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### Fort Hays State University Faculty Senate Minutes, January 27, 1975

FHSU Faculty Senate

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75-76

FORT HAYS KANSAS STATE COLLEGE

TO: The Faculty  
FROM: Bob Lowen, Secretary  
Faculty Senate  
RE: Faculty Senate Meeting  
Minutes  
DATE: January 27, 1975

Minutes of the meeting of Faculty Senate, Monday, January 27, 1975, 3:30 p.m.,  
Smoky Hill Room, Memorial Union.

I. Roll Call

Members Absent: Mrs. Rose Arnhold, Dr. Lloyd Frerer, Robert Brown, Dr. Wallace Harris, Miss Kathleen Kuchar, Dr. LaVier Staven, Dr. Stephen Tramel.

II. Minutes of the Previous Meeting

The minutes of the previous regular meeting were approved.

III. Announcements

Dr. Drinan summarized the results of the meeting on January 5, 1975, at Emporia of the Faculty Senate Presidents and Council of Presidents. Several issues were raised at the meeting including the retirement report. The retirement report is still alive. President Ahlberg of Wichita State University is in the process of reconvening the retirement committee in order to begin taking into consideration some of the critiques that were made by faculty members particularly at KU and K-State.

From the discussion on January 5, it appears unlikely that a recommendation for a higher state percentage contribution for TIAA-CREF will be forthcoming. We also discussed the possibility of gaining a cost-of-living raise in excess of the 10% that has been recommended by Governor Bennett. The thrust of the discussion was that there was little chance that we could achieve a cost-of-living raise in this fiscal year. Indeed, Max Bickford and others suggested that the three-year program of 10% per year would probably put Kansas faculty in a very competitive position by next year given the recession and the curtailment of state expenditures in some of the surrounding states.

The Senate Presidents and the Council of Presidents agreed to oppose the bi-weekly payroll plan. In addition to the high cost of implementing the bi-weekly payroll there are issues that confront the faculty that are associated with some of the purposes of the bi-weekly payroll. There appears to be some legislative leaders who view the bi-weekly payroll as an ideal device for guaranteeing accountability of faculty members to a more standard work week. Although Bennett has recommended that the bi-weekly payroll be abolished, it will take legislative action in this session in order to eliminate it.

The fate of the bi-weekly payroll in this legislative session will have a lot to do with our determination of sick leave policy. We also discussed at the

January 5, 1975, meeting liability insurance for college faculty. According to Max Bickford, a liability insurance plan as a new fringe benefit was being worked on by the state. There appeared to be a problem dealing with MDs on the KU medical facility in order to separate them off from the liability insurance that may be granted to college and university faculty.

Dr. Drinan said that the Faculty Senate Presidents have also sent a letter to Governor Bennett asking for a meeting with him to discuss the future of higher education in Kansas. All six senate presidents will be represented in the future on the State College Coordinating Council.

Dr. Drinan observed that the Faculty Senate Presidents group is gaining more stature as there is increasing centralization and coordination in the Kansas Regents' system and also because the Regents and others perceive a threat from collective bargaining; they see the role of faculty senates in a newer and more positive light given that threat.

Dr. Drinan announced that the Faculty Senate Presidents will be meeting in Wichita on February 7 to discuss a common message to the appropriate committees in the legislature on the issues of higher education. Wichita State University is also having a meeting April 1 in which they are featuring a speaker on the collective bargaining issue. Seymour Martin Lipset will talk at 3:00 p.m. on April 1; any faculty who are interested, especially members of the College Affairs Committee, are invited to attend.

Dr. Drinan summarized the results of a meeting he had with a Mr. Victor Salem of KHEA during intersession. KHEA was interested in the attitude of our faculty and Faculty Senate toward collective bargaining. Dr. Drinan communicated to Mr. Salem that there was very little interest in collective bargaining here among faculty at the present time. Dr. Drinan said that the administration at Fort Hays State at the present time appears to have more interest particularly in the outcome of the collective bargaining process at Pittsburg. In conversations with President Gustad and in Administrative Council, Dr. Drinan said that he hoped the administration at Fort Hays State would not anticipate adversary relationships with the faculty because this may needlessly accelerate the process. Victor Salem had said that five to ten dedicated faculty members would be sufficient for KHEA to begin the process spelled out under the public employees relations act. Dr. Drinan said that it was incumbent upon faculty here to move maturely, responsibly, and reflectively on the collective bargaining issue and that the College Affairs Committee would have a report later on our efforts to distribute information on collective bargaining issues to the faculty.

The Senate President summarized recent discussions with Mr. Keating on the sick leave policy that is implicit in the documents sent to the faculty. According to Mr. Keating we should as individuals fill the sick leave form out as accurately as possible. Faculty should be as liberal as possible in their interpretation of sick leave, for example, if you have met your classes even though you could not remain at work for all of a given day, you should have considered yourself as meeting your obligations.

COCAO was supposed to have taken a look at the sick leave policy at their January meeting, but they have decided to let the business managers deal with the sick leave policy. Sick leave policy may remain in limbo until the legislature determines the fate of the bi-weekly payroll.



The Senate President summarized some of the recent activities of the Administrative Council. Dr. Drinan said there was an effort to beef up and justify a FY 77 budget request. Requests will include even unclassified positions. The FY 77 budget will be prepared over the next several months. Dr. Drinan said that in Administrative Council there had been sent around a copy of the new HEW guidelines on hiring policies at colleges and universities.

Dr. Drinan summarized the crucial passage from the guidelines that affect the way we go about filling appointments: ". . .Colleges and universities are entitled to select the most qualified candidate, without regard to race, sex, or ethnicity, for any position. The college or university, not the federal government, is to say what constitutes qualification for any particular position. No single appointment will be objected to where those not appointed are less well-qualified than the candidate actually selected."

Dr. Drinan said the effect of this new guideline is to give the college and university discretion on the definition of qualifications. It appears to "water down" some of the earlier affirmative action guidelines. However, these new guidelines may be brought under court attack in the future and we may end up seeing new guidelines within another year. The Senate President said that the Administrative Council was also concerned that mail privileges may need greater amount of justification under a memo from the new governor. The Administrative Council has also agreed to begin a centralization of grant requests through Mr. Pflughoft and Mr. Keating.

Mr. Pflughoft will coordinate private and foundation proposals and Mr. Keating will coordinate federal grant proposals. There has been some problems in the past of faculty members going to private foundations in an uncoordinated fashion that may perhaps jeopardize our ability to gain funds.

Administrative Council had a debate over our attitude toward the Buckley amendment. Students are concerned that we are not moving fast enough on implementation and publicity of the Buckley amendment. Dr. Slechta will be assembling a committee in the future that will help determine policies on implementing the Buckley amendment provisions. Dr. Drinan has asked that Miss Ellen Veed of the College Affairs Committee be a Senate representative on that committee. Dr. Drinan said that Administrative Council also heard that new government ethics commission may require all state employees who have over 15,000 dollars a year income from the state to make financial disclosures.

Dr. Drinan summarized the results of a meeting he had with President Gustad on December 11. At that meeting, President Gustad said that he accepted the Bachelor of General Studies Program but that he wants the general education committee to assemble a group of BGS advisors in the departments, rather than have the general education committee attempt to do all the advising.

President Gustad is also very sympathetic with a pay raise effort beyond the 10% but said that any action would be dependent upon legislative rather than Council of President or Regents' action. Dr. Drinan also discussed the preface to the merit pay determination suggestion that the Senate had passed last fall. President Gustad wants to double check the preface with Dr. Tomanek and the Colleges Affairs Committee. College Affairs Committee would have a report later on the preface to the merit pay suggestions.

The Senate President summarized certain of the COD deliberations. COD is in favor of one commencement, but believes that if a student graduating in the summer would suffer an undue hardship because he could not have commencement in May of that year, we would waive the rule that all of a program would have to be complete before a student could go through commencement.

There also has arisen several complaints over our scholarship program; better records appear to be needed as to which departments received scholarships and also a more clear cut effort to tell donors of the name and major of the students. Dr. Drinan also distributed to members of the Senate a copy of the consulting policy that had been developed by our administration. (See Appendix) Dr. Drinan said departments may wish to develop their own special rules on consulting to fit the special characteristics of a department.

Dr. Drinan said that appointments of new faculty in the fall now become effective on August 17. Dr. Drinan said that it would be important to alert new faculty to the possibility of going immediately on TIAA-CREF on appointment. After discussion with other senate presidents at other institutions, it appears that a new faculty member can immediately go on TIAA-CREF if he or she has an account number prior to the time of effective appointment. This would be a substantial fringe benefit to new faculty members amounting to approximately \$500 a year in state contributions for each of the first two years.

Dr. Drinan said that COD is beginning preparations for our Diamond Jubilee in 1977. President Gustad wishes a variety of professional and scholarly activities to be planned for that year. Dr. Drinan said that COD was considering revising of the faculty handbook, particularly the format. There will be some faculty input on the revision of the faculty handbook, but the Senate would not consider this an appropriate task for it to handle the technical work of the revision of the format. Dr. Drinan said that a Bi-centennial program is being planned by the College. COD, in consultation with the Senate President, had recommended to President Gustad the following to be appointed to a Bi-centennial committee: Mr. Heil, Dr. Liston, Dr. Oliva, Dr. Wilda Smith, Dean Jellison, Dr. Cliff Edwards, and a student. The Senate President also said that COD had discussed the problem of faculty taking excessive amounts of courses; according to the faculty handbook, staff may not take more than five hours in a given semester. COD was considering a proposal to lower the amount of hours to three.

Dr. Drinan said that COCOA in January had approved our BGS and BFA programs. In addition it appears the next COCOA meeting will spend most of its time on problems of continuing education.

The Senate President announced that the next Senate meeting will be on February 18 in the Smoky Hill Room.

#### IV. Reports from Standing Committees

##### A. ByLaws Committee

Dr. Lew Miller reported that a total revised copy of the bylaws were sent each faculty member for approval or disapproval. He said 108 ballots were returned and 106 were marked approved.

Bylaws had no other business at this time.

B. College Affairs Committee

Miss Ellen Veed said her committee was working on several things including collective bargaining and the merit pay preface. She said a subcommittee of Mrs. Leona Pfeifer, Dr. Arris Johnson and Dr. Bob Adams were working on the matter of collective bargaining.

Miss Veed then made a motion that Faculty Senate accept an amendment to the "Procedures for Hearings and Appeals" statement.

Dr. Delbert Marshall seconded the motion.

A copy of the proposed amendment follows:

Paragraphs 2 and 3 shall be changed to read:

2. A request for a formal hearing based on an appeal in writing will initiate the proceeding. The written request shall state the issue and the reasons for appealing. It shall be dated and signed by the appealing faculty member and addressed to the appropriate department chairperson with a copy to the appropriate Dean.\* Within five working days from the receipt of the written request for such hearing, the department chairperson shall set a time and place agreeable to both parties for such hearing by a departmental committee and notify the person in writing. A decision shall be made within five days following the departmental hearing and the decision reduced to writing and delivered to the appealing faculty member with a copy to the department chairperson and the appropriate Dean\*. A record of the departmental meeting will be kept.

3. If the departmental hearing committee does not support the faculty member, or if it does support the faculty member and the Dean\* does not concur in the committee's decision a formal appeal may be made directly to the Appeals Committee of the College Affairs Committee of the Faculty Senate.

\* In the event the department chairperson and the Dean are the same person, the appeal should then go to the Vice President for Academic Affairs.

Discussion ensued on the vehicles to use for appeals and the mechanisms available for appealing. (See amendment.)

Senate President Dr. Drinan called for the question.

The amendment submitted by Miss Veed passed.

C. Student Affairs Committee

Mrs. Jane Littlejohn called on Dr. Charles Votaw to talk about Student Senate's apprehension about the college administration moving too slowly on implementing some guidelines for students at FHS in regard to the controversial and confusing Family Rights and Privacy Act, commonly called



the Buckley Amendment. Dr. Votaw said Student Senate seemed to think the college administration was not anxious to appoint students to a committee which is to be chaired by Dr. Don Slechta regarding what steps this college should implement regarding the Buckley Amendment. Student Senate wants college students on the committee which, at the time of this writing, has yet to meet for the first time.

Discussion ensued on students' rights and the controversial act which no one really seems to understand.

Dr. Votaw also noted that Student Senate wants Faculty Senate to look at the college physical education requirement and to remove the requirement because the new bachelor of general studies program soon to be adopted at FHS does not include a four-hour requirement.

D. Academic Affairs Committee

This committee had no business to report.

E. Ad Hoc Committee for Foreign and Urban Semesters

Dr. Richard Zakrzewski reported that his committee had been working and corresponding with other institutions. He said that foreign exchange programs at most schools are in trouble financially. He noted that the FHS group is backing off and taking a long, hard look at other programs.

He said that the six state schools in Kansas may begin working with the University of Nebraska and the University of Missouri in setting up a way to sell the foreign program.

He also noted that his group is looking into an organization called the National Student Exchange of North America which looks solvent and reasonable in terms of expense. He said a representative will probably come to campus soon and discuss the possibilities of the NSE, and that his group will probably take no action until the visit.

V. There was no unfinished business.

VI. There was no new business.

VII. The meeting was adjourned at 4:15 p.m.