

MINUTES

WESTERN KENTUCKY UNIVERSITY FACULTY SENATE

November 12, 1981

Call to Order

The regular meeting of the Faculty Senate was called to order on Thursday, November 12, 1981, in the Regents' Room of Wetherby Administration Building at 3:10 p.m. A quorum was present.

Roll Call

Absent were:

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|---------------------|----------------------|
| 1. James Ausenbaugh | 10. John Graham |
| 2. William Beard | 11. John Jones |
| 3. James Bingham | 12. Jackson Kesler |
| 4. Bill Buckman | 13. Michael Klein |
| 5. Cam Collins | 14. Robert Melville |
| 6. Mary Crisp* | 15. Imogene Simpson |
| 7. William Davis | 16. Joann Verner |
| 8. Glenn Duffy | 17. Donald Zacharias |
| 9. Lawrence Finley | |

* sent observer

Minutes

The minutes for October were approved with corrections on page 3, line 23, "amendment" and also on page 3, Martha Watson sent an observer. Minutes for the called meeting were approved as written.

Comments from the Chair

The Chair commented on several items including:

- 1) Recognition of Eastern's Faculty Senate Chair, Professor Thompson,
- 2) Thanks to all for petition and rally efforts,
- 3) Implementation of a quick-calling Senate list to relay urgent information,
- 4) Charge to the BAE Committee to examine vote-taking when Senate not in session,
- 5) Forthcoming meetings: Regents--November 21, 10:00 a.m., Senate--December 10, 3:10 p.m., and January 14, 3:10 p.m.
- 6) Acknowledgement of Senator Robe's presentation to College of Education about budgetary matters.

STANDING COMMITTEES

Institutional Goals and Planning Committee

Senator Seeger requested that senators forward to faculty the goals and objectives of the Mission Statement and invite suggestions for change. He plans to present information on cooperation with other universities and within the University. At an October 30th meeting with President Zacharias, the IGP Committee exchanged ideas about a more realistic mission statement and the President challenged faculty to do nationwide creative work.

NEW BUSINESS

A Robe/Grice motion passed unanimously as follows:

That an Ad Hoc committee be appointed to work jointly with the ASG to prepare an information packet which would be made available and

distributed through the faculty, student body and the Alumni Association mailing list. This information packet would present pertinent facts and summarize data in an understandable manner so that interested persons could understand the present financial plight of the University. The costs of the project would be met through donations from interested faculty, staff, students and friends of the University. Committee members were appointed and approved as follows:

Senators Hoyt, Hire, Glaser, and Robe (chairman); ASG members Marcel Bush and David Payne; faculty member Joyce Wilder. Senator Bowen will act as treasurer.

A Grice/Humphrey motion passed as follows:
 "It is therefore moved that an Ad Hoc Political Action Committee be established. This committee will be responsible for developing plans and guiding the organization of appropriate political actions in support of Western's needs. It will further be responsible for the development of long range public and legislative liaison in support of policies, procedures and legislative actions which affect the future of Western. This committee will work closely with other Senate committees, the Associated Student Government and University administration in the development of plans for political actions. The members of this committee will be appointed by the Senate Chairperson in consultation with the Committee on Committees. Continuity of this committee will be attained through annual reaffirmation by the Senate."

Senator James Davis announced that WKU and Murray will establish a joint committee to study academic programs and asked the Committee on Committees to submit 4 names from which 2 will be selected for the committee to be composed of 2 faculty, 1 administrator, 1 student, and the Vice President for Academic Affairs from each institution. Senator Davis then addressed the Senate in response to the three-point motion passed in October concerning faculty/retention-termination, giving background for the process from January 9, 1981, to October 1, 1981.

A Pearson/P.Jones motion passed to present the consulting documents for first reading.

A Ruff/everyone motion to adjourn passed at 5:10 p.m.

A Ruff/everyone motion passed adjourned as follows:
 That a Ad Hoc committee be appointed to work jointly with the ASG to prepare an information packet which would be made available and

Questions for President Zacharias:

1. Assuming that WKU faculty and staff members some day receive another pay increase, what are your views on the possibility of giving all increases in dollar amounts instead of figuring them on a percentage basis?

The development of an effective plan for annual increments is influenced by internal and external factors. Included in these factors are rate of inflation, funds available for salaries, and salary averages. In considering the question of increases being in dollar amounts rather than as a percentage of the base, it should be noted that there are current policies in which dollar amounts are provided.

When a faculty member completes a doctorate, the immediate salary increase is in a dollar amount. The salary adjustment accompanying promotion in faculty rank is in dollar amounts rather than a percentage. The salary plan for classified employees provides increments in dollar amounts.

Incremental increases in dollar amounts rather than percentages do not recognize achievements of advanced degrees, promotion to higher ranks, and numerous factors related to academic area and individual accomplishments which influence salary level. I prefer a compensation plan which combines two components. In inflationary conditions, I believe all employees performing at an acceptable level deserve an increase that is related to cost-of-living and expressed in a percent of the individual's base salary. Failure to provide this kind of increase will cause Western to lose its top faculty. They have high salaries because of their degrees and performance and because they can command still higher compensation from other universities or from business and private employment. In addition, I believe that those performing in an exceptional manner should receive a meritorious increment which could be in a dollar amount or a percentage, depending on the amount of money available for distribution.

The successful implementation of a compensation plan involving cost-of-living and merit increases requires more funds and less inflation than we have had since I have been at Western. A valid performance evaluation process, of course, is an essential part of any compensation system.

2. What are your views on the idea of annually making the salaries of WKU faculty and staff members easily available to the public (such as in a file kept in the Reference Room of the Helm Library)?

The salary list approved by the Board of Regents as a part of the annual budget process will be placed at the reference desk in the Helm Library. I have had a copy of the salary list for this year placed in the Library. Keep in mind that salaries are changed periodically. The official list to date can be reviewed only in the Office of Personnel Services.

If you have questions for President Zacharias, please send them with your name to Sue Bryant, Department of Nursing, Academic Complex.

FOR YOUR INFORMATION

Some of the faculty have been asking, "When are they going to cut administrators?" A partial answer comes from these data. Cuts made in 1980-1981 included the following positions:

- 5 secretarial-clerical
- 1 physician
- 1 administrative staff position
- 1 associate dean of extended campus
- 3 positions in Food Services
- 12 positions in Physical Plant

In 1981-1982 these additional cuts were made:

- 2 positions in Food Services
- 9 positions in Physical Plant
- 1 assistant dean of the Graduate College
- 1 staff assistant in the library
- 1 staff assistant in Financial Aid
- 1 buyer in Purchasing
- 1 staff assistant in Student Affairs (Downing Center)
- 1 staff position in University School Relations
- 1 patrolman in Public Safety
- 1 captain in Public Safety
- 1 staff position in University Recreational Activities Program (intramurals)
- 1 staff position in University Housing
(residence hall programming)
- 2 positions in office machine repair

In situations where an administrator was moved to a faculty position or other position for which no vacancy had existed, that administrator's former position has not been listed in the number of lost positions.

The Fiscal Affairs Committee Report, October 8th 1981, gave the following summary:

Faculty positions deleted	31.5	Non-faculty positions deleted	89
Faculty positions restored	8.0	Non-faculty positions restored	1
Net loss of faculty positions	23.5	Net loss of non-faculty positions	88
Net loss of university positions	111.5		

**FACULTY POSITIONS REPRESENTED 21% OF THE TOTAL NUMBER AND 46% TOTAL COST.
NON-FACULTY POSITIONS REPRESENTED 79% OF THE TOTAL NUMBER AND 54% TOTAL COST.