

4-3-1984

## **Fort Hays State University Faculty Senate Minutes, April 3, 1984**

FHSU Faculty Senate

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FACULTY SENATE MINUTES

April 3, 1984

The meeting was called to order by Dr. Bill Welch, Faculty Senate President, at 3:30 p.m. in the Frontier Lounge of the Memorial Union.

ROLL CALL

The following members were present: Dr. Brent Spaulding, Dr. Frank Potter, Ms. Martha Eining, Ms. Sandra Rupp, Dr. Larry Nicholson, Dr. Stephen Shapiro, Dr. John Ratzlaff, Dr. Bill Rickman, Dr. Allan Miller, Dr. Richard Leeson, Dr. Jean Salien, Mr. Stephen Clark, Dr. Mark Giese, Dr. Robert Luehrs, Mr. Glen McNeil, Mr. Don Barton, Dr. Elton Beougher, Dr. Lewis Miller, Ms. Rose Brungardt, Ms. Marilyn Scheuerman, Dr. Stephen Tramel, Dr. William Welch, Dr. Richard Heil, Dr. Robert Markley.

Alternates: Dr. Mike Currier for Dr. Bill Robinson, Dr. Ronald Sandstrom for Dr. Jeffery Barnett, Dr. Gerry Cox for Dr. Nevell Razak, Dr. Martin Shapiro for Dr. William Wilkens.

The following members were absent: Mr. Frank Nichols, Mr. Elton Schroder, Mr. Jack Logan, Dr. Marcia Bannister, Dr. Billy Daley, Dr. Carl Singleton, Dr. Gary Arbogast.

Guests: Mr. Darrell Preston, Hays Daily News.

Approval of Minutes: The March 5, 1984 Faculty Senate Minutes were approved as distributed.

ANNOUNCEMENTS

1. The Senate Presidents of the Regents' institutions met and attended the the meetings of the Board of Regents in Topeka on March 15 and 16. They also attended legislative hearings on two bills of particular interest to the faculty. One of these bills, for which they provided written support, concerned the faculty early retirement program that has been explained in earlier announcements. The other bill, which concerns the relationship between the Board of Regents and faculty, surfaced immediately prior to the hearing and there was not enough time for the Senate Presidents to consider a formal statement about it.

The Senate Presidents will again be meeting and attending meetings of Board of Regents on April 19 and 20 on the campus of Emporia State University. They will be addressing the Academic Affairs Committee of the Board of Regents to present issues concerning faculty salary distribution and fringe benefits, as well as one or two other topics that have not formally been chosen.

2. Proposal 2-84-3 recommends that a report be made by the Registrar's Office to each faculty member following the end of each semester or term giving the final grades which have been entered into the computer for their classes. This report will reflect the grades as stored in the

permanent records. This proposal has been approved and the procedure to implement it has been mutually agreed upon by Dr. Welch, Mr. Kellerman, and Vice President Murphy. The Registrar's Office will send a single copy form to the instructor on which the final grades will be recorded. This form will be used, and then filed, by the Registrar's Office to enter the grades into the computer. Then a computer printout of these grades will be sent to both the instructor and the department chairperson. After checking the printout against the class records the instructor should report any discrepancies to the Registrar's Office.

3. At the request of the Faculty Senate the Executive Committee of the Senate requested a meeting with President Tomanek to discuss the Updated Unclassified Salary Study that was brought to the Senate by the University Affairs Committee at the March 1984 senate meeting. President Tomanek responded immediately to this request and a meeting was eventually held on March 22. In addition to President Tomanek and the Executive Committee members, Dr. Johansen and Dr. Murphy also attended the meeting. Copies of two documents that concern this meeting were sent to each Faculty Senate member. One of these documents is a list of concerns and points of information that were formally presented to President Tomanek at the meeting. The other document was sent to the President after the meeting and in part addresses some of the concerns discussed at the meeting.

Overall the meeting was very beneficial. President Tomanek has helped create a very positive atmosphere which includes the general recognition of the salary distribution problems shown in the salary study, but more importantly his interest in solving these problems. The Executive Committee pointed out that they felt that a significant step could be made toward a solution this year and was very encouraged by President Tomanek's willingness to at least consider other salary distribution scenarios for next year's salary increases than have so far been considered. The committee stressed that in general the fact that the average administrative salary studied in the report is above "average" is not viewed as a problem in and of itself. The problem is that faculty salaries on this campus do not also show the same kind of comparison.

A good deal of discussion, including numerical scenarios, highlighted the idea that an important indicator of whether or not the salary distribution problem is being solved on this campus is to monitor the difference between the average administrative salary and the average faculty salary.

President Tomanek is very interested in continuing to study the unclassified salary situation on this campus and has recommended that a committee of faculty and administrators be formed immediately to begin a study which will be completed before any scenarios are developed for salary distribution next year.

#### COMMITTEE REPORTS

Executive:

No report.

Academic Affairs:

There were three new courses of which this committee moved to approve. Dr. Giese presented motions to approve each of the three courses: Industrial Education 277--Observation and Participation; Business Education and Office Administration 277--Observation and Participation; and Mathematics 350--Introduction to Mathematical Statistics. All motions carried unanimously.

By-Laws and Standing Rules:

No report.

Student Affairs:

No report.

University Affairs:

No report.

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

The Executive Committee passed a motion concerning a change in the University Tenure Procedures. Dr. Murphy suggested that these changes should occur because: 1) when a department chairperson is reviewed for tenure, there is presently no departmental input to the University Tenure Committee from that chairperson's faculty concerning recommendations for tenure. Dr. Murphy and the Executive Committee felt that someone from the chairperson's department should be designated to interact with the University Tenure Committee assigned to review the case; and 2) presently, the tenure procedures allow a faculty member to serve on both the University Tenure Committee and their departmental tenure committee.

On behalf of the Executive Committee, the following motion was presented that would modify Part B of the University Tenure Procedures:

B. The membership of the Tenure Committee shall consist of the Vice President for Academic Affairs and a tenured faculty member, holding the rank of Associate Professor or Full Professor, from each of the schools of the University. A member of the Tenure Committee cannot simultaneously be a member of the departmental tenure committee. Each committee member will serve a two-year term unless selected to serve out the unexpired term of a previous committee member. Two members will be selected each year to begin new terms, unless other circumstances dictate that more selections be made. The President of the Faculty Senate will submit, normally in July, two names for each committee vacancy, to the Vice President for Academic Affairs who will make the selections. The Tenure Committee acts in an advisory capacity to the President of the University in tenure

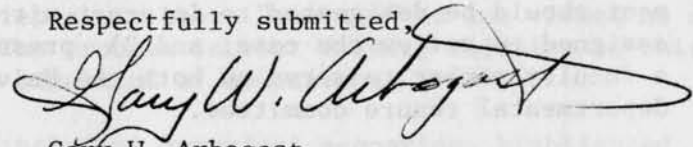
considerations. All faculty members in third, fourth, fifth, and sixth years of appointment will be reviewed annually by departmental committees made up of the tenured faculty members of the department and the department chairperson. In a department which has few tenured members, the Committee should be supplemented with non-tenured faculty members. This Committee will gather evidence which is documented as well as possible and assist the chairperson in forming a recommendation. After consultation, the appropriate dean and department chairperson will submit the evidence of their recommendation to the Vice President for Academic Affairs at least one week in advance of a hearing before the Tenure Committee. The dean and the department chairperson will present a summary to the Tenure Committee at the hearing, answer questions raised by the Tenure Committee members, and make a closing statement. After the dean and chairperson have left the meeting, the Tenure Committee will prepare its recommendation to the President of the University.\*

\*The departmental committee for evaluation of a non-tenured department chairperson will consist of the tenured members of the department and the appropriate dean, and in this case only, the chairperson referred to above in part B. will be the chairperson of the departmental committee.

A discussion surrounding the makeup of the departmental tenure committee occurred. The procedures that have and will continue to be in effect allow non-tenured members of a department to serve on a departmental tenure committee.

Dr. Heil moved to adjourn. Seconded by Dr. Tramel. The meeting was adjourned at 3:56 p.m.

Respectfully submitted,



Gary W. Arbogast  
Faculty Senate Secretary