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FACULTY SENATE MINUTES

October 8, 1979

The meeting was called to order by Dr. Louis Caplan, Faculty Senate President, at 3:30 PM in the Pioneer Lounge of the Memorial Union.

ROLL CALL

The Secretary called the roll and the following members were present:

Dr. James Stansbury, Dr. Bill Daley, Dr. Emerald Dechant, Ms. Orvene Johnson, Ms. June Krebs, Mr. Don Barton, Mr. Mac Reed, Ms. Joanne Harwick, Mr. Dave Adams, Ms. Virginia Bornholt, Dr. Sam Warfel, Dr. Al Geritz, Mr. DeWayne Winterlin, Dr. Lewis Miller, Mr. Robert Brown, Mr. Thaine Clark, Mr. Elton Schroder, Dr. John Watson, Dr. Max Rumpel, Dr. Richard Zakrzewski, Dr. Ervin Eltze, Dr. Charles Votaw, Dr. Louis Caplan, Ms. Carolyn Gatschet, Ms. Betty Roberts, Dr. Robert Meier, Ms. Patricia Baconrind, Ms. Sharon Barton, Mr. Daniel Rupp, Mr. Richard Heil, Dr. Ron Smith, Dr. Nevell Razak.

The following members were absent: Mr. Edgar McNeil, Mr. David Lefurgey, Dr. Stephen Tramel, Dr. Ann Liston.

The following alternate was present: Dr. Robert Luehrs for Liston.

The minutes of the September meeting were approved as distributed.

ANNOUNCEMENTS

- 1) Due to confusion in Topeka, the Committee for the Reduction, Reallocation and Allocation has been renamed. It is now the University Position Control Committee. The main reason for the name change is the fact that the legislature believes that hard decisions concerning reduction of staff will not be made by the Regents or the Universities. A Position Control Task Force has been appointed to look into this problem. The new name is in a language that will allow the legislature to know that Fort Hays is looking at this problem.
- 2) The switch to Centrex II will take place on October 27. There will be a series of fifteen meetings in the Union the week of the 22nd to explain the new system.
- 3) Fort Hays Studies was given a budget for operating expenses two years ago. Since no manuscripts were submitted, no funds were expended and consequently no funds were budgeted this year. The administration is receptive to funding Fort Hays Studies, but more than a revival of the concept is required. If anyone has manuscripts to be published, or will in the near future, let your needs be known. Committee members are:

Dr. D. Dean Willard, Chairman

Dr. Allan Busch Dr. Gary Hulett

Dr. Harold Eickhoff Dr. Nancy Vogel

Ms. Carolyn Gatschet

- 4) Dr. Thomas Jackson and Dr. Lewis Miller have been appointed to serve on the Research Committee of the Graduate Council.
- 5) A Conference of Faculty Representatives from Regents Institutions will be held at Pittsburg State University, 18 October 1979. Topics to be discussed are salaries and fringe benefits for FY81 (Dr. Jack McCullick), faculty evaluations as related to merit salary increases, promotion and tenure (Dr. John Watson) and financial exigency (Dr. Samuel Warfel).
- 6) In July, 1979, COCAO recommended a financial exigency policy. This policy, with two changes, was approved on the morning of 20 September by COPS, on the afternoon of the 20th by the Academic Council of the Board of Regents, and on the 21st by the Board of Regents. The policy, which is now in effect, is attached (following announcement 7).
- 7) COPS has recommended and the Board of Regents has accepted a request for a 7% increase in unclassified salaries and an additional 1% for upgrading positions. In addition, it is being requested that the state contribution to TIAA and CREF be increased by 2½% for unclassified staff with 10-19 years and by 5% for those with 20 or more years. In addition, 0.2% has been requested for terminal sick leave pay.

STANDARDS FOR NON-REAPPOINTMENT (3-21-68 amended 9-21-79)

Notice of non-reappointment should be given in writing in accordance with the following standards:

1. Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or if a one-year appointment terminates during an academic year, at least three months in advance of its termination.
2. Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination.
3. At least twelve months before the expiration of an appointment after two or more years in the institution.

These statements shall apply even during periods of declared financial exigency, unless impossible, in which case notice shall be provided as early as feasible.

FINANCIAL EXIGENCY (9-21-79)

1. Definition

Financial exigency is the formal recognition by a Regents Institution that prior reductions in budget or authorized number of positions have required the elimination of nontenured positions and operating expenditures to such a point that further reductions in these categories would seriously distort the academic programs of the institution; hence, further budget or position reductions would require the nonreappointment of tenured members of the faculty or the failure to meet the standards of notice for nonreappointment of faculty. It is not a requirement of financial exigency that all nontenured positions throughout the University be first eliminated.

2. Procedure

It shall be the responsibility of the chief executive officer of each Regents institution, in consultation with appropriate campus groups, to develop a plan for reductions in personnel as necessitated by conditions of financial exigency.

In the event a declaration of financial exigency shall be required it shall be the responsibility of the chief executive officer of the Regents institution involved to so decide and declare the existence of the financial exigency. Following such a declaration, the chief executive officer shall notify the Board of Regents and provide explanation to the Board of the reasons for the declaration. The condition of financial exigency shall be reviewed periodically.

In connection with announcement 3, Dr. Zakrzewski expressed a concern about the absence of any guidelines relating to the length or style of articles submitted for publication in Fort Hays Studies. The Fort Hays Studies Committee was urged to develop some guidelines for publication and inform the faculty.

Dr. Miller inquired about the reason for the name change of the Committee for the Reduction, Reallocation and Allocation of Personnel. It is now called the University Position Control Committee. President Caplan indicated that the Kansas Legislature preferred the new name because the acronym of the first name raised the question of whether Fort Hays State was serious about the process.

Dr. Miller also asked if the new Standards for Non-Reappointment adopted by the Board of Regents on September 21, 1979 conformed with A.A.U.P. guidelines or if this was a significant change in policy by the Board of Regents. President Caplan responded but there was some confusion whether his answer dealt with Standards for Non-Reappointment or Financial Exigency. Dr. Miller stated that the Standards for Non-Reappointment appeared to be very much like the standards followed on this campus for many years. President Caplan agreed with that interpretation but could not state exactly what changes, if any, had been made in the Standards for Non-Reappointment. President Caplan indicated that the significant change in the amended policy of the Board of Regents concerning Financial Exigency was that previously no person was responsible for making that declaration. Under the amended guidelines it is the responsibility of "the chief executive officer of each Regents institution, in consultation with appropriate campus groups" to make such a declaration.

President Caplan commented that the increases in state contributions to TIAA and CREF referred to in announcement 7 averaged 1%, the percentage that had appeared in some newspaper stories on this recommendation by the Regents. Mr. Rupp asked if you combined the two categories of 10-19 years of experience at 2.5% and those with more than 19 years experience at 5% would the result be an overall 1% increase? President Caplan indicated that was correct.

COMMITTEE REPORTS

ACADEMIC AFFAIRS -- Dr. John Watson, Chair

Dr. Watson read the following Chronology for the Development of the Proposal for the Center for High Plains Studies.

CHRONOLOGY OF THE DEVELOPMENT OF THE
PROPOSAL FOR THE
CENTER FOR HIGH PLAINS STUDIES

1. 21 June 1977 Letter from President Tomanek to Academic Vice-President approving the Destiny Statement.
2. 19 August 1977 Destiny Statement Implementation Task Force appointed by President Tomanek.
3. Fall 1977 Implementation Task Force designated nine committees. One committee was titled "PROGRAMS" which was given two issues to address:
 1. Programs to meet regional needs
 2. Preservation of the Liberal Arts thrust of the University.
4. 27 October 1977 Chairman of Implementation Task Force sent Letter to the Programs Committee charging the Programs Committee with its task. (Hulett was the Chairman).
5. 15 February 1979 Hulett sent a Memo to Dr. Eickhoff, Chairman of the Destiny Implementation Task Force recommending the establishment of a Center for High Plains Studies.
6. 26 March 1979 Task Force thoroughly studied the Programs Committee Report.
7. 26 March 1979 Destiny Implementation Task Force sent a letter to President Tomanek approving the Center concept.
8. 16 April 1979 President Tomanek Approved the idea of the center and requested the Academic Vice-President to prepare a proposal to be submitted to the Regents Council of Chief Academic Officers.
9. 22 June 1979 Academic Vice-President Eickhoff sent a letter asking that Dean Thompson, Allan Busch, Jim Forsythe, and Gary Hulett develop a proposal to conform to Regents guidelines.
10. The Proposal was hand carried to Vice-President Eickhoff who did some minor editing.
11. 18 Sept. 1979 Vice-President Eickhoff sent the Proposal to Dean Thompson requesting that the Faculty Senate review the Proposal.
12. 14 Sept. 1979 The Proposal was given to the Faculty Senate President.
13. 15 Sept. 1979 The Proposal was given to the Chairman of the Academic Affairs Committee.
14. 2 October 1979 Vice-President Eickhoff was a guest of the Academic Affairs Committee to explain the Proposal.
15. 8 October 1979 Motion made to accept Proposal in Faculty Senate.

- M1 On behalf of the Committee Dr. Watson moved that "the Center for High Plains Studies be accepted by the Faculty Senate with the proviso that the Director and the Secretary be hired full time." (Dr. Smith seconded).

Dr. Watson elaborated on the motion by indicating that one reason for developing the Center was the hope that the establishment of the Center would improve opportunities for the University to receive outside funds. He also indicated that the Center would provide a mechanism for serving the various needs of the region.

Mr. Heil inquired concerning the Academic Affairs Committee's rationale for recommending a full-time Director and Secretary instead of the proposed part-time staff. Dr. Watson responded by indicating that the Committee wanted to give the Center a good chance for success at its inception and not wait five years for the Center to develop under part-time direction.

Dr. Warfel expressed several reservations concerning the establishment of the Center. The budget for the Center would come from the existing budget which might adversely affect at least one department on campus. He also was concerned about the vagueness of the role of the Director in the early stages of the Center development. Members of the Academic Affairs Committee were divided as to whether the Center should promote increased credit hour production or be more oriented toward research. Dr. Watson responded by indicating that it is hoped that the Center will become a self-funding situation and generate considerable resources so that it will not become a burden to the University and that it will provide a major service to the people of the area.

The question was called by Dr. Razak. There was no further discussion. The motion carried.

BYLAWS AND STANDING RULES -- Dr. Stephen Tramel, Chair

No report.

STUDENT AFFAIRS - Mr. Mac Reed, Chair

No report.

UNIVERSITY AFFAIRS - Mr. Dan Rupp, Chair

- M2 On behalf of the Committee, Mr. Rupp moved that "morning classes on Tuesday, November 6 be rescheduled for the Student-Principal-Counselor Conference and that in future years the Administration be permitted to reschedule classes without prior Faculty Senate approval." (Seconded by Mr. Schroder). Mr. Rupp explained that the Committee felt that since this Conference was an annual event of some value to the campus that the Administration should be permitted to reschedule classes without Senate approval every year. Last year the Senate approved cancelling of classes after 12:30 PM for Octoberfest with a similar rationale.

Mr. Votaw expressed the view that the motion as presented was not restricted to the Student-Principal-Counselor Conference and might permit the Administration to reschedule classes at any time. Dr. Zakrzewski agreed with this interpretation of the motion. Dr. Miller stated that it was his impression that the Administration could reschedule classes any time it wished without Faculty Senate approval. Dr. Votaw agreed but indicated that if the Administration has a rule about asking for Faculty Senate approval the Senate should complain when the Administration does not follow its own rules. Mr. Rupp agreed with Dr. Miller that it was a courtesy to the Senate rather than a formal rule.

- A1 Dr. Warfel moved to amend the motion by inserting the words "for this annual Conference" between the words "classes" and "without." (Dr. Watson seconded).

Dr. Rumpel inquired about the use of the term Administration in the discussion. Exactly which members of the Administration channel these requests to the Faculty Senate? President Caplan responded by indicating that these requests come from the Vice-President for Academic Affairs.

The amendment carried. The amended motion carried.

OLD BUSINESS

There was no old business.

NEW BUSINESS

There was no new business.

The meeting was adjourned at 3:54 PM.

Respectfully submitted,

Richard P. Heil

RPH:ser