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Fort Hays State University Faculty Senate Minutes, April 8, 1986

FHSU Faculty Senate

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FACULTY SENATE MINUTES

April 8, 1986

The meeting was called to order by Dr. Bill Rickman, President of the Faculty Senate, 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. Zoran Stevanov, Dr. Robert A. Nicholson, Dr. Thomas L. Wenke, Mr. Jack Logan, Ms. Joan Rumpel, Ms. Sandra Rupp, Dr. Delbert Marshall, Dr. Marcia Bannister, Dr. Lloyd Frerer, Dr. John Ratzlaff, Dr. Bill Rickman, Dr. Art Hoernicke, Dr. Ninia Smith, Dr. Carl Singleton, Mr. David Ison, Dr. Raymond Wilson, Mr. Glen McNeil, Mr. Jim Walters, Dr. Elton Beougher, Dr. Ronald Sandstrom, Mr. David Rasmussen (alternate for Dr. Lewis Miller), Ms. Mary Anne Kennedy, Ms. Eileen Curl, Dr. Paul Faber (alternate for Dr. Stephen Tramel), Dr. Roger Pruitt, Dr. Lawrence V. Gould, Dr. Robert Markley, Dr. Phyllis Tiffany, Dr. Nevell Razak, and Mr. Mac Reed.

Members absent: Dr. Billy Daley, Dr. Jean Salien, Dr. Mark Giese, and Dr. Tom Kerns.

Others present: President Tomanek, Dr. Jim Murphy, Dr. Stephen Cosgriff, and Milissa Beck and cameraman from KAYS News.

Approval of Minutes: The Minutes of the March 3, 1986 Faculty Senate Meeting were corrected as follows: "(sic)" is to be added in the quotation of the Board of Regent's policy immediately following the usage "insure" at page two; at page four, in motion #4, the typographical error "passes" is to be corrected to "passed," and on the same page the expression "In approving..." is to be corrected to "That approving..." There being no other corrections, the minutes were approved following these changes.

ANNOUNCEMENTS

Dr. Rickman reported in Announcement #1 that the Kansas Senate passed SB537 (Appropriations Bill) March 27, 1986. As it applies to FHSU, the bill provides for (1) a 3 percent salary increase for unclassified employees, (2) an additional 1 percent employer contribution to unclassified employees' retirement program, (3) a 4 percent increase for the student wage base, (4) a 4 percent increase in OOE, however, only 2 percent applies to the base, (5) \$30,000 and 1.0 FTE classified position for support of the campus telephone system, (6) \$110,000 for 2.0 FTE positions and instructional monies for Off-Campus Instruction Centers, (7) \$102,000 for Phase III of the Computer Instructional Program. These dollars to provide for the English composition analysis system and equipping a microcomputer laboratory in Martin Allen Hall. Additionally, this

funding will cover 1.0 FTE unclassified position for the Director of Communication Services, the color graphics package, and one 800 megabyte disk-drive for the computer center.

In Announcement #2, Dr. Rickman reported that the Kansas Senate passed SB 522 (Appropriations Bill) March 27, 1986, providing multi-year funding for the Sheridan Coliseum renovation in the following amounts: FY 1987--\$100,000; FY 1988--\$150,000; FY 1989--\$1,500,000; FY 1990--\$2,162,000. Funding for the final two years of construction of the project would be contingent upon the availability of private funds pledged for the project. Dr. Frerer asked whether these amounts represent what was wanted and/or needed, and Dr. Rickman answered yes.

Dr. Rickman reported in Announcement #3 that following Standing Rule #8, a Nominating Committee has been formed consisting of the Faculty Senate President and four most recent and available past Faculty Senate Presidents. The members of the nominating committee are Dr. Rickman, Dr. Beougher, Dr. Welch, Dr. Watson, and Dr. Heil. The task of the committee is to provide a minimum of two candidates for each of the offices of Vice-President and Secretary for the next year. Nominations from this committee will be reported to the Senate at the May meeting.

In Announcement #4 Dr. Rickman reported that Dr. Murphy has approved the Academic Affairs items acted upon at the March 3, 1986, Faculty Senate meeting, namely approving Art 649 and Industrial Education 250 as new non-general education courses and reaffirming Economics 101, 201, and 202 as General Education courses.

In Announcement #5, Dr. Rickman reported that Dr. Bill Roy will represent the Board of Regents at FHSU's May graduation ceremony.

In Announcement #6, Dr. Rickman reported that at its March meeting, the Board of Regents approved proposed degree programs, including M.S. in Physical Therapy at KUMC; B.S. in Computer Engineering at KSU; Associate of Technology for Professional Pilots at KTI. Further consideration of Ph.D. programs in Chemistry, Geology, and Applied Mathematics at WSU was tabled until the Board's April meeting. Dr. Rickman commented there were some sensitive elements involved in the proposed degree programs at Wichita State University, but that he expected the Board of Regents would reach closure on the issues regarding approval at its April meeting.

Dr. Rickman called for any additional announcements. Dr. Bannister was recognized, then announced that a number of persons need yet to forward their pledge or donation cards to the Campus Fund Drive Committee. At this point, \$19,765.00 in contributions had been pledged or collected toward a 1986 goal of \$36,000. For this point in the drive, the figure is somewhat ahead of last year. Dr. Bannister commented that the students are the reason we are here, and that gifts of any size are important. If cards have been misplaced, please contact Dr. Wally Guyot or Dr. Marcia Bannister to make a pledge or donation.

There being no other announcements, Dr. Rickman turned to Standing Committee reports.

COMMITTEE REPORTS

Bylaws and Standing Rules--Dr. Zoran Stevanov

Dr. Stevanov reported that the committee had carefully deliberated adding the proposed External Affairs Committee as a fifth Standing Committee and recommended the addition. He indicated that amendments to the Bylaws are required to accomplish this. Proposed changes involve the following:

Amend Article VI - Committees., Section 2, d. (2) of the Faculty Senate Bylaws to read as follows:

It shall be concerned with policies regarding appointments, promotions, tenure, buildings, budget, professional ethics, planning, and the goals of the institution.

Amend Article VI - Committees., Section 2 of the Faculty Senate Bylaws to include the following:

f. The External Affairs Committee

1. The External Affairs Committee shall consist of at least three members.
2. It shall be concerned with public policies and initiatives that promote the welfare of faculty and the University.
3. The External Affairs Committee shall lay before the Faculty Senate any proposed communication effort external to the University (e.g., the Kansas Legislature, the Health Care Commission, the local government, the federal government).
4. The Faculty Senate recognizes the sensitive nature of external communication efforts. Therefore, the External Affairs Committee shall communicate and coordinate its proposed external communication efforts with the administration.

Dr. Stevanov presented a motion to submit these changes to the faculty for a vote, and the motion was seconded by Dr. Larry Gould.

Dr. Rickman indicated that the subject had been under discussion with Dr. Tomanek and that Dr. Tomanek had agreed to support the formation of the new Faculty Senate standing committee as well as speak to the Faculty Senate regarding its addition. Dr. Rickman then introduced Dr. Tomanek.

President Tomanek stated that he is in support of the proposed committee, and that he had frequently found that legislators like to hear from faculty members. He commented that he hoped that the committee would coordinate its efforts with him and Mr. Pflughoft, and that any differences should be "ironed out" on campus before communications are forwarded to Topeka.

Following these remarks, Dr. Rickman stressed that the motion is not to approve the changes in the Bylaws to form the new committee but only to submit the proposed changes to the faculty for a vote, in other words submit to the faculty to ratify the amendments previously stated. Dr. Tomanek had no further comments, and Dr. Rickman thanked him for appearing before the Faculty Senate and supporting the motion.

In discussion Dr. Frerer asked whether with the addition of the External Affairs Committee the University Affairs Committee would "do" less, and if so, less of what? Dr. Rickman indicated that External Affairs would concern itself principally with faculty welfare, i.e., the budget and lend support to administrative initiatives as well as development initiatives of its own. He commented that it would also be responsible for reporting and the Faculty Senate and communicating with Topeka. Dr. Rickman called the question.

The motion passed unanimously.

Academic Affairs--Dr. Ron Sandstrom

No report.

University Affairs--Dr. Larry Gould

Dr. Gould reminded Faculty Senate members that last fall his committee had been charged with reviewing and making recommendations concerning an administrative committee draft of a Sexual Harassment Policy and Procedures. During the deliberations of the committee, members had met with and consulted Dr. Slechta and a number of Hays attorneys as well as Board of Regents attorneys regarding the legal construction of the policy language, had identified the needs for the policy in terms of areas currently deficient, and had sought the advice and review of the proposed policy by Jean Sagan, Board of Regents attorney.

Dr. Gould directed attention to the Committee Report, appended to the Agenda report of this meeting, indicating the three items on page two of the copy were quite important. Item #2 reports that the draft policy statement lacked a clearly defined central office or agent where sexual harassment complaints could be registered. Item #4 reports that the grievance procedure in Appendix G pertaining to University Faculty did not specify the precise number of members which would constitute a hearing committee at the departmental level, nor did the procedure enumerate guidelines in those cases where a department was too small to provide a three-member hearing committee. Item #6 reports that item #7 in Appendix G, and Appendix H pertaining to Nontenured Appointments, failed to designate what set of policies and procedures would govern the imposition of sanctions.

Dr. Gould also indicated that there is an issue of the University's need to retain in permanent file prejudicial information; 180 days is the limit within which filing of criminal charges must be made, thus it seemed that two years would be adequate time for the University to use such information in an employee's master file if it became necessary.

Dr. Gould called attention to page 2 of the Sexual Harassment Policy, item C: Procedure for Reporting, Investigation, and Hearing, and indicated that a revision, in the form of a footnote, was added to item C that addressed reporting procedures in the event the Affirmative Action Officer is accused of sexual harassment. The question had risen regarding the sufficiency of the Procedures (Appendix G) in the case of the chairperson of the University Affairs Committee being accused of sexual harassment. Dr. Gould commented that the procedures contain language such that the grievant could contact either the chairperson or any member of the University Affairs Committee to institute a formal appeal at the University level.

Following some additional discussion, Dr. Gould presented the University Affairs Committee motion: to accept the recommended policy as presented.

Dr. Delbert Marshall took issue with the lack of wording in the policy statement to require that the accused be notified, indicating that at many places in the document reference is made to the grievant being notified of actions taken. Specifically, Dr. Marshall identified sections G1, G3 the last paragraph, G4 the last paragraph, item 3, and item 5. Dr. Markley commented that item 2 in G 2 involved the same problem. Dr. Frerer commented that he felt it very unfair that the accused could be kept in the dark regarding the development of the case. Dr. Gould commented that notification of the accused, although implicit, could be inferred from the document. Dr. Frerer offered as a "friendly amendment," substitute language, namely to insert "to all concerned parties" whenever notification is called for in the document. Dr. Gould accepted the alternative language as a "friendly amendment."

Dr. Markley urged Faculty Senate members to pass the document around to other faculty, to educate them, and make them aware that FHSU does not tolerate sexual harassment. Following some additional discussion and Dr. Gould's acknowledgment that some changes in the wording to correct the deficiency identified and changes in the document he had already presented, Dr. Rickman called the question.

The motion to accept the proposed document, with revisions, passed unanimously.

An attachment to these minutes presents the Sexual Harassment Policy Statement and Ancillary Grievance Procedures revised.

Student Affairs--Dr. Kerns

No report.

UNFINISHED BUSINESS

Dr. Rickman had indicated in the agenda for the meeting that a report was to be presented by Dr. John Ratzlaff, a member of the Joint Salary Committee, and called on Dr. Ratzlaff for that report.

Dr. Ratzlaff indicated that the report was an interim report since data were still being collected and analyzed. He called attention to page four of the report under Statement of the Problem, items 4, 5, and 6. Item #4 regarding FHSU Chairs salaries compared with state schools may be found in Appendix B. Item #5 involving comparison of FHSU faculty/administrators salaries with state schools may be found in Appendix C. Regarding item #6, comparing FHSU faculty/administrators salaries with peer insitituions, Dr. Ratzlaff indicated that the data for faculty were obtained from AAUP while data for administrators was obtained from CUPA. Relevant information regarding this element of the study is to be found in Appendices C, D, and E. Dr. Ratzlaff further commented in reference to item #7 on page 4 that no recommendations were yet forthcoming since he and Dr. Cosgriff were still collecting and analyzing data.

Dr. Cosgriff circulated additional or supplemental materials, listing all state institutions compared. Dr. Rickman commented that some materials were difficult to interpret and asked what conclusions were to be drawn from Appendix G, for example.

Discussion continued with questions from Dr. Hoernicke, Dr. Markley, Mr. Nichols, Dr. Razak, and Mr. Logan. Issues raised included Dr. Markley's observation that the last two pages of Appendix G seem to be a recap of G, Mr. Logan's observation that gender tags are important, but as he reads the information, "if you are female, you consider it, if male, you don't;" Dr. Frerer's question regarding compensation figures, whether these include benefits; Dr. Markley's question regarding the reasons for the various combinations of disciplines; and Dr. Gould's remark that he needed to be able to interpret this data to politicians and his call for identification of 4 or 5 policy implications to be inferred from the data analyses.

Dr. Ratzlaff indicated that collection of data continues and that additional analyses will be run as data come in. Dr. Cosgriff indicated that once that is accomplished, he and Dr. Ratzlaff would be able to identify the 4 or 5 policy implications Dr. Gould had called for. Dr. Ratzlaff commented again that the Joint Salary Study was at this stage only an interim report, and that he and Dr. Cosgriff would welcome input on additional ways to analyze data for the final report.

Dr. Beougher commented that even after our having gone to the Legislature saying we were behind and they responded with "catch up" monies, it appears we are still behind. Dr. Cosgriff commented in response that even though the Legislature provides across the board percentage increases, various schools do differing things with those dollars and other funds, thus merit increases are not the sole factor needed to explain disparities. He commented that FHSU is understaffed compared to other schools, and Dr. Ratzlaff indicated that some other schools have higher percentages of senior faculty than FHSU. In other words, information may be stratified in several ways.

Neither Dr. Ratzlaff nor Dr. Cosgriff gave an expected date of completion for the Joint Salary study.

Dr. Rickman called for additional comments or other unfinished business. None was presented.

NEW BUSINESS

Dr. Rickman called for any items of new business. There was none presented.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

David L. Ison

David L. Ison
Faculty Senate Secretary