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### Fort Hays State University Faculty Senate Minutes, April 7, 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: April 7, 1975

Minutes of the special meeting of Faculty Senate, Monday, April 7, 1975, in the Black and Gold Room of the Memorial Union.

I. Roll Call

Members Absent: Dr. Robert Adams, Mrs. Rose Arnold, Mr. Robert Brown, Mr. Marc Campbell, Dr. Arris Johnson, Miss June Krebs, Dr. LaVier Staven, Dr. Stephen Tramel.

Also Present: Dr. John Doggett for Mrs. Alice McFarland

II. Announcements

Dr. Drinan said today's meeting was called because of the importance of the establishment of a sick leave policy. He said that President Gustad had to have something to take to the Board of Regents meeting next week.

Dr. Drinan passed out a letter from Max Bickford, Executive Secretary of the Kansas Board of Regents. That letter is attached to these minutes.

Dr. Drinan said the reason for the establishment of a sick leave policy of some kind was to ward off problems such as the University of Kansas had last year when a professor missed an extended amount of time and was not compensated for it.

Miss Ellen Veed, chairman of the College Affairs committee, moved that the following motion from her committee be accepted by the Senate and given to President Gustad as the initial effort towards the establishment of a sick leave policy at Fort Hays State College:

"It has been established policy at Fort Hays Kansas State College that faculty members arrange to take care of each other's classes or work, in so far as it is possible, in case of illness or other absence from campus. The spirit of cooperation and willingness to assist each other has long distinguished the spirit of the Fort Hays faculty. In cases of substantial extended continuous illness, the College provides a maximum of 120 working days of sick leave. The individual is credited with 10 days of sick leave at the beginning of each academic year which can accumulate to a total of no more than 120 days. At the time of acceptance of their policy, faculty members shall be granted sick leave on the basis of 10 days of sick leave per year of prior service to a maximum of 120 days. An individual will be considered to have a substantial extended continuous illness when 10 consecutive working days are missed while college classes are in full session."

The motion was seconded by Dr. Delbert Marshall.

Miss Veed said that this policy is as reasonable as the committee felt it could be. That also it would cover only extended illness, not the one day at a time illnesses that come along. She noted that the committee was not totally committed to the 10-day idea but that a reasonable figure should be agreed upon.

Dr. Drinan said that President Gustad said he will seek from the Regents the most permissive sick leave program he can.

Mrs. Pfeifer said 10 days seems like a lot but not when a person looks at it as time missed teaching such as if one only meets a class three times a week, it would be more than three weeks of cumulative misses to total 10 missed working days.

Dr. Drinan reiterated that the Senate come up with some kind of statement identifying sick leave. He said we need to be in a position to accumulate sick leave days. Classified employees can accumulate more than 120 days now.

Mrs. Pfeifer said she felt the administration at FHS might not go along with the 10-day program.

Miss Veed said that we needed as liberal an interpretation as we could arrive at.

Dr. Drinan said the 10 days could be accepted, that those amount of days could be the best way to identify the difference between short leave and extended sick leave.

Mrs. Jane Littlejohn asked if this sick leave policy covers pregnancy.

Miss Veed said yes but that we need more defined benefits when a policy is arrived at. She said that the Affirmative Action policy says pregnancy has to be included.

Mrs. Vera Thomas asked if new faculty were to be credited with 10 days of sick leave the first day on the job.

Dr. Drinan said yes.

Dr. Marshall asked if coverage would continue through summer for those employed at that time.

Miss Veed said yes.

Dr. Drinan said the employee problem in term of months, 9, 10, 11, 12, is a problem that might call for more definition. Should we call it 10 days a year for all whether one is employed 9 or 12 months? He said an expansive, liberal definition is needed.

Dr. Bill Robinson asked what if one became ill in April. How would sick leave policy and pay affect him assuming he did not return in fall.

Miss Veed said it would be affected by the fact that nine-month employees are on leave in summer without pay.

Dr. Drinan said he could not get more than six months pay during one illness.

Dr. Lew Miller asked if we passed this proposal today, would it be amended by the administration.

Dr. Drinan said probably not, that this proposal is modeled after the Davis proposal and that President Gustad felt comfortable with it.

Mr. Dale Peier asked who decides the number of days for sick leave in the end. He said he felt that could be open to the bargaining table.

Dr. Drinan said the President will probably take whatever figure we agree upon to the Board and see if it conforms with other schools.

Dr. Miller asked why the Regents did not adopt a statewide sick leave policy for all institutions.

Miss Veed said they preferred each of us remain unique in this particular endeavor.

Dr. Jack McCullick asked if we knew what Emporia and Pittsburg have in mind for sick leave policy.

Dr. Drinan said FHS is ahead of the other schools in coming up with a specific statement.

Dr. McCullick said that maybe we should ask for 15 days instead of 10 in case of negotiations.

Dr. Drinan said we had to give President Gustad latitude to work.

Dr. McCullick said Emporia State and Pittsburg State should not have a more liberal sick leave policy than FHS.

Miss Veed said other colleges seem to feel the administration would make their decision for them. We have the opportunity for this input here in our Senate.

Dr. McCullick asked if President Gustad had or could work now with other two college presidents on sick leave policy.

Dr. Drinan said one of them is in China now.

Miss Veed read the Davis proposal (which is on the back of the March Senate minutes) to the Senate.

Dr. Drinan said he would tell President Gustad that there is nothing magic about the 10-day figure.

Dr. Doggett said there is nothing to be gained by asking too much at this time. They will simply return it to us and ask that we do more work. We could be protected now with the 10-day program.

Dr. Frerer said no one he had talked with felt 15 days would be acceptable by the Board.



Dr. Charles Votaw asked why a maximum of 120 days, why not 1,000 days.

Miss Veed said we are only trying to play the game reasonably and fair.

Dr. Robinson asked if we had had on this campus some experience with disability problems. Is mental illness covered? What all is covered?

Dr. Gary Hulett explained how the disability program worked last year when Dr. Neil Walker was hospitalized.

Miss Veed said that too often in the past the administration had to make the decision on sick leave and similar problems that were not clearly defined.

Mr. Glenn Ginther asked if one is not assigned summer school instruction can he still accumulate sick leave days?

Dr. Miller pointed out that once this number of days was passed your sick leave was wiped out even though another faculty member was covering your classes.

Miss Veed said the college should have a contingency fund for those purposes for every department. That it should be a line item.

Dr. McCullick called for the question.

The motion submitted by Miss Veed was passed unanimously.

The meeting was adjourned at 4:05 p.m.