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## **Fort Hays State University Faculty Senate Minutes, December 7, 1981**

FHSU Faculty Senate

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FACULTY SENATE MINUTES

December 7, 1981

The meeting was called to order by Richard Heil, Faculty Senate President, at 3:30 p.m. in the Pioneer Lounge of the Memorial Union.

ROLL CALL

The following members were present: Dr. Garry Brower, Mr. Elton Schroder, Dr. John Watson, Mr. Larry Grimsley, Mr. J. Dale Peier, Ms. Sharon Barton, Dr. Max Rumpel, Dr. Marcia Bannister, Dr. Stephen Shapiro, Dr. Richard Zakrzewski, Dr. Dan Kauffman, Dr. Billy Daley, Dr. Allan Miller, Dr. William Robinson, Dr. Albert Geritz, Mr. Richard Leeson, Dr. Michael Meade, Dr. Benito Carballo, Mr. Gary Arbogast, Dr. Mark Giese, Dr. Robert Luehrs, Mr. Don Barton, Mr. Jerry Wilson, Dr. Carolyn Ehr, Dr. Ervin Eltze, Mr. Robert Brown, Dr. Lewis Miller, Ms. Marilyn Scheuerman, Ms. Jane Littlejohn, Dr. William Welch, Mr. Richard Heil, Dr. Cameron Camp.

The following members were absent: Mr. Frank Nichols, Ms. Martha Conaway, Ms. Rosa Jones, Dr. Stephen Tramel, and Dr. Nevell Razak.

Also present were Dr. Robert Camp, Dean of the School of Business, Mr. Chick Howland, Hays Daily News, and Ms. Stephanie Pfeifer, Leader staff.

The minutes of the November 3, 1981 meeting were approved as amended.

ANNOUNCEMENTS

1. Dr. H. J. Schmeller and Dr. Judith Vogt have been appointed to the Discrimination Grievance Committee by the Faculty Senate Executive Committee.
2. On November 20, Vice President for Academic Affairs Murphy approved the Foreign Language Minor and the change of Agriculture 210 from a 2 to a 3 hour course.
3. The federal income tax reduction which took effect October 1 was reflected in the October 1 paycheck so the amount of federal income tax withheld from the October and November checks should be the same.
4. The Unclassified Personnel Planning Committee met November 17 & 19. Vice Presidents and Deans presented reports on personnel needs and recommendations in his/her area. Several departments were authorized to begin searches for replacements.
5. The Faculty Salary and Fringe Benefits Committee met November 4. The Committee requested that Jack Farrell, Director of Institutional Research, provide President Tomanek with any available data to help make the case

for faculty salaries in the President's presentation to the Governor on November 6. Dean LaVier Staven agreed to investigate the possibility of a distribution to all faculty of a list of fringe benefits.

6. On November 18, President Tomanek approved the Faculty Senate's recommendation concerning the Unclassified Personnel Planning Committee with the alteration that the Committee be responsible for unclassified personnel but not classified personnel.

Dr. Zakrzewski asked who was going to decide who would get a classified employee if one were requested. Mr. Heil answered it would be the highest person in the administrative structure serving the individual who requested the position. Mr. Heil mentioned that the Unclassified Personnel Planning Committee had met twice; they heard the presentations of the Vice Presidents and the Deans on their various programs. Several departments were authorized to begin searches for faculty positions.

Dr. Ehr asked whether the University Affairs Committee would then act on the part of the tabled motion that dealt with allocation, reallocation and reduction of only unclassified personnel. Mr. Heil replied that since the Committee would have no jurisdiction over matters dealing with classified personnel the University Affairs Committee should spend no time developing criteria for classified positions.

Mr. Heil reported that he had checked on the status of the campus directory and he was told that we would have it sometime around Thanksgiving.

#### COMMITTEE REPORTS

##### Academic Affairs--Dr. Kauffman, Chair

M<sub>1</sub>

The Academic Affairs Committee moved to redesignate the B.S. in Business degree a B.B.A. (Bachelor of Business Administration) except for the major in Business Education and the major in Office Administration.

Dr. Rumpel said there was a possibility that this would have to receive Board of Regents' approval as a new degree offering at Fort Hays State. In that case it would mean that the current curricula in the majors under this motion would be placed under the new title with no curriculum changes. Dr. Kauffman said that would be a possibility.

Dr. Robert Camp suggested that the Department of Business Administration is undergoing some curriculum revision but it has nothing to do with the new degree designation.

Motion carried.

M<sub>2</sub>

The Academic Affairs Committee moved the approval of the establishment of an Institute of Business and Economic Affairs. See attached sheet for further explanation of the Institute.

Dr. Allan Miller asked if this Institute would take the place of continuing education that the School of Business offers. Dr. Kauffman suggested that many of the programs offered by the Institute would not be continuing education classes. The audience addressed would be people who are interested in acquiring the knowledge and skills but not necessarily the academic credit. Dr. Allan Miller said that was one of the responsibilities listed in the job description for the Dean of Continuing Education. Dr. Robert Camp said this Institute does not replace the continuing education structure on campus. It requires cooperation with the continuing education structure. There is no attempt to replicate the service of the Continuing Education Dean; there is an attempt to set up a structure that would enhance cooperation with him. The reason for setting up the Institute is to give identity to what the School of Business is already doing. Certificates would be awarded for the completion of a collection of workshops. Wichita University and Kansas State University have these kinds of programs.

Dr. Allan Miller asked Dr. Camp if he foresaw another administrative position to run the institute. Dr. Camp replied that would happen only if the Institute got so big that it couldn't be handled under the present administrative structure. If that happened, it would be paying for itself because fees would be charged for the workshops; and the fees would be channeled into a restricted account, out of which instructors would be paid. All the instructors might not come from the School of Business. There are a number of people across campus who have skills to offer to the business community. The fee schedule will be worked out with the new Continuing Education Dean and with Vice President Murphy. The arrangement for utilizing any extraordinary funds that might be channeled through this restricted account will also result from interaction with Dr. Murphy and the Continuing Education Dean.

Mr. Leeson asked if this might be setting a precedent for other disciplines on campus to develop institutes to identify themselves to the community. Mr. Heil replied that the Department of Political Science has one which they have not yet used, but it is available.

Dr. Zakrzewski asked where the Center for High Plains Studies fits in all this. Dr. Allan Miller suggested that the mission of the Center for High Plains Studies was more in the area of humanities.

Dr. Allan Miller suggested that this was the type of situation which created some problems for the Continuing Education Dean at Wichita State. Dr. Robert Camp said he thought the basic source of the conflict at Wichita State was over the money that was generated. In the case at Fort Hays, the details of money have yet to be worked out. It will not be a case of the School of Business controlling all the money. It will be a matter of cooperation among the School of Business, the Dean of Continuing Education and the Vice President for Academic Affairs. The ultimate authority over the money will be the Vice President for Academic Affairs. There is great uncertainty about whether there is largess in Western Kansas that might ensue from offering these types of workshops. If the School of Business is to serve its continuing education obligation to Western Kansas there will have to be some other kind of pay mechanism than merit pay. It may be appropriate for other departments or schools to use similar mechanisms where noncredit offerings are involved.

Motion carried.

M<sub>3</sub> The Academic Affairs Committee moved the approval of a 2 + 2 Business Program at Juco locations. See attached sheet for further explanation of the program.

Dr. Watson asked where the money would come from to finance the 2 + 2 program. Dr. Robert Camp said he didn't think it would be financed in the immediate future. He also didn't think it would be undertaken without some additional financing. Even though the President and Vice President for Academic Affairs reacted favorably to Dr. Camp's 2 + 2 proposal, the Board of Regents does not want to entertain any proposals on a 2 + 2 program. Dr. Camp said it was his understanding that if this proposal passed the Senate, it would not be taken to the Board of Regents. Dr. Murphy wanted the Senate to discuss the concept at this time.

Mr. Leeson said he thought that any faculty member could be required to teach a continuing education class as an overload. Mr. Heil said he did not think that was a University policy.

Dr. Robinson asked if Dr. Camp envisioned several courses per semester per juco or one course per semester per juco. Dr. Camp said if we had an identifiable program it would probably involve 5 to 10 courses per location per semester.

M<sub>4</sub> Dr. Watson moved to table the motion until the Regents have a more receptive climate to a 2 + 2 program. Motion was seconded by Zakrzewski. Motion carried.

Dr. Robert Camp left at 4:20 p.m.

M<sub>5</sub> The Academic Affairs Committee moved the approval of Nursing 292 L.P.N. Bridge Course. Dr. Kauffman reported that this course and Nursing 295 would fit into a previously approved Associate of Nursing program. Motion carried.

Dr. Meade left at 4:25 p.m.

M<sub>6</sub> The Academic Affairs Committee moved the approval of Nursing 295, Intermediate Nursing. Dr. Kauffman said this course actually deals with six areas of three hours each so we are talking about 18 hours. This is the major component of the Associate Degree in Nursing. Motion carried.

M<sub>7</sub> The Academic Affairs Committee moved the approval of the establishment of a School Nurse Certification Program. The program consists of six courses, of which only two are new. The Legislature is interested in seeing School Nurse Certification programs implemented on different campuses. Motion carried.

M<sub>8</sub> The Academic Affairs Committee moved the approval of Nursing 544, Nursing Care for the School-Age Child. The School of Nursing preferred to name the course, the School-Age Child and did not wish to use the words Nursing Care in the title. The Academic Affairs Committee was concerned that it would be confused with an Education course.

Mr. Arbogast left at 4:40 p.m.

M<sub>9</sub> Dr. Watson moved to table the motion and return it to the School of Nursing and ask them to retitle the course in a way that would be acceptable and not confusing to the School of Education. Motion was seconded and passed.

M<sub>10</sub> The Academic Affairs Committee moved the approval of Nursing 545, Practicum in School Nursing. Motion carried.

Bylaws and Standing Rules--No report.

Student Affairs--Mr. Grimsley, Chair

Mr. Grimsley reported that Students for Who's Who had been chosen.

University Affairs--Dr. Ehr, Chair

The University Affairs Committee moved that the Faculty Senate adopt the criteria and procedures for use in determining annual merit, promotion, and tenure decisions. See attached sheet for further explanation of the document.

Dr. Giese left at 4:45 p.m.

Dr. Ehr explained that it was not the intent of the Committee to do anything to change what had already been adopted by the Senate. What is being brought to the Senate is a reformulation of the criteria for salary, tenure, and promotion, pulling together everything in one place and reducing a great deal of duplication from previous documents. Dr. Kauffman asked Dr. Ehr if the Committee's motion was to ask the Senate to approve that this is merely an honest accumulation and compilation of existing materials and not to bless or to condone. Dr. Ehr said that was correct. Dr. Kauffman suggested that the motion should be reworded.

M<sub>11</sub> Dr. Cameron Camp moved to table the motion; it was seconded by Dr. Bannister. Motion failed.

A<sub>1</sub> Dr. Kauffman proposed the following amendment: The University Affairs Committee moves that the Faculty Senate approve that the document entitled Criteria and Procedures for Use in Determining Annual Merit, Promotion, and Tenure Decisions represents a reasonable compilation of the existing University policy as of December 7, 1981. Dr. Ehr said the Committee would accept that.

The amendment passed.

The motion as amended passed.

OLD BUSINESS

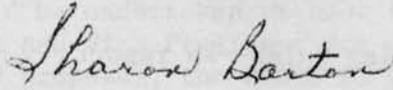
There was no old business.

NEW BUSINESS

There was no new business.

The meeting was adjourned at 5:10 p.m.

Respectfully submitted,



Sharon Barton, Secretary

SB:ebm