. Witten said that the problem of continuity is still present with two-year term.
6. Dr. Witten described provisions for encouragement of summer meetings and a regular meeting time. He also discussed changes that formalized general faculty meetings and reports along with the provision that a parliamentary consultant would be appointed at discretion of executive committee.
7. Dr. Frerer moved to accept Bylaws revision. Seconded. Discussion. Dr. Forsythe asked if Article VI, Section 4, b. constrained members from participating on other bodies like Graduate Council. Dr. Miller stated that the rule applied to Senate standing committees. Dr. Oliva moved to amend Bylaws by changing Chairman to Chairperson in every place Chairman was mentioned in Bylaws. Seconded. Discussion. Amendment fails. Motion carries.
8. Bylaws committee proposes suggestions for Senate consideration.
 - a. Need to clarify responsibilities of standing committees.
 - b. Need to keep record of absences & report absences to department concerned
 - c. Need to encourage roll call voting. Discussion. Consensus was that Rules of Order already permitted roll call voting.

IV. Affirmative action proposal presented by Miss Veed

- A. Miss Veed discussed the requirements by law for an Affirmative Action program that examines and surveys the relevant employment markets for women and minorities and that measures our progress in setting realistic employment goals. Dr. Staven asked what the impact would be if we had to drop a minority faculty member during cuts of faculty. Miss Veed replied that there was nothing to prevent this from occurring. Dr. Frerer inquired about the actual impact of the proposal. Miss Veed said that department chairmen are required to publicize our equal opportunity policy and assess their faculty. The Affirmative Action officer will monitor, especially if discrimination is suspected. General discussion. Dr. Robinson asked if minorities will be hired despite qualifications. Miss Veed replied that there is nothing that says you have to hire an unqualified person. Dr. Miller asked about the practical implications of the proposal. Miss Veed said that it was difficult to know at this early stage. Dr. Staven asked if a quota system was being established. Miss Veed replied that this was not the case although the setting of goals and timetables were legal procedures.

Faculty Senate Minutes

March 27, 1973

Page 3

Dr. Slechta said that President Gustad had already directed that positions be advertised as an equal opportunity employer with an Affirmative Action program. Dr. Staven asked about the process of setting targets. Miss Veed replied that available labor market supplied criteria. Dr. Staven asked about the monetary cost of such a program. Miss Veed replied that at present, costs appear limited to office of institutional planning. Dr. Miller asked about the plans for currently employed women. Miss Veed replied that President has ultimate responsibility but that it is part of present policy to examine and upgrade women's positions if necessary. Dr. Frerer asked about economic discrimination in terms of field classification. Miss Veed replied that it depends on the definition of equal pay for equal work. Dr. Oliva moved to amend by inserting "athletics" after "classes" in line nine of page one. Seconded. Amendment carries. Mr. Campbell moved to amend by changing "She" in line 23 of page two to "and". Seconded. Amendment carries. Dr. Oliva asked Miss Veed for a specific example of a goal. Miss Veed replied that surveying available women and minorities for a specific field and then setting a goal would be the normal way to set goals. Dr. Miller said there were many hypothetical examples that could be explored but that further debate at this time delayed this important proposal and further Senate business.

B. Dr. Pruitt moved that we adopt the Affirmative Action proposal. Seconded. Dr. Staven asked for a roll call vote. Voting in favor: Mr. Jack Heather, Dr. Verna Parish, Dr. Gary Hulett, Miss Ellen Veed, Dr. Jack McCullick, Dr. Leo Oliva, Dr. Donald Slechta, Dr. William Robinson, Dr. Edith Dobbs, Mr. Marc Campbell, Mrs. Ilene Allen, Dr. Lewis Miller, Dr. Lloyd Frerer, Dr. Robert Dressler, Mrs. Vivian Baxter, Dr. Roger Pruitt, Dr. George Wall, Dr. Patrick Drinan, Dr. Robert Adams, Mrs. Rose Arnhold, Dr. LaVier Staven, Dr. Richard Baker, Mrs. Maxine Hoffman, Mrs. Bettie Powell, Dr. Maurice Witten, Dr. James Forsythe, Dr. Wilda Smith. Voting against: no votes cast against. Motion carries.

V. Dr. Oliva moved to accept previous minutes as distributed. Seconded. Motion carries

IV. The meeting was adjourned at 5:00 p.m.