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### Fort Hays State University Faculty Senate Minutes, November 18, 1974

FHSU Faculty Senate

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FORT HAYS KANSAS STATE COLLEGE

TO: The Faculty  
FROM: Bob Lowen, Secretary  
Faculty Senate  
RE: Faculty Senate Meeting  
Minutes  
DATE: November 18, 1974

Minutes of the meeting of Faculty Senate, Monday, November 18, 1974, 3:30 p.m.,  
Smoky Hill Room of the Memorial Union.

I. Roll Call

Members Absent: Dr. Robert Adams, Dr. Wallace Harris, Dr. Stephen Tramel,  
Dr. Charles Votaw.

Also Present: Mr. John Thorns, Dr. Allan J. Busch for Mr. Schmeller.

II. Minutes of the Previous Meeting

The minutes of the previous regular meeting were approved.

III. Introduction of Special Guests

President John W. Gustad appeared before Faculty Senate to discuss the Bachelor of General Studies degree and talked about the general education program on this campus. The President said the latest GE program worked out by Dr. Thompson and his committee is "reasonable" and that FHS can live with it or change it if need be.

The President said the BGS should primarily be a program for mature persons or "adults." He said such a program is needed because more and more older persons are returning to or attending college now and their needs and interests must be met. He said some students would probably want to enter the BGS program but suggested that age 30 be an arbitrary figure for whom the program is designed.

Dr. Marshall asked if 30 should be an enforced age limit.

President Gustad said not necessarily, that students of any age might want into the program and should be permitted.

Mrs. Pfeifer asked if courses or classes should differ for the BGS program and if special classes should be established.

President Gustad said there may be a need for special classes or at least some form of less competence required for those in the BGS program.

Dr. Robinson asked how popular this degree was in other similar institutions.

The President said it varies but it is growing in popularity in other colleges and universities.

Dr. William R. Thompson appeared before Faculty Senate in place of Dr. Tomanek to discuss the transfer and articulation agreement. Dr. Thompson said the agreement had some loopholes and that a committee (with Dr. Tomanek) had spent hours studying it. He said FHS needs Faculty Senate approval of this document because it has to be in Topeka by Dec. 2 and that if it gets by all the state institutions, it will be in effect within two years. Dr. Thompson said we anticipate some problems in our own general education program (42 hours) and that we need to protect ourselves from persons using this articulation agreement. He talked about how the other state schools are viewing the agreement and how they are protecting themselves.

Dr. Lew Miller asked what would happen if FHS didn't ratify the agreement.

Dr. Thompson said we would probably lose money or be punished in some way. He said all the institutions are under political pressure to ratify this agreement.

Mrs. Pfeifer asked if this program wouldn't shortchange other regular students (non-transfers).

Dr. Thompson said the Academic Affairs committee could speak to that.

#### IV. Announcements

Dr. Drinan communicated to the Senate a message from Mike Schardein, Student Body President, in reference to the Bachelor of General Studies Program. Mike Schardein urged the Faculty Senate not to include an age limitation on the Bachelor of General Studies. According to Mr. Schardein putting an age requirement is inconsistent with HEW regulations and could cause legal complications for the College.

Dr. Drinan announced that COCAO was considering Associate of Arts and Associate of Sciences programs for the six state colleges and universities. There appears to be urgency on the part of COCAO to get these programs established because there will be a change of administration in the governor's office that may inhibit our ability to offer new programs that have a tendency to overlap with Community College offerings. Dr. Drinan also announced that COD was considering this year an external degree program that would permit a student to receive a Bachelors degree from Fort Hays State College without ever setting foot on the campus. COD is also concerned with vocational technical and Junior College offerings in the Hays area, particularly the Beloit program.

Dr. Drinan announced that he and Mr. Lowen had just returned from a cabinet meeting in which the formation of general advisory committees for the College had been discussed. President Gustad, Dr. Tomanek, and others are attempting to establish advisory committees in the areas of business, agriculture, education, and health services. The advisory committees would assist the college in long range planning and in contacts with legislators in the region.

Dr. Drinan reminded the Senate that the curriculum committee is working under some deadlines and that Senators should remind their departments of the deadlines for submitting new courses for fall of 1975. New courses must be sent

to the curriculum committee prior to December 1 in order that they can be given consideration at the December meeting of the Senate.

Dr. Drinan communicated to the Senate that sick leave policies will be formalized in the next couple of months. Mr. Keating, Dr. Tomanek, and the College Affairs committee would be meeting to establish the form of sick leave policy.

The Chairman announced that intersession policy for this year will be the same as last year, that is, no formal intersession. Departments may offer courses if they see fit. Dr. Drinan said that COD is interested in a flexible accounting of faculty members time during intersession, that is, faculty should tell their department chairman what kind of professional activities they are engaged in. There is not necessarily a mandate for faculty members to be on campus every minute of intersession.

Dr. Drinan announced that some political activity guidelines have been developed at K-State and that he would forward those to the College Affairs committee to see if we need them. At the present time the Dean of Students office has some guidelines on political activity on campus. Perhaps it would be good for the College Affairs committee to review those guidelines to see if they need to be made more explicit.

Dr. Drinan announced that the consultation policy is still being developed in COD. There appears to be a need for a short description of the consulting work to be done with written permission for that work from the appropriate Dean. Consulting work of just one day in length will have to be recorded at the end of a year.

Dr. Drinan announced that COD reviewed the Emeritis status. The present policy is that everyone at Fort Hays State receives it upon retirement. There had been some discussion of making this a selected honorary promotion, but the consensus was to leave the policy as is.

Dr. Drinan put into the minutes the new Board of Regents policy concerning advertising. That policy reads: "The use of general use fund appropriations for the purchase of advertising by the institutions under the jurisdiction of the Board of Regents is prohibited. Limited use of restricted funds is authorized when advertising is considered appropriate by the proper administrative officials."

Dr. Drinan announced that summer budget for faculty salaries is \$335,000 for the summer of 1975--up 11% from last year.

Dr. Drinan said that there is going to be an increase of dormitory fees of approximately \$220 for the next academic year. There is some discussion in COD concerning how this may affect recruitment.

Dr. Drinan summarized some late news concerning the collective bargaining experience in Pittsburg in which the KHEA has been accepted as a bargaining agent. From news picked up at faculty senate presidents' meetings it appears that merit pay disputes and reduction in personnel problems were the two major issues at Pittsburg related to collective bargaining. The chairman also

reported on modifications in retirement report asked for by the Faculty Senate Presidents at their November 8 meeting. Dr. Drinan distributed a copy of the requested changes that have been sent to the Council of Presidents.

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November 8, 1974

TO: Dr. Clark Ahlberg, Chairman, Regents' Committee on Retirement  
FROM: Faculty Senate Presidents

The Faculty Senate Presidents accept the concept of an early retirement at the option of the individual prior to age 70. However, we do not believe the financial inducements for early retirement are sufficient as outlined in the Report and Recommendations from the Regents' Committee on Retirement. We urge that the Council of Presidents ask the Retirement Committee to develop proposals that would make early retirement more attractive.

We strongly suggest the following items to improve the attractiveness of an early retirement option:

1. increase of state TIAA-CREF percentage contributions to a state contribution of at least 10%;
2. provisions for biannual periodic review or adjustment of the retirement provisions to take into consideration increases in the Consumer Price Index;
3. state assumption of medical coverage until age 70 for all those who choose the early retirement option;
4. elimination of the two year waiting period for unclassified employees to enter TIAA-CREF;
5. prorating of the retirement plan for regular, part-time unclassified employees;
6. develop a system to make transfers of state and individual contributions from KPERS to TIAA-CREF for those who become eligible for TIAA-CREF and desire to change;
7. prepare a computer program to permit individuals to calculate and optimize their retirement benefits;
8. develop a specific proposal to make voluntary retirement more attractive as early as age 62.\*

\* For example, utilize the five cases from Kansas State University together with a faculty member in his early 40's, with tables showing these cases with projections through age 80. Likewise, change the assumptions to a more conservative TIAA return.

Respectfully submitted,

Dr. Patrick Drinan  
Chairman of State College  
and University Senate Presidents

cc: Council of Presidents  
Dr. Dennis Duell  
Faculty Senate Presidents  
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The Chairman said that KU and K-State felt that the retirement report was unfair either in terms of a mandatory retirement at an age earlier than 70 or else an inadequate financial package for those who retire early. The modifications asked for in the retirement report dealt primarily with those criticisms.

The Chairman summarized some of the issues that Faculty Senate at KU was considering that we might be interested in examining at Fort Hays State. Dr. Drinan said that there was some concern at KU with CLEP credit and also with the making sabbatical policies more explicit on the campuses. The Chairman reported some research he had done into sabbatical policy.

FY 67 - 8 sabbaticals  
68 - 5  
69 - 10  
70 - 6  
71 - 2  
72 - 4  
73 - 4  
74 - 2  
75 - 4

Dr. Drinan announced that as Faculty Senate Chairman he would be attending legislative sessions with Dr. Gustad, Dr. Tomanek, and Mr. Keating in Garden City and in Hays in the next few weeks.

Dr. Drinan announced that the next meeting of the Faculty Senate would be on Tuesday, December 10, in the Frontier Room of the Memorial Union.

#### V. Reports from Standing Committees

##### A. Academic Affairs Committee

Dr. McCullick made a motion that Faculty Senate approve the BGS program as outlined by the Academic Affairs Committee.

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That a Bachelor of General Studies be approved. The provisions of the degree to be as follows:

- (a) 124 semester hours.
- (b) Not more than 40 hours in any one department.
- (c) 60 of the (above) 124 hours to be presented in courses on the upper division level, with a maximum of 20 hours (of the 60) in a single department.
- (d) The remaining 60 hours may include lower and upper division courses. Twenty hours from non-liberal arts departments may be included; such courses, however, would have to be approved for credit on the Bachelor of General Studies program.
- (e) Responsibility for advising and administering the program shall rest with the general education committee.

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Dr. Pruitt seconded the motion.

Mrs. Pfeifer asked if other schools in state had an age limit.

Dr. McCullick said he didn't know but he knew that Pittsburg had a similar program, probably with no age limit, and with 80 people enrolled presently. He said that half of them are full-time students on campus.

Dr. Miller asked if we had to cut faculty from other teaching to teach in this new program.

Dr. McCullick said we can't teach it with what we have now.

Mrs. Pfeifer said some younger students may enter this program and later change their minds and go another way. Can they do this and should they be permitted to have it both ways?

Dr. Drinan suggested that maybe the President had exaggerated our present ability to offer specialized courses with this program. The fact that we are seeking more faculty could help us work this out.

Dr. Frerer asked if these students will have to cover general education as the other students would.

Dr. McCullick said no.

Mr. Ginther said he didn't see any indication as to this being designed for specific age group or "adults."

Dr. McCullick suggested maybe a preamble was needed to clarify that this program was for adults or non-regularly enrolled students. Discussion centered on the clarification of an "adult."

Dr. McCullick suggested that part "E" on the plan means that this program is adult oriented and that persons entering this program should be well advised about its marketability.

Dr. Robinson asked if people could profit vocationally from this program.

Dr. McCullick said yes.

Dr. Drinan said the general education committee should make it very clear that this is not designed as a slide-through program.

Dr. Marshall moved that a preamble be added to the suggested program. The preamble would read: "That the BGS program is designed for mature adults, not for the regular on-campus college population, and for persons in continuing education programs."

Mr. Lojka seconded the motion.

Dr. Miller asked who would advise these students.

Dr. Drinan said probably Dean Thompson.

Concern was expressed in regard to committees such as the general education committee, not being in effect when some advising was needed.

Dr. Staven asked if all committees weren't carry overs into the next year.



Dr. Drinan said yes, all carry over.

Mr. Campbell asked if age should be stipulated.

Dr. Marshall said we can't set age limits.

Dr. Robinson asked if the program included or applied to continuing education people.

Dr. Staven asked if this could work into an external degree.

Dr. Drinan said yes. The BGS program could help some areas.

Dr. Johnson asked if BGS-degreed persons could be admitted to the graduate division at FHS.

Dr. Drinan said yes.

Dr. Drinan called for the question.

The amendment to the motion passed.

The motion as amended passed.

Dr. McCullick then explained the Academic Affairs Committee's reaction to the Articulation Agreement and suggested that the stipulation that 9 of the 40 hours of upper division courses be in general education. He said the committee agreed to the 9 hours in order to bring equity between junior college transfers and our own regularly enrolled students who started here as freshmen. He said the 9 hours was a compromise.

Dr. McCullick made a motion on acceptance of the motion. The motion read: "That the Junior College Articulation and Transfer Agreement (see copy of June 24th Senate minutes, pg. 16) be accepted with the stipulation that 9 of the required 40 hours of upper-division courses be in general education."

Dr. Frerer seconded the motion.

Dr. Miller asked if we had the right to amend this agreement.

Dr. McCullick said yes, that we needed to specify some upper division requirements. (See option #7 of Articulation Agreement)

Dr. Miller asked if this information would be in new catalog.

Dr. McCullick said he hoped so.

Dr. Zakrzewski said we needed to split the motion.

The first motion was that the Senate pass a regulation that 9 of the 40 hours upper division college requirement be in general education.



Dr. Drinan called for the question.

The motion passed.

The second motion was that the Senate accept the Articulation Agreement.

Dr. Drinan called for the question.

The motion passed.

B. College Affairs Committee

Miss Ellen Veed submitted the following in the form of a motion:

"The College Affairs Committee recommends that the following statement be added to the guidelines for salary determination: 'In matters involving faculty raises, promotion, sabbatical leaves, and other matters of faculty welfare, any changes in the original recommendation made at the departmental level shall be accompanied by consultation between all parties approving and disapproving the original recommendation.'"

Dr. Staven seconded the motion.

Dr. Price questioned that one of the parties might be the recipient of this raise.

Miss Veed said not necessarily.

The question was called for.

The motion passed.

Miss Veed also put in the form of a motion the following:

"That Faculty Senate direct Senate Chairman Dr. Drinan to confer with President Gustad that we recommend, because of the rate of inflation, the following: A 9.5 per cent cost of living increase in addition to the 10 per cent merit increase, or, (1) an increase in state contributions to TIAA-CREF to 10 per cent, and (2) an increase in health insurance coverage so that the state pays the full amount, and (3) that the state pay for punitive damage insurance, and (4) the state give a two per cent cost of living increase, and (5) that the state give a 10 per cent merit increase.

Mr. Rupp seconded the motion.

Dr. Staven suggested we recommend more salary increase because FHS is already behind the other five state schools.

Dr. Staven moved that the 10% figure be increased to 13% for FHS to remove salary discrepancies among the colleges.

Dr. Robinson seconded the motion.

The question was called for.

The motion passed.

C. Curriculum Committee

Dr. Zakrzewski said the committee has passed two programs, the AA degree and the BFA degree in Art. (See Appendix) He noted that the committee is looking only at new programs or courses and that Dean Garwood's office will continue to handle course name changes or changes in hours. He said that no new courses will be accepted for approval or study after December 1, 1974.

There was a call for the question in favor of the curriculum committee's report.

The motion passed.

D. By Laws Committee

No report.

E. Student Affairs Committee

Mrs. Jane Littlejohn said Student Senate is still wrestling with the idea of a lawyer for the students and that Student Senate is studying information about landlord-tenant agreements.

F. Urban and Foreign Studies Committee

Dr. Zakrzewski said the urban semester and the foreign semester programs are under study. Nothing to present at this time.

VI. There was no unfinished business.

VII. There was no new business.

VIII. The meeting was adjourned at 5:20 p.m.