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Fort Hays State University Faculty Senate Minutes, March 3, 1994

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MINUTES
March 3, 1994
External Affairs and Faculty Salary Committee
Faculty Senate
Fort Hays State University

Members present: John Durham, Dick Leeson, and Jean Salien.
Guest: John Ratzlaff, Ex-chairman of External Affairs

The External Affairs Committee held an informal meeting with
John Ratzlaff, past chairman of the External Affairs Committee.
John discussed his views on two issues of importance to the
committee: 1) the ambiguity of the term "ranked faculty"; and 2)
the findings of his own External Affairs Committee on equity at
FHSU. We had invited John to address these issues after
exchanging messages with him and deciding that a meeting would be
more appropriate.

On the subject of "ranked faculty" (see his PROFS note of
Jan. 13, 1994) John emphasized the need for clarification as to
what constitutes instructional faculty, especially in view of the
Governor's 7% increase recommendation. If this category includes
all the high-ranking administrators who happen to be teaching a
course, the Governor's recommendation may not really benefit
those it was supposed to help. John feels that this might happen
if a decision is not made soon about who is "teaching faculty"
and who is not. The communication from Senate President Dianna
Koerner of Dec. 11, 1993 (re items from the Provost) and
President Hammond's note of Jan. 12, 1994 (re the Governor's
recommendation) show clearly that "teaching faculty" can easily
be interpreted to include "ranked faculty" ("all those, to
repeat after the Provost, tenured or on tenure-track up to and
including deans."). John brought to our attention that some of our
colleagues hold academic rank and have administrative jobs. It
would seem fair, he told us, to look at the % of employment as a
guide to define "instructional faculty." 50% or more of one's job
should be instructional before one can be classified as teaching
faculty.

On the matter of equity, if FHSU were compared to its peer
institutions, there would be a noticeable discrepancy in salaries
between the various sub-groups at the peer institutions (gender,
race, ethnicity, etc...) and the sub-groups at FHSU, showing our
university with a clear disadvantage. This was among the findings
of a salary study conducted by the External Affairs Committee in
1984 when John was chair of that committee. As it turned out,
FHSU administrative positions were above 110% when compared to
the average salary of their peers but faculty, depending on rank,
fell as far below the average as 90%. It was determined that
these discrepancies were never attended to in the last ten years.
A copy of John's report to the Senate is available for
consultation by the members of the committee. It will be in John Durham's office. Also of interest to the committee is the "CUPA Publications Directory" that provided so much vital information to John and his team. John believes that this publication is still distributed on campus and we too could use the kind of information provided in it. John answered a few important questions relating to his experience with the equity/salary study. We thanked him and the meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Anita Gordon-Gilmore