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### Fort Hays State University Faculty Senate Minutes, February 9, 1993

FHSU Faculty Senate

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Minutes of the Fort Hays State University  
Faculty Senate - February 9, 1993

A. Richard Huguen, 1992-1993 Faculty Senate President, called the meeting of the Fort Hays State University Faculty Senate to order in the Pioneer Lounge of the Memorial Union on February 9, 1993 at 3:38 p.m.

B. The roll call was taken. Those senators present were: Michael Slattery, Jean Gleichsner, Martha Holmes, Fred Britten, Dale McKemey, Joan Rumpel, Jean Sellers, Max Rumpel, Lance Lippert, Albert Geritz, Pamela Shaffer, Evelyn Toft, Gary Millhollen, Tom Kerns, Norm Caulfield, Merlene Lyman, Anita Gordon-Gilmore, Mohammad Riaz, Mahmoud Fath El-Den, Martin Shapiro, Dianna Koerner, Richard Huguen, Roger Pruitt, Kenneth Olson, Gerry Cox, Zoran Stevanov, Richard Heil, Mary Hasset, Lewis Miller, Michael Madden, John Durham, and Stephen Shapiro.

Those senators absent were: Bill Daley, Abha Gupta, Ralph Gamble, John Zody, Herb Zook, Charles Votaw, Mary Romjue, and Michael Rettig.

Guests of the Faculty Senate included: Affirmative Action Officer Dr. Donald Hoy, Kelly Freeman of the University Leader, and Upendra Sabat from KHFS TV.

C. Dianna Koerner moved to approve the minutes, and it was seconded by Stephen Shapiro. The minutes were approved as amended.

D. Announcements

1. The next Faculty Senate meeting will be Monday, March 1, 3:30 P.M. in the Pioneer Lounge. The June meeting of the Faculty Senate will be Tuesday, June 15 - Please note this change on your calendars.

2. There were four items of discussion (or action) at the January Board of Regents meeting in Topeka that may be of special interest to you.

a. The Council of Presidents and the Regent's staff discussed the possibility of developing a leave sharing program for unclassified employees similar to that of classified employees. Such a policy would enable unclassified employees to transfer annual or sick leave to other unclassified employees under certain conditions. This will be discussed over the next several weeks. Richard Huguen discussed the leave program.

b. There may be a legislative initiative this year regarding 'Qualified Admissions' for the Regents universities. All University presidents support such a plan, and Kansas is the only state in the Union that has no admission standards for its universities. The Governor, however, has stated that she would veto any bill imposing a qualified admission standard. Richard Huguen indicated that Kansas is the only state without qualified admissions.

c. The Student Advisory Committee (SAC) recommended a committee be formed to investigate the status of 'Diversity and Multiculturalism' on our campuses and the Regents accepted the student recommendation. The committee is to address diversity issues relating to faculty, students, curriculum and funding at our universities and to report to the Regents no later than February of 1994.

d. The Governor's budget recommended a 3% salary increase for faculty rather than the BOR recommended 4.5%, but retained the 1% increase in the state contribution to retirement. Senator Richard Heil discussed legislative action on the budget.

e. Elton Beougher (Mathematics), and Joan Rumpel have agreed to serve on the Torch Award Selection Committee.

E. Standing Committees

1. Academic Affairs presented by Senator Martha Holmes. Senator Holmes reported that no motions were being offered at this time on the Leadership Studies Program, but the committee requested further information before making a recommendation. Dean Larry Gould has agreed to meet with the committee.

2. By-Laws and Standing Rules presented by Senator Charles Votaw. No report.

3. External Affairs and Faculty Salary presented by Senator Maurice Witten. No report.

4. Student Affairs presented by Senator Dale McKemey. Senator Jean Gleichsner discussed the brunch for new freshmen. The brunch will probably be held on Saturday after enrollment. She asked if we need to have an individualized department meetings for new freshmen? It would not be good if some departments failed to meet with new freshmen. Senator Gleichsner asked the faculty to let the committee know what they preferred. The department meetings could be held before the back-to-school picnic.

5. University Affairs presented by Senator Marty Shapiro. a. Senator Shapiro reported on the status of summer salaries. He had talked with the President about summer salaries. Senator Shapiro asked if Action Plans needed to be written to fund summer salaries. The President indicated that Action Plans were not appropriate. Twelve new positions will be funded with the enrollment adjustment funds. Shapiro asked the senate if the separation between faculty and administration was so great that the faculty should consider formulating a union? He finished his report by stating that there is no progress on summer salaries.

b. Marty Shapiro also discussed the DEMERS approach to the FHSU annual merit and asked for feedback from the faculty. Rich Huguen discussed comments that he had received from faculty. He requested that faculty continue to send comments and that he would pass them on to the University Affairs Committee. Al Geritz asked if it would be appropriate to make comments. He stated his opposition to the principles of the proposal. Universities are not businesses. Departments are not teams. Teaching and research are independent activities. The current merit system rewards those who perform at the expense of those who do not. Why is that a problem? Al Geritz also added that the proposed system would ultimately discourage those who do perform. Why should they bother? Evelyn Toft suggested that co-dependency behavior is not proper. How can we effectively motivate other faculty? We cannot control others behavior. Deadwood is old wood. Many have tried to change the deadwood. It has been dead for a long time. Changing the system will not address the problem. Stephen Shapiro stated that a 3% carrot will not get the dead to move. Al Geritz stated that those who do perform would wind up picking up for those who do not perform. This would simply make the situation worse. Merlene Lyman stated that trust is a major part of the TQM system. She is not sure that we have that level of trust on this campus. Max Rumpel developed the analogy of street gangs regarding DEMERS. The gangs are the departments competing against each other. Evelyn Toft state that it would be nice to come up with a solution to aid faculty in a small department. Faculty specialities are not shared. We cannot afford the luxury of having two faculty with the same speciality in a small department. We do not have enough faculty to share. Rich Huguen asked senators to consider what we might do to improve the system. Mike Madden suggested that we might try to get away from the percent merit system, and that such a move would be positive. Mary Hassett indicated that as faculty invest years in their discipline and the institution that they hope to at least get their fair share. Senator Richard Huguen suggested that a cost-of-living plus merit might be better than what we have now. Dianna Koerner asked how many states have cost-of-living systems? John Durham suggested that perhaps we could mix the various proposals. Senator Mohammad Riazi discussed the merits of cost-of-living. Zoran Stevanov asked about across the board raises.

F. Old Business. None

G. New Business. None

H. Reports from Liaisons.

1. Classified Senate presented by Senator Mohammad Riazi. Senator Riazi discussed a classified Senate problem dealing with the possible 4.5% classified salary increase for next year. Some classified employees are at the top of the salary step for their positions and cannot get the 4.5% increase. They are acting to resolve the problem.

2. Computer Advisory Committee presented by Senator Max Rumpel. Max Rumpel reported that the committee is thrashing out issues related to site licensing and support for group purchase of software. The computer center wants to increase this activity.

3. Instructional Media Committee had no report.

4. Library Committee presented by Senator Evelyn Toft. Senator Toft indicated that President Hammond will meet with the Library Committee to discuss the problem of holding back 40% of the budget.

5. Student Government Association had no report.

6. General Education Committee presented by Senator Martha Holmes. Martha Holmes stated that the committee was meeting at the same time as the Faculty Senate. They are examining course proposals at this time.

Lance Lippert asked what impact the Faculty Senate has on this University? Do other Faculty Senates have more impact? Richard Huguen responded that in the Senate Bylaws it is stated that we share in the governance of the University. The President chooses not to let us share as much as he might. Anita Gordon-Gilmore suggested that all the Faculty Senate has is a voice. The lack of attention paid to that voice says something to the Board of Regents. Mary Hassett asked how often do you (Faculty Senate President Richard Huguen) meet with the President? Richard Huguen responded that he meets with President Hammond and also the Provost at least once every month. Lance Lippert suggested that the apparent lack of influence of the Faculty Senate and the negativism was a dangerous attitude, and he suggested that it may eventually impact faculty performance. Huguen responded that the lack of consensus on many issues facing the Faculty Senate made it difficult to get the President to be as responsive as he might. Richard Heil suggested that faculty politics were so vicious because the stakes are so small.

There being no further business the meeting was adjourned at 4:18 p.m.

Respectfully Submitted  
Gerry R. Cox