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## Fort Hays State University Faculty Senate Minutes, June 21, 1977

FHSU Faculty Senate

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FACULTY SENATE MINUTES

June 21, 1977

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

The secretary called the Senate roll and the following members were present: Mr. Frank Nichols, Dr. Clifford Edwards, Dr. Lewis Miller, Dr. Stephen Tramel, Dr. Sue Trauth, Dr. Wallace Harris, Mr. Elton Schroder, Dr. Ed Shearer, Dr. Richard Zakrzewski, Dr. Charles Votaw, Ms. Ellen Veed, Dr. John Watson, Mr. Dale Peier, Dr. Allan Busch, Mr. Richard Heil, Dr. Ron Smith, Dr. Keith Campbell, Ms. Donna Harsh, Ms. June Krebs, Ms. Esta Lou Riley.

Those members absent were: Mr. Mike Walker, Ms. Leona Pfeifer, Mr. Robert Brown, Dr. Lloyd Frerer, Ms. Vera Thomas, Mr. Dan Rupp, Dr. Louis Fillinger, Dr. Bill Daley, Ms. Orvene Johnson, Mr. Ed McNeil, Mr. Glenn Ginther, Dr. Stanley Robertson, Ms. Rose Brungardt, Mr. Donald Jacobs.

Also present were: Mr. Mike Meade for Walker, Ms. Calvina Thomas for Brungardt, Dr. Benito Carballo for Pfeifer, Dr. Louis Caplan for Robertson, Dr. Geroge Wall for Thomas, Mr. Bill Rickman for Rupp, Mr. Stan Teasley (Student Body President), Mr. Rick Allton (SGA).

Dr. Votaw called for additions and corrections to the minutes of the previous meeting as distributed. He announced a correction in the meeting time, for 2:30 read 3:30. There were no other additions or corrections and the minutes were approved with the correction.

Dr. Votaw distributed his Announcements and called for questions. The Announcements were inserted in the minutes as follows:

ANNOUNCEMENTS BY FACULTY SENATE PRESIDENT:

1. The Faculty Activity Analysis scheduled for Fall, 1977, has been postponed to Fall, 1978.
2. In the Spring semester there were 532 course withdrawals on the last day for withdrawals, and 16 additions.
3. The President has approved the policy regarding building use as presented in the May 2 Senate meeting and has approved the Who's Who procedure as presented in the April 5 Senate meeting.
4. Regents guidelines for FY79 budget requests include a 7% increase in the unclassified salary budget, a 10% increase in other operating expenditures, and a faculty to student ratio of 1-20 to use for determining faculty position increase or decrease, for the 3 smaller universities. (The ratio applies only to enrollment increases or decreases.)

5. A new proposal to induce optional early retirement is being considered at the Regents level. It would provide medical insurance coverage (in addition to Medicare) through age 70, and a lump-sum TIAA-CREF contribution of 10, 20 or 30 percent of the employee's current salary for early retirement at ages 64, 63 or 62, respectively, except during the first year of the plan when the 10, 20, or 30 percent would be for those retiring at ages 69, 68, or 62-67.
  6. The Graduate Deans of the Kansas Regents' Institutions have written a statement expressing concern over the pressures to degrade quality in graduate education. The Council of Chief Academic Officers has proposed that the Regents send this statement to various accrediting agencies.
  7. Freshman applications for fall enrollment are up 10, while transfer applications are down 32, compared to last year.
  8. Many of the suggestions in the Consultants' media center report have been included in the FY79 budget. I have a copy of the report if you would like to review it.
  9. The Council of Deans is considering a proposal regarding committee appointments. The proposal recognizes the need to give appropriate opportunities to all for committee service since that is part of the reward system, and it recognizes the need to spread around the duties associated with committee work. Among the suggestions in the proposal is the formation of a Committee on Committees to review committee activities and membership.
  10. The next Faculty Senate meeting will be Monday, July 18, 1977, at 3:30 p.m. in the Santa Fe Room of the Union.
- Ms. Veed announced that an item raised in COD should be communicated to the Senate. If any faculty members, while traveling, should receive any serious complaints about the university such matters should be communicated to the V.P. for Academic Affairs.
- Dr. Votaw called for Committee Reports.
- Dr. Zakrzewski said there was no report from the Academic Affairs Committee.
- Since Mr. Ginther was absent, there was no report from the By-Laws and Standing Rules Committee.
- Mr. Heil said there was no report from the University Affairs Committee.
- Mr. Peier said there was no report from the Student Affairs Committee.
- Dr. Votaw called for Old Business. There was no Old Business.
- Dr. Votaw called for New Business and introduced a memorandum from Dr. Frerer on the matter of public TV, suggesting that the Senate discuss the same. Dr. Votaw explained that the Governor has suggested that somewhere (Hays, Colby, etc.) public educational TV will be established. The question is how strongly should FHS push for establishment of the center at FHS? One consideration has been the availability of funds.

Dr. Zakrzewski suggested that FHS, either as individuals or as the Faculty Senate, do everything possible to support the establishment of a public TV station at FHS. He then moved the same.

Dr. Miller seconded the motion.

Dr. Votaw called for discussion. There being none, he put the question and it carried.

Dr. Votaw then called on Dr. Watson to introduce discussion of the preliminary report of the University Affairs Committee concerning the establishment of the Personnel Advisory Committee for the allocation of personnel at FHS.

Dr. Watson called attention to page one under A and B. It seemed to him that the document concentrated on the reduction of personnel and that even though it mentions reallocation and addition of personnel, the document does not address those matters. It should do so.

Ms. Veed agreed with Dr. Watson that the document did not fully address reallocation and addition of personnel. The purpose of the Advisory Committee would be to advise on all three of those matters; however, for the moment the need is to establish guidelines for the possibility of reduction of personnel.

Dr. Votaw interjected that this particular document does not fulfill the promise of guidelines on reallocation and addition of personnel, but it does state that the Personnel Advisory Committee will have those functions as well.

Dr. Watson said that guidelines should exist for all three possibilities.

Dr. Smith agreed with Dr. Watson.

Dr. Miller questioned the implications of the AAUP Rule of 1940, listed on page three of the document. He felt that the concept of "imminent financial crisis" is a contradiction of the principle on which the Board of Regents mandates the reduction of faculty. A ratio of 1 to 20 does not convey imminent financial doom for the institution. Should the Senate address itself to that matter?

Dr. Votaw said that the Pittsburg State faculty union has addressed itself to that subject and has maintained that the whole state must be on the verge of financial collapse before faculty could be terminated for financial reasons.

Dr. Watson said that the ratio of 1 to 20 is arbitrary and when other institutions in the state are maintained at 1 to 15, for example, how can there be a financial crisis in the state?

Dr. Votaw said that "financial crisis" is a matter of interpretation.

Dr. Miller replied that the 1940 AAUP statement did not leave room for interpretation.

Dr. Votaw explained that it does. If the legislature will not allocate more funds, the institution must find ways of surviving. It does not matter how much money the state has; if that money cannot be obtained, the institution is threatened. If the Board of Regents is unwilling to approve positions, that threatens the institution, whether the state can afford those positions or not.

Dr. Edwards said that language similar to the FHS statement was used in the Wisconsin State University system and was interpreted to mean that faculty would not be released, even from a diminished department, if the institution as a whole remained undiminished. He suggested that some ambiguity in the document could work to the benefit of a faculty member.

Dr. Smith spoke in favor of restoring the representative from the Nursing School to the Personnel Advisory Committee. The composition of the committee appears to be unbalanced. The Nursing School member should not be excluded merely because that faculty is homogeneous while Arts and Sciences and Education are not.

Dr. Votaw replied that the reason for deleting the member from Nursing was based on the relative sizes of the schools. It seemed sufficient to have Nursing represented by the dean. Another consideration was the size of the Personnel Advisory Committee.

Ms. Veed said that the University Affairs Committee would appreciate any comments on the financial exigency document. Address them to Dr. Robertson. Hopefully the committee will bring in a recommendation at the July Faculty Senate meeting for approval.

Dr. Votaw said there is no reason to rush the matter merely to get through this summer. There is also no reason to hold off on perfecting the statement.

There followed a discussion of the established ratio of 1 to 20 for reducing faculty. Dr. Votaw stated that the guidelines this year and for next year, FY79, are the same - reduction and addition of faculty will be made at the rate of 1 to 20.

Dr. Votaw urged the members to gain input on the financial exigency statement from their respective departments before the July Faculty Senate meeting.

Ms. Veed said that the only urgency on the financial exigency statement is that COCAO has been discussing plans for personnel reduction, and Dr. Eickhoff needs a statement to work with in COCAO. He needs something to show the direction in which FHS is moving.

Dr. Zakrzewski asked for an explanation of Announcement No. 6. He said that the Senate had taken care of that matter last year.

Dr. Votaw replied that there was a statement last year on the academic quality of graduate programs, courses and workshops, particularly short term courses. That statement was approved by the FHS Graduate Council. However, this latest statement is much broader in scope, nationwide in fact. Apparently there has been a general degradation of graduate programs across the country. The Kansas graduate deans thought it wise for the Regents to send such a statement to various accrediting agencies for their consideration when they decide to accredit or continue accreditation of programs in various graduate schools, including FHS.

Dr. Zakrzewski asked about the accuracy of the predictions contained in Announcement No. 7. Has anyone studied the connection, if any, between the number of applications and the actual enrollment?

Dr. Votaw said that he did not know the accuracy of the figures. They are up and down all the time. Some studies have been done; usually there are more applications than actual enrollment. The fluctuation is such that predictions with any accuracy are not possible.

There being no further business, Dr. Votaw adjourned the meeting at 4:04 P.M.

Respectfully submitted,

Allan Busch, Secretary.