

4-4-2000

Fort Hays State University Faculty Senate Minutes, April 4, 2000

FHSU Faculty Senate

Follow this and additional works at: https://scholars.fhsu.edu/sen_all

Recommended Citation

FHSU Faculty Senate, "Fort Hays State University Faculty Senate Minutes, April 4, 2000" (2000). *Faculty Senate*. 922.

https://scholars.fhsu.edu/sen_all/922

This Minutes is brought to you for free and open access by FHSU Scholars Repository. It has been accepted for inclusion in Faculty Senate by an authorized administrator of FHSU Scholars Repository.

20190
1902
Presiding Officer

ATTACHMENT B

FHSU Faculty Senate Minutes
Meeting of 4/4/00

- 1 Vice-President Art Morin called the meeting to order at
- 2 3:35pm.

- 3 The minutes of the March meeting were approved by a voice
- 4 vote.

- 5 Announcements

- 6 President Hammond and Professor Dale McKemey, President of
- 7 the FHSU chapter of AAUP jointly announced that both sides
- 8 had lifted all objections to counting the contested ballots
- 9 of the collective bargaining election. The AAUP and the
- 10 FHSU administration also agreed that, in event that the
- 11 AAUP is certified to be the faculty's collective bargaining
- 12 representative, negotiations for a new contract would not
- 13 begin until after July 1. Professor McKemey observed that
- 14 the AAUP did not want to do anything to imperil this year's
- 15 contracts.

- 16 President Hammond's discussion of pending Faculty Senate
- 17 Resolutions

- 18 President Hammond addressed several resolutions passed by
- 19 the Faculty Senate having to do with faculty salary issues.

- 20 Resolution 9900-05 increases promotion pay adjustments to
- 21 \$3000 for promotion to full professor, \$2000 for promotion
- 22 to associate professor, and \$1000 for promotion to
- 23 assistant professor. President Hammond observed that
- 24 \$35,000 would be needed to implement this resolution this
- 25 year. There are two possible sources for funding this
- 26 resolution. If the current budget projected for the
- 27 university is approved, the university will have 2.5%
- 28 available for merit raises and \$428,000 for enhancement.
- 29 Since merit dollars are not applied to vacant positions, in
- 30 the past ten years there has been \$25,000 to \$35,000 in
- 31 ongoing salary dollars. There will be almost \$35,000
- 32 available this year. This money traditionally has been used
- 33 to fund salary adjustments for promotions, degree
- 34 completions, and equity adjustments. It has also provided
- 35 up to \$20,000 to the Provost to increase salaries for new

36 hires. Using the merit dollars available from vacant
37 positions to fund the new promotion salary adjustments
38 reduces flexibility for dealing with equity adjustments and
39 degree completion salary adjustments. It may be necessary
40 in the future to take dollars from off the top of the merit
41 pool to pay for promotions, degree completions, and or
42 equity adjustments.

43 Vice-President Morin asked for a sense of the senate. The
44 resolution was reaffirmed by a voice vote with two
45 abstentions. President Hammond indicated that he was
46 willing to implement the resolution, provided that the
47 senate understands the implications.

48 Resolution 9900-06 proposes retroactive adjustments to the
49 salaries of faculty who have been promoted within the last
50 five years. The implementation of this resolution would
51 cost \$36,300. President Hammond observed that this
52 resolution could be funded from enhancement funds or from
53 merit dollars. It also could be funded from the \$100,000
54 that would be returned to the faculty salary pool if
55 Resolution 9900-24 is approved. He noted that the
56 enhancement funds are stipulated to be paid only to
57 teaching faculty, as defined by the state legislature.
58 There are 377 unclassified staff members, of those 274 are
59 considered teaching faculty. President Hammond proposes to
60 pay for this resolution by taking money off the top of the
61 enhancement funds.

62 President Hammond observed that he would fund Resolution
63 9900-06 which provides for a retroactive increase in
64 promotion stipends for those promoted since 1996 with the
65 money returned to faculty from the library. What remains
66 after that is funded would go to faculty who were present
67 in 1996 when the transfer of merit funds to the library's
68 OOE occurred.

69 There was a consensus to continue to support the
70 resolution. However, since there seemed to be no consensus
71 in the senate about how to fund Resolution 9900-06, further
72 discussion will occur at the special April 11 senate
73 meeting.

74 Resolution 9900-13 calls for the restoration of the Faculty
75 Handbook guidelines for summer salaries. Senator Marty
76 Shapiro pointed out that the Faculty Handbook calls for
77 summer salaries to be 80% of 1/9 of the faculty member's

78 salary for teaching. The senate passed resolutions in
79 support of the Faculty Handbook guidelines in 1999 and
80 2000. President Hammond reiterated his understanding that
81 80% of 1/9 of the faculty salary means 60% of 1/9 for
82 teaching and 20% of 1/9 for service for each month of
83 teaching a 3 credit course.

84 The sense of the senate was that there was no need of
85 further discussion of this resolution.

86 Resolution 9900-24 requests that the administration restore
87 to the faculty salary pool the \$100,000 that had been
88 transferred to the library's OOE to buy books in 1996.
89 President Hammond is not enthusiastic about this resolution
90 because it will take \$100,000 out of the library's book
91 budget. He felt it creates a public relations problem. The
92 students have voted to tax themselves to help fund the
93 library. Senator John Zody observed that leaving the
94 \$100,000 in the library book budget only costs \$12 per pay
95 check. Since it is not that much money and has helped the
96 library, he felt that the \$100,000 should not be moved back
97 to the unclassified salary pool. Senator Dick Leeson
98 responded that he has always been a supporter of increased
99 funding for the library, but that as a matter of principle,
100 faculty should not be paying for library books out of their
101 salaries. If the state wants good libraries in its
102 universities, it needs to fund them adequately. The
103 administration needs to make the library a priority. The
104 \$100,000 transferred to the library is now worth \$108,000.
105 Faculty share of the \$100,000 is about \$75,000. If the
106 resolution is approved, this money could be used to fund
107 retroactive promotion salary adjustments, it could be added
108 to the enhancement fund, or it could be added to the merit
109 pool. If it were used to fund retroactive promotion salary
110 adjustments, it would impact 28 people.

111 The sense of the senate was that the \$100,000 that was
112 diverted to library OOE should be returned to the faculty
113 salary pool. Whether the monies that the faculty have
114 contributed to the library over the last four years
115 (\$400,000) was not so clear. It will be discussed next
116 week, after senators have had the chance to speak with
117 their constituencies.

118 President Hammond reviewed how enhancement monies were
119 distributed last year and indicated that this would be the way
120 they would be distributed this year. Last year the monies

121 were split between rewarding longevity and taking into
122 account the last three years of merit. On average last year
123 assistant professors received an enhancement raise of 3%,
124 associate professors, 4.2%; and full professors, 4.8%.

125 President Hammond also raised the issue of making it
126 possible for library faculty to receive salary enhancement.
127 The legislature's stipulation for the use of salary
128 enhancement funds excludes library faculty. It also
129 excludes all other unclassified staff. President Hammond
130 suggested taking funds off the top of the merit pool to
131 give some salary enhancement to unclassified staff. Seven
132 library faculty would benefit. Hammond remarked that so far
133 only the library staff had raised the issue with him. Other
134 groups may also come forward. Hammond promised to let
135 Faculty Senate know what it would cost for library faculty
136 by the next meeting.

137 Committee Reports

138 All action on committee reports was postponed until the May
139 meeting, except for the election of next year's officers.

140 BLSRC ran the election of next year's officers. Senators
141 Paul Adams and Steve Kitzis were the candidates for
142 president-elect. Senators Liane Connelly and David Goodlett
143 were the candidates for secretary. Senator Liane Connelly
144 was elected secretary. Senator Paul Adams was elected
145 president-elect.

146 The senate will meet on April 11 to discuss resolutions
147 discussed with Hammond and to discuss whether to use merit
148 pool funds to give an enhancement raise to library faculty.

149 The meeting adjourned at 5:25pm.