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## Fort Hays State University Faculty Senate Minutes, December 7, 1976

FHSU Faculty Senate

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## FACULTY SENATE MINUTES

December 7, 1976

The meeting was called to order by the Faculty Senate President, Dr. Votaw, at 3:30 P.M. in the Frontier Room of the Memorial Union.

The Secretary called the Senate Roll and the following members were present: Ms. Joanne Harwick, Mr. Mike Walker, Ms. Leona Pfeifer, Dr. Steven Tramel, Dr. Sue Trauth, Dr. Lloyd Frerer, Dr. Wallace Harris, Mr. Elton Schroder, Dr. John Watson, Dr. Ed Shearer, Dr. Richard Zakzewski, Dr. Charles Votaw, Ms. Ellen Veed, Dr. Stanley Robertson, Mr. Dale Peier, Ms. Vera Thomas, Mr. Daniel Rupp, Dr. Allan Busch, Dr. Patrick Drinan, Dr. Ron Smith, Mr. Keith Campbell, Dr. Louis Fillinger, Ms. Donna Harsh, Ms. Orvene Johnson, Ms. June Krebs, Mr. Glenn Ginther, Ms. Esta Lou Riley, Ms. Rose Brungardt, Mr. Donald Jacobs.

Those members absent were: Dr. Clifford Edwards, Mr. Robert Brown, Dr. Lewis Miller, Dr. Billy Daley, Mr. Edgar McNeil.

Also present were: Mr. Gary Hennerberg (State College Leader) and Mr. Cyrel Foote (Campus Minority Advisor), Mr. John Knight for Edwards, Mr. Richard Heil for Drinan and Dr. Bill Powers for Daley.

Dr. Votaw called for additions and corrections to the minutes of the previous meeting as distributed to the faculty. Ms. Krebs requested that on page eleven, paragraph nine, read "Ms. Krebs" for "Ms. Thomas." Dr. Votaw then entered the following corrections. On page three, item r, the date should read "1-27-75." On page twelve, paragraph three, read "Mr. McNeil withdrew his motion for amendment," and delete paragraph five on the same page. On page thirteenth, paragraph three, "questionnaire" was misspelled. On page fourteen, item two, read "sick" for "sich." On page sixteen, paragraph nine, read "President's" for "President." There being no further additions or corrections, Dr. Votaw directed the minutes be approved as corrected.

Dr. Votaw announced that Ms. Gloria Zimmerman, secretary for the Mathematics and Earth Science departments, would record the minutes. Her service would be paid for as an overtime expenditure.

Dr. Votaw then began his Announcements. Before considering those printed announcements to be entered in the minutes, he announced that the Student Senate had invited the Faculty Senate to send representatives to its standing committees. He gave a list of the Student Senate committees and their functions and requested that any member wishing to attend their meetings should advise him.

### ANNOUNCEMENTS

1. The following changes with respect to the Faculty Handbook have been approved by the President.
  - a. The College Affairs Committee may serve in an advisory capacity for future editions of the Faculty Handbook.
  - b. A loose-leaf format will be adopted for the Faculty Handbook.

- c. Supplements will be used to up-date the Faculty Handbook.
- d. The Procedures for Hearings and Appeals to be included in future editions of the Faculty Handbook. (The statement was approved as amended by Faculty Senate through May 17, 1976, and the approved statement is appended.)
- e. On page 12, in Affirmative Action section, add "marital status" to the list at the end of the first paragraph.
- f. On page 13, in Attorney General Opinions section, replace last sentence with, "This statement does not abridge the right of a faculty member to request Attorney General opinions on matters not related to the college." (This is a change from Faculty Senate proposal. CV)
- g. On page 13, in Commencement section, change first sentence to read, "All faculty members are expected to march in the formal academic procession at the Spring commencement."
- h. On page 14, in Communications with Board of Regents section, replace with the statement from the Board of Regents' policy and add the following sentence, "This statement does not abridge the right of a faculty member, as a taxpayer and citizen, to communicate with the Board of Regents." (Faculty Senate proposal was to add this sentence to present statement. CV)
- i. On page 14, in Community Activities section, replace with the following: "The College encourages faculty members to take an active part in community affairs. It is desirable that faculty members participate in activities which promote the civic betterment of Hays and Western Kansas and make their particular expertise available to the community."
- j. On page 15, in Conflicts with Scheduled Obligations section, replace with, "Faculty members should not allow activities not connected with their campus responsibilities to interfere with their campus obligations." (This is a change from Faculty Senate proposal. CV)
- k. On page 16, in Discrimination section, add "marital status" to the list of bases forbidden for discrimination.
- l. On page 22, in Public Relations of the College section, change the sentence which begins in twelfth line of the second paragraph to read, "It is the policy of the administration to process all mail within three days unless there is a compelling reason not to do so."
- m. On page 23, in Summer Employment section, change fourth line and first part of fifth line (to end of sentence) to read, "will teach during the summer term at the same monthly salary as that of the preceding academic year, unless mutually agreed otherwise."
- n. On page 28, in Tenure Policy section, replace the present part B on page 28 with the statement on tenure policy and criteria approved by the Faculty Senate on November 8, 1976. (This statement is appended.)

- o. On page 34, in Leaves of Absence Without Pay section, replace with the following: "For leaves of absence without pay, the policy of the college has been to encourage faculty members to take a semester of a year off to improve themselves by advanced study or such other activity as may be deemed of value to both the individual and the college. Criteria for such leaves of absence may be more flexible than those for sabbaticals; however, this policy has to be adjusted to the needs of the college and the faculty member. If such a plan is contemplated, the faculty member should see the chairman of his department and the dean early in the year." (This is a slight change from Faculty Senate proposal. CV)
  - p. On page 39, in Campus Greenhouse section, add the sentence, "Extra flowers and materials are occasionally available for use by faculty members for college activities or offices."
  - q. On page 40, in the College Services Directory section, add Data Processing to the list.
  - r. On page 48, in the Registration section, change "in Ellis county must" to read, "which will be brought to campus, even on rare occasions, must."
  - s. On page 52, in Change or Adoption of Textbooks section, change to read as follows: "All textbook adoptions or changes are the responsibility of the faculty member or group of faculty members in charge of the specific course involved; the department chairman will in turn notify bookstores. Book orders should be sent to the bookstores three or more months in advance of the semester or summer term in which they are needed, if it is possible to do so."
  - t. On page 53, in Class Hours section, change last sentence of first paragraph to, "Classes should not be dismissed early or late without good reason."
  - u. On page 57, in Graduate Fellowships and Assistantships section, replace with, "Detailed information concerning fellowships and assistantships may be found in the current Graduate Catalog, or by contacting the Graduate Office." (The last phrase is added to the Faculty Senate proposal. CV)
2. The Faculty Senate proposal that there be no transcript notation of audit has now been approved by the President. (See announcement 6h of 11-8-76 minutes.)
  3. The Faculty Senate proposal that Spring Commencement include only those who expect to complete graduation requirements by the end of that semester is our current policy and the President has approved its retention. There may, of course, be exceptions made in rare instances. (See announcement 6i of 11-8-76 minutes.)
  4. The Faculty Senate proposal of 11-8-76 that the Tenure Policy statement and criteria be distributed as a supplement to the Faculty Handbook was approved by the President.
  5. The proposal form adopted by the Faculty Senate on 11-8-76 was approved by the President, and used to approve the Tenure Policy statement and criteria.

6. The President would like a clarification as to what was intended by the Faculty Senate's proposed change in the statement on Committees on page 13 of the Faculty handbook (see Faculty Senate minutes of 5-17-76). I will talk with Stan about this.
7. The President wishes to study further the Faculty Senate's proposed addition to the Sabbatical Procedures in the Faculty Handbook before making a decision. (See Faculty Senate minutes of 5-17-76).
8. The President wishes to study further and consult with Mr. Keating about the Faculty Senate's proposed addition to the statement regarding College Off-Campus Services in the Faculty Handbook. (See Faculty Senate minutes of 5-17-76.)
9. In view of the change in our credit card system for state cars, the Faculty Senate's proposed change in the statement on Gasoline Credit Cards in the Faculty Handbook was disapproved. (See Faculty Senate minutes of 5-17-76.)
10. The proposed Bylaws revisions, Standing Rules and statement on fringe benefits from 11-8-76 are to be discussed with the President at a later date.
11. Brent Halderman, President of the Student Senate, has made the following appointments of student representatives to Faculty Senate committees:

Executive Committee	Dean Lippold
Academic Affairs	Melissa Brack
Bylaws	Dave Taxter
College Affairs	Joy Wyatt
Student Affairs	Gary Hennerberg

12. From the Board of Regents' minutes of 112-23-76
  - a. The request for a policy permitting student participation in the meet and confer process was denied.
  - b. Dr. James B. Appleberry has been appointed President of KSCP with an annual salary of \$38,500.
  - c. The Board of Regents will request the legislature to appropriate \$2,531,000 for energy-saving improvements. Of this, FHS would get \$44,000 for sun shades on Picken and a storm sash on Albertson.
  - d. A revised priority listing for capital improvements is to be submitted to Governor Bennett. There are five items with substantial construction appropriations, none for FHS. Of the remaining items on the list, the East Smoke Tower on Albertson is sixth and our new classroom building is eleventh. Additional important projects listed for FHS are planning for Nurse Education building and a North campus electrical feeder.
  - e. FHS is authorized to buy a new 15-passenger van for use by various departments in making class field trips.

13. Faculty Senate meetings for next semester are scheduled for 3:30 in the Santa Fe room on the following dates:

Monday, January 10, 1977  
 Tuesday, February 8, 1977  
 Monday, March 7, 1977  
 Tuesday, April 5, 1977  
 Monday, May 2, 1977

#### PROCEDURES FOR HEARINGS AND APPEALS

In accordance with the principles of administration and due process and in order to insure prompt determination of contested decisions and fair play to all concerned, the following options to disaffected faculty members (faculty defined as all individuals holding academic rank of instructor, assistant professor, associate professor, and professor) are available. Any faculty member directly concerned and affected by a college decision related to academic freedom, condition of employment, termination of employment, termination related to financial exigency, and other grievances shall have these recourse procedures.

1. There is an established tradition of informal appeal at Fort Hays Kansas State College, and this informal procedure shall be maintained. The aggrieved faculty member has the right of an informal effort at mediation with his or her departmental Chairperson, and if unsuccessful at this level, the faculty member has the right of an informal effort at mediation with the Dean of his or her respective faculty.

Since an open-door policy has been maintained at all administrative levels, the aggrieved faculty member also has the right of informal appeal to the Vice-President for Academic Affairs and to the President. This right shall not be infringed upon, but the usual procedure for pursuing mediation if informal mediation is not successful at the level of the respective Dean will be to initiate a request for a formal hearing or appeal.

2. A request for a formal hearing based on an appeal in writing will initiate the proceedings. The written request shall state the issue and the reasons for appealing. It shall be dated and signed by the appealing faculty member and addressed to the appropriate department chairperson with a copy to the appropriate Dean.\* Within five working days from the receipt of the written request for such hearing, the department chairperson shall set a time and place agreeable to both parties for such a hearing by a departmental committee and notify the person in writing. A decision shall be made within five days following the departmental hearing and the decision reduced to writing and delivered to the appealing faculty member with a copy to the department chairperson and the appropriate Dean.\* A record of the departmental meeting will be kept.

3. If the departmental hearing committee does not support the faculty member, or if it does support the faculty member and the Dean\* does not concur in the Committee's decision, a formal appeal may be made directly to the College Affairs Committee of the Faculty Senate.

\*In the event the department chairperson and the Dean are the same person, the appeal should then go to the Vice-President for Academic Affairs.

4. The faculty member may notify the Chairperson of the College Affairs Committee that he or she has a formal appeal, formally state in written form the reasons for the appeal, and ask that an Appeals Committee be established by the College Affairs Committee. The College Affairs Committee shall nominate a panel of at least five members who have tenure. This nomination shall be subject to the approval of the Faculty Senate. Upon receipt of a grievance, the College Affairs Committee must meet within five working days, and a special meeting of the Faculty Senate must be called when time is of the essence. The Appeals Committee shall select its own chairperson. The Appeals Committee shall, within one week, set up its own procedures and conduct its own meetings in accordance with the Faculty Senate by-laws and regular rules of review.

When the Appeals Committee considers appeals of the nature of severe sanction or the dismissal of a tenured professor, it shall establish detailed and explicit procedural safeguards in conformity with Section 5 "Dismissal Procedures" of the American Association of University Professors' 1972 Recommended Institutional Regulations on Academic Freedom and Tenure (AAUP Bulletin, LVIII (Winter, 1972), 428-433), and as outlined in section b, 4 of the April 18, 1947, Board of Regents minutes.

The decision of the Appeals Committee in the form of a written recommendation to the President of the College shall be transmitted to the appealing faculty member and to the President within 48 hours after the hearing.

5. The President shall take action on the Appeals Committee recommendation within one week unless prevented from so doing by absence from the campus. If the President does not concur with the Appeals Committee findings, the President shall submit a detailed statement of the compelling reasons for nonconcurrance. The Appeals Committee shall reply to the counterarguments presented by the President, and the President will then make a final decision.

6. In the event the final decision is adverse to the interest of the affected faculty member, and if the appeals is of the nature of severe sanctions or dismissal, the faculty member shall have the right to ask the Board of Regents to review all documentary evidence and testimony.

#### TENURE POLICY

The Faculty Senate will submit the names of eight tenured full professors to the Vice-President for Academic Affairs who will select four to serve with him on a Tenure Committee which acts in an advisory capacity to the President of the College in tenure considerations. All faculty members in third, fourth and fifth years of appointment will be reviewed annually by departmental committees made up of the tenured faculty members of the department and the department Chairperson. In a department which has few tenured members, the committee should be supplemented with non-tenured faculty members. This committee will gather evidence which is

documented as well as possible and assist the Chairperson in forming a recommendation.\* After consultation, the appropriate Dean and department Chairperson will submit the evidence and their recommendation to the Vice-President for Academic Affairs at least one week in advance of a hearing before the Tenure Committee. The Dean and the department Chairperson will present a summary to the Tenure Committee at the hearing, answer questions raised by the Tenure Committee members and make a closing statement. After the Dean and Chairperson have left the meeting the Tenure Committee will prepare its recommendation to the President of the College.

\*The departmental committee for evaluation of a non-tenured department Chairperson will consist of the tenured members of the department and the appropriate Dean.

#### Suggested Criteria for Evaluation of Faculty Members for Tenure

1. Effectiveness as a classroom teacher
2. Evidence of research and publication
3. Competency in counseling and advisement
4. Compatibility with colleagues
5. Evidence of good character and citizenship
6. The extent of commitment to the position with the college
7. Physical and mental health, as relevant to the position
8. Evidence of professional growth
9. Capacity for professional growth
10. Verbal and written communication ability
11. Interest and participation in community affairs
12. Academic background and experience
13. Rapport with students
14. Cooperation with supervisors in professional matters
15. Any other considerations which might be pertinent for the individual being evaluated



Dr. Votaw then called attention to several items in the Announcements. In Announcement l, f, h, j, o and u, there were some minor changes concerning the Senate's proposed alterations in the Faculty Handbook. In regard to Announcement b, he and Dr. Robertson would have to consider how the College Affairs Committee might clarify the statement on committees in the Faculty Handbook, page thirteen. He suggested that perhaps something could be offered to the effect that each faculty member should have an opportunity to serve on committees and that all members of committees must be notified of a meeting for the meeting to have validity.

Dr. Robertson stated that he saw two problems on committees: (1) service on committees has become a criterion for merit pay increases; however, some persons are appointed regularly to committees and others are not; (2) there have been committees that meet without notifying all the members. Dr. Votaw agreed.

Dr. Votaw then called attention to Announcement 13, that is, the Faculty Senate schedule for the spring term. He added that the By Laws require a meeting every month, except August, so there will be a meeting Monday, January 10, 1977.

Dr. Votaw concluded his announcements by observing that the "Procedures for Hearings and Appeals" has been approved by President Tomanek, and the "Tenure Policy" has been included in the Announcements to gain wider distribution.

Dr. Watson directed a question to the chair concerning alteration of the final exam schedule to accommodate athletic events. Dr. Votaw directed that the matter be raised under New Business.

Dr. Votaw then called for Committee Reports.

Dr. Zakrzewski requested that Dr. Smith report for the Academic Affairs Committee.

Dr. Smith stated his report was in three parts. He moved that the following new courses be approved by the Faculty Senate: Philosophy 555 - History of Philosophy: From Kant to 1900; Philosophy 556 - History of Philosophy: the Twentieth Century; and English 383 - Language and the Human Experience.

Mr. Schroeder seconded the motion.

There being no discussion, Dr. Votaw put the question and it carried.

Dr. Smith then presented the second and third parts of the committee report, which concerned a recommendation that FHS participate in a new proficiency examination called "PEP." (Laughter) He stated that "PEP" stands for Proficiency Examination Placement exam, one similar to the CLEP tests. Dr. Bloss and Mr. Kellerman had approached the Academic Affairs Committee with the suggestion that FHS become a testing center for PEP, that is, offer the tests to those who want them and that FHS accept scores from PEP tests. The Academic Affairs Committee recommends both suggestions to the Senate with the proviso that the individual departments retain the prerogative of accepting or rejecting the PEP scores in place of courses. He added that PEP is part of the ACT program and that the tests were produced in cooperation with New York State University. Dr. Smith moved that FHS become a PEP testing center. Mr. Peier seconded the motion.

There being no discussion, Dr. Votaw put the question and it carried.

Dr. Smith then moved that FHS accept PEP test scores and that the departments retain the prerogative of accepting or rejecting the PEP test scores for credit. Mr. Schroeder seconded the motion.

There being no discussion, Dr. Votaw put the question and it carried.

Mr. Ginther reported for the By Laws and Standing Rules Committee. He stated that the faculty approved the Senate's proposed changes in the by laws, 106 to three. In the second ballot on Dr. Robertson's amendment the vote was 102 in favor to zero. Mr. Ginther then announced that as a result of the approved changes, it is necessary to draw up a new set of by laws and standing rules. However, it was not possible to locate the Senate Minutes for December 1, 1970, wherein the standing rule on the submission of an agenda in writing at or before the meeting was approved. Therefore, the committee proposes to rescind the previous standing rule and to adopt a new one, as follows: "Committee reports to be brought before the Senate for action at that meeting must be submitted to the Senate membership before or at said meeting in typed form before Senate action on said reports can be taken." Mr. Ginther then moved the above as a standing rule. Dr. Busch seconded the motion.

There being no discussion, Dr. Votaw called for a division of the Senate to achieve a two-thirds approval of the proposed standing rule. The vote was twenty-nine to zero and the rule was adopted.

Dr. Robertson had no report from the College Affairs Committee.

Mr. Peier had no report from the Student Affairs Committee.

Dr. Votaw called for Old Business. There was none.

Dr. Votaw called for New Business and recognized Mr. Cyrel Foote, Campus Minority Student Advisor, to introduce a proposal for a Minority Studies Program at FHS. Mr. Foote distributed a draft proposal to the members (see attachment to minutes) and then began his presentation by relating his experience as an undergraduate at FHS when he felt that he had a difficult time adjusting to FHS and Hays. Also others had difficulty in relating to him; problems arose from misunderstanding. He believes that one thing which would help to eliminate misunderstanding would be to have a Minority Studies Program so that people could learn about the minorities. He said that most students at FHS come from western Kansas but do not stay in western Kansas. They may go to urban areas with large segments of minorities in the population. Mr. Foote believes that by allowing the FHS students the opportunity to learn about and understand minorities they would be afforded a great help later in business, teaching or whatever they might do later in life.

Mr. Campbell asked if Mr. Foote was familiar with any other attempts at minority studies programs?

Mr. Foote replied that Wichita State has one of the best such programs in the country.

Dr. Smith asked what the size of this program would be, one new course or a whole department?

Mr. Foote answered that he thought about three courses, including black history, would be a good beginning. However, a white person could not teach black history because a white person cannot relate something he has no feeling for.

Dr. Zakrzewski asked if any black history has been offered at FHS?

Mr. Foote said that about two years ago it had been offered with many students involved, sixty to seventy students.

Dr. Busch interjected that black history had been offered by Professors Oliva and Forsythe; however, it is not in the schedule now because the demand is gone.

Mr. Foote stated there is another type of demand to be considered, which cannot be measured by head count.

Dr. Watson asked what has been happening to minority studies programs throughout the country? Are they on the decline?

Mr. Foote replied that FHS students would benefit from their experience in studying minorities.

Mr. Campbell asked if groups exposed to minority studies, such as black history, demonstrated any attitudinal changes toward other people?

Mr. Foote answered that he did not have that information with him; however, in his talks with students at Wichita State, he felt they had a better understanding of minority people, which alleviates some of the problems.

Mr. Schroeder enquired whether the program would be directed to the education of minorities or the majority at FHS?

Mr. Foote replied that basically the program would be directed to the education of the majority at FHS about minorities.

Mr. Campbell observed that such a program would be consistent with FHS's goal of serving western Kansas, which is primarily rural. Students at FHS come from towns which have few or no blacks, and will, therefore, have considerable prejudice, a result of no contact with or knowledge of minority groups. He believed the program to be a worthwhile goal for FHS.

Dr. Zakrzewski observed that prospective teachers at FHS do participate in special urban and rural courses for teachers. He recommended that Mr. Foote investigate what is offered in those two courses.

Mr. Campbell added that there are a few courses in sociology and history which concern minority groups.

Mr. Foote stated that he had read the FHS catalog last spring and did not find any courses of the type he had in mind.

Dr. Frerer asked what type of course Mr. Foote had in mind, history, sociology, or something like a general education course, such as, "Understanding Minorities"?

Mr. Foote replied the latter was the type he had in mind.

Dr. Frerer added that Mr. Foote seemed to be looking for courses which combined different topics, to reach the largest number of students.

Mr. Foote answered that was correct, the courses would be taught by several people of minority background.

Dr. Smith asked if Mr. Foote, was making his presentation as the representative of an organization?

Mr. Foote replied that he is the Minority Advisor on the campus.

Dr. Smith asked if he came before the Senate in that capacity or as group representative?

Mr. Foote answered that the former was correct. However, he had asked for input from the several minority groups on the campus.

Dr. Smith suggested that the matter be referred to the Academic Affairs Committee.

Mr. Campbell observed that there is a Minority Affairs Committee on the campus.

Mr. Rupp moved that Mr. Foote's proposal be referred to the appropriate committee of the Faculty Senate for further study and action. Dr. Harris seconded the motion.

Dr. Frerer observed under discussion on the motion that Mr. Foote was advocating two things, understanding minorities and specific courses for minorities.

There being no further discussion, Dr. Votaw put the question and it carried. He then referred the proposal to the Academic Affairs Committee.

Dr. Votaw then called on Dr. Watson to make his motion concerning intercollegiate activities during final examinations.

Dr. Watson moved that FHS delete intercollegiate activities which interfere with final examinations. Dr. Busch seconded the motion.

Mr. Walker observed that if FHS should oppose such activities during FHS finals, he doubted that NAIA would pay any attention to it.

Dr. Votaw said that whether NAIA paid any attention was another matter. The question was whether FHS should go on record as opposed to such activities.

Dr. Smith asked for some background on the question.

Dr. Zakrzewski stated that he saw no reason why FHS should worry about what NAIA wanted, but he too wanted some background on the problem.

Mr. Rupp wanted to know Dr. Watson's objection. He added that he is on the Athletic Board which allowed the basketball team to make the trip which interfered with final exams. President Tomanek concurred, despite the Faculty Senate's earlier objections to such activities. However, there were some circumstances involved which encouraged the Athletic Board to go along with the program. He asked that Dr. Watson state his objection in the matter.

Dr. Watson replied that the administration has made it clear that students are to take final exams at the scheduled times. As the proposed trip by the basketball team means those students involved will not take finals at the scheduled times, he believed the schedule should be adhered to.

Dr. Votaw said the situation at hand was similar to the rule covering who may participate in Commencement. Only those who expect to complete a degree by the end of the spring term may normally participate; however, when a valid reason arises to set aside the rule temporarily, it is done.

Dr. Zakrzewski asked if the basketball team would be assessed the \$3.50 charge for taking a late exam?

Dr. Smith stated that as he had other objections to the administration's rules concerning final exams and as the question on the floor seemed to condone those rules, he would vote against Dr. Watson's motion.

Dr. Frerer observed that it is inconvenient for instructors to give late exams and that there is the question of what is fair for the other students.

Mr. Ginther directed attention to the Faculty Handbook, where the policy is stated that no student shall take a final exam early but does describe a procedure for taking a late final exam. Therefore, only early final exams are forbidden.

Dr. Votaw called for further discussion. There being none, he put the question on Dr. Watson's motion. The motion failed.

Dr. Votaw then introduced discussion of some items from the Announcements contained in the November Minutes. He referred to page two, item c, concerning changing the name of the college mascot. There was no discussion. He stated that page two, item e, indicated that there is a document entitled, "Code of Professional Ethics at FHS" and some procedures for implementing that document. At least the code was adopted; there is some question on whether the procedures part of that document was adopted.

Dr. Frerer moved that the question of a "Code of Ehtics" be referred to the College Affairs Committee. Mr. Rupp seconded the motion.

There being no discussion, Dr. Votaw put the question and it carried.

Dr. Votaw then referred to page three, item j, which concerned the abolition of mid-semester grades. Should there be further consideration of the matter? There are various possibilities other than outright abolition which might be considered before the Senate acts. Undoubtedly the matter will be referred to committee. However, an alternative to abolition would be recording only D's and U's or some other combinations.

Dr. Zakrzewski moved that the question be sent to the Academic Affairs Committee for further consideration. Mr. Ginther seconded the motion.

There being no discussion, Dr. Votaw put the question and it carried.

Dr. Votaw then directed attention to page three, item k, concerning "tagged degrees." His information indicates there is no general policy at FHS regarding tagged degrees.

Dr. Smith asked what is a tagged degree?

Dr. Votaw replied that a tagged degree is a bachelor of science degree in a particular discipline, e.g., "B.S. in Sociology." Generally such degrees are not available at FHS, except in certain instances such as agriculture. Those degrees continue; therefore, clarification is necessary on the motion adopted earlier.

Dr. Smith expressed his concern and feeling that some action should be taken on whether tagged degrees should be granted or not.

Mr. Ginther moved that no action be taken on the matter of tagged degrees. Ms. Krebs seconded the motion.

Dr. Smith asked what the meaning of the motion was?

Dr. Votaw explained that the sense of the motion was that the Senate do nothing about tagged degrees, which was opposed to what he, Dr. Smith, had suggested.

Dr. Zakrzewski asked what a tagged degree is supposed to mean?

Dr. Votaw replied that the purpose was to show in what discipline the B.S. was granted.

Mr. Ginther stated that his department gave a B.S. in Industrial Arts to differentiate it from the B.S. in Education.

Ms. Veed asked if the B.S. in Industrial Arts required fifty hours of science because avoidance of that requirement was probably the reason for the tagged degree in Industrial Arts.

Dr. Harris added that it has been customary in most colleges to grant the B.S. in Agriculture.

There being no further discussion, Dr. Votaw put the question on Mr. Ginther's motion and it carried.

Dr. Votaw announced to the members that the Student Senate had passed a resolution opposed to the Faculty Senate's policy on withdrawal from a course, which policy has been approved by the President.

Dr. Votaw then introduced discussion of the FHS "Destiny Statement." There were at least two members of the Blue Ribbon Committee present to answer questions.

Dr. Zakrzewski asked why athletic excellence was defined in terms of winning but nothing was defined in terms of academic excellence, except that departments should be excellent?

Dr. Votaw replied that there was the statement that only excellent teachers were to be employed but no criteria for excellence were applied.

Dr. Zakrzewski said that the statement does not indicate that FHS may employ only a "winning" geology teacher. (Laughter)

Dr. Votaw stated that it was thought too difficult to define excellence in the faculty; however, it was relatively easy to define excellence for intercollegiate athletics.

Dr. Robertson referred to the statement in question, found on page four of the document. It does not refer specifically to athletics but to intercollegiate activities in general.

Dr. Fillinger remarked that he was disillusioned by the statement because he did not find FHS in the document. It could refer to any of three or four thousand different colleges and fit them beautifully. Where is FHS?

Mr. Rupp directed his comment to Dr. Zakrzewski's questions regarding the athletic program. He felt that the statement was only a consensus of the committee's views and that the statement on the intercollegiate program reflected only the view of a minority in the committee. Winning athletic teams was not a primary consideration of most committee members.

Dr. Votaw agreed that the statement on winning teams provoked a great amount of discussion and many would have preferred a somewhat gentler statement.

Dr. Busch said that the placement of the statement on winning teams overwhelms one. The document concludes with a statement about the athletic program. The placement of it at the conclusions is the problem.

Dr. Zakrzewski asked if Dr. Harris's livestock judging teams would also be required to win?

Dr. Votaw stated that most of what he had heard concerned the implementation procedure and not the "Destiny Statement" itself.

Mr. Ginther reminded the members that they must address the chair when speaking. (Laughter)

Dr. Frerer stated that except for the added emphasis given to "out reach" programs, the document contained little that was new in terms of FHS goals. FHS has always wanted excellent teachers.

Dr. Watson added that the document differs little from FHS stated objectives and goals, which have been given to the North Central Association and are contained in the FHS catalog. The term "destiny" sounds more remote than objectives and goals. The application of the term "destiny" means the injection of a new term which may not be better. We may be fooling ourselves if we think that new terms and ideas are necessarily better.

Ms. Veed objected to the statement that FHS will have programs which are regional in nature but will have national and international application. FHS is a regional institution and there are many goals of a strictly regional application and worthy of our attention.

Dr. Busch observed that "region" was never defined in the document. Is the region western Kansas, Kansas, Nebraska, Oklahoma and Colorado, or the Great Plains?

Dr. Votaw replied that the intention was to keep "region" to the Webster's definition, any defined area. Therefore, one might envision various defined areas.

Dr. Robertson referred to page three of the statement, concerning the image of FHS, that FHS will maintain and develop programs of regional impact and be known nationally for their uniqueness and excellence. It would be consistent to have that statement under the programs which preceded it in the document. Perhaps it would be better to say generally that FHS will concentrate on regional programs which will have national and international recognition.

Mr. Knight said that most of the comments he had heard were directed to the lack of details in the document. It did not bother him. That seemed to be what was intended. The faculty has been asked to submit specific recommendations, which is fine. Presently, the document fits as a good piece of Orwellian diplomacy because one can and may read anything one wants into it.

Dr. Smith disagreed. The committee did not and would not have had a two day retreat if such was the purpose.

Dr. Zakrzewski thought the document was sufficiently specific, the committee might have insisted on mediocrity rather than excellence. In some sense he agreed with Dr. Frerer that FHS already has those objectives. However, the most definitive statement is that on intercollegiate teams.

Mr. Foote observed that minorities were left out of the drafting process.

Mr. Rupp stated that students were present on the committee but were in the minority.

Dr. Smith urged everyone to respond in writing and not entirely in the negative.

Dr. Azkrzewski asked to meet with the Academic Affairs Committee for a few minutes after the meeting.

Dr. Frerer moved for adjournment and Mr. Ginther seconded the motion.

There being no objections, Dr. Votaw adjourned the meeting at 4:50 P.M.