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### Fort Hays State University Faculty Senate Minutes, September 8, 1987

FHSU Faculty Senate

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## FACULTY SENATE MINUTES

September 8, 1987

The meeting was called to order by Dr. Larry Gould, President of the Faculty Senate, at 3:30 p.m. in the Trails Room of the Memorial Union.

### ROLL CALL

The following members were present: Dr. Brent Spaulding (alternate for Dr. Mike Gould), Mr. Dale Ficken, Ms. Martha Holmes, Dr. Robert Nicholson, Dr. Thomas Wenke, Mr. Jack Logan, Ms. Joan Rumpel, Dr. Jim Rucker, Dr. Delbert Marshall, Dr. Fred Britten, Dr. Lloyd Frerer, Dr. John Ratzlaff, Dr. Bill Rickman, Dr. Bill Daley, Dr. Ninia Smith, Dr. Mike Horvath, Dr. Paul Gatschet, Mr. David Ison, Ms. Leona Pfeifer, Dr. Tom Kerns, Dr. Mark Giese, Dr. John Klier, Ms. Mary Pickard, (alternate for Dr. Merlene Lyman), Mr. Jim Walters, Mr. Marc Campbell, Dr. Ron Sandstrom, Dr. Jeff Barnett, Dr. Lewis Miller, Dr. Martin Shapiro, Ms. Marian Youmans, Ms. Carolyn Gatschet (alternate for Dr. Mary Morgan), Dr. Maurice Witten, Dr. Larry Gould, Dr. Robert Markley, Dr. Richard Schellenberg.

Members absent: Dr. Paul Faber, Dr. Nevell Razak.

Also present: Dr. James Murphy.

The minutes of the July 6, 1987 meeting were approved after the addition of "Psychology as a Discipline and Profession" following PSY 101 on line 17 of page 2.

### ANNOUNCEMENTS

Dr. Gould acknowledged the new members of the Senate in attendance.

Dr. Lewis Miller will serve on the Presidential Awards Committee representing Arts and Sciences and the Faculty Senate. Dr. Giese will also serve on the committee representing the Alumni Association.

Dr. Gould called attention to Item 6 of the announcements concerning the Tuition Refund Policy for faculty/staff and spouses. He commented that it was his understanding that Dr. Hammond has made the decision to discontinue the policy for at least one year despite the Classified Senate forwarding a recommendation that it be continued. He has decided that at this point in time it could not be continued. The Classified Senate has asked that we take a look at the situation. If Senators feel that the Tuition Refund Policy is worthwhile, contact members of the Academic Affairs Committee. That committee has the consideration of this matter on its agenda.

All senators should have received information in the mail concerning KTEC. Vice President Pflughoft has suggested that those persons interested in submitting grant proposals to KTEC to contact his office. He has additional information.

The Select Committee on Learning Assessment will be attending a workshop in Wichita on September 25.

The Executive Committee will meet with Dr. Hammond on September 15 to discuss faculty research initiatives. Dr. Murphy will also attend. The ultimate goal will be to have a general faculty meeting concerning this topic.

#### Election of Officers:

President-elect: Drs. Jeff Barnett and Ron Sandstrom had been previously nominated. As there were no additional nominations, they were closed. The tellers' report (with 18 needed for election) was Sandstrom, 19; Barnett, 15. Dr. Sandstrom will serve as President-elect for the 1987-88 school year.

Secretary: Dr. Jim Rucker and Ms. Joan Rumpel had been previously nominated. As there were no additional nominations, they were closed. The tellers' report (with 18 needed for election) was Rumpel, 24; Rucker, 10. Ms. Rumpel will serve as Secretary for the 1987-88 school year.

Dr. Miller announced that there was an error in the University Affairs Committee schedule of meetings. April 5 should be changed to April 13.

### COMMITTEE REPORTS

ACADEMIC AFFAIRS: Mr. Ison is the new chairman and Dr. Giese is the secretary. One item of business that the committee considered was to review a request from Biological Science to review an applications form for a change of course title for allied health fields. Since the course title change had once been rejected by Dr. Murphy after it passed through Senate the committee did not feel it was its responsibility to arbitrate because the change did not involve two out of three variables necessary for Academic Affairs Committee consideration. The request was returned without action to Dr. Murphy.

The committee is in the process of reviewing thirteen course applications which constitute a major revision in the course structure in French, German and Spanish. There may be a recommendation by the next meeting on that work.

UNIVERSITY AFFAIRS: Dr. Miller gave the report. Dr. Faber is the new chairman and Dr. Miller is the secretary. Martha Holmes agreed to serve on the committee set up by Dr. Murphy to set deadlines for events relating to tenure and promotion.

STUDENT AFFAIRS: No report.

BY-LAWS AND STANDING RULES: No report.

EXTERNAL AFFAIRS: Dr. Rickman is chairman; Dr. Ratzlaff is secretary. There has been a committee member appointed to serve as liaison to the Student Government Association. Another liaison has been appointed to the HERO campaign which the students are launching this fall. Some of the items that the External Affairs Committee will consider are developing a policy statement concerning the admission of Washburn University into the Regents system, a proposal concerning

a state assisted scholarship program, and developing support for the Regents Margin of Excellence plan.

#### UNFINISHED BUSINESS

##### Report of Special Salary Committee on Salary Component of Regents' Margin of Excellence Plan:

Dr. Gould reminded senators that in July we had the opportunity to discuss the mission-related program enhancements of the Margin of Excellence Plan specific to Fort Hays State University. Those included off-campus instruction, economic development, library improvement, student assistance and computerization of the liberal arts, totalling \$1,062,000. The opportunity was provided to ask questions of Dr. Murphy with regard to that portion of the Margin of Excellence Plan. The long-term goal of the Board of Regents is to achieve funding parity with our selected peer institutions. The Margin of Excellence Plan is supposed to permit each Regents university to achieve 95% funding by fiscal year 1991, as a first step in the long-range goal to achieve parity with the selected peer institutions. During the three year period included in the plan there would be operating budget requests to do three things: maintain current salary and OOE funding levels relative to our peers; adjusted budgets for enrollment changes and new facilities; and target investment requests to improve the quality of programs related specifically to the FHSU mission.

The salary dimension of the plan has a maintenance component and a target investment request with an ultimate objective of achieving 100% salary parity for unclassified personnel by the year 1991. The maintenance figures are somewhere in the vicinity of 4-6% and the target enhancements would be somewhere in the neighborhood of 4-5%, a total of about \$1,806,000 by fiscal year 1991. Given that the Regents had created a systemwide salary enhancement strategy, our own institutional salary study committee which consists of Dr. Rickman, Dr. Murphy, Steve Cosgriff and Dr. Larry Gould felt that it was necessary to take a fresh look at the University's traditional approach of developing its own salary study.

Dr. Rickman as chairman of the committee commented on the reevaluation strategy. Dr. Murphy provided an administrative point of view.

Dr. Rickman commented briefly on the status and activities of the joint faculty-administrative salary committee and how it interfaces with the Margin of Excellence Plan. Dr. Rickman gave a brief history of the committee which dates back to 1983 when an ad hoc committee of the Faculty Senate produced and generated an initial salary study. Faculty Senate action during that year directed the University Affairs Committee to annually replicate that salary study. In 1984 a second study was prepared and distributed. In subsequent discussions with administrative representatives there was basically lack of agreement with most aspects of that study. This created the impetus for the creation of a joint faculty-administrative salary study. There have been two studies forthcoming from that format. These four studies have had principally two thrusts: an external focus on the issue in which essentially salaries of faculty members at FHSU are compared to some external peer group; the other thrust has been to compare faculty salaries at FHSU with the salaries of FHSU administrators.



The current committee met in June to try to determine the direction that the activities of the committee should take. There were two areas of agreement:

1. The potential augmentation of faculty salaries at FHSU would probably best be achieved by concentrating on a salary study that had an external thrust combined with some kind of plan to take that economic status report of faculty at FHSU to Topeka and try to politicize it. Dr. Rickman said he felt that it was a waste of time to produce in-house documents and not have some sort of plan to lobby on behalf of whatever the results of the studies suggest. Given the explicit recognition in the Margin of Excellence Plan by the Board of Regents of a salary disparity of the FHSU faculty vis-a-vis the faculties of Pittsburg and Emporia and also a commitment on the part of that program to close that disparity as well as the disparity with the peer group, the committee felt that a separate study would at best be redundant. The Board of Regents has produced a study documenting that salaries at FHSU lag behind those of sister institutions as well as the peer group and they are also going to lobby on our behalf. An additional study might even be counterproductive to the systemwide attempt to sell the Margin of Excellence Plan.

2. The second area of agreement was for the committee to explore the fringe benefits of faculty to determine if an opportunity exists to develop a proposal. Currently Dr. Cosgriff is collecting some information relative to fringe benefits in Attachment 3. In most most categories FHSU doesn't fare very well vis-a-vis its peers. Dr. Rickman pointed out that there is not a perfect correlation between the dollar expenditures on fringe benefits and the resulting benefits that a faculty member receives. This is particularly important in the area of health insurance. In this preliminary evidence, however, it can be seen that again FHSU does not fare very well.

Dr. Murphy commented that we are pretty consistent in the direction that we are going. Our OOE is also less than our sister institutions and the premise there is to delay and not destroy the united effort. If we are able to achieve full funding for the Margin of Excellence, depending on the maintenance we stand to have about an 8% increase (4% on maintenance and 4% on catchup monies).

Dr. Frerer asked if there is any commitment if this money is forthcoming to distributing it to correct traditional inequities these studies have shown rather than just evenly to everyone. Dr. Murphy replied that there has been no clearcut recommendation that has come forward from the committee; it has been discussed by the committee but has not been resolved fully. Above and beyond that no commitment has been made on how to distribute those dollars whatever those dollars might be.

Dr. Rickman asked if the Board of Regents has hinted as to how they would like catchup monies distributed. Dr. Murphy replied that they had not.

Dr. Rickman commented on Table II, Attachment 2, to the agenda. Using AAUP salary data, in the next to last column on the right the disparity is not as great percentage-wise, but in terms of absolute dollars the difference is greater.

Dr. Gatschet asked if the twelve-month salaried persons were included. Dr. Gould said that they were included in these tables. Dr. Murphy said that AAUP converts salaries to a nine-month basis. Dr. Gould commented that the systemwide approach was the only option open at this time.

#### NEW BUSINESS

Dr. Murphy will be addressing the Faculty Senate each month to present information which might be useful to us.

#### Report of the Academic Vice-President:

1. Assessment: The Board of Regents has been concerned with assessment for some time. COCAO has been asked to analyze and come up with a report on what is being done by December. Department chairmen have been asked twice to come up with information. The information gathered will include what we are doing campus-wide in terms of assessment--outcomes, followups, alumni kinds of activities and so forth. Internally, Larry Gould as part of the Transition Committee has been working to prepare a report for Dr. Hammond on assessment. Several persons will be attending a meeting in Wichita on September 25 and it is hoped that as a result there will be a better planning process and there will be a better feel for what is being done both in the departments and across the entire university.

2. Title III: Hopefully by the end of the month all switches will be accomplished and distribution of terminals and microcomputers will be completed. The major purpose for this is for a management information system so that the data bases (curricular, financial, personnel, students, etc.) can be accessed from the mainframe.

3. There has been some concern about the memo from Dr. Hammond concerning interest in serving on various committees. There is no Tenure and Promotions Committee. The Tenure Committee is still in existence. The intent is that if you would like to serve on one of the committees that are not appointed by for example Faculty Senate, let your interests be made known.

4. Dr. Murphy plans to prepare a communication from his office each month so that everyone can get a better feel for what is going on on campus. This along with monthly visits to the Senate will hopefully result in a better communication process.

Dr. Miller asked when the new catalog will be available. Dr. Murphy said that the document is ready and is at the State Printing Office and HOPEFULLY will be ready by the end of the month.

Dr. Rickman asked if there is speculation where the Regents will land on learning assessment (what kind of policy stance). Dr. Murphy commented that he hoped that it would not be an across the board policy but that the Board would give recognition to the fact that each institution is different. The Board staff has indicated this. Hopefully there will be individualized institutional plans.

Dr. Gould said that in terms of the report that he is preparing for Dr. Hammond on learning assessment, the concept of planning is where the learning assessment process will be embedded. We can make the Board aware that learning assessment is part of our strategic mission, and part of the University planning process. The Board will hopefully recognize the need to let us move at our own pace.

Agenda assignments for each committee will be distributed by mail.

Dr. John Klier, as Library liaison made a presentation. He is a member of the search committee for a new head librarian. He is concerned with the few books that are in the Library. There are no budgets for departments for library acquisitions because there is no money. The Library has about 80% of its budget tied up in fixed costs, and those fixed costs (journal subscriptions, standing orders and the reference collection) keep increasing.

Dr. Klier feels that there should be a commitment that if in the future there are cuts made, we should send a "message" to the administration that the Library should be the last to be cut. He also stressed that an important aspect of the Margin of Excellence plan includes library improvement.

Dr. Miller moved for adjournment. Seconded by Dr. Rickman. The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Joan Rumpel, Secretary  
Faculty Senate