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FACULTY SENATE MINUTES

December 5, 1977

The meeting was called to order by Ms. Veed, Faculty Senate President, at 3:30 P.M. in the Santa Fe Room of the Memorial Union.

The secretary called roll and the following members were present: Ms. Joanne Harwick, Mr. Mike Meade, Mr. Robert Brown, Dr. Lewis Miller, Dr. Lloyd Frerer, Dr. Suzanne Trauth, Mr. Thaine Clark, Mr. Elton Schroder, Dr. John Watson, Dr. Ed Shearer, Dr. Richard Zakrzewski, Dr. Charles Votaw, Ms. Ellen Veed, Dr. Louis Caplan, Ms. Sharon Barton, Dr. Robert Meier, Mr. Daniel Rupp, Dr. Allen Busch, Dr. Patrick Drinan, Dr. Ron Smith, Dr. Billy Daley, Ms. Donna Harsh, Ms. Orvene Johnson, Ms. Sandria (Godwin) Lindsay, Mr. Mac Reed, Ms. Calvina Thomas.

Those members absent were: Dr. Clifford Edwards, Dr. Sam Warfel, Ms. Leona Pfeifer, Dr. Steven Tramel, Dr. Keith Campbell, Dr. Louis Fillinger, Mr. Edgar McNeil, Mr. Glenn Ginther, Mr. Donald Jacobs.

Also present were: Dr. Benito Carballo for Pfeifer, Mr. Jim Walters for Ginther.

The guests that were present: President Tomanek, Dean Thompson, Dr. Johansen, Dr. McCullick, Mr. Jim Cook.

Ms. Veed called for additions and corrections to the minutes of the previous meeting as distributed. She announced there were no corrections.

Ms. Veed turned the floor over to President Tomanek who made the following remarks:

"After conferences with your President, I asked to have a few minutes to speak to you not in an aura of confrontation but one of communication and cooperation. I would like to go over briefly two issues which have caused some concern in Faculty Senate.

"I want you to know that I do take your concerns very seriously. I have thought about very little else the last few days.

"First, I would like to talk about the two areas in which you have expressed some concern--and then I would like to discuss very briefly some general thoughts.

"Let's discuss the Scheduling Officer position first. As you know, we originally planned to make this a classified or civil service position. However, after weeks of writing and rewriting job descriptions, we were unable to get the position classified to the proper level. The salary was too low to attract the kind of person that I thought the position

needed. After several futile attempts, I decided we would have to change to an unclassified position to get an attractive enough salary. I'm talking about a salary near \$15,000--no more.

"I am convinced that we need this position and also that it should be filled by a person and not a programmed computer. Certainly we would want a person who could use the computer but also one who would use some judgment, concern and compassion for the space needs of people on and off campus.

"In my haste to fill this need I made a decision without having it considered by the Allocations Committee. That was wrong, and I intend to rectify that mistake. I also feel that many of our faculty members don't understand the scope of and the need for this position. I intend to rectify that, too. We will ask the Allocations Committee to consider this position and make their recommendation to me. Before they act, I want to have distributed to the entire Faculty Senate some materials that will explain the Scheduling Officer position and what we consider to be its important role in making this a better University.

"Now the other proposal. . .the School of Business. We have been talking about the advantages of having a School of Business for several years. However, the decision to attempt to establish a School of Business came shortly after such a school was approved for Pittsburg State University.

"I am pleased that the Faculty Senate approved the concept of a School of Business even though you voiced a number of concerns about how it is to be implemented. I would like to address those concerns.

"You objected to the speed with which the proposal passed through the Academic Affairs Committee and the entire Senate. I understand that, but it was necessary for us to have the proposal in by December 1 if we want it to be considered this year. I feel that it is very important that it be considered this year. The climate is good for approval of such a program. The approval of PSU's program is still fresh in everyone's thinking, and the personnel that will be considering it are about the same people that approved similar programs. It is also imperative that we get approval as soon as possible because it will help us continue to increase in enrollment at a time when enrollment declines are forecast. A year's delay might jeopardize chances for approval.

"I have read and listened about your concerns for the implementation. In the first place, you are concerned about 1.5 additional administrative positions. The department chairman would be expected to teach one-half time.

"I understand the feeling of faculty toward the relative unimportance of administrators, even though it is wrong. I was a faculty member the major part of my life. I had the feeling once or twice. It's natural--but I also have the advantage of having served in almost every position level on this campus--undergraduate student, graduate student, graduate assistant, instructor to professor, department chairman, division chairman, Vice-President, and last and also perhaps least, President. I have experienced all those feelings and, believe me, I haven't forgotten.

"To me, the sole purpose of the administration is to provide the best possible environment for the faculty to teach. We are here to facilitate the work of the faculty so they can enrich the learning experiences of the students.

"I have heard it said that we are over-administered. I don't happen to think this is true. I know that, as I have taken on each new administrative position, my work load has increased and so have my responsibilities and headaches. If comparison with our sister institutions is any measure, we look under-manned administratively. For example, ESU has one administrator or support person for every 3.36 teachers, PSU has one for 3.94, and FHSU one for 5.05. These figures are taken from this current year's budget.

"Aside from all these concerns, we should look at what will work. If we are going to establish a school, we must have a leader, a Dean who is ready to put all his energies into making his school develop. I don't think the School of Business would do the things for FHSU that are possible without a leader. I fully expect every department to benefit from a strong School of Business.

"After considerable research it is the opinion of many of us, including other department chairmen, some of our faculty, Deans, etc., that we need a third department in the School of Business. It is a productive and popular area with a staff of five positions. Our two consultants recommended a school composed of three or four departments.

"We also have the problem of credibility with COCAO, COP, and the Board of Regents. From my experience in COCAO, I think that we would not stand a chance of having it approved without a Dean, and I do believe the other department makes sense and strengthens our case.

"If my information is correct, the greatest concern about implementation has to do with the addition of faculty positions and a five-year time table for accreditation.

"We will not steal existing positions from other departments to meet this goal. All new positions will be awarded through the Allocations Committee and will come as a result of increased production by the School of Business. We will not go on a raiding party to fill those positions.

"I fully expect the School of Business to increase its production and also result in increased production in other departments across the campus.

"The setting of a five-year goal is just that---a goal. It's a goal for the School of Business to strive for, but not at the expense of other schools or departments. If we really work, have good leadership and good luck, we might realize that goal. If not, we'll set another goal.

"In attempting to summarize my remarks about the School of Business, we are planning to submit the proposal this year and, if approved, we will develop it on the basis of its own merits and not at the expense of other departments.

"Now even though I'm taking a lot of your time, I would like to discuss a few general things.

"First of all, we are constantly bombarded with predictions of falling enrollments and the resulting loss of positions. This is frightening, but I don't think it needs to happen. We have proven the predictors wrong for two years in a row, and we can continue to do so. Let's have a positive, optimistic view to the future. We can make our own future by hard work and progressive action.

"We need to attract more students to our campus--we need to keep the image of Fort Hays shining--we need to determine the market for continuing education and then sacrifice to fill it--and perhaps one of the best things we can do is to establish a School of Business. (Mentioned Community College visits.) Properly done, it will benefit us all. We can't stand still--we must move forward. If we shiver in fear of the future, we will die in the cocoon. The only way for things to get bad at FHSU, is for us to let them do so.

"I must admit a feeling of intense depression when we found ourselves at odds on these issues. But then we can't agree on everything. I do value your counsel and recommendations. When they run counter to my ideas, I will give the matter long and serious consideration before I make a decision. I will also ask for counsel from a number of other sources across campus.

"As you know, the finest job on campus is that of a professor, and it is no secret that I covet my old position--but I became President thinking I might be of some use to this school that I love. Part of that thinking was formulated by the counsel of you, my colleagues.

"I find this job challenging. If I have any talent for the job (which sometimes is difficult to find), it lies primarily in the area of working with people who look at our school from the outside - farmers, businessmen, legislators, alumni, friends, etc. It has long been apparent to me that we have a great school, but its true image has not always been apparent to others. I truly want to share that fact with other people: I feel that if a good job is done, it will pay us big dividends in students and financial support.

"Now, I worry about communication between my office and the campus. Perhaps I should visit with the Senate occasionally about the state of affairs. I will come whenever you would like to have me--every two months or at other times when there are some issues that should be explained. I don't want to bore you, but I don't want you to think that I ignore you.

"So long as I am President, I would hope that the lines are always open and that our decisions and recommendations to the Board of Regents will always be made with the idea that they will give our faculty and staff and students the kind of support needed to make this regional University the best."

Dr. Carballo: Will international business be a program within this new School of Business?

President Tomanek: Let me refer this specific question to Dr. Johansen.

Dr. Johansen: Yes, it could be.

Dr. Miller: Will the new scheduling officer be a tenure track position?

President Tomanek: No, it is not a tenure track position. Only if this person were to teach half-time or more would we then begin to consider this person for tenure.

Dr. Votaw: Would the money for the salary for the new scheduling officer, that is above the budgeted \$11,000, as well as the new Dean and department chairman have to come from budgeted salaries?

President Tomanek: Yes, that is probably true. Before too long we will be on formula budgeting and have a lot more flexibility in the use of our funds.

ANNOUNCEMENTS BY FACULTY SENATE PRESIDENT

President Tomanek has approved two of the proposals passed by Senate, November 8.

1. The membership of the Sabbatical Committee shall include two (2) faculty members to be appointed by the President of Faculty Senate.
2. The University shall activate a program for an optional minor, with course requirements standardized by each department desiring to offer a minor. The formal minor shall appear on a student's transcript.

COMMITTEE REPORTS

1. Academic Affairs Committee: The motion was presented by Dr. Zakrzewski.

A. That ES 570 (105-570-0-1914) Workshop-Environmental Geology, be approved as a new course, and that ES 770, Workshop-Man's Impact on Environment, be eliminated.

B. That Soc. 455 (116-455-0-2208) Sociology of Death and Dying, be approved as a new course.

C. That Soc. 466, Sociology of Sexual Behavior, not be approved as a Gen. Ed. Course on the grounds that the present course does not introduce the student to the methods and content of the field of sociology.

D. That Soc. 484, Modern Social Problems, be renumbered Soc. 284 and be approved as a Gen. Ed. Course.

The motion was seconded by Dr. Busch. Motion carried.

2. By-laws and Standing rules: No report.
3. Student Affairs: Ms. Harsh gave no report.
4. University Affairs Committee: Dr. Caplan made the following report.

Dr. Caplan: I would like to read a brief statement from a letter received from the University of Kansas AAUP Chapter in respect to early retirement. It looks as if a person under this plan retiring at age 62, at age 70 would be receiving an annuity which would be approximately 50% of what he would receive if he worked to age 70. The portion I would like to read is as follows:

It might seem that a voluntary plan that was inadequate would do no harm if nobody chose to use it. In the present and impending academic conditions we find threats to the voluntary character of the program. Mr. Kauffman in a letter of October 28 has advised us that he does not intend to draft statutory provisions guaranteeing that the program will be voluntary.

(The complete letter has been appended to these minutes.)

Ms. Veed pointed out that Emporia approved the 60-40-20-10 provision. K.U., KSU, and Wichita State have said that they are essentially in favor of some form of incentive for early retirement, but not the program as has been presented.

Dr. Drinan: Is there an implication in that letter that there will be no Board of Regents regulations to support voluntary early retirement?

Ms. Veed: I don't think that follows from what I have heard from the Regents that I have talked to. This is an effort by the Council of Presidents to help people who want to retire early to have that option.

Dr. Caplan: Are the Board of Regents minutes available on campus?

Ms. Veed: Yes, they are available, in my office, the President's Office and in the library.

Dr. Caplan: Mr. Jackson, Chairman of the Legislative, Bylaws and Policy Committee of the Board of Regents said that some decision on this should be reached in the December meeting of the Regents.

OLD BUSINESS

Dr. Drinan moved that, the Faculty Senate thanks President Tomanek for his visit to the Senate and warmly supports his commitment to substantially rely on addition of personnel, instead of reallocation of faculty positions from other departments, in the School of Business proposal.

Seconded by Dr. Zakrzewski.

Dr. Smith moved the amendment: It is the hope of the Faculty Senate that the School of Business will be awarded additional positions, in a way that will not be unfair to other departments that might be equally deserving of new positions.

Amendment seconded by Dr. Busch.

The amendment passed.

The amended motion passed.

NEW BUSINESS. None

There being no further business, Ms. Veed adjourned the meeting at 4:39 P.M.

Respectfully submitted,

Dr. John L. Watson