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FHSU Faculty Senate, "Fort Hays State University Faculty Senate Minutes, May 2, 1983" (1983). *Faculty Senate*. 737.

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FACULTY SENATE MINUTES

May 2, 1983

The Fort Hays State University Faculty Senate was called to order by President John Watson at 3:30 p.m. in the Pioneer Lounge of the Memorial Union.

ROLL CALL

The following members were present: Mr. Frank Nichols, Dr. Frank Potter, Mr. Elton Schroder, Dr. John Watson, Ms. Martha Eining, Mr. Larry Grimsley, Ms. Sharon Barton, Dr. Larry Nicholson, Dr. Stephen Shapiro, Dr. Marcia Bannister, Dr. Dan Kauffman, Dr. Billy Daley, Dr. William Robinson, Dr. Allan Miller, Dr. Richard Leeson, Dr. Gary Arbogast, Dr. Mark Giese, Dr. Robert Luehrs, Ms. Rosa Jones, Mr. Jerry Wilson, Dr. Jeffrey Barnett, Dr. Elton Beougher, Dr. Lewis Miller, Ms. Rose Brungardt, Ms. Marilyn Scheuerman, Dr. William Welch, Mr. Richard Heil, and Dr. Nevell Razak. Alternates attending for members absent were Dr. Richard Zakrzewski for Dr. John Ratzlaff, Dr. Cecil Lotief for Mr. Robert Brown, and Dr. Robert Markley for Dr. Cameron Camp. Others attending for absent Senators were Dr. Wallace Harris for Dr. Garry Brower, Mr. David Ison for Dr. Michael Meade. Senators absent without substitute representatives were Dr. Benito Carballo, Mr. Don Barton, and Dr. Stephen Tramel.

Visitors to the meeting were Dr. James Murphy, Vice President for Academic Affairs; Dr. Louis Caplan, Faculty; and Mr. Chick Howland, Hays Daily News reporter.

The minutes of the April 5, 1983, meeting were approved as distributed.

ANNOUNCEMENTS

The unclassified employee raise is to be 4.5% beginning second semester, with the proviso that the State have the resources to pay this amount. It is intended that this raise become a part of the salary base.

On May 20, 1983, the Senate presidents will make the following presentations to the Kansas Board of Regents:

- a. Salary & Fringe Benefits--KSU senate President Van Withie
- b. Equipment--ESU Senate President Bill Phillips
- c. Reaffirmation of Tenure--FHSU Senate President John Watson
- d. The role of the Regents as Advocates of Higher Education--WSU Senate President Bill Mathis.

COMMITTEE REPORTS

Floor Rule--Dr. John Watson, President

The Chair proposed that debate be limited to two (2) minutes per speech and that each speaker be limited to two (2) speeches. The rule was to apply to the May 2, 1983, meeting only. A 2/3 majority of Senators present was required for approval. The floor rule was approved.

Academic Affairs--Dr. Mark Giese, Chair

The Committee presented a motion for approval of a minor in art. The motion carried.

By-Laws and Standing Rules--Mr. Frank Nichols, Chair

Mr. Nichols announced the new representatives elected by the departments. (A list of the Senate membership for 1983-84 is attached.)

The Committee presented a set of by-law amendments which would change the term of office for members to coincide with the fiscal year rather than the academic year. The President-Elect would also succeed to office July 1. Dr. Watson explained that the proposed changes should allow the Senate to have its committee structure organized and ready to function by September 1. For the by-laws to be submitted for faculty approval a two-thirds vote of the membership was required. The proposal was approved by 28 of the 36 Senate members and will be submitted for a faculty vote. (The proposed changes are attached.)

Student Affairs--Dr. Allan Miller, Chair

The Committee had no report.

University Affairs--Dr. Gary Arbogast, Chair

The University Affairs Committee moved the adoption of the following Resolution and Recommendation:

Whereas, The Interim Report by the ad hoc Committee on Allocation of Salary to Unclassified Personnel illustrates significant disparities as shown in comparison studies on salaries and teaching faculty ranks; in the aggregate, salaries for administrative positions at Fort Hays State University are 7-10% above average median values for public universities with similar budget size, enrollment, and geographic location (Tables 1 and 2, Interim Report); while on the other hand, faculty salaries at FHSU for all ranks are significantly lower than salaries for the same ranks at other AAUP 2A institutions (Figure 2, Interim Report); therefore, be it

Resolved, That the Faculty Senate believes that these inequities must be corrected and that improvement of salaries for teaching faculty is absolutely essential. We earnestly propose that salaries for teaching faculty be increased to levels comparable to at least the average level of other AAUP 2A institutions. One way to accomplish this would be to distribute salary raises to administrators and faculty differently from what has been done in past years. Any method to accomplish this should begin at the earliest opportunity and continue until salaries for teaching faculty are at the same relative level as salaries for administrative positions, when compared to public universities with similar budget size, enrollment, and geographic location.

Progress will be measured by the University Affairs Committee annual update of the Allocation of Salary to Unclassified Personnel study.

Recommendation:

Salaries of administrators (Tables 1 and 2, Interim Report) at Fort Hays State University be frozen immediately and be maintained at existing level until such time as the faculty salaries achieve the same relative level as salaries for administrative positions when compared to institutions of our size, budget, and geographical region as indicated in the study.

Dr. Arbogast explained that the motion was a result of the Committee's examination of the study on Allocation of Salary to Unclassified Personnel. He reminded the Senate that the study had not included the salaries of department chairs and, therefore, the term "administrators" in the Recommendation did not include chairs.

Dr. Lewis Miller moved that the motion be amended by inserting the words "with the exception of that of the President" following the first set of parentheses in paragraph one. He asked for the amendment because the President's salary is from a separate fund and determined by the Board of Regents. The amount of the raise for the President does not affect the amount available for faculty raises. Dr. Welch responded that we have no control over other administrative salaries either. He emphasized that the purpose of the Resolution and Recommendation is not to pick out particular positions or persons. The intent of the original motion is to communicate that inequities exist and the situation should be dealt with. He pointed out that this particular Recommendation is only one way of rectifying the situation. The amendment was defeated.

The Resolution and Recommendation were then passed without dissenting votes.

Nominating Committee-- Mr. Richard Heil, Chair

Mr. Heil presented the nominees for the offices of President-Elect and Secretary for 1983-84. Nominations from the floor may be made at the time of the September election.

President-Elect

John Ratzlaff,
Earth Sciences
Elton Beougher,
Mathematics

Secretary

Martha Eining,
Business Administration
Gary Arbogast,
Health, Physical Education
Recreation

UNFINISHED BUSINESS

No unfinished business was brought to the floor.

NEW BUSINESS

On the request of Dr. Don Fuertges, HPER Chair and Mr. Maynard Hermann, head custodian of Gross Memorial Coliseum, Dr. Gary Arbogast made the faculty representatives aware that at least \$2000.00 worth of damage had occurred in Gross during the last major concert. Forty-one chairs were broken, bathroom fixtures were destroyed, and 1500 chairs had to be cleaned. Dr. Arbogast reasserted their interest in serving the public but requested input in planning for the future.

Respectfully submitted,

Marcia Bannister

Marcia Bannister
Faculty Senate Secretary