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Fort Hays State University Faculty Senate Minutes, March 3, 1994

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MINUTES
March 3, 1994
External Affairs and Faculty Salary Committee
Faculty Senate
Fort Hays State University

Members present: John Durham, Dick Leeson, and Jean Salien.
Guest: John Ratzlaff, Ex-chairman of External Affairs

The External Affairs Committee held an informal meeting with John Ratzlaff, past chairman of the External Affairs Committee. John discussed his views on two issues of importance to the committee: 1) the ambiguity of the term "ranked faculty"; and 2) the findings of his own External Affairs Committee on equity at FHSU. We had invited John to address these issues after exchanging messages with him and deciding that a meeting would be more appropriate.

On the subject of "ranked faculty" (see his PROFS note of Jan. 13, 1994) John emphasized the need for clarification as to what constitutes instructional faculty, especially in view of the Governor's 7% increase recommendation. If this category includes all the high-ranking administrators who happen to be teaching a course, the Governor's recommendation may not really benefit those it was supposed to help. John feels that this might happen if a decision is not made soon about who is "teaching faculty" and who is not. The communication from Senate President Dianna Koerner of Dec. 11, 1993 (re items from the Provost) and President Hammond's note of Jan. 12, 1994 (re the Governor's recommendation) show clearly that "teaching faculty" can easily be interpreted to include "ranked faculty" ("all those, to repeat after the Provost, tenured or on tenure-track up to and including deans.") John brought to our attention that some of our colleagues hold academic rank and have administrative jobs. It would seem fair, he told us, to look at the % of employment as a guide to define "instructional faculty." 50% or more of one's job should be instructional before one can be classified as teaching faculty.

On the matter of equity, if FHSU were compared to its peer institutions, there would be a noticeable discrepancy in salaries between the various sub-groups at the peer institutions (gender, race, ethnicity, etc...) and the sub-groups at FHSU, showing our university with a clear disadvantage. This was among the findings of a salary study conducted by the External Affairs Committee in 1984 when John was chair of that committee. As it turned out, FHSU administrative positions were above 110% when compared to the average salary of their peers but faculty, depending on rank, fell as far below the average as 90%. It was determined that these discrepancies were never attended to in the last ten years. A copy of John's report to the Senate is available for

consultation by the members of the committee. It will be in John Durham's office. Also of interest to the committee is the "CUPA Publications Directory" that provided so much vital information to John and his team. John believes that this publication is still distributed on campus and we too could use the kind of information provided in it. John answered a few important questions relating to his experience with the equity /salary study. We thanked him and the meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Anita Gordon-Gilmore
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