

1-12-1999

## **Fort Hays State University Faculty Senate Minutes, January 12, 1999**

FHSU Faculty Senate

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FHSU Faculty Senate Minutes  
Meeting of 1/12/99

Acting President John Durham called the meeting to order at 4:15pm.

Please see the attached copy of the Faculty Senate roster for the record of attendance.

The minutes of the regular December meeting (12/7/98) and of the special December meeting (12/14/98) were approved by a voice vote.

#### Announcements

A platform on collective bargaining will be held on Jan. 29 at 2:00pm. More forums will be announced in the future.

By distributing the article from Academe on Cleveland State, Acting President Durham wanted it to be known that he was not advocating any particular view on the question of collective bargaining.

#### Standing Committee Reports

Senator Marty Shapiro, chair of the University Affairs Committee, introduced Resolution 9899-23 which deletes language dealing with sexual harassment from the Hearing and Appeals procedure in the Faculty Handbook. Harriet Caplan, university affirmative action officer, asked that it be removed because it causes confusion as there is a procedure for dealing with sexual harassment complaints elsewhere in the Faculty Handbook. The resolution carried by a voice vote. Resolution 9899-24 provides a revised policy for resignations requested by the Provost. The resolution carried by a voice vote.

Resolution 9899-25 recommends that faculty be compensated at .2666 of 1/9 of the academic base salary for summer school teaching and for courses taught through the Virtual College during the summer. It also proposes a 2-tier approach to determining what courses would be offered in summer school. Tier One would be made up of courses meeting the greatest student need. Tier Two would be made up of courses that would be offered regardless of their SCH potential in order to revitalize summer school. It recommends that faculty be compensated at 60% of 1/9 of their base academic salary for courses taught as overload through the Virtual College.

President Hammond reiterated that the compensation formula of 80% of 1/9 of base salary was implemented for summer school teaching on the assumption that faculty would be teaching only one 3 hour course per month. It was stated that the 80% was understood as 60% for teaching and 20% for service. When faculty teach more than one 3 hour course per month, they should only be compensated at 60% of base salary for the second class. President Hammond would change the compensation formula to 60% for teaching and 20% for service instead of ".2666 of 1/9 of the academic base salary".

Senator John Ratzlaff noted that there are faculty who don't teach in the summer but do provide service. They do not receive any compensation.

Provost Larry Gould also presented a proposal for Virtual College salaries. He is concerned that the UAC proposal does not address the problem of decreasing SCH in summer school. He wants consistency in compensation levels for replacement courses, Virtual College courses, and summer school courses. He proposes 60% of 1/9 of the base academic salary for all of them. He views this as a way to encourage faculty participation in the Virtual College.

Senator Tom Guss expressed his discomfort with the fact that 20% of salary for research activity is not a part of summer school compensation. President Hammond responded that faculty have indicated in the past that they did not want to be required to have a higher production of research because they have taught summer school. A faculty member's research activity, no matter when it is completed, is considered in evaluating merit for the faculty member's nine month contract. Resolution 9899-25 passed by a voice vote.

Senator Martha Holmes, chair of the Academic Affairs Committee, presented SOCW 570, "Workshop in Social Work," SOCW 574, "Independent Study in Social Work", and MACS 160, "Orientation to Computer Science". These were approved by a voice vote. The proposed software engineering major was presented. It is a major offered by the Department of Mathematics and Computer Science in the College of Arts and Sciences with the cooperation of the Department of Computer and Information Systems in the College of Business. The major was approved by a voice vote.

No other senate committees had reports.

#### New Business

Senate meetings for February and March will be on February 8 and on March 9 respectively.

#### Liaisons

The General Education Committee has begun its discussion of the report on the General Education Program.

There were no other liaison reports.

The Senate adjourned at 5:50pm.