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FACULTY SENATE MINUTES

December 10, 1985

The Meeting was called to order by Dr. Bill Rickman, Faculty Senate President, at 3:30 p.m. in the Pioneer Lounge of the Memorial Union.

ROLL CALL

The following members were present: Dr. Brent Spaulding, Mr. Frank Nichols, Dr. Zoran Stevanov, Dr. Robert A. Nicholson, Dr. Thomas L. Wenke, Mr. Jack Logan, Ms. Joan Rumpel, Ms. Sandra Rupp, Dr. Delbert Marshall, Dr. Steve Shapiro (alternate for Dr. Marcia Bannister), Dr. Lloyd Frere, Dr. John Ratzlaff, Dr. Bill Rickman, Dr. Art Noernicke, Dr. Ninia Smith, Dr. Albert Geritz (alternate for Dr. Carl Singleton), Mr. David Ison, Dr. Jean Salien, Dr. Mark Giese, Dr. Tom Kerns, Dr. Raymond Wilson, Mr. Glen McNeil, Mr. Jim Walters, Dr. Ronald Sandstrom, Mr. David Rasmussen (alternate for Dr. Lewis Miller), Dr. Martin Shapiro, Ms. Mary Anne Kennedy, Ms. Eileen Curl, Dr. Stephen Tramel, Dr. Roger Pruitt, Dr. Lawrence V. Gould, Dr. Robert Markley, Dr. Phyllis Tiffany, Dr. Nevell Razak, Mr. Mac Reed.

Members absent: Dr. Billy Daley, Dr. Elton Beougher.

Others present: Dr. Jim Murphy.

Approval of Minutes: The November 11, 1985 minutes were corrected to indicate that Ms. Sharon Barton had served as alternate for Ms. Sandra Rupp; in the Announcements (p. 1) the spelling Meyer was corrected in the name of Dr. Robert Meier; and the word Executive in the expression Council of Chief Executive Officers was corrected to Academic--Council of Chief Academic Officers (p. 2, Announcements). Following corrections, the minutes were approved.

ANNOUNCEMENTS

Dr. Rickman called attention to the Announcements attached to the Agenda, indicating that item #1 was somewhat tardy since Ms. Joan Rumpel's appointment as a faculty representative to the Head Football Coach Search Committee fell between meetings and the Committee had by now completed its work. In reference to item #2, Dr. Rickman called attention to the appointment of Dr. Jeff Barnett and Ms. Donna Harsh to the Sabbatical Leave Advisory Screening Committee for 1985-86. Dr. Murphy commented from the floor that Dr. Mary Hassett and Dr. Jack McCullick will also serve on this committee.

In Announcement #3, Dr. Rickman reported recommendations from the General Education Committee: (1) Communications 120 be reinstated in the General Education Program; (2) Economics 101, 201, and 202 be retained in the General Education Program; (3) Economics 378 be removed from the General Education Program. Dr. Rickman indicated that Dean Bartholomew has concurred with recommendation #1 and Dean Camp has concurred with recommendations #2 and 3. These recommendations were referred by Dr. Rickman to the Academic Affairs Committee for appropriate action.

In Announcement #4, Dr. Rickman reported that the Council of Faculty Senate Presidents were considering a recommendation that tuition waivers be granted

to tenured faculty member's families as an additional fringe benefit. Anticipating some discussion from the floor, Dr. Rickman indicated that he would seek comments during New Business.

In reference to Announcement #5, Dr. Rickman presented a table comparing the Regents Budget Request with the Budget Director's Recommendations. He commented that it was a gross understatement to say that this is a very spartan budget and in his view does not represent a continuing commitment to quality in higher education. Dr. Rickman further commented that there's some political gamesmanship being played this year by the governor and the legislature and this is simply a recommendation of the part of the Budget Director. Dr. Rickman expressed his feeling that as a university, Fort Hays State would be treated better than what the Budget Director has recommended.

In Announcement #6, Dr. Rickman reported that following the Board of Regents' contracting with alternate retirement program providers, Aetna and Lincoln National, for example, a question of the new contracts being in violation of the Kansas Non-Forfeiture Law has arisen. The new retirement program providers' contracts have cash-out provisions. What the Board has requested is that these contracts be exempted from that law. In the same Announcement, part b, Dr. Rickman reported that the Board of Regents has recommended that new faculty be given the option of entering the retirement program either immediately or at the end of a two-year waiting period.

Announcement #7 reports on the November Council of Presidents agenda containing a recommendation from COCAO that "any attempts to impose a Regents' system-wide, centralized and uniform system of mandatory faculty course evaluation should be opposed." Dr. Rickman commented that the Council of Presidents chose not to act on that recommendation, thereby indicating their desire that COCAO indicate what alternative its members would support.

In Announcement #8, Dr. Rickman reported that the low bid for renovation of Martin Allen Hall had come in on target at \$294,650 for the construction phase with alternates.

In Announcement #9, Dr. Rickman reported three recommendations he had extracted from some Board of Regents materials pertaining to the 1985 Program Reviews: a) Faculty should work closely with administrators to develop strategies for recruiting and retaining students to prevent further erosion of funding; b) Institutions should promote interest and understanding of foreign cultures and international relationships through greater participation by all students in Geography and Political Science; c) Faculty and administrators should develop long-range plans so that limited resources will be focused on areas of greatest strength and weaker programs discontinued.

Dr. Rickman added one final announcement, that Governor Carlin would hold a press conference at 11:15 a.m. in the Black and Gold Room of the Memorial Union on November 11, 1985; Dr. Rickman speculated that Governor Carlin might comment on the budget for higher education and suggested that a number of Fort Hays State University faculty should attend the press conference.

Dr. Rickman called for questions or comments on the Announcements. Dr. Tramel asked in reference to Announcement #6 whether a faculty member could join a

retirement plan at the end of one year rather than immediately upon being hired or at the end of a two-year waiting period. Dr. Rickman responded that the two options mentioned would be the only choices available.

COMMITTEE REPORTS

Academic Affairs--Dr. Sandstrom

No report.

University Affairs--Dr. Gould

Referring to the copies of the Committee Report on Inconsistencies in Faculty Handbook Description of Existing Tenure Policies and Procedures, Dr. Gould summarized the problem as having two dimensions: one is the discrepancy in the Handbook regarding the appointment of members to the University Tenure Committee; the other is the need to eliminate ambiguous and confusing language regarding the appropriate membership of departmental tenure committee for evaluating a non-tenured departmental chairperson.

What University Affairs had done, Dr. Gould reported, was to investigate what has been the actual practice regarding the appointment of faculty members to the University Tenure Committee. It has been discovered that actual practice has concided with the description provided in Chapter 2, page 16, section B of the Faculty Handbook. Dr. Gould indicated that a sub-committee had rewritten the section at Chapter 8, Appendix O, page 6 of the Faculty Handbook to follow the wording of Chapter 2, and had eliminated the problem of ambiguous and confusing language regarding the appropriate membership of departmental tenure committees for evaluating a non-tenured departmental chairperson. Attachment B of Dr. Gould's report is appended to these minutes to show the precise language of the revised version.

Dr. Gould moved that the recommended changes in the Faculty Handbook be approved.

Dr. Rickman called for discussion on the motion. Dr. Markley questioned the July date for appointment to the Tenure Committee since so many faculty members are gone during the summer. Dr. Rickman responded that in his own case it was August and September when he made appointment but that the July date is workable. Dr. Rickman called the question. The motion passed unanimously.

Student Affairs--Dr. Kerns

No report.

Bylaws and Standing Rules--Dr. Stevanov

No report.

OLD BUSINESS

Dr. Rickman called for any old or unfinished business. There was none.

NEW BUSINESS

Dr. Rickman called for any new business to be brought to the Senate floor, and recognized Dr. Sandstrom. Dr. Sandstrom directed attention to Announcement #4 and said that in one sense since the proposal regarding tuition waivers was no longer in the framing-up stages, his comments might be too late. He indicated that as is the case with many other faculty, he would benefit financially from the proposal, but he felt that it was fundamentally flawed. He commented that the proposal creates two classes of tenured faculty and the classes are not based on academic preparation or academic competence in any way. These classes are based on whether we have family members. The proposal is discriminatory against those faculty who have no family members and to those particular faculty members whose family members are past the age or status to benefit from this proposal. Dr. Sandstrom suggested that the Council of Faculty Senate Presidents consider removing the family members portion and allow all tenured faculty to designate individuals to receive tuition waivers, or designate one or more individuals. Another alternative Dr. Sandstrom proposed be considered is to give tenured faculty a certain number of tuition waivers, for example, eight waivers to be granted in any way the faculty member should choose. Such proposals would more likely result in equal treatment of tenured faculty than the proposal as it has been presented. Dr. Sandstrom indicated that the faculty needed to watch the equality issue in fringe benefits.

Dr. Rickman recognized Dr. Frerer who remarked that he believed most university systems in the country commonly make tuition waivers available to their faculty families.

Dr. Rickman recognized Dr. Tramel who commented that tuition waivers are common, and that what Dr. Sandstrom had suggested in not novel. It is done at Marquette University, for example, where there are many priests on the faculty. Dr. Tramel suggested it might be worth looking into especially to determine how many tuition waivers are allowed each faculty member. In some universities, Dr. Tramel commented, the number of tuition waivers given is equal for married and unmarried faculty.

Dr. Rickman indicated that he would willingly carry the sentiment of Faculty Senate members to the Council of Senate Presidents, and commented that he had not thought a formal letter would already have been sent. It was his opinion that the Council needed to do a little bit more thinking about the framing of that request, but that he had received a copy of the formal letter to the Board of Regents two days before today's meeting. Dr. Rickman also commented that he was certain that the equity issues raised in the discussion would be considered fully.

Dr. Rickman recognized Dr. Marshall who asked whether non-tenured faculty might be included. Dr. Rickman responded that he felt that was certainly an option. While he did not mean to provide a rationale for the present wording of the proposal, Dr. Rickman said he felt it was in part a matter of providing an incentive to retain faculty and also, perhaps, a lesser budgetary impact by restricting the benefit to tenured faculty, whether that is an appropriate rationale or not.

Dr. Rickman recognized Dr. Hoernicke who asked the amount of the fiscal impact of the proposed benefit. Dr. Rickman said that none of the numbers had been

produced to allow projection of the fiscal impact; obviously it will be a matter of decreased revenue to some of the Regents institutions, but in terms of magnitude, the assessment has not been made. Dr. Hoernicke asked what procedure resulted in this proposal and the letter being sent to the Board of Regents. Dr. Rickman indicated that in its recent meeting, the Council of Senate Presidents had considered various additional fringe benefits that might be sought.

Dr. Rickman recognized Dr. Tramel who indicated he recalled some eight or nine years ago a proposal to extend medical coverage to all family members of faculty and that the proposal was shot down at either the Board of Regents or the Legislative level on the grounds that it discriminated against single faculty. Dr. Tramel suggested that prior action might be taken as precedent for objection to the proposal being considered on that ground.

Dr. Rickman recognized Mr. Ison who indicated that like Dr. Sandstrom, he was opposed to the wording of the proposal because it created an elite class, but also suggested that it be extended to all university employees. Mr. Ison recalled some discrimination cases involving medical insurance coverage, for example, wherein both spouses were employed by the state but only one policy was issued and the benefits of only one employee was applied to the cost of "family" coverage.

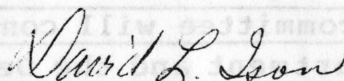
Dr. Rickman recognized Dr. Tramel who indicated that one other consideration is that the Regents have a policy that the tuition paid by students in the Regents universities must be a percentage of the cost, and with tuition waivers being granted family members of faculty, other students not using them might ultimately be forced to subsidize those who have the waivers.

There was some additional discussion. Not hearing a motion regarding the Announcement, however, Dr. Rickman stated that in talking with the other Faculty Senate Presidents, he would summarize the concerns of our senate members.

Dr. Rickman recognized Dr. Hernicke who requested that all necessary data on the impact of the proposal be given to the Faculty Senate in order for the membership to determine whether or not to support it.

Dr. Rickman called for any additional new business. Hearing none, he called for a motion to adjourn. A motion to adjourn was made by Mr. Jack Logan. The meeting was adjourned at 4:10 p.m.

Respectfully submitted,



David L. Ison
Faculty Senate Secretary