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

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: February 27, 1975

Minutes of the meeting of Faculty Senate, Monday, February 27, 1975, Smoky Hill Room, Memorial Union.

I. Roll Call

Members Absent: Dr. Stephen Tramel, Dr. Wallace Harris and Miss Esta Lou Riley. Dr. John Doggett for Bob Lowen.

II. Minutes of the Previous Meeting

The minutes of the previous regular meeting were approved.

III. Announcements

Dr. Drinan summarized some of the results of the budget hearings that were held over the last two weeks. On February 5th, members of the House Ways and Means Subcommittee for Fort Hays State were on campus to review the FHS budget request. The subcommittee was very much interested in the College farm and the proposed funding of new buildings for the farm. The Regents had approved a request of over \$100,000 for farm buildings but these funds were to come out of the restricted fee account.

There was some interest on the part of the subcommittee on the educational uses of those buildings and there is some possibility the Ways and Means committee may recommend that the farm buildings be paid out of general revenue rather than restricted fees. The subcommittee was also interested in faculty reaction to the bi-weekly payroll. Their main concern was simply to find out if faculty desired to be paid every two weeks. Dr. Drinan replied in the negative. Dr. Drinan read a statement that had been prepared by the Faculty Senate presidents directed to the Council of Presidents of the Kansas Regents' Institution concerning the bi-weekly payroll. (See Appendix)

At the Ways and Means hearing in Topeka on February 20, the representatives were very interested in the fiscal cost of moving the continuing education credit hours into the regular base.

There is some fear on the part of the Legislature that they will have created a large expansion of the base of the programs for the colleges and universities and are trying to figure out the long-term fiscal note attached to this. Dr. Drinan said that President Gustad, Mr. Keating, Mr. Schardein, Dr. Tomanek, and he had attended the Fort Hays State Budget hearing. Dr. Drinan said that President Gustad did a very good job presenting the budget for the institution. The Ways and Means Committee members were very interested in the funding for the College farm. President Gustad also made a strong pitch for the unclassified and classified personnel for the College. Dr. Drinan also distributed to the Senate a copy of a letter he sent to members of House Ways and Means Committee. (See Appendix)

The Senate President said that he had attended other Regents' institutions hearings. The Pittsburg hearing brought up an issue of the merit raises on the Pittsburg campus. The Pittsburg campus had very few people who were given less than 7% raises last year. Ways and Means committee members felt that this was distinctive and wanted to know why the Pittsburg pattern deviated from the other institutions, and if collective bargaining had anything to do with it.

Dr. Drinan also summarized discussions of the sick leave policy that came up at the State College Coordinating Committee on February 20. The Faculty Senate Presidents had asked that the sick leave policy not be changed unless legally required. (See Appendix) The Council of Presidents has decided to wait until the bi-weekly payroll issue has been resolved in the Legislature. However, there is one legal complication associated with the sick leave policy--a Kansas University faculty member who had been sick for a semester and was off the payroll. There was an attempt to pay him back-salary in one lump sum, and this came to the attention of auditors and the attorney general. The attorney general is working on a ruling concerning the adequacy of the sick leave policy of the Board of Regents and Regents' institutions.

Dr. Drinan summarized some of the issues that were coming in front of the Council of Deans. Dr. Drinan said that after informal discussions with President Gustad and Student leaders last fall, it appeared that a review of the physical education requirement was in order, given the changes in the general education program and other factors. After discussions with Dr. McCullick, Chairman of the Academic Affairs Committee, it became obvious that it would be fruitless to have the Faculty Senate engage in a battle over the physical education requirement if there was no consensus in the administration for the need for change. Therefore, the Senate President drafted a formal request for a review of the PE requirement to Dr. Tomanek. (See Appendix) Dr. Tomanek had recently brought up the question of the physical education requirement in COD. The initial reactions to a change in the PE requirement were negative in the Council of Deans although they agreed that it was an appropriate time for review. The Senate President reported to the Senate that he did not believe the administration was going to present a proposal in the near future to the Senate. It would create false expectations among faculty advisors and students if they believe that a change in the PE requirement was imminent.

Dr. Drinan said that the Council of Deans had picked up some negative comment on the failure to publicize the fall Honor Roll. After giving notice, we intend to publish the spring Honor Roll. Dr. Drinan also said that the Council of Deans was considering developing a consulting request form that would standardize the request for permission to consult throughout the College.

The Senate President also said that COD had paid attention to change of grade policies on campus. Students can, of course, appeal a grade to every appropriate level but the instructor still has the ultimate authority for the grade.

COD also paid attention to the need for us to justify our out-of-state travel more thoroughly on the out-of-state travel request form. Max Bickford of the Board of Regents personally signs each out-of-state travel request and we need to demonstrate the need for a trip.



Dr. Drinan also said that Dr. Tomanek was considering the establishment of a long-range academic planning committee for the College that could be of some assistance, particularly in preparations for COCAO meetings.

The Senate President said that COD was also paying attention to some problems in the numbers of our degrees conferred over the last few years. It appears that we have a drop in number of Bachelor Degrees conferred that has been more dramatic than in the other state colleges.

The Senate President also summarized recent activities in the Administrative Council. President Gustad has shown substantial concern with the impact and consequences of many of Governor Bennett's directives in the area of administration. Administrative Council also heard a report from the Registrar that said that as of January 30 of this year we had 344 applications for freshman class which was exactly the same number at the same time last year.

Dr. Drinan also said that the Administrative Council heard a report on discrepancies in salaries among the three colleges. It appears, from some of the comments in the Administrative Council, that the discrepancy in salaries is not that great and that there appears to be a far greater discrepancy in administrators' salaries among the three state colleges with Fort Hays State being low. The big pitch in terms of the equity issue will be made in the area of dollars per student. The FHS appropriation from General Revenue fund is over \$100 less per student than the other two colleges.

The Senate President also said that there had been discussion of whether we should be having a 75th anniversary celebration. There are two questions involved: Should we have the celebration and how could we possibly finance it. Dr. Drinan said the Buckley Amendment had again surfaced in the Administrative Council as an issue. Dr. Slechta is in the process of reviewing the rules and regulations attached to the Buckley Amendment, and will be preparing a summary and meeting a committee to examine implementation of Buckley Amendment on campus. Student body President Schardein also reported to the Administrative Council on a legislative proposal from the student body presidents to be made a statutory body which would give student body presidents non-voting rights of participation on the Regents' committees.

The Senate President announced the next meeting of Faculty Senate would be March 18 in the Pioneer Lounge.

#### IV. Responses to Dr. Drinan's presentations:

Dr. Lewis Miller indicated that FHS faculty salaries are even with those of the other state colleges when they are studied on a rank-to-rank basis. However, the higher level positions at the other state colleges have higher average salaries. This leads to difficulties if one attempts to measure "average" salaries from campus to campus.

Dr. Jack McCullick asked why a letter which was recently distributed by our Senate President to the legislature was sent out on FHS Alumni Association letterhead. Dr. Drinan said it had to be done this way because of the new lobbying rules which were established by the Kansas legislature.

Dr. Bill Robinson asked if there was any indication that the inequities in state college and university funding are evident to the legislature and do

the members of the legislature recognize the problem. Dr. Drinan said yes and that the President, in presenting his initial budget to the legislature in 1971, asked for a 30 per cent increase in the level of funding that had been approved by the Board of Regents for FHS. Unfortunately, that was the year when the state legislature decimated the budgets of the state colleges and universities. The problem now is more that the Regents have guidelines for submitting budgets that keep FHS behind a percentage barrier.

#### V. Reports From Standing Committees

##### A. ByLaws Committee

Dr. Miller indicated that 1975 has been established as the year in which the faculty senate must readjust its membership. All representatives will now become representatives of departments. There will be one member for every 10 faculty persons or fractions thereof. A note will be sent to each department to notify them who will no longer be on the senate, i.e., those whose terms expire and the dates their terms expire. Elections for new members will be conducted in April.

Dr. LaVier Staven asked if only those who are among the teaching faculty are included in the ratio of 1:10 who are eligible to serve as representatives of a given department.

Mr. Glen Ginther cited Article III, Section 2C of the constitution which says there should be one representative for every 10 faculty members in a given department. There is no statement that these persons must be teaching faculty.

Dr. Miller said that ByLaws Committee would have a report and recommendations on elections at the March meeting.

##### B. Student Affairs Committee

Mrs. Jane Littlejohn reported that the Student Senate had recommended that the current four-hour physical education requirement should be dropped.

##### C. Academic Affairs Committee

The committee had no report at this time.

##### D. College Affairs Committee

Miss Ellen Veed indicated that her committee had voted to reword the preface statement to be added to the Guidelines for Salary Determination. She moved that Faculty Senate amend the following "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 consultations between all parties approving and disapproving the original recommendation," to read, "In matters involving faculty raises, promotion, sabbatical leaves, and other matters of faculty welfare, any changes in the original recommendations made at the departmental level shall be accompanied by consultation between the department chairman and his dean or between the department chairman, the dean and the academic vice-president."

Dr. Staven seconded the motion.

Dr. Delbert Marshall said he thought that this statement was changed because of the presidential level.

Mr. Helmut Schmeller asked why the policy was changed.

Miss Veed replied that there was a feeling that full consultation should be employed but that President Gustad had final decision.

Dr. Drinan called for the question.

The amendment submitted by Miss Veed passed.

E. Ad Hoc Committee Reports

Meet and Confer sub-committee. Mrs. Leona Pfeifer indicated a packet of materials had been received by her committee for study. The committee has studied the material and has attempted to summarize the findings for each member of the Senate. This summary will be made available for all members of the Senate. The report which originated with Wichita State University will be available to all faculty members and is on reserve in the library in its entirety.

Mrs. Pfeifer also reported that she and Dr. Arris Johnson will attend a meeting at Wichita State University to hear a program which will be presented by AAUP, KHEA, and other groups concerning collective bargaining, as representatives of the Meet and Confer Committee. Dr. Drinan invited other interested Faculty Senate members to attend that meeting. Dr. Drinan also invited Senate members to attend a meeting at WSU April 1 to hear a presentation by Dr. Seymour Martin Lipsett.

Dr. Drinan also reported that Faculty Senate Presidents had learned that at Kansas State University if classes had been covered when there was sickness, those days were not counted as sick leave on their forms.

Miss Veed asked if we could keep our present sick leave policy in view of that information.

Dr. Drinan noted that if we had classes which were covered by other faculty persons while we were ill, we might want to amend our sick leave reports sent to Mr. Keating's Office.

Dr. Drinan also announced that the state college faculty senates are looking at the possibility of seeking an expanded fringe benefit package. He welcomed suggestions from Senate members.

VI. Unfinished Business

Dr. William Robinson asked what happened to the retirement report which was announced at a previous meeting. Dr. Drinan said that Dr. Clark Ahlberg of WSU has every intention of reconvening the committee to study the program, probably following the legislative action on fiscal year '76 budget.

VII. There was no new business.

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