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### Fort Hays State University Faculty Senate Minutes, April 21, 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 21, 1975

Minutes of the meeting of Faculty Senate, Monday, April 21, 1975, 3:30 p.m.,  
Santa Fe Room, Memorial Union.

## I. Roll Call

Members Absent: Mr. Robert Brown, Dr. Lloyd Frerer, Dr. Norma Herman,  
Miss Kathleen Kuchar, Mr. Glen Lojka, Dr. Stephen Tramel,  
Dr. Allan Busch for Mr. H. J. Schmeller, Dr. Doggett for  
Mr. Lowen.

## II. Announcements

Dr. Drinan described some of the events that took place during the March Coordinating Committee Meeting at the Regents' office. The agenda included a discussion of the Fort Hays State budget and the historic inequities in the funding of our institution compared to the other two colleges. Dr. Drinan distributed to the Senate a copy of some statistics that were distributed to the Regents and others at that meeting. These statistics were based upon some of the research our institutional research office at Fort Hays had done together with some adaptations made by the President of the Senate (see appendix). Dr. Drinan said that the Regents were certainly aware of some of the historic problems of inequity of funding at Fort Hays State. They said that it was very important that during the June meeting of the Board of Regents President Gustad and other administrative officers of our institution present a good case for better funding. The President of the Senate also said that the guidelines for budget preparation for FY 77 do have in them a provision that no institution could take a reduction in personnel until it was down to its 20 to 1 ratio, which, in effect, would permit Fort Hays State to lose 400 or 500 students without any reduction in personnel.

The Senate President summarized some of the issues that have passed through COD in recent weeks. COD had decided that there was no basis for giving certificate people at Fort Hays State retroactive A.S. degrees. The Veterans Affairs Committee had presented a request to the Council of Deans for the elimination of the two-hour P.E. requirement for veterans on the basis that we were the only Kansas Regent institution with a P.E. requirement for veterans. COD tabled the Veterans Affairs Committee request. COD had also discussed the taking off of days for pre-enrollment, that is, the closing of classes on a particular day for the purposes of pre-enrollment. It was decided that we would continue the practice of prohibiting departments from doing that. COD also discussed some of the guidelines for the A.S. degrees which will be developed over the next several months in consultation with the Academic Affairs Committee of the Senate. COD also talked with Dr. Gene Casper of the Board of Regents office about continuing education. The

dispute over inconvenience pay continues; it looks like the Regents' office wishes to eliminate inconvenience pay and "replace it" with management approaches that would encourage people to involve themselves in continuing education through reduction of work load, through merit pay distinctions, or similar practices. Our College Affairs Committee will be investigating this issue in the near future. COD also decided that we will not participate in the financing of the K.U. Press. COD also talked briefly about some possibilities of giving tenure to part-time faculty. It is an issue that becomes more important as affirmative action and related issues become prominent. The College Affairs Committee will be examining tenure for part-time faculty hopefully with some recommendations in the future. COD also briefly reviewed some qualitative and quantitative indicators for purposes of giving operating budgets to the departments.

The Senate President discussed some of the items that have come up in the Administrative Council. The Administrative Council has been over-viewing some of the problems of implementation of the Buckley Amendment. Dr. Slechta has prepared a document with proposed implementation procedures for the institution, and there are meetings going on to monitor implementation. President Gustad and the Administrative Council have been trying to encourage the Deans and the departments to go to great lengths to develop new unclassified positions for requests for the FY 77 budget. It is one of the best ways we could increase the funding for Fort Hays State and reduce our high teaching load relative to the other institutions.

Dr. Drinan said that at the April State College Coordinating Committee meeting in Topeka several items came up of interest to faculty including sick leave policy and bi-weekly payroll. Contrary to the understanding of the Senate Presidents of one month ago, sick leave policy will be developed in such a way that all Regents' institutions will have basically the same policy. However, the sick leave policy statement that we worked with was probably in the ball park as far as a general concept. The bi-weekly payroll issue still remains alive despite a vote out of the House of Representatives to rescind. The Senate Ways and Means Committee has bottled up that particular amendment and it appears that the best we can hope for in bi-weekly payroll is an amendment that will come out of the Senate Ways and Means Committee to give the State Finance Council discretion.

The Senate Presidents also met on April 17 with Governor Bennett. It was a good meeting in which we discussed several items including salaries. The Governor said that the third year of the three-year program for faculty salary increases was probably going to come in for more rough sledding than the previous two. The Governor said that unless state revenues increased by 7½% annually it would be difficult to come up with that third year figure or, alternatively, any increase in salary to the tune of 10% would probably come out of operating budget or reduction in personnel. The Governor was also asked how he saw the implications of moving the Community Colleges under the supervision of the Board of Regents. The Governor replied that he did not see this as increasing centralization in the state system. He thought that local autonomy was going to continue to remain and that the Regents would be in an overview position rather than in a management kind of position.

The Governor was also asked if he would support a Faculty Advisory Committee similar to the Student Advisory Committee that passed the legislature this

session. The Governor talked for several minutes about students and their particular needs for this statutory body. He said that the Faculty Senate Presidents had more regular and more continuous mechanisms for communication, and he thought that the Faculty Senate Presidents group had done an excellent job of communicating to political leaders this year our concerns. The Governor was also asked about reduction in personnel and the possibilities of getting a lag in reduction in personnel so that we would not have to go through year-to-year fluctuations. The Governor was very sympathetic but he said that the legislature probably will frown on that, and, in fact, there is a proposed bill that would prevent lags in reduction in personnel. Throughout the conversation with the Governor there was a general theme of some of the problems of accountability and how we as faculty members could best present our case to both the public and to the political leadership in the state. The Governor said that we were very dependent upon the Regents to carry our case. He said that there is always a possibility that legislators and particularly the rural legislators might be somewhat unsympathetic to the teaching professions at the University and Colleges. He gave an example of some of the difficulties of maintaining good public relations; during the discussions of the bi-weekly payroll in the Senate Ways and Means Committee it appeared that we were going to be successful in getting a rescinding of the bi-weekly payroll but a faculty member at one of the universities made the mistake of calling the Chairman of that committee directly on the phone and complaining vociferously to the Chairman of the Senate Ways and Means. The result was that it set back many of the efforts to eliminate bi-weekly payroll accounting.

Dr. Drinan said that the next meeting of the Faculty Senate would be May 13 in the Pioneer Lounge.

Dr. Drinan asked for questions from the floor.

Dr. Staven: The press reported passage of a 20:1 ratio for FHKSC.

Dr. Drinan: We will not necessarily get an increase to 20:1, but will not lose faculty until the loss will make our ratio less than 20:1 according to the recommendation of the Regents.

Dr. Robinson asked a question about Early Retirement.

Dr. Drinan: There is no inducement for early retirement. Seventy years is the present retirement age. After this May, contracts will read age 65 for retirement for new persons hired.

Dr. Staven: CREF and TIAA contracts now say 70 years.

Dr. Drinan: They will say 65 after May. On a related matter, Keating said automatic disability pay begins at 6 months, regardless of other income or circumstances.

Miss Veed: Administrators now have 65 as age of retirement.

### III. Reports from Standing Committees

- A. College Affairs, Miss Veed: No report. They are considering a recommendation on an addition in personnel committee. The collective bargaining subcommittee is continuing its work.
- B. Academic Affairs, Dr. McCullick: No report. A new math course proposal is being examined.
- C. Curriculum Committee, Dr. Zakrzewski: No report. The Academic Affairs Committee is considering a proposed math course.
- D. Student Affairs, Miss Littlejohn: Made two motions--

1. Whereas, the President of the Student Body has solicited from the faculty the names of three students held in high regard as to responsibility and enthusiasm, these students to form a pool from which appointment to campus committees would be made, and whereas, the Student Affairs Committee believes the presence of mature and responsible student membership on campus committees is necessary to perpetuate a strong and effective student government, be it resolved that the Faculty Senate strongly encourages the faculty through each department to respond to the Student President's request.

Dr. Pruitt seconded the motion.

Miss Littlejohn: Some student names have been submitted but more are needed, thus the motion.

Dr. Staven: Which departments responded?

Dr. Adams: The names submitted could be sent to the departments so that they could check which ones were submitted from their areas.

Motion carried.

2. Whereas, the Student Government Officers have been active and effective leaders during the school year 1974-75, be it resolved that the Faculty Senate extend to them commendation and thanks for this effort.

Dr. Witten seconded the motion.

Motion carried.

- E. Bylaws Committee, Dr. Miller: No report.
- F. Foreign Study, Dr. Zakrzewski: Mrs. Worley, of the National Student Exchange, will be visiting the campus on April 29th. See Dr. Zakrzewski for details.

Dr. Staven raised a question about the success of the new Curriculum Committee.

Dr. McCullick responded that it has been institutionalized fully and seems to run smoothly so far.

Dr. Drinan: The old committee was busier and I think this lessening of work load indicates a slowing of requests for new offerings.

IV. There was no unfinished business.

V. New Business:

Dr. Adams moved that the P.E. Requirement be reconsidered by the Academic Affairs Committee and a report made to the full Senate.

Motion failed for lack of second.

VI. Dr. Staven moved adjournment.

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