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### Fort Hays State University Faculty Senate Minutes, May 4, 1999

FHSU Faculty Senate

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Fort Hays State University  
Faculty Senate  
Minutes of Regular Meeting of May 4, 1999

President Scheffel called the meeting to order at 3:31 pm, in the Pioneer Lounge of Memorial Union.

**Preliminary Matters**

*Minutes:* Upon a motion by Senator Farley (seconded by Senator Rucker) the minutes of the April meeting were approved by voice vote.

*Announcements:* President Scheffel announced the following:

1. The Nursing Department has received renewal of its accreditation
2. Dr. Tom Bryant (Acting Executive Director of the Kansas Board of Regents) has been named President of Pittsburg State University
3. SB 345 (reorganization of higher education governance) has been passed. (See attachment A for details.)

**Committee Reports**

**By-Laws and Standing Rules**

Chair Huguen announced that two departments still had to elect new Senators for the 1999/2000 academic year. He was informed that Professor William Stark had been elected to represent Biological Sciences.

Chair Huguen presided over the election of new Senate officers for the 1999/2000 academic year. Nominees for President-Elect were Professor Art Morin (Political Science and Justice Studies) and Professor John Ratzlaff (Geosciences). Nominees for Secretary were Professor Evelyn Toft (Modern Languages) and Professor Scott Hansen (Business Administration). In each case, following call for nominations from the floor and motions to close (made and seconded simultaneously by several senators, passed by unanimous voice votes) written ballots were distributed. Later in the meeting (during the report of the Academic Affairs Committee), business was interrupted to permit announcement of the results. The results reported by Chair Huguen were that Professor Art Morin was elected as President-Elect and Professor Evelyn Toft was elected as Secretary.

**Academic Affairs**

The following courses were recommended by the Committee, Chair Holmes reporting: GSCI 420, 485, 560, and 720 (resolutions 9899-57, -58, -59, and -60, respectively). All were passed unanimously with no substantial discussion.

Also recommended by the Committee was Chemistry 352 (resolution 9899-64), passed unanimously.

Chair Holmes reported that the proposed TEVAL form for Virtual College courses needed no approval by the Committee, and that the form had been returned to the Virtual College Advisory Committee with comments, including particularly concerns about evaluating the transmission of course materials, timeliness of faculty responses to student questions, and the distinctions among different types of course delivery.

Chair Holmes reported the recommended revisions to the Policy on Academic Honesty (resolution 9899-61). Following insubstantial debate, the resolution was approved unanimously with one spelling correction ("tests" for "texts" in the second paragraph of the Policy).

Chair Holmes also reported a recommendation (9899-62) concerning revision of the General Education requirements, as follows:

When qualified admission is implemented, phase out the computer literacy class as a General Education Program requirement (MACS 163 or CIS 101). However, some certification mechanism should be developed to ensure that entering students have the requisite computer skills. Students will show proficiency in computer literacy through one of four mechanisms: (a) through meeting the qualified admission requirement, (b) passing score on a proficiency exam, (c) successful completion of MACS 163 / CIS 101, or (d) equivalent course from another institution

This resolution was also approved unanimously following insubstantial debate.

**University Affairs Committee**

Chair Martin Shapiro brought to the floor the proposed revision of the Protected Class and Sexual Harassment Grievance Procedure (9899-63). Extended Debate followed.

Chair Shapiro explained that this document combines two older and not entirely consistent policies, renames the document (policy not in question; the document is concerned purely with procedural matters), and codifies existing procedural documents.

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Senator Farley asked why under item IV ("Grievance Hearing Board") the former "will" had been changed to "should". Affirmative Action Officer Harriet Caplan, recognized by President Scheffel, explained that the reason was a possibly insufficient number of volunteers.

Senator Farley asked further what would happen if investigation were denied under the proposed rules. Affirmative Action Officer Caplan indicated that she would say that if it were not a protected-class issue, she would refer the complaint to an appropriate alternative office in the University. Senator Farley then asked for the UAC's vote, which Chair Shapiro reported was unanimous.

Senator Britten protested about the size of the document, indicating that it should have been distributed in advance of the meeting.

Resolution 9899-63 was passed by voice vote, with two Senators abstaining.

#### Student Affairs Committee

(No report.)

#### External Affairs and Faculty Salaries Committee

Chair Ratzlaff distributed a report on faculty salaries compared to peer institutions.

Chair Ratzlaff then moved a resolution (9899-65) on unclassified salaries (formally moved by Senator Guss, seconded by Senator Farley). The text of the resolution as offered was:

The following apply to unclassified salaries at FHSU:

Whereas:

1) The mean salaries for all ranks of instructional faculty are less — particularly at the professor and associate professor ranks — than the mean salaries of our five peer institutions;

2) Substandard pay, as stated in item 1 above has existed for at least 21 years;

3) Based on a comparative group of eight institutions (the five peer universities of item 1 plus Emporia State University, Pittsburg State University, and Washburn University), FHSU salaries as a percent of the peer mean are: Professor — 84.9%; Associate Professor — 91.7%; Assistant Professor — 98.0%; Instructor — 96.3%; a group of 28 non-instructional faculty — 95.5%;

4) The disparity for Professors and Associate Professors vs. non-instruction faculty

is similar to a study of faculty salaries for FY 1983;

5) The Kansas Legislature recently appropriated enhancement dollars to be distributed to instructional faculty. This action is a tacit acknowledgment of a salary disparity between instructional and non-instructional faculty;

6) Additional enhancement dollars for the next year or two may not be enough to achieve salary parity, i.e., to raise the average salary for instructional ranks to the same relative level as the non-instructional faculty;

Therefore the Faculty Senate resolves that:

1) Parity in the average salary for various groups of unclassified personnel be achieved in as short a period of time as possible;

2) If enhancement dollars are inadequate to achieve the objective in item 1, then appropriations for annual merit increases, beginning with those for FY 2000, be distributed in order to achieve parity.

Senator James J. Murphy inquired whether the University Administration had made any decision on the precise manner in which this year's salary enhancement money would be distributed. Recognized by President Scheffel, Provost Larry Gould indicated that no decision had yet been reached. The Provost then offered more explanation; he said that there were problems in the details and interpretation of data. His office had concluded that the pay levels were that professors averaged 80.9% of their peers, associate professors 88.3%, assistant professors 90.9%, and instructors 92.3%.

Provost Gould indicated further that he believed that the enhancement distribution would be based on equal weighting of longevity at FHSU and recent merit pay. There would be provision made for comparable increases for Library faculty (from other funds, since the Legislature had excluded them from the increase). The Provost believed that the most senior faculty would get the largest increase, and that he expected more money for enhancements next year. Senator John Durham asked for confirmation of his understanding that the Legislature's intent was that salary enhancement money was to be kept separated from the issues of addressing equity adjustments; Provost Gould replied that this was his understanding, too.

President Scheffel then called for a vote; the motion was passed unanimously. Senator Ratzlaff, rising to explain his vote, commented that it was vital that the kind of inequity with which the University is now faced never be allowed to happen again.

President Scheffel then commented on the need for a general faculty forum on the Faculty Senate, including its successes and failures; she noted that the Executive committee suggested postponing this item until next year, given the late date, but invited comments to herself from Senators and others.

President Scheffel noted the transmission of a draft policy on usage of University computing facilities, and referred it to the University Affairs Committee for further study, expecting a report at the June meeting of the Senate.

President Scheffel then stepped down from the chair, President-Elect Durham assuming the chair. Senator Scheffel then offered a resolution concerning the content of electronic mail and related forms of communication (resolution 9899-66), seconded by Senator Huguen. Recognized by Chair Durham, Provost Gould questioned the last sentence of the resolution, and suggested "for example" in place of "thus". Senator Scheffel agreed with this correction. There being no further significant debate, the resolution passed on a voice vote. Its text (as corrected) is as follows:

**Resolution re. Content of E-Mail**

Academic freedom exists to protect professors who in good faith hold controversial views, including views on shared governance. The Senate reaffirms its resolution of March 9, 1999 (9899-42), which asserts the necessity of debate which, while courteous and respectful, should be entirely unrestricted as to content. This is consistent with a general understanding of the legal principles relating to freedom of speech, according to which the government may regulate the same only when there is a compelling state interest and when the state has used the least restrictive means to do so. For example, factual reports of campus visitors' schedules do not violate the spirit of the March 9, 1999 Senate resolution.

President Scheffel then resumed the chair.

**Reports of Liaisons**

*General Education Committee:* Senator Holmes reported that the committee had discussed international studies and service learning, but had reached no conclusions

**Adjournment**

By unanimous consent, the Senate stood adjourned at 4:39 pm.