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### Fort Hays State University Faculty Senate Minutes, May 5, 1986

FHSU Faculty Senate

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## FACULTY SENATE MINUTES

May 5, 1986

The meeting was called to order by Dr. Bill Rickman, President of the Faculty Senate, 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. Marcia Bannister, Dr. Lloyd Frerer, Dr. John Ratzlaff, Dr. Bill Rickman, Dr. Billy Daley, Dr. Ninia Smith, Dr. Carl Singleton, Mr. David Ison, Dr. Mark Giese, Dr. Wilda Smith (alternate for Dr. Raymond Wilson), Mr. Glen McNeil, Dr. Elton Beougher, Dr. Jeffrey Barnett (alternate for Dr. Ronald Sandstrom), Ms. Mary Anne Kennedy, Ms. Eileen Curl, Dr. Stephen Tramel, Dr. Roger Pruitt, Dr. Lawrence Gould, Dr. Robert Markley, Dr. Phyllis Tiffany, Dr. Nevall Razak, and Mr. Mac Reed.

Members absent: Dr. Art Hoernicke, Dr. Jean Salien, Dr. Tom Kerns, Mr. Jim Walters, and Dr. Lewis Miller.

Others present: Dr. Jim Murphy.

Approval of Minutes: The Minutes of April 8, 1986 Faculty Senate Meeting were corrected as follows: on page 4 the word "and" was corrected to "to" in the expression and the typographical error on page 6 "expalin" was corrected to "explain." There being no other corrections, the minutes were approved following these changes.

### ANNOUNCEMENTS

Dr. Rickman reported in announcement #1 that a slate of new Faculty Senate officers have been proposed by the Nominating Committee. For Vice-President (President-Elect), Dr. Larry Gould and Dr. Ronald Sandstrom. Ms. Mary Anne Kennedy and Ms. Joan Rumpel were nominated for secretary.

In announcement #2, Dr. Rickman reported that President Tomanek has approved the revised Sexual Harassment Policy Statement and Ancillary Grievance Procedures approved by the Faculty Senate. The effective date for implementation of the policy was April 21, 1986.

In announcement #3, Dr. Rickman reported that departmental elections have been completed for Senators whose terms of appointment expire on June 30, 1986. A Faculty Senate membership list, with alternates, for 1986-87 is attached to these minutes.

In announcement #4, Dr. Rickman reported that the proposed amendment to the Faculty Senate Bylaws that creates an External Affairs Committee as an additional standing committee of the Faculty Senate has been approved by a vote of the faculty. Of the ballots returned, 117 were in favor and 6 opposed. The new committee begins its work July 1, 1986. Dr. Rickman

commented that in Section 2, Article B of the Faculty Senate bylaws, the procedures are not dealt with clearly, especially the meaning of "faculty." In the absence of other guidelines, Dr. Rickman used a broad definition and included in the ballots circulated for this election all persons holding FTE positions or parts thereof; the only exclusions were people hired to teach one course with seasonal monies. He further commented that there is nothing to indicate who conducts and certifies the results of elections. In the present situation, the membership of the Faculty Senate executive committee, including Dr. Rickman, Dr. Gould, Dr. Sandstrom, Dr. Stevanov, Dr. Giese, and Mr. Ison counted ballots.

In announcement #5, Dr. Rickman reported that at its April meeting, the Board of Regents approved promotion, tenure, and sabbatical leave recommendations as follows:

#### Promotions in Academic Rank at FHSU for FY '87

Jeffrey C. Barnett, Associate to Full Professor  
 Gary Arbogast, Assistant to Associate Professor  
 Eileen Deges Curl, Assistant to Associate Professor  
 Paul W. Faber, Assistant to Associate Professor  
 Mike B. Gould, Assistant to Associate Professor  
 Mary Anne Kennedy, Assistant to Associate Professor  
 Richard M. Leeson, Assistant to Associate Professor  
 Jim D. Rucker, Assistant to Associate Professor  
 Richard P. Schnellenburg, Assistant to Associate Professor

#### Tenure Status Granted:

John N. Barbour, Paul W. Faber, Mike B. Gould, Martha A. Holmes,  
 Robert Holtfreter, Michael J. Horvath, Mary Anne Kennedy, Stephen  
 B. Klein, John H. Knight, Michael F. Leikam, Jim D. Rucker,  
 Richard P. Schellenberg, and Brent W. Spaulding.

#### Sabbatical Leaves Awarded:

Bryan Bachkora (fall semester 1986), Elton Beougher (spring semester 1987), Clifford Edwards (3-1-87 to 8-1-87), Kenneth Neuhauser (spring semester 1987), Carl Parker (fall semester 1986), Jean-Marie Salien (fall semester 1986), Stephen Shapiro (spring semester 1987), James Stansbury (fall semester 1986), Raymond Wilson (spring semester 1987), and Maurice Witten (1-13-87 to 6-30-87).

Dr. Rickman offered congratulations for the accomplishments and recognition achieved.

In announcement #6, Dr. Rickman apprised the Faculty Senate of Governor Carlin's call for an end to "territorial" disputes among Regents campuses. To bring this about, Governor Carlin has formed an interim legislative committee to study the present higher education system. To dovetail into this process, the Board of Regents has requested that each of the Regents' institutions prepare a "role and scope statement." A "Suggested Outline for Identification of Institution Role and Scope" has been drafted to enhance uniformity among institutions in the preparation of these role and scope statements. Major sections of the role and scope statement are to include: (1) Historical Statement, (2) Current Institutional Environment, (3) Current

External Environment and Assumptions Related to Environment, (4) Institution Specific Assumptions and Development Opportunities, (5) Institutional Role and Scope Statement, (6) Institutional Plan, Objectives, and Priorities in Support of the Identified Role and Scope Statement. Early September, 1986, was the scheduled date of completion of these documents by the Regents' Institutions. The Council of Presidents and the Council Faculty Senate Presidents requested, at the April Board of Regents meeting, an extension of the time-line to enable faculty to participate in the process. Dr. Rickman indicated that no date had been set but that this work is to be completed by the end of December 1986. This date includes time for Board of Regents review and approval.

In announcement #7, Dr. Rickman reported that at its April meeting, the Board of Regents approved cooperative Ph.D. Programs (with Kansas State University and Kansas University) in Applied Mathematics and Chemistry for Wichita State University. Action on the Ph.D. in Geology at Wichita State University has been deferred until after role and scope statements have been completed. Dr. Rickman commented that the Board's approval appears to delay without delaying; the potential negative effect of an immediate approval during this period of fiscal restraint is a price tag of about \$300,000 for new faculty!

Dr. Rickman added an eighth announcement, that the outcome of the Legislative Session, now over, for FY '87 reveals some good as well as bad news. Program improvements were good, including \$193,000 for Phase III of the computer instructional program and \$55,000 for off-campus instruction. Faculty salaries, however, did not fare well: we are to have 2.5% plus 1% added to the retirement program; the state will now contribute 7% while employees contribute 5% to retirement. Other Operating Expenses were increased by 3%; only 2%, however, is added to the base.

Adding a ninth announcement, Dr. Rickman called for the return of information on faculty preferences for committee assignments for next year. He asked to have that in time to have committee memberships in place for the beginning of the new Senate year.

Dr. Rickman called for additional announcements. There were none.

#### COMMITTEE REPORTS

##### Academic Affairs--Dr. Ron Sandstrom

Standing in for Dr. Sandstrom, Dr. Elton Beougher presented the Academic Affairs Committee motion to approve Sociology 182 Introduction to Criminal Justice, a 3 credit hour non general education course.

Dr. Rickman called for discussion of the motion to approve the course. Hearing none, he called for the vote. The motion passed unanimously.

##### University Affairs--Dr. Larry Gould

Dr. Gould indicated that he wanted to report on the status of the revision of the Student Academic Appeals process, and distributed copies of the appeals procedure as it currently is presented in the University Catalog on pages 58-59. Some students have been unhappy with the policy in its present form and there have been some problems with it this past year. Under



current policy, individual departments have been allowed to establish procedures for students and faculty to follow in making an Academic Appeal. Yet, few departments have a policy and procedure in written form. The need to correct this inconsistency among departments is clear since the issue involves academic freedom and freedom of speech. We are interested in cultivating responsible students/citizens. For them to become that, they must have access to information on regulations they are expected to abide by.

Dr. Gould commented that his committee members are opposed to establishing a permanent university committee. He indicated that Faculty Senate members could be drawn upon to constitute a panel for hearing student grievances. His committee also believes that a set of options should be available such as allowing the student to retake a course with another instructor, or to replace a grade without added costs, or others.

Dr. Shapiro asked whether the option to retake already exists. Dr. Gould responded yes, but at the students' expense.

Dr. Murphy commented that the current situation implies need for Policy and Procedures to be formalized.

Dr. Gould indicated that a new policy statement should include the following: a statement of philosophical premises and assumptions (academic freedom, free speech, prohibition against grade changes), a statement of purpose of the policy, a statement of the responsibilities of faculty members, and a statement of the responsibilities of students. Dr. Gould indicated that work would continue on this issue.

#### Student Affairs--Dr. Tom Kerns

No report in Dr. Kerns' absence.

#### Bylaws and Standing Rules--Dr. Stevanov

Dr. Stevanov reported that the election has been completed; all twenty-five departments have reported the results, thus we will have 37 representatives and 26 alternates for the next academic year.

### UNFINISHED BUSINESS

Dr. Rickman called for any unfinished business and recognized Dr. Giese.

Dr. Giese briefly discussed the report of the Joint Faculty/Administrative Salary Committee presented at the April Faculty Senate meeting. He emphasized that the most important information in those documents was the comparison based on nine-month salaries of two groups: Fort Hays State University faculty compared to our peers in Kansas, and Fort Hays State University faculty compared to faculty at traditional peer groups. In the results presented, there was no significant difference in the comparison of our faculty with faculty at other Kansas schools. What differences exist are explained by differences in the number of faculty in each academic rank, the longevity of faculty, and the department appointment. There were no significant differences indicated in the comparison of administrators salaries among these universities, nor was there any significant difference among the salaries of department chairs among these universities.

Dr. Giese moved that the report of the committee with its recommendations be approved. The motion was seconded.

Dr. Rickman recognized Dr. Beougher who asked regarding recommendation 5 who the appropriate lobbying officers are? Dr. Giese indicated that Faculty Senate representatives, especially those serving on the External Affairs Committee, will be the appropriate lobbying officers.

Dr. Frerer suggested that it seemed Dr. Giese has used "lobby officers" to mean legislators. Dr. Rickman suggested a friendly amendment. Dr. Frerer moved that the language be clarified in the document's recommendations. Mr. Logan seconded.

Dr. Markley asked whether the motion is to approve the document and its six recommendations with wording changes to come. Dr. Giese indicated that this was correct.

Dr. Ratzlaff indicated that the word "appraised" in recommendation 5B should be changed to "apprised."

Mr. Ison commented in reference to item 5B that there was sufficient ambiguity in the language of the statement that no indication is given as to who decides what data will be forwarded to the External Affairs Committee and who decides what is sufficient and appropriate data. It seems inappropriate for a Joint Salary Committee to have the right to tell a Faculty Senate Standing Committee what access it can or cannot have to data. According to the language of 5B, this could be the prerogative of the Joint Salary Committee.

Dr. Frerer commented that perhaps the statement should be rewritten to clarify the problem. Mr. Ison indicated that essentially the problem is the result of use of passive voice in the statement.

Dr. Rickman asked whether someone on the committee would like to respond? Dr. Beougher asked whether the intent of 5B is that information will be made available to those who lobby for us? Dr. Giese said that is its intent.

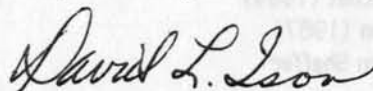
After some additional discussion and several attempts from the floor to clarify the language, Dr. Pruitt moved that the motion be tabled until the committee has time to solve the wording problems. The motion was seconded, and passed unanimously.

#### NEW BUSINESS

Dr. Rickman called for any new business to be brought to the Senate. Hearing none, he called for a motion to adjourn.

The meeting was adjourned at 4:18 p.m.

Respectfully submitted,



David L. Ison, Secretary  
Faculty Senate