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6-30-1975

### Fort Hays State University Faculty Senate Minutes, June 30, 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: June 30, 1975

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

I. Roll Call

Members Absent: Mrs. Rose Arnold, Mr. Marc Campbell, Dr. Wallace Harris,  
Mr. Glen Lojka, Dr. William Robinson, Mrs. Vera Thomas,  
Dr. Stephen Tramel.

II. Announcements

The President of the Senate said that he had met with Dr. Tomanek concerning several recent items of Senate business. The Mathematics 010 course approved at the May Senate meeting has not been finally accepted by Dr. Tomanek's office until it can be determined whether the course will be counted toward our instructional base. The director of institutional research will be in communication with the department of mathematics until the issue is resolved.

Dr. Drinan said that the National Student Exchange Program was approved by our administration. The administration will pay the annual fee for the full participation in the National Student Exchange Program. Fort Hays State Student Government is supplying, in a coordinating capacity, some of the additional administrative costs of running the program.

Dr. Drinan said that the Academic Vice President had accepted the recommendation for a personnel committee that would consult and give advice on not only reduction of personnel but addition in personnel and reallocation. The personnel committee will begin functioning in the fall as a standing college committee.

The sick leave policy was approved on June 18 by President Gustad; Mr. Rupp reported briefly on a meeting in which that approval was spelled out in the administration.

The Senate President said that Department Chairmen have the responsibility for marking "absence from duty" which is the key phrase in determining if you will be counted as sick. Deans and Department Chairmen are going to have to work out a series of understandings on what is meant by absence from duty. It appears that the administration will be as flexible as it can be on short-term absence, that is absences up to one day. Rather than spelling out in detail how to count sick leave we will be dealing on an ad hoc basis during the year to see how to implement the new sick leave policy. The Senate, of course, will be consulted during this very important first year because the precedents of the first year will have much to do with how the policy is finally understood. The accumulation of past sick leave in the sick leave policy is extremely liberal; faculty will automatically be credited with ten

days of sick leave per year of prior service even if that faculty member had been sick.

Dr. Staven suggested that Faculty Senate take the initiative to help define a college year, that the Senate be aggressive in defining policy and help lay out by day, the college year.

Dr. Frerer asked what or who determined when one was legally absent. Was it the department chairman? And how would it be handled when someone else covered a class for an instructor who missed one or more classes?

Dr. Drinan said there were many areas yet to be worked out and that the Senate should help define some of these. He said that when a faculty member is absent for a reason other than sickness it would not be counted as sick leave.

The Council of Deans has talked about a couple of issues that will be facing our Faculty Senate over the next year. One issue that they are concerned with is the growing necessity to come up with a tenure policy for part-time faculty; another issue which our administration will be moving on in the near future is an external degree program. The administration will be investigating the external degree with an ad hoc committee including Academic Affairs committee representation.

Dr. Drinan said that the KU bargaining unit determination hearing was taking place on June 30 and July 1. Some of our faculty members have been interested in that hearing but more plan to attend the Emporia bargaining unit hearing because its case is probably more appropriate to our situation. The date is still uncertain, though, on the Emporia bargaining unit hearing.

Dr. Drinan handed out a motion of the Board of Regents that gives the Faculty Senate Presidents advisory status along with the student advisory committee that passed the Kansas legislator this year. (See Appendix) The Faculty Senate Presidents are already organizing for this next year and it is expected that they will have a very active year again.

The Faculty Senate President said that faculty handbooks are being revised in the administration to include new policies such as sick leave grievance procedure, along with a new organizational chart. It will also include a revision of the description of the Faculty Senate on page 10. Dr. Drinan will be submitting a revision; if anyone wanted to help in writing that description, please contact him immediately.

Dr. Drinan announced that President Gustad had resigned effective October 17, 1975, and that Dr. Tomanek will be acting president. It does not appear that the search committee will be active until fall.

Dr. Frerer asked if the proposed search committee would include Faculty Senate members.

Dr. Drinan said that he assumed that the new President of Faculty Senate would be a member of the search committee and that probably the Senate as a whole would initiate the faculty representation on the search committee.

Dr. Robert Adams made a motion that Faculty Senate commend President Gustad for his work at Fort Hays State College the past six years.

Dr. Staven seconded the motion.

The motion passed unanimously.

Dr. Drinan announced that the next meeting of the Faculty Senate will be Tuesday, July 22, 1975, in the Santa Fe room.

### III. Reports From Standing Committees

#### A. Academic Affairs.

There was no business.

#### B. College Affairs.

Mrs. Leona Pfeifer presented a motion for Senate approval a statement on collective bargaining.

"WHEREAS the Faculty Senate of Fort Hays Kansas State College believes that the educational interests of the institution and its students are served by maintaining the traditional, collegial, professional relationship between faculty and administration, and desires strongly that circumstances will allow for the preservation and enhancement of this relationship, and

WHEREAS the Faculty Senate of Fort Hays Kansas State College recognizes the recent gains in institutional support achieved under this arrangement and has reason to believe that it will continue to advance the professional interests of the faculty and the welfare of the College, but

WHEREAS the laws of the State of Kansas (KHA 75-4317 to 75-4337) provide for the determination, upon petition by groups beyond the cognizance of the Faculty Senate of Fort Hays Kansas State College, of an employees' bargaining unit,

NOW THEREFORE BE IT RESOLVED that:

- 1) Taking the initiative in petitioning for the establishment of a bargaining unit at this time is an inappropriate action for the Faculty Senate of Fort Hays Kansas State College, but
- 2) The Faculty Senate of Fort Hays Kansas State College should prepare a statement of its own position relative to a faculty bargaining unit for use in the event that another group files a petition with the Public Employees Relation Board of Kansas seeking the establishment of a bargaining unit.

#### Description of Bargaining Unit to be Proposed if Necessary

The faculty bargaining unit for Fort Hays Kansas State College shall include all permanent unclassified personnel holding academic rank of Instructor or above and college nurses, stationed on or off campus, excluding the following: The President of the College; Vice Presidents of the College; Administrative Deans; Associate Deans; Directors (Field Service, Alumni, Athletic, Campus Planning, Employee Relations, Health Office, Health Services/Educational Activities, Housing, Sports Information, Institutional Research, Memorial Union, Bookstore, Physical Plant, Placement Service, Senior Companion Program, Student Financial Aids, Western Kansas Talent Search); Registrar; Comptroller; graduate assistants."

Dr. Arris Johnson seconded the motion.

Discussion centered on the motion.

Dr. Frerer said the idea behind this was that the Senate felt it should take the initiative, rather than another group, to be concerned with collective bargaining if and when it comes to campus.

Dr. Staven called to the attention of the Senate that department chairmen are included in our proposed unit description. If he becomes a full administrator, this could change and effect the proposal. The department chairman is close to the total operation of the College yet usually wishes to be considered part of his departmental faculty.

Dr. Drinan said the department chairmen issue at Pittsburg State was confused. First they were in and then out.

Mr. Rupp suggested that if chairmen were included, they may be opposed to the union cause.

The question was called for.

The motion passed unanimously.

#### C. Student Affairs.

There was no business.

#### D. By Laws Committee.

There was no business.

#### IV. Old Business

There was no old business.

#### V. New Business

There was no new business.

#### VI. The meeting was adjourned at 4 p.m.

APPENDIX:

June 12, 1975

STUDENT ADVISORY COMMITTEE

It was moved by Mr. Hiersteiner and seconded by Mr. Smith, upon the recommendation of the Ad Hoc Committee appointed to study the role of the Student Advisory Committee, that the following general guidelines be adopted by the Board:

1. That the Student Advisory Committee and the Faculty Senate Presidents receive agenda of Board of Regents' meetings and, to extent practical, of committee meetings to be retained as confidential information.
2. That the Student Advisory Committee and the Faculty Senate Presidents be welcome at all committee meetings. (The Student Advisory Committee plans to designate one member for each committee.)
3. That the Student Advisory Committee have access, upon request, to non-confidential material germane to its service responsibilities as outlined in statute.
4. That the Student Advisory Committee be granted its requested privilege to reconsider and review and make additional requests as deemed necessary to strengthen its advisory service after five to six months' experience.

(The Board Office will include two additional copies of all agenda in the President's mailing to be distributed by the President to the Student Advisory Member and Faculty Senate President on his campus.)