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Minutes of the
Fort Hays State University
Faculty Senate
June 2, 1992

President Watt called the meeting of the Fort Hays State University Faculty Senate to order in the Trails Room of the Memorial Union on June 2, 1992, at 3:35 a.m.

Those members present were Dr. Robert Stephenson, Ms. Martha Holmes, Dr. Dale McKemey, Mrs. Joan Rumpel, Dr. Max Rumpel, Dr. Stephen Shapiro, Dr. John Durham, Dr. Ralph Gamble, Dr. Carl Singleton (for Dr. Paul Gatschet), Dr. Pamela Shaffer, Mr. Dewayne Winterlin, Mr. Glen McNeil, Mr. Jerry Wilson, Dr. Charles Votaw, Dr. Lewis Miller, Dr. Martin Shapiro, Ms. Dianna Koerner, Dr. Richard Huguen, Dr. Maurice Witten, Dr. Richard Heil, Dr. Mike Rettig, Dr. Robert Markley, Dr. Nevell Razak, and Dr. Richard Zakarzewski (for Dr. Gary L. Millhollen).

Those members absent were Dr. Fred Britten, Dr. Michael Madden, Dr. Zoran Stevanov, Mrs. Sharon Barton, Dr. Serjit Kaur-Kasior, Dr. Paul Gatschet, Dr. Gary L. Millhollen, Dr. John Zody, Dr. Tom Kerns, Dr. Helmut Schmeller, Mr. Herb Zook, Dr. Mohammed Riazzi, Dr. Mary Hassett, Dr. Phyllis Tiffany, Dr. Bill Daley, Dr. Michael Slattery, and Dr. Robert Jennings.

Guests were Dr. Edward Hammond, Dr. Gary Hulett, and a representative of the Leader.

The minutes of the May 4, 1992, Faculty Senate meeting were approved.

ANNOUNCEMENTS

In response to a request for clarification of announcement 1.b., President Watt commented that the Board of Regents do not require at the present time the ACT or SAT scores for entering students; some Regents institutions individually require scores. This requirement will apply to incoming freshmen under 21 years of age.

President Watt provided an additional FHSU announcement: Dr. James Murphy's last day as Provost may be July 3; President Watt will serve as chair of the search committee. Dr. Bill Rickman, Dr. Mary Hassett, Ms. Rose Arnhold, Dr. James Forsythe, Andy Addis, President of the Student Government Association; Ms. Marsha Newell for the Alumni, and Ms. Kay Berenson as a community representative have been suggested to serve as committee members.

President Watt asked the Senate to allow Dr. Hammond to discuss faculty contracts for the next fiscal year. Dr. Hammond explained the contracts which are somewhat complicated this year. FHSU will distribute a 2.5% merit increase pool at the beginning of the new contract period; an additional 1% will be distributed on January 1,

1993. Dr. Hammond reminded senators that individual increases will vary from the 2.5% and 1% based upon merit decisions. There will be three separate totals for base salary on the contracts; the top total is what the university believes faculty's base will be at the end of next year. This total will be the combination of the 2.5% and 1% pools -- if the state approves the latter. Dr. Hammond added that salary budgets for this summer school and for next summer have been increased and are fully funded.

Dr. Witten asked if there had been any change made in the fringe benefits package. Dr. Hammond replied that the fringe benefits remained the same. The 1% is a compromise of the State Legislature. He noted that thirty-three states have less or no money for their state colleges for next year.

Dr. Hammond said that work had been completed on the FY94 budget. The original proposal was a 5% increase for unclassified salaries, 1% increase for the state's retirement contribution, and 6% for OOE. The Regents office has now proposed a 4.5% increase for unclassified salaries, 1% for retirement, and 6% for OOE (announcement 1.d.). The Regents will allow submission of special requests for budget increases; Dr. Hammond stated that KU and other schools plan to ask for salary increases and OOE money, but Dr. Hammond does not believe that the Regents will be favorable to additional salary money. He asked if the Senate thought that he should ask for additional salary money; he would prefer to ask only for \$400,000 for the next three years to help FHSU catch up to its peers in OOE budget. We are 91% of our peers on salaries and only 69% of our peers on OOE; we have a stronger case to make for OOE increase and will not appear "hoggish." President Watt added that Dr. Hammond's rationale was solid. Seeing no objections, President Watt told Dr. Hammond that the Senate seemed to be in support of Dr. Hammond's direction.

STANDING COMMITTEE REPORTS

1. Academic Affairs. No report.
2. Bylaws and Standing Rules. No report.
3. External Affairs. No report.
4. Student Affairs. Presented by Dr. Stephenson.

Dr. Stephenson announced that the Freshman Orientation Committee had met and decided to hold a brunch for freshmen on Saturday, August 22. Each department has been contacted to provide a faculty representative to attend the brunch, but all faculty are invited to attend the brunch and to participate in the other activities of that day. There will be no charge for faculty. Dr. Watt explained that the brunch and orientation are attempts to increase retention of freshmen.

5. University Affairs. Ms. Koerner announced that there was no new

business to report, but that a report will be brought to the Senate under old business.

OLD BUSINESS

1. President Watt reported on his conference with Dr. Murphy concerning the International Studies component of the new General Education program. The proposal was to add a phrase to this section so that it reads "A. International Studies (6 hours; a student must complete a course in 2 of the 3 areas OR A 6-HOUR INTEGRATIVE COURSE)." Dr. Watt observed that this addition would be a response to Dr. Hammond's request for such a segment and would allow greater flexibility; the addition did not create a specific course, but only allowed the opportunity to create one.

Dr. Hughen remarked that students would be confused by the addition since there was no integrative course. The suggestion was made to approve the addition of this phrase but not to print it in the program until an integrative course is developed. Dr. Watt mentioned that Dr. Hammond would like the option to be available to the students. Ms. Koerner expressed concern that the Senate had pursued very little discussion of this course or the rationale for it whereas the Senate discussed the new General Education program for several months. Dr. Singleton commented that this addition watered down the program and that the three departments involved in this section of the program did not want to teach an integrative course.

Dr. Hughen made a motion to approve the addition with the restriction on its inclusion in printed material until a course is developed. The motion was seconded. The motion failed by a vote of 10 affirmative, 12 negative, and 1 abstention.

2. Ms. Koerner moved to remove the Misconduct in Research proposal from the table; Dr. Heil seconded. The motion was approved. Dr. Rumpel on behalf of the University Affairs Committee presented the proposal to the Senate; he reminded the Senate that the proposal had been tabled at the last Senate meeting until the University Affairs Committee had consulted with the Graduate Council. Dr. Rumpel referred the senators to the minutes of the February 9, 1990, meeting of the Graduate Council in which the Graduate Council refers this issue to the Faculty Senate. Dr. Murphy stated that he would forward the Senate's policy to the Graduate Council when the Senate approves it. The motion was made to accept the Misconduct in Research policy, as presented in the May 4, 1992, Faculty Senate meeting. The motion was approved by unanimous vote.

NEW BUSINESS

1. President Watt indicated that the Executive Committee of the Faculty Senate had discussed a Plus/Minus Grading system for

FHSU. Dr. Watt asked the Student Affairs Committee to look into this and to consult with Student Government, the Registrar, and all other relevant areas of the university.

2. President Watt announced a new committee on Program Discontinuance to meet with Dr. Murphy to review procedures for program removal which were developed by an earlier committee. Dr. Claire Matthews, Dr. Steve Tramel, and Dr. Ron Sandstrom were appointed as members. Regents Montgomery and Slawson are adamant that universities should eliminate some programs.
3. President Watt referred senators to the copies of Waiver & Release forms which had been sent out in May; the Regents' legal staff developed the sample forms. Dr. Murphy thought that the faculty might wish to standardize a form for FHSU. Dr. McKemey commented that a whole set of procedures for using and storing the forms should be developed also. Dr. Rumpel suggested that a broader form be developed to cover liability in labs and in nursing. Dr. Heil pointed out that such a form was contrary to public policy: Students do not have to sign away their rights. Dr. Watt indicated that the intent of the form was to reduce liability for the faculty according to Ms. Siminoe, Regents counsel; the form would demonstrate that you had taken necessary precautions and would inform students of possible dangers so that they could refuse to participate if they wished. Dr. Watt suggested that this matter be referred to the Student Affairs Committee; Dr. Durham made the motion to refer it to committee. Dr. Hughen seconded. The motion passed: 13 for, 7 against, 1 abstention.

4. Dr. Razak made the following motion:

"THAT THE FORT HAYS STATE UNIVERSITY AFFIRMATIVE ACTION STATEMENT BE BROADENED TO INCLUDE EQUAL OPPORTUNITY FOR PERSONS REGARDLESS OF SEXUAL ORIENTATION."

Dr. Razak accepted a friendly amendment to change "sexual orientation" to "sexual preference." Dr. Gamble commented that this motion would "open Pandora's Box"; everyone would have something to add to the Affirmative Action statement. Dr. Durham recommended that this issue be referred to the University Affairs Committee for discussion. Dr. McKemey seconded. Dr. Markley stated that we did not need any action because the U.S. Government has included it already. Dr. Durham stated that he wished to refer it to committee because this policy may interact with other policies on campus and should be consistent with them. The motion to refer it to University Affairs passed: 13 for, 7 against, 0 abstentions.

5. Dr. Singleton pointed out the lack of dignity and decorum attendant to the annual graduation ceremony and recommended the following motion:

that in Chapter 4 of the Faculty Handbook the statement that all faculty are expected to attend commencement be changed to "Attendance at and participation in commencement is optional for faculty members."

Dr. Durham seconded the motion. Dr. Huguen commented that a more appropriate solution would be to change the situation. Dr. Watt pointed out that the same lack of decorum happens at other university and high school graduations. Ms. Koerner suggested that the students should be contacted for recommendations. Dr. Shaffer suggested that a change of location might result in a minimizing of noise and disrespect, but faculty must take the lead. Dr. Singleton's motion is an appropriate protest. The question was called; the motion was passed: 13 for, 8 against, 0 abstentions.

LIAISON REPORTS

1. Classified Senate. No report.
2. Computer Advisory Committee. No report.
3. Instructional Media Committee. No report.
4. Library Committee. No report.
5. Student Government Association. No report.

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

Martha Holmes, Secretary
Fort Hays State University Faculty Senate