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# Fort Hays State University Faculty Senate Minutes, March 5, 1984

FHSU Faculty Senate

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FACULTY SENATE MINUTES

March 5, 1984

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: Dr. Brent Spaulding, Mr. Frank Nichols, Dr. Frank Potter, Mr. Elton Schroder, Mr. Jack Logan, Ms. Martha Eining, Ms. Sandra Rupp, Dr. Larry Nicholson, Dr. Stephen Shapiro, Dr. John Ratzlaff, Dr. Billy Daley, Dr. Bill Robinson, Dr. Allan Miller, Dr. Carl Singleton, Dr. Richard Leeson, Mr. Stephen Clarke, Dr. Gary Arbogast, Dr. Mark Giese, Mr. Glen McNeil, Mr. Don Barton, Dr. Elton Beougher, Dr. Jeffery Barnett, Dr. Lewis Miller, Ms. Marilyn Scheuerman, Dr. Stephen Tramel, Dr. William Welch, Dr. Richard Heil, Dr. Robert Markley.

Alternates: Dr. Lloyd Frerer for Dr. Marcia Bannister.

The following members were absent: Dr. Bill Rickman, Dr. Jean Salien, Dr. Robert Luehrs, Dr. William Wilkins, Ms. Rose Brungardt, Dr. Nevell Razak.

Others present were: Mr. Larry Dreiling, University Leader; Mr. Darrell Preston, Hays Daily News; Dr. James Murphy, Vice President for Academic Affairs.

ANNOUNCEMENTS

1. The Senate Presidents of the Regents' institutions met and attended the meetings of the Board of Regents in Topeka on February 16 and 17. They also met with Representative William W. Bunten, Chairperson of the House Ways and Means Committee and discussed with him a number of issues including Governor Carlin's budget recommendations for education, salary and fringe benefits at Regents' institutions, and legislative bills regarding education.

The Senate Presidents will again be meeting and attending meetings of the Board of Regents on March 15 and 16 in Topeka. They are investigating the possibility of addressing subcommittees of the Board of Regents later this spring to present issues of interest and concern.

2. Three proposals which required administrative approval for implementation were passed at the February Faculty Senate meeting.
3. A new program at any of the Regents' institutions must be approved by the Board of Regents. Six new programs will be considered by the Board this spring, two of which are F.H.S.U. programs. One of our programs is the B.S. Major in Physical Science, which was recommended by the Faculty Senate. This program received unanimous support from COCAO members in

the category of "Recommended Strongly." Our other program is the Master of Science in Nursing, which was approved by the Graduate Council. This program was not approved by all of the COCAO members.

4. Last year the Faculty Senate approved a report completed by an ad hoc senate committee. The report was entitled "Allocation of Salary to Unclassified Personnel" and in accepting this report the senate passed a resolution which in part stated that the University Affairs Committee should annually update this study. This update has been completed and has been sent to all Faculty Senate members and will be discussed at the March 5 Faculty Senate meeting. When this update is approved by the Faculty Senate, it will be distributed to all unclassified personnel.

Dr. Welch discussed Senate Proposal 2-84-3 in regards to the possible procedures that may be followed if the proposal receives final approval. A series of straw votes were taken in order to get some sense of the interest in using single or multiple copy grade reporting sheets. Most individuals preferred a scenario in which one report of the final grades is made and given to the registrar, who in turn, has the grades entered into the computer, then files the report, and sends one copy of a computer generated grade report to the faculty member. The faculty member then checks it with their class records and then files both the class records and the report in the department chairman's office. There were a number of individuals who favored this scenario with an additional computer report being made available for the faculty member.

#### COMMITTEE REPORTS

##### Executive:

No report.

##### Academic Affairs:

No report.

##### By-Laws and Standing Rules:

No report.

##### Student Affairs:

No report.

##### University Affairs:

Dr. Potter introduced the "Comparative Study of 1982-83 Salaries" Report. On behalf of the University Affairs Committee, Dr. Potter moved that the salary study be accepted and distributed to all unclassified personnel.

Dr. Welch briefly described what resources (data sources) were used to compile the comparative salary study. Dr. Potter and Dr. Welch indicated that the Board of Regents Salary Report was prepared using the same data source for faculty salaries as was used for completing the FHSU salary study.

Dr. Allan Miller asked if other factors such as years experience of faculty and terminal degrees by rank were considered when compiling data for the study. Dr. Welch said that this information was readily available at FHSU, but for a number of reasons was next to impossible to obtain from other institutions.

Dr. Giese questioned the use of median values in the study. Dr. Ratzlaff said that the data source, the CUPA studies, provided median values for the administrative salaries. Therefore, the FHSU Salary Study Committee used these median values.

There was no further discussion. Dr. Welch called for the question. The motion passed unanimously.

#### UNFINISHED BUSINESS

Dr. Robinson asked what progress had been made concerning the establishment of a lecture series at FHSU. Dr. Murphy said that there had been no immediate attempts to establish a lecture series. Dr. Murphy said that establishing a lecture series would be worthwhile to the University and is being investigated, but at this point no action has been taken.

#### NEW BUSINESS

On behalf of the Executive Committee of the Faculty Senate, Dr. Beougher moved to accept the following proclamation:

Whereas, the Unclassified Salary Study Update Report shows the following facts, therefore, be it resolved that the Executive Committee of the Faculty Senate request a meeting with President Tomanek to discuss these facts in depth and that this discussion focus on the past, present, and possible future allocation of money for unclassified salaries on the FHSU campus, and that further the results of this discussion be reported to all FHSU unclassified personnel.

1. The average unclassified administrative salaries for the three highest levels of administrators on the FHSU campus are all greater than the average salary for professors on the FHSU campus.

2. The average of the median salaries for the "General Administration" for the comparison institutions is lower than the average salary for professors at the comparison institutions.

3. The average unclassified administrative salaries for the three highest levels of administrators on the FHSU campus are above the average of the median salaries for the same levels of unclassified administrators for a comparison group of seventy academic institutions across the country.

4. The average faculty salary on the FHSU campus is below the average faculty salary for the same comparison group of seventy academic institutions.

5. The average faculty salary for the three highest teaching ranks drops further below the average comparison salaries as the comparisons are made in the order of increasing rank.

The motion was seconded. The following discussion followed: Dr. Giese felt that the term "median" should be used in the motion to provide for a clearer interpretation of the statistics used in compiling the data. There was general agreement among senators to change the wording and this wording was accepted as a friendly amendment.

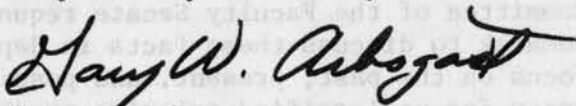
Dr. Lewis Miller proposed to add a statement to the motion indicating a comparison between average faculty salaries at FHSU and those at the peer institutions. Dr. Ratzlaff indicated that there was both a comparison group (70 institutions) and a FHSU peer institution group (8 institutions not including ESU and PSU) discussed in the study. Since average salaries for the FHSU peer institutions were not included in the study it would not be appropriate to include this amendment.

Dr. Tramel asked that the discrepancy between 12-month administrative personnel be discussed with the President; i.e., department chairs are not classified as administrators in the present Board of Regents Salary Study or in the FHSU Salary Study. A department chairperson's salary is included in the average for their professorial rank.

There was no further discussion. Dr. Welch called for the question. The motion carried unanimously.

Dr. Heil moved to adjourn at 4:26 p.m. The motion was seconded by Dr. Potter.

Respectfully submitted,



Gary W. Arbogast  
Faculty Senate Secretary