

MINUTES OF MEETING OF THE EXECUTIVE COMMITTEE OF THE BOARD OF REGENTS AND THE FACULTY ADVISORY COMMITTEE, JULY 16, 1969

The Executive Committee of the Board of Regents of Western Kentucky University met with the Faculty Advisory Committee on Wednesday, July 16, at 1:00 p.m. in the Regents Conference Room of the Administration Building.

Present for the meeting were the following members of the Executive Committee:

Dr. W. R. McCormack
Dr. J. T. Gilbert

Mr. Douglas Keen, Chairman, was absent because of illness.

All members of the Faculty Advisory Committee were present; namely,

Dr. D. W. Bailey, Chairman
Mrs. Lucy Erwin
Dr. Wayne Dobson
Dr. Paul Power
Dr. Robert H. Mounce

Also present was Miss Georgia Bates, secretary to the Board.

Dr. McCormack presided.

In his preliminary remarks, Dr. McCormack expressed appreciation to the Faculty Advisory Committee for its role in representing the Western faculty.

Dr. Bailey, after acknowledging the appreciation of the faculty committee, read the following report, copies of which were then distributed to all present:

Dr. McCormack and Dr. Gilbert have asked that the following information be attached so that statistics in the faculty letter could be interpreted:

Teaching faculty	477
Professional librarians	<u>24</u>
	501
Administrative faculty	<u>39</u>
Total	540

Total number of employees as of
April 1, 1969----- 954


Secretary

July 15, 1969

Board of Regents
Western Kentucky University
c/o Miss Georgia Bates, Secretary
College Heights
Bowling Green, Kentucky 42101

Dear Sirs:

The Faculty Advisory Committee is able at this time to make available to you additional information developed from the recent "Opinion Questionnaire" circulated among the Faculty. This information is being submitted in person to the Executive Committee of the Regents where it will be discussed in detail. It is herein made available to each of the Regents in written form.

The "Opinion Questionnaire" was sent out as broadly as possible to the faculty who could be reached. We are assuming that all 205 (approx.) of the faculty members teaching this summer received a copy of the questionnaire and had opportunity to respond. In sending out the questionnaire we requested the departmental secretaries to see to it that the questionnaires were mailed to faculty members (where addresses were known) who would not otherwise receive it in their departmental mail boxes. Indications are that this may not have been a well-handled request, so that our estimations are that from 275 to 300 faculty members at most received the questionnaire. Responses on the questionnaire to date total 135, in the near vicinity of the 50% return generally expected on questionnaires. 27%

In our previous report (of July 3, 1969) to the Regents we were able to convey first that 73.5% of the faculty favored an "extensive search" in order to be confident of locating the best man possible for President of Western Kentucky University. Secondly, we reported what was a clear concensus of opinion of the Faculty as to what the "necessary qualifications" were for a man being considered for this position. That study revealed a strong preference for ACADEMIC STATURE far ahead of all other qualities, followed secondly by a preference for ADMINISTRATIVE ABILITY to carry out an academically oriented program, and thirdly by various PERSONAL QUALITIES, most of which would be assumed to be possessed by a man considered for a position of this nature.

In keeping with the invitations extended to us both by Mr. Douglas Keen and President Thompson, the Regents' Faculty Advisory Committee is now prepared to begin submitting a "partial list" of names of men who have been nominated, screened by the Faculty Committee, and contacted by the committee to ascertain their willingness to allow their names be so presented. Due to the necessity to protect these men at this stage of consideration, their names will not be released in any form by the Faculty Advisory Committee to anyone except to the Regents. This information is therefore conveyed to the Regents in a separate letter.

From the second page of the "Opinion Questionnaire" the following data are summarized. First, 51% of those responding stated their first choice for the presidency was for someone outside the present staff of the University. Six percent favored an outside person as their second choice, and seven percent held this preference for third choice. Of the 51% favoring an outsider as first choice, 52% (26.5% of the total) offered no other alternative suggestion than that the next president be from outside the present Western staff. The other 48% (24.5% of the total) favoring an outsider as their first choice mentioned men from inside Western's present staff as second and third choices. The remaining 49% of the total respondents named someone presently on the staff at Western as their first choice for Western's next president. These findings are tabulated as follows:

	<u>Percent of Total</u>
OUTSIDER AS FIRST CHOICE	51% (50)
a. Outsider as only alternative	26.5% (26)
b. Outsider preferred, but subsequent choices from Western staff	24.5% (24)
WESTERN STAFF MEMBER AS FIRST CHOICE	49% (48)

The following figures represent the actual first, second, and third choices of the 98 faculty members who made known their preferences:

<u>Name</u>	<u>First Choice</u>	<u>Second Choice</u>	<u>Third Choice</u>
Outsider	51% (50)	6% (6)	7% (7)
Cravens	23.5% (23)	23.5% (23)	6% (6)
Russell	9% (9)	11% (11)	4% (4)
Downing	10% (10)	9% (9)	4% (4)
Harrison	5% (5)	0% (0)	1% (1)
Minton	0% (0)	2% (2)	0% (0)

<u>Name</u>	<u>First Choice</u>	<u>Second Choice</u>	<u>Third Choice</u>
Jenkins	1% (1)	0% (0)	2% (2)
Power	0% (0)	1% (1)	0% (0)
Keown	0% (0)	0% (0)	1% (1)
	100% (98) (Rounded to nearest 1/2%)		

In order to make the above figures more meaningful in rating the candidates from Western, a comparison of how these men were rated against each other by their colleagues was made. A total of 72 faculty members evaluated and rated the men whose names appear in the previous table. That evaluation is shown in the following tables:

<u>Name</u>	<u>Top Rated</u>	<u>Second Rated</u>	<u>Third Rated</u>
Cravens	48.5% (35)	23.5% (17)	0% (0)
Russell	25.5% (18 1/2)	6.5% (4 1/2)	1.5% (1)
Downing	16% (11 1/2)	13% (9 1/2)	1.5% (1)
Harrison	7% (5)	0% (0)	1.5% (1)
Minton	1.5% (1)	1.5% (1)	0% (0)
Jenkins	1.5% (1)	0% (0)	3% (2)
Power	0% (0)	1.5% (1)	0% (0)
Keown	0% (0)	0% (0)	1.5% (1)
	100% (72) (Rounded to nearest 1/2%)		

To make the evaluation even more significant, a further study was undertaken in which only the three top-rated men were compared. There were 70 faculty members who rated these men as candidates for the presidency. These results are as follows:

<u>Name</u>	<u>Top Rated</u>	<u>Second Rated</u>
Cravens	57% (40)	18.5% (13)
Russell	26.5% (18 1/2)	8% (5 1/2)
Downing	16.5% (11 1/2)	15% (10 1/2)
	100% (70)	

In view of these results, the Faculty Advisory Committee continues to recommend to the Regents that an "extensive search" be conducted to locate Western's next President. Personal contact with each of the three men most preferred by the faculty from within the University (rated above) has verified that this is also their preference. No one of these very honorable men has indicated a desire for consideration by the Regents except as it is done in the full light of all available competition. Each has indicated his awareness of the importance of this kind of a basis, if the next president is to have the best support of alumni,

faculty, students, etc. If after all available individuals have been properly screened and investigated the best man is found to be one already on the Western Kentucky University staff, the Faculty Advisory Committee recommends that you give serious consideration to the indications of support which each of these three men could expect to have from the faculty.

Sincerely,

Regents' Faculty Advisory Committee
D. W. Bailey, Chairman

~~cc: Academic Council~~

A discussion of the report followed. In its comments, the Faculty Advisory Committee stated that a great deal of time had been spent in attempting to interpret the feeling of the faculty. It was the consensus of the committee that the report represented a valid representation of the faculty since a 50 percent response to approximately 275 questionnaires was considered to be a good return. The small participation was attributable, they added, to the limited amount of time involved in its completion (one week), the reduced number of summer faculty, and probably an inadequate job of distribution by departmental secretaries.

A general discussion followed regarding academic excellence with each member of the faculty committee giving his or her concept. It was the opinion of the group that Western's advancement in the area of academic excellence was noteworthy. The chairman of the committee suggested that a master plan in academic development, long-range wise, similar to the campus master plan, would be desirable. He added that the academic program of the University, in his opinion, was not as well developed as other areas.

The information referred to in Paragraph 1 of Page 2 of the faculty committee report regarding the "names of men who have been nominated, screened by the Faculty Committee, and contacted by the committee to ascertain their willingness to allow their names be so presented" was received by the secretary to the Board on July 17. Copies of this communication were placed in the mail to the Board members on the date of receipt and is not included in these minutes.

In conclusion, the Executive Committee stated that the Board of Regents was continuing its evaluation of all applications, recommendations, and suggestions and invited the faculty committee to continue to submit nominations and recommendations.

There being no further discussion, the meeting was adjourned at 3 o'clock.