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# Fort Hays State University Faculty Senate Minutes, January 17, 1978

FHSU Faculty Senate

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FACULTY SENATE MINUTES

January 17, 1978

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

The secretary called roll and the following members were present:  
Mr. Mike Meade, Dr. Sam Warfel, Ms. Leona Pfeifer, Mr. Robert Brown, Dr. Lewis Miller, Dr. Lloyd Frerer, Mr. Thaine Clark, Mr. Elton Schroder, Dr. John Watson, Dr. Ed Shearer, Dr. Richard Zakrzewski, Dr. Charles Votaw, Ms. Ellen Veed, Dr. Louis Caplan, Ms. Sharon Barton, Dr. Robert Meier, Mr. Daniel Rupp, Dr. Allan Busch, Mr. Richard Heil, Dr. Ron Smith, Dr. Keith Campbell, Ms. Orvene Johnson, Ms. Sandria (Godwin) Lindsay, Mr. Mac Reed.

Those members absent were: Ms. Joanne Harwick, Dr. Clifford Edwards, Dr. Stephen Tramel, Dr. Suzanne Trauth, Dr. Louis Fillinger, Dr. Billy Daley, Ms. Donna Harsh, Mr. Edgar McNeil, Mr. Glenn Ginther, Ms. Calvina Thomas, Mr. Donald Jacobs.

Also present were: Ms. Cindy Bross for McNeil, Ms. Betty Roberts for Thomas.

Ms. Veed called for additions and corrections to the minutes of the previous meeting as distributed. She announced there were no corrections.

ANNOUNCEMENTS BY FACULTY SENATE PRESIDENT

1. At the last meeting it was announced that the President had approved the minor as a part of a degree program. Precise procedures are still being worked out by the departments. Dr. Staven reminds departments and advisors to watch courses which make up a departmental minor (based on departmental requirements) and which courses may be required from the department in order to teach. These may be the same or they may be different.

2. At the November 8 Senate meeting, Ms. Veed reported that FHSU has projected an enrollment for Fall 1978 of 4615 FTE but that the Regents staff had not accepted that figure. They have now accepted that projection. It is an increase of 10 FTE over Fall 1977.

3. As of January 9, there were 377 applications for admission for Fall 1978, compared to 300 a year ago.

4. The next Senior Day is February 11.

5. The "State Rate Program" at Holiday Inn has been modified. You need only show a University I.D. to get the rate if you are traveling on official business. The January 10 COD (Council of Deans) minutes contain full information (including which Holiday Inns give a special rate).

Dr. Smith: Is the Holiday Inn chain the only chain we have an agreement with for special rates when traveling on college business?

Ms. Veed: Yes, I think that is the only motel chain with such an agreement with the University for special rates. However a check with the President's Office or the Business Office would clarify which motels have entered into a formal agreement with the University.

#### COMMITTEE REPORTS

1. Academic Affairs Committee: Dr. Zakrzewski reported that the AAC turned down the request to make foreign language a requirement for the Bachelor of Arts Degree.

2. By-laws and Standing Rules: No report.

3. Student Affairs: The student Senate was attended by Mr. Clark. Due to finals very little business transpired.

4. University Affairs Committee: No report.

Ms. Veed charged the UAC to have an allocation report out by the next senate meeting.

OLD BUSINESS: None

NEW BUSINESS:

Dr. Caplan: Which plan for early retirement is being considered and by whom?

Ms. Veed: We are now considering Plan II.

Dr. Frerer: Does the recent newsletter from the KANSAS Conference of AAUP refer to Plan I or Plan II?

Ms. Veed: Plan I. KU and KSU both responded negatively to Plan I on the basis of the big decrease in benefits if a faculty member retires at age 65 instead of age 70. Plan II was proposed by KU Faculty. The Council of Presidents agreed to consider Plan II and has asked for faculty input. One feature in the new plan different from the old plan is that the new plan builds in a vehicle for partial retirement from age 62 onward. As the plan is written, a half-time appointment will receive a contribution to TIAA and CREF by the state equal to the contribution made by the state for full-time teaching. An additional feature in the partial plan would be that the health insurance would be

paid. Another feature is that the decision to retire can be made 10 years before the faculty member intends to retire. The state will contribute 10% of the salary for each year through the 10 year period instead of putting in a single lump sum in the year the faculty member retires. For each two years the faculty member is in this program he/she would be expected to retire one year earlier than the normal retirement time. The Council of Presidents wanted to have something to present to the legislature this year on early retirement. In view of the fact that the deadline has already passed for any kind of bill to reach the legislature, except those that originate in committee, next year is probably the earliest that an early retirement bill could reach the legislature.

Dr. Campbell: I find this Plan II hard to evaluate since we have no standard for comparison.

Ms. Veed: Plan I went to TIAA and CREF for a comparison. No one has made such a comparison for Plan II.

Discussion continued concerning Plan II Early Retirement. For details see Plan II appended to these minutes. Thoughts concerning Plan II Early Retirement should be expressed by all faculty members to Ms. Veed or Dr. Caplan. Some of the discussion followed lines of thinking that went something like this:

- Is the state encouraging Early Voluntary Retirement or is the faculty requesting Early Voluntary Retirement. If the state wants Early Voluntary Retirement, probably a better program will emerge.
- One opinion was expressed that the discussion expressed that we want all the advantages at no price for early retirement.
- A serious problem to consider before endorsing the plan:

If this plan had been in effect in 1967 at the time the inflation rate was half of what it is now, a person required to retire in 1977 at a 7% annual inflation rate may really find it difficult to retire. Some senators felt there should be an attempt to maintain maximum flexibility for both the institution and the faculty member with regards to Early Retirement.

A study of Plan II Early Retirement was referred by President Veed to the University Affairs Committee.

Final consenses on Early Retirement will be reached at the next Faculty Senate meeting.

A list of questions and potential problems was generated from a lengthy discussion of teaching off-campus courses. In order to obtain information which would address these questions and problems the following two motions were made.

Dr. Miller moved that the faculty senate invite Vice-president Eickhoff and, if appropriate, Vice-president Keating to come to the Faculty Senate to clarify the off-campus course policy. Seconded by Mr. Rupp. Motion passed.

Discussion

Dr. Caplan: Is there a written policy on off-campus courses?

Ms. Veed: Not that I know of.

Dr. Smith: I would like to explore the whole issue of the range of off-campus courses without threatening the extra stipend.

Dr. Frerer: The idea is good but this system could create extreme inequities.

Motion carried.

Dr. Smith moved that Dean Huffman also be invited as an extra resource person to the next Faculty Senate meeting. Seconded by Dr. Busch.

Motion carried.

There being no further business, Ms. Veed adjourned the meeting at 4:27 P.M.

Respectfully submitted,

John L. Watson, Secretary