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FACULTY SENATE MINUTES

March 3, 1981

The meeting was called to order by Mr. Richard Heil, Faculty Senate President-Elect, at 3:30 p.m., in the Pioneer Lounge of the Memorial Union.

ROLL CALL

The following members were present: Mr. Elton Schroder, Dr. John Watson, Ms. Patricia Baconrind, Mr. Larry Grimsley, Ms. Sharon Barton, Dr. Max Rumpel, Mr. David Lefurgey, Mr. Dave Adams, Dr. Richard Zakrzewski, Dr. James Stansbury, Dr. Albert Geritz, Dr. Michael Meade, Mr. DeWayne Winterlin, Ms. Orvene Johnson, Dr. Ann Liston, Ms. June Krebs, Mr. Don Barton, Mr. Jerry Wilson, Dr. Ervin Eltze, Dr. Carolyn Ehr, Dr. Lewis Miller, Mr. Robert Brown, Ms. Carolyn Gatschet, Ms. Jane Littlejohn, Dr. Stephen Tramel, Dr. Louis Caplan, Mr. Richard Heil, Dr. Cameron Camp.

The following alternates were present: Mr. Richard Leeson and Mr. Gary Arbogast.

The following members were absent: Dr. Garry Brower, Ms. Joanne Harwick, Dr. Dan Kauffman, Dr. Bill Daley, Dr. William Robinson, Mr. Dave Ison, Mr. Ed McNeil, Dr. Nevell Razak, Dr. Sam Warfel.

The following visitors were present: Ms. Debbie Schrum from The University Leader and Major John Allard.

The minutes of the February 2, 1981, meeting were approved with the following changes:

Dr. Sam Warfel's name is to be added to the list of members absent. Ms. Gatschet indicated a clarification of her statement on page 2, paragraph 2. Dr. Markley asked if there was a pay differential. Ms. Gatschet said she was not sure. She indicated that she should have asked if there was a pay differential between RN and LPN. If so, there is a considerable difference. If Dr. Markley's question was concerning a pay differential between RN with ADN or RN with BSN, there is not a considerable difference. Ms. Littlejohn added that there is a difference in the metropolitan area.

ANNOUNCEMENTS

1. President Warfel was out of town during the last Senate meeting due to a death in the family. This meeting he is attending an ACT Seminar on General Education at the University of Iowa.
2. Rose Arnhold, Glenn McNeil, and Tom Jackson will serve with President Warfel and Vice-president Heil on the Torch Award Selection Committee.
3. Enrollment for spring semester is up 7 FTE over last year. Applications for admission in the fall are up 106 over the same time last year.

4. The faculty senate at Emporia State University has invited leaders from the senates of the other five Regents Institutions to a conference on issues in Kansas higher education on April 16. There will be interest groups discussing tenure, general education, early retirement, and salaries/benefits as well as a presentation by Kansas officers of the National Education Association.
5. Two bills have been introduced in the legislature which directly affect the faculties of the Regents Institutions. One would require the Board of Regents to decide which faculty members would receive tenure. The other would set up a grievance procedure under which any person, on or off campus, could direct a complaint to the Board of Regents setting off a Process which effectively by-passes local administrations. The Board of Regents through its attorney is opposing both bills in hearings.
6. The Senate Ways and Means Committee unanimously cut the Governor's recommendation for unclassified salary increases from 8% to 7%, and Other Operating Expenses from 6% to 5½%. It appears from discussions with the Regents staff that we will be fortunate not to have those percentages cut further.
7. The Regents staff indicated at the last Regents Institutions Coordinating Council meeting that in addition to the tenure and public grievance procedure issues, the legislature is also looking at consulting, sabbaticals, and "the fact" that faculty only work 8 months for 9 months of pay. No hearings have looked into these issues yet.
8. The Computing Center is making available to all University faculty and administration a self-study course called Understanding Data Processing. The course takes about 4 clock hours and involves video-tape presentations as well as the text and self-tests. Anyone interested should call Keith Faulkner at 4487. The course will only be available through March 31, 1981.

COMMITTEE REPORTS

Academic Affairs--Dr. Max Rumpel, Chair

Dr. Rumpel made the following announcements.

The current form for Application for a New Course is to be submitted through the course application process if a Department proposes one of its existing courses become a general education offering.

The Academic Affairs Committee, after studying the general education requirements for the BGS degree, does not see fit to recommend any change.

Dr. Rumpel moved that Faculty Senate approve the following motion:

Where interdepartmental disputes involving course overlapping arise, the respective chairmen will present their cases to the Academic Affairs Committee which will then make its recommendation to the Faculty Senate. The final recommendation

of the Senate will be presented to the Vice-President for Academic Affairs for executive action.

Dr. Rumpel indicated the background on the motion. The process for screening new courses is acceptable, but this motion applies to courses in retrospect. There are some assumptions such as all channels of communication have been exhausted and that both chairmen have been notified of this problem. A voice vote was taken. The motion carried.

Dr. Rumpel made the following motion:

M₂

The Faculty Senate requests the Registrar to utilize roster forms which can be used as a grade book for faculty who wish to do so.

Dr. Rumpel had an exhibit of the grade book. Dr. Rumpel said that this is only an option for faculty members. Mr. Lefurgey asked if this was more costly. Dr. Rumpel said that no cost comparisons were made as of yet, but he did not think so because all the forms were preprinted. Mr. Heil said that he did not think the cost would be any greater because we did not have to use the other forms. Dr. Tramel said that if we were designing the grade book, it would be wise to avoid the half pages. Dr. Rumpel said the experts would design the form. Dr. Ehr recommended a cost analysis. Dr. Watson said that this is a small matter so let us vote on the original motion. Voice vote was taken. Motion carried.

Dr. Rumpel made the following motion.

M₃

The Academic Affairs Committee moves that the Faculty Senate approve the following courses:

PSY 410 Mid-Life Crisis
PSY 420 Psychology of Aging
PHYS 433 Applied Microcomputer Techniques

Dr. Rumpel explained the courses.

PSY 410--3 credits; lecture class; previously offered as a seminar. It is not a general education course; no repeat enrollment. Prerequisite PSY 100.

PSY 420--3 credits; lecture class; previously taught as current issues. It is not a general education course; no repeat enrollment. Prerequisite PSY 100.

PHYS 433--3 credits; lab; not general education; no repeat enrollment; hardware course. Prerequisite PHYS 112 or PHYS 212 or permission.

Mr. Grimley asked if any course like PHYS 433 was being taught on campus at the present time. Dr. Rumpel said that he did not know of any such course. Dr. Caplan said that the course will teach what a computer does, not how to program a computer. A voice vote was taken. The motion carried.

Dr. Rumpel made the following motion:

M₄

The Academic Affairs Committee moves that the Faculty Senate accept Earth Sciences 321, United States Geography as a general education offering.

Dr. Rumpel gave the background on the motion. It will be a 3-hour course. If the course is adopted, another course will be deleted; namely Earth Sciences 105, Human Geography. A voice vote was taken. The motion carried.

By-Laws and Standing Rules--Mr. Dave Lefurgey, Chair

Mr. Lefurgey reported on election of officers. Elections will take place by the third week in April. Ballots will be placed in the mail after Spring Break.

Student Affairs--Mr. Don Barton, Chair

There was no report.

University Affairs--Dr. James Stansbury, Chair

Dr. Stansbury made the following motion:

That the 1981 Spring Commencement activities on Friday, May 15, 1981, be held as scheduled. This motion was withdrawn by Dr. Stansbury because the Committee should have studied future commencement days, not the year 1981.

Dr. Stansbury made the following motion:

M₅ That promotion from Assistant Professor to Associate Professor may be granted prior to tenure if merited according to the promotions guidelines.

Dr. Stansbury indicated that the Administration wanted a clarification on the statement in the promotions guidelines. The University Affairs Committee felt that a person should be promoted before being tenured if he met the requirements. Dr. Caplan said this clarification is for future years, not this year. Dr. Caplan said Administration interpreted the statements not what Administration thought the policies said but what they thought the Faculty Senate wanted them to mean. Dr. Geritz said that tenure and promotion are separate and are not related. Dr. Ehr said that since tenure is decided in the middle of the fifth year and promotion is in the following spring, this motion would most likely affect only those people who brought years to FHSU. Mr. Miller said that Administration looks at it negatively. There is a bond between promotion and tenure. If there is a promotion before tenure, there is a bond to the person who received the promotion. Dr. Ehr said that all committees are advisory and the President makes the final decision. If merited, promotion should be given. It provides an opportunity for promotion without tenure. Dr. Caplan said that a person would be reviewed twice before the final tenure decision. Dr. Rumpel said that tenure is the latest possible date for granting tenure. Mr. Leeson said that he was under the understanding that the Administration wanted to keep qualified faculty. If promotions are cut, it will drive faculty away. Dr. Geritz said he seconded what Mr. Leeson said. He said look at what happened last year--a mass exodus of young faculty members. A voice vote was taken. The motion carried.

Dr. Stansbury made the following motion:

M₆

That in regard to the requirement in the present promotion policy that a minimum of five years in grade must have been completed prior to promotion from Assistant to Associate Professor and from Associate Professor to Full Professor, it was not intended that this requirement should be interpreted as meaning that all five years in grade must have been in service at Fort Hays State University.

Dr. Stansbury said that the motion was made in order to clarify the promotions policies on the five years in grade. Dr. Caplan said that in an Ad Hoc Committee no mention was made concerning the five years in grade. Dr. Tramel asked if the interpretation of five years be at FHSU was because of Faculty Senate or because the Administration thought that was what the Faculty Senate wanted. Dr. Ehr asked about the Administration's interpretation. Who is the Administration? When was the decision made? Who made the interpretation? Mr. Heil said that Dr. Warfel said that Dr. Murphy wanted Faculty Senate to look into the policies. Dr. Ehr said that there is a difference in standards at different institutions. It is difficult to judge when years are brought in. Dr. Geritz indicated a concern over the five years. He said that some people can prove themselves in less than five years. Why not three years? Mr. Heil replied that Faculty Senate changed it to five years last year. Mr. Heil said that Vice-president Murphy might revise the whole document. Dr. Tramel asked if it would be possible to change the five years. Mr. Heil said that it would be possible to review and to revise the policies and to send the changes to Vice-president Murphy. Voice vote was taken. Then motion carried.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Dr. Caplan reported that he finalized the study on early retirement. (See attachment.)

Mr. Grimsley asked about the role of the University Position Control Committee. Mr. Heil said that the University Position Control Committee has not met this year. Mr. Grimsley repeated that he was not clear of the role of the University Position Control Committee. Dr. Caplan said that the Committee deals with positions, not persons. Mr. Grimsley asked about the "creation" of new positions. Mr. Barton said that when he was on the Committee, Administrative Assistant positions were sent through the Committee. Dr. Caplan said some have. Mr. Arbogast left at 4:15.

M₇

Mr. Grimsley moved that the Administration clarify the function, purpose, and utilization of the University Position Control Committee in the creation of new administration and faculty positions. Dr. Caplan seconded it. A voice vote was taken. The motion carried.

Dr. Caplan said that there are two promotions in the School of Business and one of each in the other three schools. Dr. Caplan requested that the President of Faculty Senate inquire if the same amount will be skimmed off the top of salary increases for promotions as in the past.

Dr. Tramel left at 4:25.

The meeting adjourned at 4:33.

Respectfully submitted,

Patricia Baconrind

Patricia Baconrind
Secretary

PB:dds