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Fort Hays State University Faculty Senate Minutes, December 13, 1983

FHSU Faculty Senate

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FACULTY SENATE MINUTES

December 13, 1983

The meeting was called to order by Dr. Bill Welch, Faculty Senate President, 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 Mr. Jack Logan, Ms. Sandra Rupp, Dr. Larry Nicholson, Dr. Marcia Bannister, Dr. Stephen Shapiro, Dr. John Ratzlaff, Dr. Bill Rickman, Dr. Bill Robinson, Dr. Allan Miller, Dr. Richard Leeson, Dr. Jean Salien, Mr. Stephen Clark, Dr. Gary Arbogast, Dr. Mark Giese, Dr. Robert Luehrs, Mr. Glen McNeil, Mr. Don Barton, Dr. Elton Beougher, Dr. Jeffrey Barnett, Dr. William Wilkins, Dr. Lewis Miller, Ms. Marilyn Scheuerman, Dr. Stephen Tramel, Dr. William Welch, Dr. Richard Heil, Dr. Robert Markley, Dr. Nevell Razak.

Alternates: Ms. Joan Rumpel for Ms. Martha Eining, Dr. Albert Geritz for Dr. Carl Singleton.

The following members were absent: Dr. John McGaugh, Dr. Billy Daley, Ms. Rose Brungardt.

Guests: Mr. Don Reif, Student Government President; Mr. Darryl Preston, Hays Daily News; Dr. James Murphy, Vice President for Academic Affairs.

The minutes of the November 14, 1983, meeting were approved as corrected.

ANNOUNCEMENTS

1. The Senate Presidents of the Regents' institutions met on the F.H.S.U. campus during the November Board of Regents' meetings. In addition to the continuation of a discussion of the Retirement Proposal, Employee Contracts, and the Regents' Program Review, plans were made for possible meetings with Governor Carlin, Mr. Stan Koplik, Executive Director of the Board of Regents, the Ways and Means Committee of the Legislature, and the subcommittee of the Board of Regents.

The Senate Presidents will be meeting with Governor Carlin on Friday, December 9, in Topeka. One purpose of the meeting is to encourage the Governor to support the legislative changes necessary for the Board of Regents to be able to implement a phased early retirement program. The other planned topic of discussion will concern a comparison of fringe benefits for Regents' employees in Kansas with those for employees of public educational institutions of other states.

The Senate Presidents will be meeting and attending meetings of the Board of Regents on December 15 and 16, in Topeka. The presidents will also meet with Mr. John Montgomery, Chairperson of the Board of Regents, Ms. Sandra McMullen, Chairperson of the Academic Affairs and Special Programs Committee of the Board of Regents, and Mr. Stan Koplik.

2. The Policy and Procedures Committee of the Board of Regents, chaired by Dr. Archie R. Dykes, passed, at their November meeting, the phased early retirement proposal that was discussed in the senate announcements last month. In order to implement the proposal the Board of Regents passed two motions which require legislative action. Future senate announcements will keep you informed about the legislative action concerning these motions.
3. The Board of Regents recommended to the Governor's Budget Committee a 7% salary increase. It now appears that this budget committee will recommend to the Governor a 5% salary increase and an additional two million dollars for salary enhancement. The mode of distribution for this additional money has not yet been determined and the decision regarding the distribution may be left to the Board of Regents.
4. COCAO plans to discuss specific contract forms with the Board of Regents' lawyer, Mr. Bill Kauffman, at their next meeting. Vice President Murphy and Faculty Senate President Bill Welch have recently discussed the specific form of the faculty contracts which would probably eliminate faculty concerns about them. COCAO will soon recommend specific forms to COP.
5. An invitation was extended by President Tomanek to the Faculty Senate to invite a few faculty members to have breakfast with the members of the Board of Regents while they were recently on campus. The faculty members that attended were Dr. Gary Arbogast and Dr. Bob Jennings from the School of Education, Ms. Martha Eining and Dr. Bill Rickman from the School of Business, and Dr. Elton Beougher, Dr. Tom Jackson, Ms. Leona Pfeifer, Dr. Nancy Vogel, and Dr. Bill Welch from the School of Arts and Sciences. The Faculty Senate is very appreciative of the extra time and effort that these faculty members devoted for this informal meeting, which included the special meeting they had to consider appropriate issues to discuss at the breakfast.
6. Three motions passed by the Faculty Senate at the November meeting were approved by Vice President Murphy. These motions concerned a new course in the Psychology Department, a repeat course grading policy, and the use of transfer course grades in calculating a student's G.P.A.
7. When the Senate Presidents met with the Governor, Dr. Welch indicated that an approval statement for Phased Early Retirement was presented to Governor Carlin by the Senate Presidents. The Senate Presidents also suggested to the Governor a need for instructional equipment and the enhancement of unclassified and classified salaries. Other items discussed included Regents' Institutions Budgeting Procedures and funding in general for higher education.

The following discussions ensued concerning the announcements:

Dr. Tramel asked what percent of this year's merit salary increase would go into the base salary of faculty. Dr. Murphy said as far as he knew, a decision had not been made at the state level. Dr. Welch said that this issue was not discussed with Governor Carlin when he met with the Senate Presidents.

Dr. Lewis Miller asked Dr. Welch to briefly explain the issue of contracts. Dr. Welch indicated that the intent is to get contracts by both parties (Regents and Faculty) in the hands of all Regents Institutions employees. The

thrust for having contracts came from the Board of Regents.

Dr. Miller asked Dr. Welch to provide an example of the benefits provided by having contracts. Dr. Welch felt the most important benefit was that a contract was binding; therefore, one's salary could not be changed at a later date in the upcoming year (e.g. without a signed contract, a faculty member's salary could conceivably be changed anytime during the year).

Dr. Giese felt that contracts with job descriptions/stipulations may be advantageous. If a department were losing a position(s), faculty could be shifted around, which could be a benefit to a faculty or department. Dr. Welch felt that job descriptions would probably be decided at the departmental level. Contracts would not likely be so specific.

Dr. Robinson asked who would negotiate for these contracts. Dr. Welch said that there would probably be no change in the way contracts were negotiated. Rank and tenure status would be handled as before and salary decisions handled as in previous years.

Dr. Lewis Miller again questioned the advantage of having a contract. Dr. Miller felt that our present method (agreement) that is sent by the President should be legally binding. Dr. Welch suggested that our present method of contractual agreement may not be binding. Dr. Welch reiterated previous examples of contract benefits.

Dr. Welch indicated that the discussion that he has been involved in on this issue would eventually lead to contracts that would not be disadvantageous to a faculty member and would only formally indicate the time period of employment, rank, salary, and signature of both parties involved.

COMMITTEE REPORTS

Executive:

No report.

Academic Affairs:

No report.

By-Laws and Standing Rules:

No report.

Student Affairs:

Mr. McNeil reported that there were 118 applicants for Who's Who; 51 nominees were chosen. Selections will be released at a later date.

Univeristy Affairs:

No report.

UNFINISHED BUSINESS

The General Education Review was discussed by Dr. Welch. He indicated that Dr. Bartholomew has reconsidered his earlier decision to send a separate report to each of the three areas in general education and now wishes to send one report when the General Education Committee of the School of Arts and Sciences finishes its study. Dr. Welch and Dr. Giese (Chair of the Academic Affairs Committee) agreed to this procedure. Dr. Bartholomew's final report will probably be submitted to the Senate by next Fall (1984).

NEW BUSINESS

No new business.

ADDITIONS AND CORRECTIONS

FACULTY SENATE MINUTES

November 14, 1983

Committee Reports (Academic Affairs): First sentence, page four; change loose grade, to, base grade.

Unfinished Business: Third sentence, first word; change there, to, their.

Dr. Heil moved to adjourn. Mr. McNeil seconded the motion. Motion passed at 4:00 p.m.

Respectfully submitted,

Gary W. Arbogast
Faculty Senate Secretary